

Policy on Human Rights and Decent Work Conditions

1. Introduction

This Policy on Human Rights and Decent Work Conditions sets out the principles and standards of G2 Ocean to ensure that we respect and protect human rights and decent work conditions. G2 Ocean is committed to apply high standards of business and personal ethics to detect the risks that it is exposed to with regards to human rights and decent work conditions and to take the proportionate measures required to deter, manage and remedy these risks. It is the policy of G2 Ocean to always comply with any applicable laws and regulations including internationally recognized conventions regarding the protection of human rights and decent work conditions.

2. Human Rights and Decent Work Conditions

G2 Ocean is committed to comply with the following

- International Bill of Human Rights and other relevant human rights conventions
- ILO Declaration on Fundamental Principles and Rights at Work
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises

These include but are not limited to the human right to freedom of association; safe, healthy and secure working conditions; collective bargaining and the human rights not to be subject to forced labour, child labour or discrimination in respect of employment and occupation.

3. Scope of this Policy

This Policy applies to G2 Ocean and all its subsidiaries, their officers, directors and employees, all which collectively is referred to as «G2 Ocean and G2 Ocean Personnel», wherever located and in all countries.

All third parties performing work on behalf of, or when engaged in a business relationship with G2 Ocean, including but not limited to customers, suppliers, agents, stevedores, brokers, consultants, financial institutions and other counterparties to which G2 Ocean provides or receives services from, are expected to apply similar effective policies to human rights and decent work conditions. G2 Ocean Personnel shall ensure that the principles of this Policy are implemented towards relevant third parties.

It is required that G2 Ocean and all G2 Ocean Personnel always keep themselves aware of and comply with the principles and standards of this Policy and all applicable laws and regulations, and refrain from engaging in any form of business or conduct whatsoever which involves risk of violations or violations of human rights and decent work conditions.

Appreciating that our performance will evolve as we mature our practices, we will continuously seek to improve our efforts within human rights and decent work conditions.

4. Requirements

G2 Ocean has implemented measures aimed at ensuring compliance with the requirements of this Policy. These measures are described in procedures and entail as a minimum (a) the identification of risks of causing or contributing to adverse impacts on human rights and decent work conditions through G2 Ocean's own activities and address such impacts when they occur; (b) the performance of adequate due diligence processes to prevent such risks of materializing, (c) seeking to prevent or mitigate adverse impacts on human rights or decent work conditions that are directly linked to G2 Ocean's operations or contributed to by our business relationships, and (d) assess, monitor and report on our progress and performance.

G2 Ocean is determined to work in an ethical and legal manner and opposes all forms of violations of human rights and decent work conditions. G2 Ocean shall never participate in violations of human rights or decent work conditions wherever we are located and shall also not contribute to or allow others to. Adequate measures are implemented to avoid G2 Ocean being misused by others for purposes of violations of human rights and decent work conditions.

No G2 Ocean Personnel should suffer negative consequences for refusing to participate in behaviour that violates this Policy.

All G2 Ocean Personnel shall report suspicions of actual or potential violations of this Policy.

G2 Ocean management shall ensure that this Policy is properly implemented and that all employees are acquainted with G2 Ocean's Policy and procedures on human rights and decent work conditions. When necessary, updates and information and training shall be provided.

G2 Ocean will continuously assess and, if necessary, amend the content of this Policy and the measures applied to minimize the risk of any violations of human rights or decent work conditions.