

# DISCRIMINATION & HARASSMENT POLICY



Bhagwan Marine is committed to equal employment opportunity, and equity, and eliminating all forms of discrimination based on gender, sexual orientation, race, colour, national or ethnic origin, language, religion, or nationality. Bhagwan Marine recognises the rights of all employees to work in an environment that is respectful and free from harassment, bullying and unlawful discrimination.

Bhagwan Marine aims to create an environment where:

- Cultural differences are respected and understood, and
- Vessel crew and company personnel are able to participate fully in company activities, free from discrimination and harassment of any kind

Harassment is defined as behaviour that is directed at an individual or group of individuals or crew members that is:

- Offensive, belittling, humiliating, intimidating, or threatening; and
- Unwelcome and unsolicited; and
- Is of the type that:
  - Is usually unreciprocated.
  - Can usually be expected to be repeated.
  - Makes the work or living environment unpleasant, humiliating, or intimidating for the individual or group.
  - Can make it difficult for effective work to be done.

Bhagwan Marine aims to prevent discrimination and harassment on the basis of gender, sexual orientation, race, colour, nationality or ethnic origin, language, or religious beliefs through:

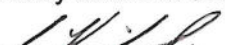
- Fostering positive and informed attitudes and respective behaviour.
- Recognizing cultural differences in the work environment.
- Ensuring accountability of senior management to implement these principles effectively.

Bhagwan Marine aims to eliminate harassment, bullying and unlawful discrimination from its workplaces. The Human Resources Manager is the senior officer responsible for supervising the management of this policy, which includes:

- Educating company personnel on Company Values, Code of Ethics, Code of Conduct that promotes acceptable behaviour at work.
- Promptly, effectively, and confidentially addressing complaints of discrimination or harassment.
- Actively encouraging appropriate behaviour by those in positions of authority.
- Provision of appropriate and effective processes, structures, and resources to prevent and address issues of discrimination and harassment.

Bhagwan Marine personnel including contractors shall comply with the requirements contained in this policy and associated regulations that may apply from time to time.

All complaints shall be directed to the Human Resources Manager who will log and formally address the complaint.

  
**Loui Kannikoski**  
Managing Director