MISC Human Rights Policy

This policy contains our overarching commitment to respecting human rights, which is also reflected in other policies, frameworks, guidelines and processes throughout our business.

Policy Statement

MISC is committed to respecting all internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work which includes adherence to the Maritime Labour Convention (MLC), being guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, complying with all applicable laws in the countries in which we operate.

Delivery

Respect and acknowledgement of internationally recognised human rights

We are committed to respecting the human rights of all people who are impacted by our activities, as well as respecting diversity and inclusion, elimination of all forms of discrimination including recognition of the right to collective bargaining as defined by applicable laws, modern slavery, child labour and human trafficking.

Adoption of a risk-based approach to human rights due diligence

Areas of material importance include labour and working conditions, supply chain, responsible security, communities' well-being which are impacted by, among other things, climate change, environmental issues and energy transition.

We apply a risk-based due diligence approach to identify, prevent, mitigate and address actual and potential adverse human rights impacts arising from activities performed across the organisation, and resulting directly from our operations, products or services, with a focus on significant risks and priority areas, and with input from engagement with relevant stakeholders.

Access to effective grievance mechanisms and remedies

We are committed to providing for and cooperating in the remediation of adverse human rights impacts that we identify we have caused or contributed to. Our grievance mechanisms are designed to be confidential, reasonably prompt, non-retaliatory and fair. We seek to ensure that our grievance mechanisms are accessible to all stakeholders, including within and outside our organisation.

Governance & Implementation

This policy is approved by the Board of Directors, and its implementation is overseen by the Management Committee. Human rights management in MISC is guided by supporting documents, including our Code of Conduct and Business Ethics (CoBE) and our MISC Code of Conduct and Business Ethics for Third Parties (CoBE for Third Party). We will engage with key stakeholders to ensure effective communication, awareness and training on human rights matters.

This policy applies to every employee, director, and officer of MISC. Third parties that may perform works or services for or on behalf of MISC, joint venture companies (in which MISC is not a controlling stakeholder) and associate companies of MISC are encouraged to adopt this Policy or similar principles and standards.

Datuk Zahid Osman
President & Group CEO
9 September 2024