

MODERN SLAVERY POLICY



Bhagwan Marine is committed in supporting the *United Nations Global Compact Principles on Businesses and Human Rights* working towards eradicating the variety of activities that is connected with modern slavery that has been identified and exists across the world today. As an organisation, we shall conduct business and operate with like-minded organisations, identifying and seizing the opportunity to influence change in the protection of 'Human Rights' across our supply chain. This Policy is extended in supporting United Nations Sustainable Development Goals to ensure the protection of valued global resources. This Policy is endorsed by the Bhagwan Marine Board of Directors.

Business integrity principles are applied across all aspects of our business promoting ethical standards and

A 'Modern Slavery Statement' shall be prepared annually by the Board or Directors and is submitted to the Commonwealth Minister as per obligations in compliance with the Australian Modern Slavery Act 2018.

The Modern Slavery Statements is submitted to the 'Commonwealth Department of Home Affairs' after the end of the financial year and before the end of the calendar year, providing an account of

Bhagwan Marine operations are carried out in accordance with the International Labour Organisation (ILO) Maritime Labour Convention (MLC) 2006 which provides minimum working and living standards for all seafarers and includes protection of human rights.

This Policy is extended to include an assessment of potential work scopes that may contravene the efforts or expose other organisations in irradicating threats of Modern Slavery.

Supply Chain

Bhagwan Marine have a comprehensive list of suppliers and service providers that support our operations. This policy and our commitment to eliminating risks and threats of modern slavery is designed to influence change in our supply chains. A pre-qualification process is in place to assist in identifying any potential risks/threats that contravenes basic human rights principles, including:

- Forced Compulsory Labour - forced compulsory recruitment of children,;
- Trafficking in Persons – for the purpose of slave labour with debt bondage;
- Human Rights - addressing supply chain entities with proven human rights violations;
- Discrimination – suppressed 'right to freedom of association' and 'collective bargaining'

Information is gathered to assess and evaluate our supply chain partners to provide a level of assurance that issues of modern slavery are not present prior to or when engaged in business transactions.

The Company Business Integrity Management Plan provides a 'code of ethics' and standards expected of our employees across all business and operational activities supporting the efforts to eliminate all aspects of modern slavery. The 'code of conduct' also outlines the behaviours expected of our employees when carrying out their duties.

This Modern Slavery Policy is applied across all aspects of our business and is made available through the Bhagwan Marine Company Network. The Policy is further re-affirmed through Company Inductions and In-House Training Programs.

Loui Kannikoski
Managing Director