



# Modern Slavery Policy

As part of MISC's Human Rights Commitment, this policy sets out MISC's Policy on tackling modern slavery throughout our organisation, especially supply chains and is consistent with MISC's disclosure obligations under the UK Modern Slavery Act 2015.

This policy applies to all jurisdictions in which MISC operates and covers all individuals working onshore and offshore at all levels and grades on behalf of any company within MISC in any capacity whatsoever, including without limitation, the senior management team, employees, consultants, contractors, trainees, homeworkers, /part-time and fixed-term employees, casual and agency staff, and volunteers (collectively referred to as "Employees" throughout this policy).

MISC is committed to act ethically and with integrity in all our business dealings and relationships and in implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within MISC's own business or in any of MISC's supply chains.

MISC is also committed in ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the UK Modern Slavery Act 2015. MISC expects the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and MISC expects that our suppliers will hold their own suppliers to the same high standards.

In compliance with MISC's Human Rights Commitment, we seek to work with contractors who share our values of integrity, committed to fighting bribery and corruption and contribute to sustainable development. MISC requires our contractors to respect internationally-recognised human rights, to comply with MISC Code of Conduct and Business Ethics (CoBE) and all relevant legal requirements.



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MISC will provide training to all Employees on modern slavery on a regular basis. The level of training an Employee receives will depend on the specific risks associated with their role.

Non-compliance with this Policy could have serious consequences for MISC, including criminal penalties, loss of customers and reputational damage.

Any Employee who breaches this policy may face disciplinary action, which could result in dismissal for misconduct.

MISC may terminate our relationship with other individuals and organisations working on MISC's behalf if they breach this policy.

A handwritten signature in black ink, appearing to read "Rajalingam", is written over a large, faint circular watermark or background mark.

**Capt Rajalingam Subramaniam**

**President & Group CEO**

1 October 2022