

# DISCRIMINATION, BULLYING & HARASSMENT POLICY



Bhagwan Marine is committed to equal employment opportunity and eliminating all forms of discrimination based on gender, sexual orientation, race, colour, national or ethnic origin, language, religion, or nationality. Bhagwan Marine recognises the rights of all employees to work in an environment that is respectful and free from harassment, bullying and unlawful discrimination.

Bhagwan Marine aims to create an environment where:

- Cultural differences are respected and understood, and
- Vessel crew and company personnel are able to participate fully in company activities, free from discrimination and harassment of any kind.

Harassment is defined as behaviour that is directed at an individual or group of individuals or crew members that is:

- Offensive, belittling, humiliating, intimidating, or threatening; and
- Unwelcome and unsolicited; and
- Is of the type that:
  - Is usually unreciprocated.
  - Can usually be expected to be repeated.
  - Makes the work or living environment unpleasant, humiliating, or intimidating for the individual or group.
  - Can make it difficult for effective work to be done.

Bhagwan Marine aims to prevent discrimination and harassment on the basis of gender, sexual orientation, race, colour, nationality or ethnic origin, language, or religious beliefs through:

- Fostering positive and informed attitudes and respective behaviour.
- Recognising cultural differences in the work environment.
- Ensuring accountability of senior management to implement these principles effectively.

The Head of HR/IR is the senior officer responsible for ensuring the management of this policy statement and associated processes and procedures, which include:

- Educating company personnel on Company Values, Code of Ethics, Code of Conduct that promotes acceptable behaviour at work.
- Promptly, effectively, and confidentially addressing complaints of discrimination or harassment.
- Actively encouraging appropriate behaviour by those in positions of authority.
- Provision of appropriate and effective processes with adequate resources to prevent and address issues of discrimination and harassment.

Bhagwan Marine personnel including contractors shall comply with the requirements contained in this policy statement, associated processes, procedures in compliance with regulatory obligations.

For further information, please refer to BM-T2-010 Discrimination & Harassment Procedure.

**Loui Kannikoski**  
Managing Director