

Oceanscan Group Global Supply Chain Policy

1. Introduction

This Global Supply Chain Policy ("Policy") outlines the principles, standards, and practices governing our global supply chain operations. This Policy applies to all employees, contractors, and partners involved in our supply chain activities. Our commitment is to conduct these activities ethically, responsibly, and in compliance with the laws and regulations of the areas in which we operate.

2. Compliance with Applicable Laws

We are committed to adhering to all relevant laws and regulations in the UK, USA, and Singapore, including but not limited to:

UK: The Modern Slavery Act 2015, Competition Law, Data Protection Act 2018 (GDPR), Environmental Laws, and Health & Safety Regulations.

USA: The Foreign Corrupt Practices Act (FCPA), Antitrust Laws, Export Controls, Consumer Protection Laws, and Occupational Safety and Health Administration (OSHA) requirements.

Singapore: The Prevention of Corruption Act, Competition Act, Personal Data Protection Act, Environmental Protection and Management Act, and Workplace Safety and Health Act.

3. Ethical Practices

Anti-Corruption and Anti-Bribery:

We prohibit all forms of bribery, corruption, and unethical payments. Employees and partners must not offer, give, or receive any illegal or unethical payments or gifts.

Fair Competition:

We compete fairly in the marketplace, complying with antitrust laws and avoiding any agreements that restrain trade or competition.

4. Labour and Human Rights

Child and Forced Labour:

We do not engage in or support child labour or forced labour practices. All workers are employed voluntarily, and their rights are respected.

Diversity and Equal Opportunity:

We promote diversity and equal opportunity, ensuring fair treatment and respect for all employees, suppliers, and partners regardless of their race, gender, religion, or other characteristics protected by law.

5. Environmental Responsibility

Environmental Compliance:

We comply with environmental laws and regulations, striving to minimise our environmental impact and actively pursuing sustainability initiatives.

6. Supply Chain Transparency

Modern Slavery and Human Trafficking:

We are committed to preventing modern slavery and human trafficking in our supply chain. Suppliers are expected to disclose their efforts to combat these issues when requested.

7. Data Privacy and Security

Data Protection:

We protect personal and sensitive data in accordance with applicable data protection laws. Privacy policies and practices are communicated and followed consistently.

8. Health and Safety

Workplace Safety:

We prioritise the health and safety of our employees and partners, complying with all relevant occupational safety and health regulations.

9. Continuous Improvement

We are committed to ongoing improvement in our supply chain operations. This includes regularly reviewing and updating this Policy, as well as conducting risk assessments, internal review and due diligence in our supply chain.

10. Reporting Violations

Employees and partners are encouraged to report any violations of this Policy through the appropriate channels, ensuring protection against retaliation.



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11. Accountability

All employees and partners are accountable for compliance with this Policy. Violations may result in disciplinary action, including termination of employment or business relationships.

12. Conclusion

This Global Supply Chain Policy reflects our commitment to ethical, lawful, and responsible supply chain practices across our operations. It is imperative that all individuals involved in our supply chain operations adhere to these principles, ensuring our continued success while upholding the highest standards of integrity and responsibility.

By adhering to this Policy, we contribute to a more sustainable and responsible global supply chain.

Signed:

K.S. Hunter

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Managing Director

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