

UECC Corporate Social Responsibility

UECC shall have a Corporate Social Responsibility policy towards our; Customers, Suppliers, Employees and Environment.

Child, Forced or Compulsory Labour & Human Trafficking

UECC shall not employ any person below the age of eighteen years at the workplace. UECC prohibits the use of child labour, forced or compulsory labour, and human trafficking, either at on-shore sites or on our vessels.

Freedom of Association and Collective Bargaining

UECC adheres to universal principles and norms that protect human rights in employment, including among other matters, respect for the freedom of association and the freedom to conduct collective negotiations.

Supplier Sustainability

UECC will implement certain governing principles for our suppliers to ensure that we collaborate with suppliers who share our values regarding sustainability. We expect that our suppliers, as a minimum, follow our sustainability principles when conducting their own business.

Quality and Environment

UECC's commitment is to continuously improve the company's environmental standing and satisfy applicable laws and legislation. To achieve this, we particularly focus on:

- always striving to reduce our environmental impact by optimized utilization of vessels and fleet;
- conserving and setting targets to improve the use of energy and natural resources as per the UECC Ship Energy Efficiency Management Plan (SEEMP);
- continue to reduce wastage, and strive for improvement in recycling materials in accordance with IMO Resolution MEPC.220 (63);
- avoiding pollution of air, land and water where possible;
- training employees in good environmental practices;
- complying with applicable national and international legislation, codes, standards and regulatory requirements

Sanctions, Trade Restrictions & Embargoes

UECC ensures compliance with all current and new UN, EU and OFAC sanctions, trade restrictions and embargoes. UECC retains the right to decline to take part in the shipment of any such cargo and/or trade being in breach of UN, EU and OFAC sanctions.

Salaries

Payment

Salaries are paid calendar monthly in arrears by transfer to your bank account on the 25th of every month, or if the 25th is not a business day, the first business day prior to the 25th. The only exception is December when salaries are paid on or about the 20th of the month. The Company reserves the rights to deduct from the Employee's salary any monies owed by the Employee to the Company and vary the date upon which the payment is made.

Annual Review

Salaries are reviewed with effect from 1 June each year at the discretion of the Management. Salary reviews take account of Company performance, individual performance and general economic factors and any increases are at the complete discretion of the Management.

New Employees' initial salary review will take into consideration their respective dates of commencement.

Equality and Diversity Policy

Introduction

UECC is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

UECC seeks to ensure that all employees are able to work in an environment free from discrimination, harassment and victimisation; and that all employees, job applicants, customers and suppliers should be treated equally and fairly, regardless of:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and

- sexual orientation.

It is illegal to discriminate against a person on any of the above grounds (referred to in law as 'protected characteristics') and therefore UECC will treat any discriminatory act as a serious disciplinary offence which may result in dismissal.

UECC opposes all forms of unlawful and unfair discrimination. All employees, whether part-time, full-time, permanent or temporary, will be treated fairly and with respect. Selection for employment, promotion and training will be on the basis of merit, qualifications, aptitude and abilities. All employees will be helped and encouraged to develop their full potential and their talents, and UECC will endeavour to utilise the talents and resources of the workforce to maximise the efficiency of the organisation.

What is discrimination?

Discrimination can take the following forms:

- *Direct discrimination*
- Discrimination occurs if an employer discriminates against an employee:
 - (a) because of a protected characteristic
 - (b) because of their connection with someone else who possesses a protected characteristic (sometimes called discrimination by association); or
 - (c) because they are mistakenly perceived to possess a protected characteristic (sometimes referred to as discrimination by perception).

- *Indirect discrimination*

Means applying an unjustified provision, criterion or practice which disadvantages one group of people more than another (e.g. Insisting that someone speaks a particular language could be indirectly discriminatory, unless it can be demonstrated that this is a key requirement of the job).

Unjustified indirect discrimination is unlawful in relation to most protected characteristics

Means treating somebody less favourably than others because they have made a complaint of discrimination or assisted someone else in their complaint.

- *Harassment*

Means unwanted conduct (whether physical, verbal or non-verbal) which causes an individual to feel offended, demeaned or otherwise upset — sexist language or racial abuse, for example.

Employers can be held liable for the harassment of their employees by a third party (for example, someone outside their organisation). This liability

relates to a failure to take action on behalf of a complainant (which in itself may be discriminatory) and/or potential litigation under specific harassment legislation.