



HUMAN RIGHTS POLICY STATEMENT

Homeland Integrated Offshore Services Limited (Homeland) acknowledges, respects and, through its Business Principles, commits to operating its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact.

Homeland's view on human rights reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the Company's sphere of influence. In addition, the Company's core values work to further develop its culture as one committed to ethical business practices and good corporate citizenship.

Homeland's core values and Business Principles require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how the Company does business and establishes accountability. All Company employees are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives. In addition, Company sub-contractors are also required to operate in a manner which is compliant with all applicable laws and subject to certain operating standards, and where necessary, the Company will take actions to terminate relationships with parties who fail to comply with those standards.

Protection of the Rights of Children Homeland condemns all forms of exploitation of children. The Company does not recruit child labor, and supports the elimination of exploitive child labor. Homeland also is supportive of laws duly enacted to prevent and punish the crime of sexual exploitation of children. Homeland will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

Protection of the Rights of Employees: Homeland acknowledges the human rights of its employees throughout the globe and endeavors to provide a safe and healthy working environment for all of its employees. Homeland supports the elimination of all forms of forced, bonded or compulsory labor, the freedom of association and the right to choose a collective bargaining representative, if desired.

Homeland further supports and upholds the elimination of discriminatory practices with respect to employment and occupation hereby promotes and embraces diversity in all aspects of its business operations. Homeland is an equal opportunity employer and does not discriminate either directly or indirectly against employees or prospective employees on the basis of race, color, religion, sex, sexual preference/orientation, citizenship, marital status,



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veteran status, national origin, age or disability, or against any other protection established by applicable law or regulation.

Homeland is dedicated to creating a workplace that values and respects people from diverse backgrounds and enables its employees to do their best work. The Company embraces the unique combination of talents, experiences and perspectives of each employee, making its success possible.

A handwritten signature in blue ink, appearing to read 'Dr. Louis Ekere', written over a horizontal dashed line.

DR. LOUIS EKERE (OON)

GCEO



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MARITIME SERVICES, OIL & GAS, LOGISTICS