

HUMAN RIGHTS AND LABOUR POLICY

Objective

This Human Rights and Labour Policy Statement outlines standards to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. Inter Marine Group is committed to upholding the protection of human rights of all workers where it is possible through our sphere of influence. We are committed to ensuring that we are not complicit in any human rights violations and hold our suppliers and partners to this same high standard. Inter Marine supports and respects the principles proclaimed in the Universal Declaration of Human Rights and believes businesses should ensure that they are not complicit in human rights abuses.

Scope

This Human Rights Policy Position Statement is intended to state the company's position to all Inter Marine employees and other stakeholders.

Elements of the Policy

1. Freely Chosen Employment

Debt bondage: Forced, bonded or indentured labour; involuntary prison labour; slavery or trafficking of persons shall not be used. All work will be voluntary in the delivery of Inter Marine products and services.

2. No Underage Workers

Child labour is not used under any circumstances. All employees must meet the minimum age requirement set by local laws.

3. Minimum Wage, Hours and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours shall be limited to what is acceptable by local laws.

4. Humane Treatment

There is to be no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, slavery, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.

5. Non-discrimination

We are committed to a workforce that is free of harassment and unlawful discrimination, including race, colour, religion, national origin, gender (including pregnancy), age, disability, sexual orientation, gender identity, HIV status, marital status, past or recent military status or any other status protected by the laws or regulations in the locations where we operate.

6. Dealing with Management, Freedom of Association and Collective Bargaining

We believe that workers' rights are best protected by allowing each worker to deal directly with management on issues of importance to that worker. We also respect the rights of workers to associate or not associate with third-party organisations, join or not join labour unions, seek representation, bargain or not bargain collectively in accordance with local laws.

7. Workplace Health and Safety

Workers are to be in a safe environment, protected from hazards of the job. Where necessary, workers will be provided safety equipment as appropriate to the work being performed. Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage and eating facilities. Where worker dormitories are provided, they are to be maintained clean and safe, adequate heat and ventilation along with reasonable entry and exit privileges. Procedures and systems are to be in place to manage, track and report occupational injury and illness. Emergency response procedures are in place.