



# Human Rights Policy

*Helmstar*

## 1. Purpose

Helmstar is committed to conducting business ethically, responsibly, and with respect for internationally recognized human rights. We recognize the importance of protecting the dignity, freedom, safety, and well-being of all individuals affected by our operations, supply chain activities, and business relationships. This Human Rights Policy outlines our commitment to respecting human rights across our procurement, logistics, sourcing, consulting, and supply chain operations within the marine, energy, manufacturing, renewable energy, and oil & gas sectors.

## 2. Scope

This policy applies to all Helmstar employees, officers, contractors, suppliers, subcontractors, logistics providers, and business partners. We expect all partners and suppliers to uphold standards consistent with this policy.

## 3. Our Commitments

### a. Compliance with Laws

Complying with all applicable human rights, labor, employment, and anti-discrimination laws.

### b. Equal Opportunity & Non-Discrimination

Providing a workplace free from discrimination, harassment, bullying, or retaliation.

### c. Fair Employment Practices

Supporting fair wages, lawful working hours, and safe working conditions.

**d. Prohibition of Forced and Child Labor**

Maintaining zero tolerance for forced labor, human trafficking, modern slavery, and child labor.

**e. Health & Safety**

Promoting a safe, healthy, and secure work environment.

**f. Freedom of Association**

Respecting employees' rights to lawful freedom of association and collective bargaining.

**g. Ethical Supply Chain Practices**

Working with suppliers and partners who demonstrate ethical business conduct and respect for human rights.

## **4. Supplier Expectations**

Helmstar expects suppliers and business partners to operate in compliance with labor and human rights laws, provide safe working conditions, prohibit forced and child labor, prevent discrimination and workplace harassment, and maintain ethical recruitment practices.

## **5. Reporting Concerns**

Employees, suppliers, contractors, and stakeholders are encouraged to report concerns related to human rights, workplace misconduct, unethical behavior, or violations of this policy. Contact: [inquiries@helmstar.ca](mailto:inquiries@helmstar.ca) Helmstar prohibits retaliation against any individual who raises concerns in good faith.

## **6. Governance & Continuous Improvement**

Helmstar will periodically review this policy and continue improving its human rights and ethical sourcing practices as the company grows and expands its operations.

## **7. Approval**

This Human Rights Policy is approved by Helmstar management and applies to all company operations and business relationships.

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**Helmstar**

Worldwide Logistics & Procurement Services

[www.helmstar.ca](http://www.helmstar.ca)