

Rev: 0

Date: 16<sup>th</sup> March 2023

## HUMAN RIGHTS POLICY

**Greenswiift Investment Nigeria Limited** have built strategic alliances and partnerships through which we have distinguished ourselves as a marine logistics and support service, charter/brokerage, fleet management, and Procurement Services provider , providing personalized, reliable and cost-effective services to our Clients.

**Purpose:** The purpose of this policy is to ensure that the human rights of all individuals are respected and protected by all personnel (Including Navy personnel) deployed to protect the company's assets (Including Company owned and managed Security Vessels) and designated work areas.

### **Policy Statement:**

**Scope:** This policy applies to all Greenswiift Investment Nig. Ltd staff and Security outsource personnel deployed on the company's assets or designated work areas.

### **Human Rights:**

- a. Greenswiift Investment Nig. Ltd staff and Security outsource personnel shall respect and protect the human rights of all individuals, including crew members, passengers, and any other individuals encountered during operations.
- b. Security Outsource Personnel shall not engage in any act that constitutes a violation of human rights, including torture, cruel, inhuman, or degrading treatment, or any other form of abuse or mistreatment.
- c. Security Outsource Personnel shall not discriminate against any individual on the basis of race, gender, religion, nationality, or any other characteristic protected by law.

### **Compliance:**

- a. Greenswiift Investment Nig. Ltd staff and Security outsource personnel shall comply with all relevant national and international laws and regulations related to human rights, including the Universal Declaration of Human Rights, the Geneva Conventions and Human rights and International code of conduct Association (ICoCA) code.
- b. The Security Outsource personnel shall receive induction training on human rights and shall adhere to the principles outlined in this policy.

**Reporting:**

- a. Any violation of human rights by the Security Outsource personnel shall be reported immediately to the company and appropriate authorities.
- b. The company shall maintain records of all incidents involving human rights violations and shall provide regular reports to the appropriate authorities.

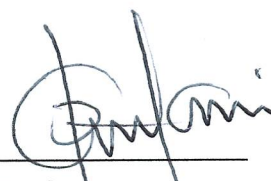
**Accountability:**

- a. The Security Outsource personnel shall be held accountable for any violation of human rights.
- b. Any violation of human rights shall be reviewed by the company and appropriate authorities to ensure compliance with this policy and relevant laws and regulations.
- c. Any Security Outsource personnel found to have violated human rights shall be subject to disciplinary action by the Nigeria Navy Authority.

**Review:**

This policy shall be reviewed periodically to ensure its ongoing effectiveness and compliance with relevant laws and regulations.

**Conclusion:** This Policy on Human Rights is essential to ensure that Security Outsource personnel deployed to protect assets (Including Company owned and managed Security Vessels) and designated work areas for Greenswift Investment Nig. Ltd respect and protect the human rights of all individuals. The company shall ensure that all Security Outsource personnel understand and adhere to this policy and that it is regularly reviewed and updated to ensure its ongoing effectiveness.



---

**Tari Best**  
**CHAIRMAN/CEO**

