



Halcyon and Liber Limited believes in the dignity of every human being and respects individual rights as set forth in the Universal Declaration of Human Rights.

These principles are reflected in our company's mission and core values.

While governments have the primary responsibility to respect, protect, promote and fulfil the human rights of their citizens, Halcyon and Liber Limited recognizes that companies play a supporting role in promoting human rights within their scopes of influence.

We contribute to the fulfilment of human rights through compliance with laws and regulations wherever we have operations, as well as through our policies and programs. Our guidelines include:

- ◆ Encouraging open communication between management and employees
- ◆ Complying with child labour laws and laws prohibiting any form of forced, bonded or indentured labour or involuntary prison labour.
- ◆ Providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours and mandated benefits.
- ◆ Providing a healthy and safe working environment.
- ◆ Promoting workforce diversity and not discriminating against any employee for reasons such as race, religion, colour, age, gender, ethnicity, disability, religion, marital status, sexual orientation or any other status protected by law.
- ◆ Not tolerating harassment or harsh or inhumane treatment in the workplace.
- ◆ Protecting individual privacy

Halcyon and Liber Limited's position on human rights is reinforced through our ethics and policies, which are designed to ensure neither we, nor our subcontractors and vendors, engage in human rights abuses.

Signed for and on behalf of the Management.