



BUMI ARMADA

HUMAN RIGHTS POLICY

Policy Statement

Bumi Armada Berhad and its group of companies ("**Bumi Armada**") considers human rights to be a fundamental value that underpins the sustainability of our organisation. Against this backdrop, Bumi Armada is fully committed to conducting business with fairness, dignity, equality and mutual respect, whilst being dedicated to applying the international principles aimed at protecting and promoting human rights, as described in the United Nations Global Compact (UNGC), the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, and other applicable international human rights standards, applicable laws and regulations across our global business operations.

Bumi Armada's commitments, amongst others are:

Respect for Employees' Rights

Bumi Armada conducts its business operations in a manner that respects the rights and dignity of its employees and in compliance with all applicable laws and regulations in the countries it does business.

Bumi Armada is invested in continuously developing employee skills and opportunities for career development, providing opportunities for mobilising talent across its global operations, which being committed to developing local talent and supporting nationalisation wherever it operates.

Bumi Armada is driven to ensure that working hours do not exceed the maximum required by applicable local laws, with the relevant periods of rest similarly observed. It also ensures remuneration of employees are based on applicable local laws and regulations on minimum wages and applicable statutory contributions.

Bumi Armada is dedicated to ensuring that all employees are provided with a legible and legally binding employment contract which clearly defines the terms and conditions of their employment in a comprehensive manner.

Bumi Armada continues to build awareness and develop the knowledge of its employees on their labour rights, human rights and encourages them to speak up, without reprisal through an independent third-party hotline which is available 24 hours a day and 7 days a week, with assistance in their own language. The reports can also be made via a secure website at <http://bumiarmada.ethicspoint.com> or using the toll-free number provided.



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Diversity, Equity and Inclusion

Bumi Armada strives to eliminate discrimination against all employees based on gender, race, class, economic status, ethnic background, colour, language, religion, political beliefs, national or social origin, age, marital status, disability, sexual orientation, or other distinguishing characteristics.

Bumi Armada values the diversity of the different backgrounds of its employees and is devoted to providing equal opportunity whilst having a zero-tolerance policy to workplace discrimination or harassment.

Bumi Armada strives to ensure that the basis of recruitment, hiring, placement, development, training, compensation, career advancement and promotions are justified and are based solely on merits and competencies of individual employees having the appropriate qualifications, performance, skills and experience. Bumi Armada does not tolerate any discrimination, disrespectful, inappropriate behaviour, unfair treatment, or retaliation of any kind.

Zero-Tolerance to Forced Labour

Bumi Armada strives to eliminate any form of forced labour or hiring including slave labour, child labour and human trafficking. Bumi Armada abides by relevant international conventions and applicable laws and regulations relating to working hours including limits of weekly working hours, minimum age of employment and minimum wages.

Bumi Armada has a zero-tolerance approach to any form of forced labour, including modern forms of slavery, child labour, child exploitation and human trafficking. Bumi Armada is committed to act ethically and with integrity in all business dealings and relationships, and to implement and enforce effective systems to control and eliminate any form of forced labour.

Bumi Armada is also committed to ensuring transparency in its business and in its approach to addressing modern slavery throughout its business supply chain.

Bumi Armada expects the same high standards from all its vendors, subcontractors, and other business partners by aiming to obtain an equal commitment from them in striving to eliminate forced labour.

No Child Labour

In particular, Bumi Armada is committed to eliminating child labour by actively engaging with relevant stakeholders in an effort to eliminate child labour based on the following basic principles:

- Being aware of countries, regions, sectors or economic activities where there is a



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greater likelihood of child labour and responding accordingly with appropriate policies and procedures.

- Adhering to the minimum age provisions of national labour laws and regulations and, where not governed by national law, by reference to international standards.
- Using adequate and verifiable mechanisms for age verification in recruitment processes.
- Compelling vendors, subcontractors, and other business partners to acknowledge this policy in an effort to prevent child labour.

Health & Safety

Bumi Armada will ensure that all employees work in a safe and healthy environment. Bumi Armada will take steps as is reasonably practicable to prevent potential accidents and injuries to employees by minimising the causes of hazards inherent in the workplace. Employees are provided with general as well as job-specific health and safety instructions and training throughout the course of their employment.

GARY CHRISTENSON

Executive Director / Chief Executive Officer

Date: 2nd June 2023