



HUMAN RIGHTS STATEMENT

PREAMBLE STATEMENT

Oceana Group is committed to an organisational culture which promotes and implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the United National Global Compact, the OECD Guidelines for Multinational Enterprises and the International Labour Organization (ILO) Core Conventions on Labour Standards, in particular the ILO Work in Fishing Convention, which is applicable to all our seafarers

Oceana Group seeks to identify, assess and manage human rights impacts within our value chain in line with the following policy aims:

EMPLOYEES

To respect the human rights of our employees, including non-discrimination, prohibition of child and forced labour, and freedom of association and the right to engage in collective bargaining.

SUPPLIERS AND CONTRACTORS

To evaluate and select major suppliers, agents and contractors, taking into consideration *Oceana Group's* Human Rights and Social Policies, and to monitor their performance where appropriate. To advance the application of the ILO Declaration on Fundamental Principles and Rights at Work through engagement and collaboration where necessary. To ensure as far as feasible there is no child, forced, trafficked or slave labour in the *Oceana Group* value chain.

LOCAL COMMUNITIES

To respect the cultures, customs and values of the people in communities in which we operate. To contribute, within the scope of our capabilities, and promote the fulfilment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

SOCIETY

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognised human rights. To play a positive role, within our spheres of influence, in capacity-building for the realisation of human rights within countries of operation. To promote the realisation of environmental sustainability and development through our core business and our participation in other multi stakeholder activities where appropriate. To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce such standards for all businesses.

OCEANA GROUP HUMAN RIGHTS STATEMENT

Oceana Group is committed to an organizational culture which supports the internationally recognised human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as addressed explicitly in documents such as the Code of conduct for Oceana Suppliers and the Employee Code of Conduct. Oceana Group reports on its performance in the annual Group Sustainability Report based on the criteria appropriate to Oceana Group in the Global Reporting Initiative.


Oceana Group continues to be involved in multilateral efforts to support human rights through organisations such as the United Nations Global Compact, the ILO and the Global Business Initiative on Human Rights.



CHAIRPERSON (SETCOM)

22-11-22

DATE



CHIEF EXECUTIVE OFFICER

26 08 2022

DATE