

Human Rights Policy

Article 1

Dong Fang Offshore CO.,LTD. ("Dong Fang Offshore" or the "Company") firmly supports and voluntarily adheres to internationally recognized human rights conventions, including the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and various human rights frameworks and principles of the International Labour Organization. We are committed to avoiding any involvement in actions that undermine or violate human rights. Guided by these international standards, we conduct internal due diligence, such as human rights assessments, to promote awareness of human rights among our employees and stakeholders.

Article 2

The human rights policy of Dong Fang Offshore applies to all operations within the Company and sets forth the same standards for our suppliers, expecting them to comply with the spirit and fundamental principles of this policy.

Article 3

In accordance with the nature of our business operations, Dong Fang Offshore places special emphasis on the following human rights and develops corresponding strategies to integrate them into our internal practices, corporate culture, and value chain:

- I. We are dedicated to providing a dignified and safe workplace for our employees, fostering diversity in recruitment, equity in compensation, and fairness in promotional opportunities. We ensure that our employees are not subjected to discrimination, harassment, or unequal treatment based on race, gender, religion, age, political beliefs, or any other protected characteristic under applicable laws.
- II. We strictly comply with relevant laws and strictly prohibit human trafficking and illegal slavery through various preventive measures and protective equipment. By continuously enhancing safety and health conditions in our work environment, we endeavor to minimize occupational hazards and prohibit forced labor and child labor to safeguard the physical and mental well-being of our employees.
- III. We uphold our employees' rights to association, respecting their freedom to organize and join legally recognized unions to protect their labor rights and engage in collective bargaining. We maintain open communication channels for employee feedback, thereby protecting and enhancing employee rights while striving for harmonious labor relations.
- IV. To safeguard the privacy and personal data autonomy of our employees, customers, and suppliers from intrusion, we have established a comprehensive personal data protection management system and review mechanisms to uphold their privacy and rights.
- V. Recognizing our responsibility to extend respect for human rights to our supply chain and partners, we expect them to uphold high standards in labor environments, occupational safety, and health. We conduct appropriate investigations and assessments to mitigate potential human rights risks in the value chain, urging all partners to join us in implementing human rights management.

Polin Chen

Chief Executive Officer
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