



# HUMAN RIGHTS POLICY

Respect for human rights is fundamental to the sustainability of Regis Maritime and the communities and areas in which we operate. In our Company and across our management systems, we are committed to ensuring that people are treated with dignity and respect.

Our Human Rights Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

We are committed to working with and encouraging our partners and suppliers to uphold the principles in this Policy and to adopt similar policies within their businesses.

## Respect for Human Rights

Regis Maritime respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

## Community and Stakeholder Engagement

The Company recognizes its impact on the areas in which we operate. We are committed to engaging with stakeholders in those areas to ensure that we are listening to, learning from and considering their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We are also committed to creating economic opportunities and fostering goodwill in the areas in which we operate.

## Valuing Diversity

We value the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment based on race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. Our basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace.

These principles apply not only to Company employees but also to the business partners with whom we work.



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### Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

### Safe and Healthy Workplace

We aim to provide a safe and healthy workplace and comply with applicable safety and health laws, regulations, and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplace, including the identification of hazards and remediation of health and safety issues.

### Workplace Security

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

### Forced Labour and Human Trafficking

The Company prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

### Child Labour

We are committed to not employing child labour as defined by ILO Conventions 182 (worst forms of child labour) and 138 (minimum age). In no circumstances will any person younger than 21 years of age be employed in duties that might require the use of a firearm.

### Work Hours, Wages and Benefits

The Company compensates employees competitively compared to the industry and local economies. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

### Guidance and Reporting for Employees

We aim to create a workplace in which open and honest communication among all employees is valued and respected. The Company is committed to following all applicable labour and employment laws wherever we operate. If you believe that a conflict arises between the language of the policy and the laws, customs, and practices of the company or, if you have questions about this policy or if you would like to report a potential



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violation of this policy, you should raise those questions and concerns through existing processes, which make every effort to maintain confidentiality.

You may ask questions or report potential violations to your senior manager or Human Resources department.

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. The Company is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

**Mark Chaudhary**  
**Managing Director**

