



HUMAN RIGHTS POLICY

The purpose of this policy is to define the ways that Diaploous conducts security operations while respecting human rights, as per [Universal Declaration of Human Rights](#), International Labour Organization's Declaration on Fundamental Principles and Rights at Work and Voluntary Principles on Security and Human Rights. Effective implementation of the above usually requires the involvement of multiple stakeholders, including different persons within companies, community leadership and service providers. Diaploous, being a people-oriented company, is recognizing its role as a key stakeholder and aspires to further reinforce its relationship with counter stakeholders.

Terms & Definitions

- **Stakeholder:** Individual or group that has an interest in any decision or activity of an organization.
- **Human Rights:** Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

1. Voluntary Principles on Security and Human Rights

A set of voluntary principles that fall into three components have been developed:

- I. Risk assessment**
- II. Companies and public security**
- III. Companies and private security**

Diaploous has voluntarily integrated below requirements in its Management System and has developed robust procedures to monitor the progress and implementation.

Below are the components applicable to Diaploous' services:

I. Risk Assessment

There are particularly high, systemic risks of human rights abuses in the areas where we operate. We understand that this means that we must put in place additional due diligence to assess these risks and address them effectively, where appropriate, using our leverage to work either in one-to-one relationships or in broad-based partnerships.

Some of the factors that should be considered, according to VPSHR are:

- Identification of risks associated with political, economic, civil or social factors.
- Potential for violence.
- Human rights records of public security forces, paramilitaries, law enforcement, and private security.
- Local prosecuting authority and judiciary's capacity to ensure accountability.
- Conflict analysis with identification of the root causes of conflicts and level of adherence to human rights standards.
- Risks associated with the transfer of lethal and non-lethal equipment to security providers.

II. Interactions Between Owners/Charterers and Private Security

We recognize our role and responsibility on the interaction with respective authorities and other stakeholders. DiaploUS is constantly updated on Industry's Standards and legislation that directly or indirectly affects its business operation, its people and impacts on the supply chain.

As per VPSHR, the below are followed and are further clarified through relevant procedures:

- Private security acts consistently with the law and international guidelines. They should have policies regarding appropriate conduct and the use of force.
- Allegations of human rights abuses should be investigated and monitored.
- Only preventative and defensive services should be provided.
- Individuals implicated in human rights abuses should not provide security services.
- Private security should investigate and report incidents where physical force is used.
- Training of personnel can be demonstrated through extensive Due Diligence audits

2. Employees' welfare

According to the ILO, 'employees' welfare should be understood to mean such services, facilities, and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and congenial surroundings and provided with amenities conducive to the good health and morale.

Company's Top Management is voluntarily implementing a labour welfare program ensuring all personnel's best interest and constant motivation as below:

1. Policies & Procedures regarding Human Rights, Working Environment, Code of Conduct etc.
2. Creating a respectful and calm working space.
3. Rewarding Policy and recognition programs.
4. Providing free meals for all office employees in premises.
5. Preventing fatigue symptoms and promoting healthy work-life balance.
6. Ensuring all personnel's update on H&S measures.
7. Health Insurance cover.
8. Establishing controls and objectives that promote worker welfare for both office & PCASP personnel.