



Human Rights policy and statement

Preamble statement

Oceana Group Limited (“OGL”) is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid participation in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards.

OGL seeks to identify, assess and manage human rights impacts within our spheres of influence and activities in line with the following policy aims:

1. Employees

To respect the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labor, and freedom of association and the right to engage in collective bargaining.

2. Suppliers and Contractors

To establish and maintain appropriate procedures to evaluate and select major suppliers and contractors, based on OGL's human rights and social policies, and to monitor their performance where appropriate.

To advance the application of the ILO Declaration on Fundamental Principles and Rights at Work through engagement and collaboration where necessary.

3. Local Communities

To respect the cultures, customs and values of the people in communities in which we operate.

To contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

To seek to have open dialogue with stakeholders and participate in community engagement activities.

To aim to ensure the provision of security is consistent with international standards of best practice and the laws of the countries in which we operate, using security services only where necessary and requiring the use of force only when necessary and proportionate to the threat.

4. Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognised human rights.

To seek to play a positive role, within our spheres of influence, in capacity-building for the realization of human rights within countries of operation.

To promote the realization of environmental sustainability and development through our core business and through our participation in other multi-stakeholder activities where appropriate.

To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce high ethical standards for all businesses.

Oceana Group Limited Human Rights statement

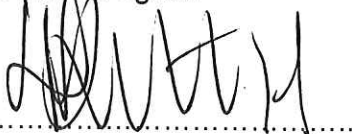
OGL is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

Our commitment to the realization of human rights is embedded in the Group's human rights and social policies and the criteria appropriate to OGL in the Global Reporting Initiative. Human rights are part of our non-financial risk assessment of operations.

OGL is involved in multilateral efforts to support human rights such as the United Nations Global Compact and Business Leaders Initiative on Human Rights

Review of Policy and Statement:

The Group will review the policy and statement on a regular basis to evaluate the relevance and effectiveness, taking cognisance of legislation, developments and new initiatives relating to human rights.



FRANCOIS KUTTEL

CEO



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