



Human Rights Policy

AHM Marine LLC is committed to developing an organizational culture which implements a policy of support for local (United Arab Emirates- UAE) and internationally recognized human rights practices. Domestically, the UAE places a high priority on respect for human rights in accordance with international human rights standards. We support these local and international principles as contained within the United Nations Guiding Principles on Business and Human Rights.

This policy fosters greater awareness of human rights issues throughout the company and enhances our capabilities to identify and manage human rights across our business as well as create open and inclusive workplaces based on human rights.

AHM Marine LLC manages human rights in line with this policy as follows:

Employees

We treat our employees with dignity and respect and promote diversity in the workplace. Our company policies and procedures adhere to all applicable domestic laws and are consistent with ILO labor principles. These principles include the freedom of association, right to collective bargaining, elimination of forced and compulsory labor, abolition of child labor and the elimination of discrimination in the workplace.

Employees are made aware of this policy in the following ways:

- Communicated to them at the time of induction / training sessions
- Issued from Senior or Middle management emphasizing the company's commitment to international human rights practices and encouraging personnel to report any concerns so as to help the company comply with its commitments.

Suppliers

We encourage our suppliers to treat their employees and to interact with communities in ways that respect human rights and are consistent with our Human Rights Policy. We require that our suppliers adhere to all local laws and encourage them to align their practices with the International Labour Organization's (ILO) core principles as incorporated in our policy namely: non-discrimination, prohibition of child and forced labor, freedom of association and the right to engage in collective bargaining.

We shall evaluate and select suppliers bearing in mind our Human Rights Policy and to monitor their performance where appropriate.



We also take the opportunity of regular business meetings with our suppliers to reinforce our human rights principles and policy.

Society

To respect the cultures, customs and values of the people in communities in which we operate in line with our Corporate Social Responsibility Policy. To contribute, within the scope of our capabilities, to promote the fulfillment of human rights and to serve as a positive influence.

REPORTING

It is every employee's responsibility to maintain a work environment that reflects respect and is free from all discrimination and harassment. If any employee believes that someone is violating this Human Rights Policy or the law, they are asked to report it immediately in line with the Company's Compliance Reporting Procedure.

It is every employee's right to file a human rights complaint or grievance if they feel the need to do so.

COMMUNICATION

AHM Marine LLC shall ensure that the policy is cascaded to all employees and stakeholder through appropriate and effective communication channels to make them aware about their rights and responsibilities.

EXCEPTIONS

No Company Representative has authority to violate this policy or any applicable local or international laws or to authorize anyone else to do so.

REVIEW AND REVISION

This policy will be reviewed by the Senior Management and revised as and when required

HECTOR PATEL
CEO