

CORPORATE RESPONSIBILITY AND ETHICAL VALUES

Mivan Marine Ltd is committed to its corporate responsibilities including the protection of human rights, the environment and society and the prevention of exploitation. We actively encourage all employees, stakeholders and supply chain partners to meet their social, environmental, ethical and legal responsibilities.

Employees, stakeholders, suppliers, agents and sub-contractors are expected to behave with honesty and integrity and show respect for others at all times and to refrain from any activity which may jeopardise the integrity and reputation of the Company.

We are committed to protecting the human rights of all our employees and fully support the principles of the Human Rights Act and the Modern Slavery Act and all associated legislation. Key principles include:

- All employees are entitled to equal treatment and protection from discrimination.
- All employees have the right to favourable conditions of work including: payment which meets or exceeds national minimum wage or living wage levels as appropriate, safe working conditions, adherence to the Working Time Regulations 1998, maternity and paternity provisions and holidays with pay.
- No employee should be exposed to harsh/degrading treatment or harassment.
- The elimination of any instances of human trafficking, forced labour or child labour.
- The elimination of corruption in all its forms, including bribery and extortion.
- All employees have the right to join a union, bargain collectively and take action.

Mivan actively supports the communities in which we operate and supports both local and international charitable organisations. We also obey all applicable laws within the nations we operate and require supply chain partners to operate within this framework and will endeavour to source products and services from companies operating similar policies.

The Company recognises its responsibility to the environment and to health and safety and requires employees, stakeholders and supply chain partners to consider the environmental and health and safety impact of their business decisions and activities.

It is a fundamental policy of the company to conduct its business with honesty and integrity and in accordance with the highest legal and ethical standards. Mivan requires its directors, managers, employees and agents to behave with:

Honesty and integrity

- Always follow the law
- Report any wrong doing
- Never offer or accept a bribe including gifts from/to customers, suppliers or sub-contractors
- Avoid any conflict of interest

Fairness and consistency

- Show respect and consideration for others
- Treat people fairly
- Consider the communities in which we operate

Professionalism

- Maintain a high standard of personal conduct and courtesy in all business dealings.
- Refrain from engaging in any conduct that could undermine the employee's position within the Company or which could bring the Company into disrepute

The utmost regard for health and safety and the environment

- Put health and safety first ensuring the safety of our employees, suppliers, sub-contractors, stakeholders and agents.
- Comply with all environmental, health and safety rules, procedures and legislation
- Reduce our impact on the environment by reducing the amount of waste material produced, reuse and recycle paper, equipment and other waste material and reduce energy usage, travel and transportation wherever possible.
- Purchase products with a lower environmental impact and which have been made from recycled material.

Raising a Complaint

If any employee, contractor, subcontractor, agency worker, consultant or anyone else involved in Mivan's activities wishes to raise a concern about how employees are treated or about practices within the business or supply chain they can do so in line with the Company's Whistle Blowing Policy.

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