

Human Rights Policy

Ocean Marine Solutions Limited is committed to developing an organizational culture which supports the internationally recognized human rights and seeks to avoid involvement in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the International Labour Organization's (ILO) Core Conventions on Labor Standards and the International Code of Conduct Association (ICoCa). We are committed to respecting all internationally recognized human rights as relevant to our operations.

Our principle is that where national law and international human rights standards differ, we will follow the higher standard in the event of a conflict, while seeking ways to respect international human right to the greatest extent possible.

OMS seeks to identify, assess and manage human rights impacts within our value chain in line with the following policy aims:

Employees

To respect the human rights of our employees, including non-discrimination, prohibition of child labor, forced labor and modern slavery, freedom of association and the right to engage in collective bargaining.

Suppliers and Contractors

To evaluate and select major suppliers and contractors, taking into consideration OMS's Human Rights and Social Policies, and to monitor their performance where appropriate. To advance the application of the ILO Declaration on Fundamental Principles and Rights at Work through engagement and collaboration where necessary. To ensure that there is no child, forced, trafficked or slave labor in the OMS value chain.

Local Communities

To respect the cultures, customs and values of the people in communities in which we operate and contribute within the scope of our abilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

To have open dialogue with stakeholders and participate in community engagement activities. To ensure the provision of security is consistent with international standards of best practice and the laws of the countries in which we operate, using security services only where necessary and requiring the use of force only when necessary and proportionate to the threat.

Society

To play a positive role, within our spheres of influence, in capacity building for the realization of human rights within countries of operation.

To promote the realization of environmental sustainability and development through our core business and through our participation in other multi stakeholder activities where appropriate. To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce such standards for all businesses.

OMS Human Rights Policy Statement

OMS is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses. We believe that businesses can only flourish in societies where human rights are protected and respected. We recognize that businesses have the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

OMS places importance on the provision of effective solutions wherever human rights impacts occur through company grievance mechanisms. We will continue to build the awareness and knowledge of our employees and workers on human rights, including labour rights, encouraging them to speak up, without retribution, about any concerns they may have, including through our grievance procedure. We are committed to continue increasing the capacity of our management to effectively identify and respond to concerns. We also promote the provision of effective grievance procedure by our suppliers.

OMS will continually evaluate and review how best to strengthen our approach to addressing human rights, including labour rights. We believe that working through external initiatives and partnerships, for example with other industries, NGOs, trade unions, suppliers and other business partners, is often the best way to address shared challenges.

This Human Rights Policy Statement consolidates our existing commitments and brings increased clarity on our processes and procedures. Its principles are implemented across our operations and value chain.

Governance and Accountability

Respect for human rights is an integral part of our sustainability strategy. Management of human rights is the responsibility of the OMS Management Team, which includes Senior Managers from across the business, Heads of Departments, and Line Managers and all other levels of employees are encouraged to be observant and responsible for the management of human rights. Ultimate oversight for Human rights resides with our Board of Directors which are briefed on an annual and bi-annual basis.