

CORPORATE SOCIAL RESPONSIBILITY POLICY

At **Overseas Marine Logistics LLC (OML)**, we define corporate social responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of the people;
- Supporting human rights ;and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

In alignment with our Statement on Business Conduct, Overseas Marine Logistics LLC (OML) will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with OML stakeholders best interests. OML is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our shareholders. This Policy applies to activities undertaken by or on behalf of Overseas Marine Logistics.

All OML employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. OML leaders will act as role models by incorporating those considerations into decision-making in all business activities. OML's leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor and manage Corporate Social responsibility issues and performance relevant to our businesses.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Human Rights

OML recognizes that governments have the primary responsibility to promote and protect human rights. OML will work with governments and agencies to support and respect human rights within our sphere of influence.

OML will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. OML will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Employee Relations

OML will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

OML will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate. OML is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, Intimidation, or harassment.

Business Ethics and Transparency

OML is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. OML will conduct its business in an open, honest, and ethical manner.

OML recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

OML will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy. OML is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.



Naeim Abdul Aziz
Chief Executive Officer

1st March 2020

Health, Safety & Environment

OML is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. OML will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

OML is committed to environmental protection and stewardship. OML recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making. All employees are responsible and accountable for contributing to a safe working environment and for operating in an environmentally responsible manner.

Stakeholder Relations

OML will engage stakeholders clearly, honestly, and respectfully. OML is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples, governments, regulators, and landowners among others.

Community Investment

OML stresses collaborative, consultative, and Partnership approaches in our community investment programs. OML will integrate Community Investment considerations into decision-making and business practices, and will assist in local capacity building to develop mutually beneficial relationships with communities.

OML will contribute to our host community's quality of life by supporting innovative programs in health, education, social services and the environment, as well as cultural and civic projects. OML will strive to provide employment and economic opportunities in the communities where we operate.

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