



POLICY STATEMENT

At Golden Island, human and labour rights have always been our core values, directing how our employees should engage with our stakeholders. We also expect our business partners and suppliers to adhere to this policy. This policy advocates Golden Island's commitment to human rights and social responsibilities. We hope that our social initiatives can bring value to our local communities.

Like all other policies, this is publicly available and subject to regular review.

LABOR AND HUMAN RIGHTS:

Suppliers shall comply with all applicable laws, in accordance with the principles of the International Labour Organization (ILO)¹, the UN Guiding Principles on Business and Human Rights (UNGPs)² and OECD Due Diligence Guidance for Responsible Business Conduct³.

COMMUNITY DEVELOPMENT:

Suppliers shall ensure all workers in their supply chain or any part of their business are paid a living wage. The Company should collaborate with local government and communities to improve the well-being of the communities they operate in.

SUPPLIER CODE OF CONDUCT

ETHICS

Suppliers shall conduct their business ethically and transparently, including fulfilling requirements related to ethical business practices such as setting up anti-corruption measures, fair competition, and total compliance with government regulations.

ENVIRONMENT

Suppliers shall comply with all applicable environmental laws. Suppliers are expected to reduce the environmental impacts of their operations and the products and services they provide, including fulfilling requirements related to environmental sustainability such as reducing GHG emissions.

HEALTH AND SAFETY

Suppliers shall comply with applicable health and safety regulations and standards and implement safety precautions to protect the health and safety of their workers.

LABOUR AND HUMAN RIGHTS

Suppliers shall ensure they are not involved in activities that violate human rights, including labour rights. Suppliers shall ensure that all workers in their supply chain are treated fairly and respectfully. Suppliers shall ensure no modern slavery or human trafficking is present in their supply chain or any part of their business.



WHISTLEBLOWING

Whistleblowers should report their concerns in good faith. The whistleblower's identity and the concerns raised will be kept confidential, unless as required by the law to reveal to parties such as lawyers, the police or investigators.

HUMAN RIGHTS RISKS

Key Areas Identified:

1. Climate change and its impacts
2. Working conditions in our operations and our supply chain
3. Equality and non-discrimination
4. Freedom from modern slavery and forced labour
5. Child labour
6. Health and safety
7. Clean Air

Golden Island shall proactively identify, address, cease, prevent or mitigate the above key areas. We shall continue to address other actual or potential risks to people caused by or contributed by our business.

WE SEEK TO WORK WITH SUPPLIERS THAT SHARE OUR COMMITMENT.



¹FUNDAMENTAL LABOUR CONVENTIONS

Freedom of Association and the Right to Collective Bargaining

Freedom of Association and Protection of the Right to Organize Convention (No. 87), 1948

Right to Organize and Collective Bargaining Convention (No. 98), 1949

The Elimination of all forms of Forced or Compulsory Labour

Forced Labour Convention (No. 29), 1930

Abolition of Forced Labour Convention (No. 105), 1957

The Effective Abolition of Child Labour

Minimum Age Convention (No. 138), 1973

Worst Forms of Child Labour Convention (No. 182), 1999

Discrimination in Respect of Employment and Occupation

Equal Remuneration Convention (No. 100), 1951

Discrimination (Employment and Occupation) Convention (No. 111), 1958

A Safe and Healthy Working Environment

Occupational Safety and Health Convention, 1981 (No. 155)

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

²THREE PILLARS OF UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

- 1. Protect**
The state's duty to protect
- 2. Respect**
The corporate responsibility to respect human rights
- 3. Remedy**
Access to remedy for victims of business-related abuses

³THE DUE DILIGENCE PROCESS

1. Embed Responsible Business Conduct into Policies and Management Systems
2. Identify and Assess Actual and Potential Adverse Impacts Associated with the Enterprise's Operations, Products and Services
3. Cease, Prevent and Mitigate Adverse Impacts
4. Track Implementation and Results
5. Communicate How Impacts Are Addressed
6. Provide For or Cooperate in Remediation When Appropriate

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