



HUMAN RIGHTS POLICY STATEMENT

PURPOSE

Starke Marine Sdn. Bhd. (SMSB) is committed to respecting and promoting internationally recognized human rights standards. This policy outlines our commitment to uphold the principles set forth by the International Labour Organization (ILO), the United Nations Global Compact (UNGC), and the Organisation for Economic Co-operation and Development (OECD).

SCOPE

This policy applies to all employees, suppliers, and business partners. We expect all parties to adhere to these principles in their operations and interactions.

Principles

1. Respect for Human Rights

- We are committed to respecting all internationally recognized human rights as outlined in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work
- We follow the OECD Guidelines for Multinational Enterprises, ensuring our operations do not infringe on human rights

2. Non-Discrimination and Equal Opportunity

- We prohibit discrimination based on race, gender, age, religion, disability, sexual orientation, gender identity, or any other characteristic protected by law⁵⁶.
- We promote equal opportunity and strive to create an inclusive work environment.

3. Prohibition of Forced and Child Labor

- We do not tolerate any form of forced, bonded, or compulsory labor⁵⁶.
- We adhere to the minimum age requirements for employment and ensure that no child labor is used in our operations

4. Safe and Healthy Working Conditions

- We are committed to providing a safe and healthy working environment for all employees.
- We regularly review and improve our health and safety policies and practices.

5. Fair Wages and Benefits

- We ensure that all employees receive fair wages and benefits that meet or exceed legal standards.

6. Grievance Mechanisms

- We provide accessible and trusted channels for employees and stakeholders to report grievances or concerns without fear of retaliation.

IMPLEMENTATION AND MONITORING

We integrate this policy into our business operations through:

- Regular training and awareness programs for employees and business partners.
- Continuous monitoring and assessment of our human rights impacts.
- Engaging with stakeholders to address and remediate any adverse human rights impacts.

COMMITMENT TO CONTINUOUS IMPROVEMENT

We are committed to continuously improving our human rights practices and aligning them with evolving international standards.

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Hanizakri Abu Hassan

Managing Director

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