

# M1 - HUMAN RIGHTS POLICY

## Purpose

Human Rights Principles establishes Marine One's commitment to respecting human rights. The Policy embodies common principles laid out in the United Nations (UN) Global Compact, the UN Declaration of Human Rights and the UN Guiding Principles for Business and Human Rights, core International Labour Organization Conventions, the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises, and the laws of the countries in which we operate our PMSC Services.

## Scope

This Policy applies to all employees and contingent workers. Marine One also expects our suppliers to maintain progressive employment, environmental, health, and safety practices that meet or exceed all applicable laws and relevant external codes such as the ICoCA Code and Marine One -Rules of the Use of Force and Marine One – Standard Operations Procedure. The Human Rights policy of Marine One has taken immediate effect under the directions of the Managing Director.

## Policy Statement

Marine One is committed to maintaining and improving systems and processes to avoid complicity in human right violations related to our own operations, our supply chain and our services. These principles are intended to succinctly express Marine One's commitment to ethical and legal business, environmental, human rights, and labor practices on a worldwide basis.

## Human Rights Principles

We are committed to maintaining and improving systems and processes to avoid complicity in human right violations related to our own operations, our services. We regularly assess human rights-related risks and potential impacts, review our policies and management processes, and seek input from stakeholders on our approach. We also support the advancement of human rights through our links to ICoCA and Rules of the Use of Force and BIMCO. These principles apply to all our employees and set expectations for Marine One and its subsidiary SOLAS Lanka Pvt Limited and its Contractors.

Marine One has established an integrated approach to managing human rights across our business supported with a senior-level Management oversight Committee.

## **Diversity and Non-discrimination**

Marine One respects, values and welcomes diversity in its workforce, its clients, its service providers and contractors. Marine One will comply with applicable laws and provide equal employment opportunity for all applicants and employees without regard to race, color, religion, sex, national origin, ancestry, age, disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance.

## **Harassment Prohibition**

Marine One is committed to providing a workplace free of sexual harassment as well as harassment based on factors such as race, color, religion, sex, national origin, ancestry, age, disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance. Marine One will not tolerate harassment of employees by managers or co-workers. Marine One employees are expected to treat co-workers, customers, and contractors and all stakeholders with dignity.

## **Workplace Safety and Environmental Quality**

Marine One is committed to achieving high standards of environmental quality and safety, and to providing a safe and healthful workplace for our employees, contractors. Marine One will seek to provide a secure business environment for the protection of our employees. We strive to comply with all applicable regulatory requirements as a minimum, and implement programs and processes to achieve greater protection, where appropriate.

We strive to conserve energy, water, and other natural resources; and reduce the environmental burden of waste generation and emissions to the air, water and land. We will be a responsible member of the communities in which we live and work.

## **Prevention of Child Labor**

Marine One will not employ anyone under the age of 18 in any position, and workers under the age of 18 should not perform hazardous work. Marine One expects its contractors to comply with this expectation.

## **Prevention of Human Trafficking and Forced Labor**

Marine One will not use or tolerate the use of forced, debt bonded, indentured labor, involuntary prison labor, slavery or human trafficking in its business or supply chain. We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. Marine One expects its contractors to comply with this expectation. Working Hours and Minimum Wage Standards: Workweeks are not to exceed the maximum set by local law. Marine One expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits.

## **Freedom of Association/Collective Bargaining**

Marine One recognizes that employees have the right to freely associate or not associate with third party organizations. Marine One respects those rights and is further committed to treating our employees with dignity and respect, and creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and team together to address workplace issues. We encourage our employees to share their ideas, concerns or suggestions through an environment of cooperation and teamwork.

