

SSISL_IMS_AT05_06

HUMAN RIGHTS POLICY STATEMENT

Introduction

Sealand Shipping and Inland Services Ltd (SSISL) is committed to its corporate responsibility to respect human rights and environmental obligations. This policy sets out to outline how we define, approach, govern and support human rights and the dignity of people throughout our operations and the communities in which we operate.

SSISL understands its obligations under international human rights standards and is committed to providing access to remedy for those affected by human rights violations and to preventing and minimizing environmental risks.

Our understanding and corporate actions with regard to human rights and environmental risks are based, among other things, on the following international human rights reference instruments:

- United Nations Universal Declaration of Human Rights,
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and related conventions, and
- UN Guiding Principles on Business and Human Rights.

SSISL sees the adoption of due diligence obligations in the supply chain as a process that is continuously adapted to current circumstances and in addition, expects its business partners to also commit to respecting human rights and environmental protection as part of their due diligence processes.

Our Commitment

The United Nations Guiding Principles on Business and Human Rights (the UN Guiding Principles) serve as a guiding framework for our work related to human rights. It establishes that the role of government is to protect human rights, the role of business is to respect human rights, and that both can play important roles to remedy adverse human rights impacts if or when they occur.

Workers' Rights

The International Labour Organization (ILO) has established eight fundamental Conventions that cover four fundamental rights at work. Collectively, these are covered in the ILO Declaration on Fundamental Principles and Rights at Work (1998) and are also referred to as the ILO Core Conventions. SSISL commits to respect these rights, which are:



- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labor;
- The effective abolition of child labor; and
- The elimination of discrimination in respect of employment and occupation.

In addition, we are committed to the following and expect our suppliers and contractors to share in our commitment:

- We will provide and maintain safe and healthy working conditions that meet or exceed applicable legal standards for occupational health and safety.
- We will not use or tolerate human trafficking.
- We will comply with all applicable laws concerning working hours.
- We view diversity and inclusion as a strength. We respect what each individual brings to our team. We will not tolerate harassment or discrimination on the basis of race, religion, age, national origin, disability, sexual orientation, , family status, or any other protected class.
- We employ ethical recruitment practices and prohibit recruiters from charging recruitment fees to potential employees and from withholding identity documents. Where our employees have employment contracts, we provide access to those contracts. We pay fair wages.

Rights of Vulnerable Groups

We recognize and respect the rights of vulnerable groups around the world, such as indigenous peoples, children, and migrant workers. We expect our suppliers to be equally committed to protecting the rights of vulnerable groups. The rights of these groups have been established and codified in various international conventions, including:

- United Nations (UN) Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), 1979
- UN Convention on the Rights of the Child (CRC), 1989
- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), 1965
- International Labour Organization (ILO) Convention 107, Indigenous and Tribal Populations Convention, 1957
- ILO Convention 169, Indigenous and Tribal Peoples Convention, 1991
- UN Declaration of the Rights of Indigenous Peoples (UNDRIP), 2007
- UN Convention on the Rights of Persons with Disabilities (CRPD), 2006





We recognize that around the world women face discrimination, lack access to skills and training, and often lack protection of basic rights and laws. We support women’s rights and economic inclusion, including support for equal pay. We are committed to empowering women to achieve high levels in our employment.

We commit to neither tolerate nor knowingly contribute to threats, intimidation, or attacks against human rights defenders in relation to our operations. We encourage our suppliers to make the same commitment.

Stakeholder Engagement

We support the communities in which we operate and are committed to engaging with our stakeholders considering their views as we conduct our business.

Privacy

We are committed to respecting the privacy of individuals, including employees and customers. We follow globally recognized privacy principles and strive to implement reasonable and appropriate practices in collecting, using, and sharing personal information about individuals and also as prescribed by the laws of Ghana pertaining to data collection and protection Act 843 (Data Protection Act 2012).

Reporting and Enforcement Mechanism

We monitor our operations and information about our suppliers for potential violations and act if violations occur, up to and including termination of employment or contract. We do not tolerate retaliation against anyone for raising a concern in good faith.

Disclosure

We make public on our website our values, principles, policies, and practices that this policy reinforces.

7th MAY, 2020

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Managing Director

Date

Richard Eddie Gaisie

