

HUMAN RIGHTS POLICY

Author: CEO / Version: 2019-05-21

Approved by QM: 2019-05-21

Reviewed: 2023-04-03

COMMITMENT

Company affirms the responsibility to respect the human rights of, and fulfill humanitarian responsibilities towards, all those affected by our business activities, including personnel, clients, suppliers, shareholders, and the population of the area in which services are provided. We recognize the importance of respecting the various cultures encountered in our work, as well as the individuals we come into contact with as a result of those activities. Security company proclaims Universal Declaration of Human Rights as a common standard of achievement for all employees and partners and we promote respect for these rights and freedoms by all measures possible within our activities.

DELIVERY

PERSONNEL

Company treats everyone who works for us fairly and without discrimination. Our working conditions respect their rights and dignity.

SUBCONTRACTORS

Company will not knowingly enter into contracts where performance would directly and materially conflict with international human rights laws and requirements for the minimum age of workers (15 years). We prefer to make contractual commitments with suppliers that adhere to the same principles in terms of Human Rights.

POPULATION

Company complies, and requires our Personnel and subcontractors to comply, with international human rights laws. We respect the human rights of persons we encounter, including, the rights to freedom of expression, association, and peaceful assembly and against arbitrary or unlawful interference with privacy or deprivation of property.

SERVICE

We take reasonable steps to ensure that the goods and services we provide are not used to violate human rights law or international humanitarian law, and such goods and services are not derived from such violations.

DETAINEES

Security personnel will only detain the suspected pirates during the attack on board the protected vessel only if agreed and requested by Master. Security Team has no authority and responsibility to decide over detaining any person. Company and personnel will treat all detained persons humanely and consistent with their status and protections under applicable human rights law or international humanitarian law, including prohibitions on torture or other cruel, inhuman or degrading treatment or punishment.

Company and personnel do not take or hold any persons except when apprehending persons to defend themselves or others against an imminent threat of violence, or following an attack or crime committed by such persons against personnel, or against clients or property under their protection, pending the handover

of such detained persons to the Competent Authority at the earliest opportunity. Any such apprehension must be consistent with applicable national or international law and be reported to the Client without delay.

APPREHENDED PERSONS

Company and its personnel treat all apprehended persons humanely and consistent with their status and protections under applicable human rights law or international humanitarian law, including prohibitions on torture or other cruel, inhuman or degrading treatment or punishment.

COMPLIANCE

Company ensures that all Personnel performing Security Services receive initial and recurrent professional training and are also fully aware of our procedures and policies and all applicable international and relevant national laws, including those pertaining to international human rights, international humanitarian law, international criminal law and other relevant criminal law.

Compliance measures

- ✓ All employees and other persons representing the Company are expected to comply with the requirements of this policy.
- ✓ Managers and Team Leaders are responsible for encouraging compliance with this policy.
- ✓ All employees are responsible for this policy.
- ✓ Any individual who has violated this policy during the service period can be sent home a.s.a.p. and the one should cover the cost of his unexpected transportation /accommodation.
- ✓ Any breach of this policy may result with cancellation of the Contract.

Security company respects, promotes and realizes the ILO Declaration of Fundamental Principles and rights at work, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights, namely:

- a) freedom of association and the effective recognition of the right to collective bargaining;
- b) the elimination of all forms of forced or compulsory labour;
- c) the effective abolition of child labour; and
- d) the elimination of discrimination in respect of employment and occupation.

The review of this policy is conducted annually during the management review.