

	<h1>Human Rights Policy</h1>	Rev. No.	1
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PURPOSE

The purpose of this policy is to define the Company's commitment to respect Human Rights and conducting business in a manner that preserves and respects human dignity.

Human rights are rights inherent to all human beings, regardless of gender, race, nationality, place of residence, language, religion, physical ability or any other status.

This Human Rights policy aligns with our Code of Ethics and Business Conduct and is supported by other Company policies including but not limited to policies on health and safety and harassment.

SCOPE

This policy applies to all directors, officers, and employees of Maridive and its subsidiaries and affiliates (the "Company") and any third-party conducting business on behalf of the Company.

POLICY

This policy is aligned with the global human right standards.

Our human rights focus areas:

- 1) Our approach to human rights in the workplace is based on the fundamental principles of non-discrimination and equal opportunity. Our policies and practices take into consideration the rights of all individuals, regardless of gender, race, nationality, place of residence, language, religion or belief, physical ability, age or any other status. Recruitment, compensation and promotion decisions must be based on an individual's qualifications, experience and performance.
- 2) We are committed to maintaining a workplace that is free of harassment and intimidation. We endeavor to create an inclusive working environment where every individual feels welcomed, accepted, respected, safe, and able to fully contribute, irrespective of who they are.
- 3) We prohibit any use or contracting, directly or indirectly, of forced labor, human trafficking, or any form of slavery. All work must be completed voluntarily meaning the employee is free to resign and terminate their contracts upon reasonable notice in accordance with their employment contracts in accordance with the local law.
- 4) We prohibit any use or contracting, directly or indirectly, of child labor. We comply with the local minimum age laws. This does not prohibit beneficial internships and similar workplace learning opportunities for students.
- 5) We provide fair and equitable wages, benefits, and other conditions of employment in accordance with local laws including those relating to minimum wages.
- 6) We recognize employee's rights to freedom of association and respect all employees' right to act freely in accordance with local labor laws. Employees are to be able to communicate openly with their management regarding working conditions without fear of intimidation, retaliation or harassment.

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- 7) We respect the right to privacy of our employees, customers and third parties and only collect, use, retain or disclose personal data when needed to operate effectively and in compliance with the law. We expect our employees to do their part to protect employee personal data and Company confidential information.
- 8) We provide safe working conditions and maintain a work environment that is free of hazards that may cause accidents and/or injuries and comply with local health and safety laws. Our employees can execute their right to stop work without fear when they come across unacceptable health and safety conditions or situations involving potential non-compliance with Company policy, procedure or law.
- 9) We take reasonable steps to anticipate and manage any adverse impacts on communities and consider the potential for positive social impact from business activities and we take reasonable steps to minimize all possible and hazardous impacts on the environment.
- 10) Personnel and assets shall be safeguarded in a way that respects human rights and the security of communities.



Chief Executive Officer
Mohamed Ashraf Makram