

HUMAN TRAFFICKING AND SLAVERY POLICY

GREEN OCEAN PTE LTD has a zero-tolerance policy prohibiting trafficking in persons. This includes, but is not limited to, the following trafficking-related activities:

- Engaging in any form of human trafficking where travel is arranged or facilitated for any persons with a view to exploiting them;
- Using forced labour in the performance of any work or coercing any persons to perform work or activities under threat of penalty;
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of candidates/employees or offering of employment;
- Using recruiters that do not comply with local labour laws of the country in which the recruiting takes place;
- Charging applicants/candidates/employees recruitment fees;
- Providing or arranging housing that fails to meet the country housing and safety standards; and
- If required by law or contracts, failing to provide an employment contract, recruitment agreement, or other required work document in writing and in a language the employee understands.

GREEN OCEAN PTE LTD does not and will not permit its employees, subcontractors, vendors, suppliers, or other entities doing business with **GREEN OCEAN PTE LTD** to engage in any form of human trafficking and the above activities.

GREEN OCEAN PTE LTD prohibits retaliation against anyone who files a complaint or reports a suspected violation of this policy. An employee or other party who violates this policy will be subject to appropriate discipline by **GREEN OCEAN PTE LTD**, including, but not limited to, disclosure of the violation to government officials, when required by law or contract, and termination.