



## HUMAN RIGHTS POLICY

### Our Commitment

Respect for human rights is an essential value of imza MARINE S.A. We make every effort to respect and promote human rights in accordance with the International Bill of Human Rights, International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. This is our focus in our relationships with our employees, those in our value chain, and the communities in which we operate, and is the foundation of our Human Rights Policy.

Imza MARINE's Human Rights Policy aligns with our Code of Ethics, Business, and Environmental policies covering diversity, environment, health and safety, and employee relations. Imza MARINE is dedicated to the principles that all persons should be treated with respect.

### Our Safeguards

We recognize our responsibility under the UN Universal Declaration of Human Rights and comply with the Maritime Labour Convention of 2006 by the International Labour Organisation (the "Convention"). We maintain the highest standards for our seafarers: conditions of employment, accommodation, facilities, health, welfare and others under the requirements in the Convention. All personnel (including agents acting on our behalf) are expected to strictly adhere to the principles under this policy. We do not make use of forced or compulsory labour under any circumstances and do not employ anyone underage.



## Reporting Information

Any actual breach or identified risk of breach of human rights standards should be reported immediately to the Legal Department. Alternatively, use the independent whistleblowing hotline.