

# LOYZ MARINE SERVICES LIMITED



## STATEMENT ON RESPECT FOR HUMAN RIGHTS

Loyz Marine Services Limited's commitment to human rights is deeply embedded in its vision and operations. The company believes in upholding the dignity of every individual and contributing positively to local communities. This commitment is not just about compliance but is a fundamental part of Loyz's identity and business ethics.

We actively cooperate with state authorities and government entities to implement human rights agendas, seeing it as a critical contribution to enhancing access to human rights and raising collective awareness. Key elements of Loyz's human rights policy include:

**Training and Awareness:** Loyz considers training and awareness-raising crucial in respecting human rights, disseminating its declaration to all employees and strengthening training programs.

**Human Rights in the Workplace:** Loyz adheres to ILO core labor standards, provides fair remuneration, ensures a safe working environment, and prohibits harassment or discrimination.

**Human Rights of Local Individuals and Communities:** Loyz respects the rights of local communities, focusing on biodiversity, land rights, access to water, and the well-being of vulnerable groups.

**Human Rights in Business Relationships:** Loyz expects its business partners to respect human rights principles and includes contractual obligations to this effect.

Loyz conducts ongoing human rights due diligence, assesses impacts, provides remedies for adverse impacts, and cooperates with grievance mechanisms. It also participates in multi-stakeholder initiatives to promote human rights locally and globally. *The full Human Right policy is available on request.*

A handwritten signature in black ink, appearing to read 'Bassey Adie'.

**Bassey Adie**

**Managing Director**

**8<sup>th</sup> March 2024**