



## AET Human Rights Policy

This policy contains our overarching commitment to respecting human rights, which is also reflected in other policies, frameworks, guidelines and processes throughout our business.

### **Policy Statement**

AET is committed to respecting all internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, which include adherence to the Maritime Labour Convention (MLC), being guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, complying with all applicable laws in the countries in which we operate.

### **Delivery**

#### **Respect and acknowledgement of internationally recognised human rights**

We are committed to respecting the human rights of all people who are impacted by our activities, as well as respecting diversity and inclusion, elimination of all forms of discrimination including recognition of the right to collective bargaining and freedom of association as defined by applicable laws, modern slavery, forced labour, child labour and human trafficking.

#### **Adoption of a risk-based approach to human rights due diligence**

Areas of material importance include labour and working conditions, supply chain, responsible security and communities' well-being which are impacted by, among other things, climate change, environmental issues and energy transition.

We apply a risk-based due diligence approach to identify, prevent, mitigate and address actual and potential adverse human rights impacts arising from activities performed across the organisation, and resulting directly from our operations, products or services, with a focus on significant risks and priority areas, and with input from engagement with relevant stakeholders.



### **Access to effective grievance mechanisms and remedies**

We are committed to providing for and cooperating in the remediation of adverse human rights impacts that we identify we have caused or contributed to. Our grievance mechanisms are designed to be confidential, reasonably prompt, non-retaliatory and fair. We seek to ensure that our grievance mechanisms are accessible to all stakeholders, including within and outside our organisation.

### **Governance & Implementation**

This policy is approved by the Board of Directors, and its implementation is overseen by the leadership team. Human rights management in AET is guided by supporting documents, including our Code of Conduct and Business Ethics (CoBE). We will engage with key stakeholders to ensure effective communication, awareness and training on human rights matters.

This policy applies to every employee, director, and officer of AET. Third parties that may perform works or services for or on behalf of AET and joint venture companies in which AET is not a controlling stakeholder and associate companies of AET are encouraged to adopt this Policy of similar principles and standards.

Signed by

A handwritten signature in black ink, appearing to read 'Zahid Osman', with a horizontal line underneath.

**Zahid Osman**

President & CEO

AET

20 September 2024