

**HUMAN RIGHTS AND DIVERSITY, EQUITY AND INCLUSION (DEI) STATEMENT**

As a leading global engineering solutions provider in the Marine, Offshore and Energy industries, Seatrium Limited (the “Group”) recognises that people are at the core of our business. Our People-focused core value emphasises the importance of embracing diversity, fostering mutual respect and making our people agenda a strategic business priority. The Group is committed to uphold and respect human rights in our business and operations.

The Group builds a strong sense of belonging and organisational performance through our four key thrusts:

1. **Embracing Human Rights:** We are dedicated to the safety, health and welfare of our employees, aligning our employment practices with international and local laws. Our approach to human rights is informed and guided by the Dhaka Principles for Migration with Dignity. Our action plans support fair treatment, respect and the welfare of every individual in our organisation.
2. **Fair Employment and Equal Opportunities:** We are committed to fair employment practices and equal opportunities for all. The Group fosters a diverse and inclusive workplace where every individual can thrive and contribute based on merit, regardless of their background or identity.
3. **Career Development and Growth:** We prioritise the development of our employees’ skills and knowledge by providing access to training, mentorship and professional growth opportunities. Embracing diversity and equity drives operational excellence, fosters innovation and increases employee engagement, contributing to our overall success.
4. **Care for Our Employees:** We appreciate all employees’ contributions. By creating a nurturing environment, we demonstrate our commitment to a culture of care, making Seatrium a great place to work.

Seatrium is committed to creating a diverse, equitable and inclusive workplace that promotes openness and a strong sense of belonging in our organisation. We will promote fair treatment and equal access to opportunities for all employees, a workplace culture where people are treated with respect and without discrimination to contribute their abilities and potential.

As One Seatrium, we embrace our Group’s core values and Codes of Conduct to promote a respectful, fair, inclusive and harmonious work environment.



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Chris Ong  
Chief Executive Officer  
Seatrium Limited

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