



CEO Statement of Commitment: Zero-Tolerance on GBVH

1.0 PURPOSE AND SCOPE

This document serves as the formal declaration by Top Management of Bismark Marine Limited (BML) regarding its commitment to preventing and addressing Gender-Based Violence and Harassment (GBVH) across all operations. This statement applies to all BML employees, seafarers, port staff, branch office personnel, and third-party contractors.

2.0 MESSAGE FROM THE CEO

Team,

As part of our ongoing collaboration with our partners and in recognition of our responsibility to uphold the highest standards of safety, dignity, and respect in our workplace, I want to reaffirm our company's strong and unwavering commitment to preventing and addressing gender-based violence (GBV) including sexual, across all our operations.

GBV refers to harmful acts, either through physical, sexual, psychological, or economic which is directed at someone because of their gender, and it includes all forms of harassment, abuse, and coercion.

Papua New Guinea faces some of the highest rates of GBV anywhere in the world, a reality that affects families, communities, and workplaces. The national data is confronting:

- At least 60% of women in PNG have experienced physical and/or sexual violence by an intimate partner in their lifetime.
- 56% of women aged 15–49 have faced physical violence since age 15, and 28% have experienced sexual violence.
- In just the last 12 months, 31% of women in PNG experienced intimate partner violence, far above the global average of 13%.

This level of violence is often referred to as a national epidemic, driven by deeply entrenched gender inequality, harmful social norms, and limited access to legal protection and support services. For us as a company, operating in this environment underscores the critical importance of taking proactive measures to ensure that our workplace remains a safe, respectful, and violence-free environment for everyone.

In this context, I want to clearly state the following directives:

2.1 We affirm zero tolerance for Gender-Based Violence (GBV) and Sexual Exploitation, Abuse, and Harassment (SEAH).

BML reiterates its zero-tolerance approach to all forms of GBV. That includes sexual, verbal, physical, psychological, and discriminatory behaviour. Such conduct has no place in our company or in any aspect of our operations.

2.2 We are committed to a respectful, safe, and inclusive workplace.

Every individual at BML, regardless of role, background, or gender, deserves to work in an environment grounded in mutual respect, dignity, and equality. Inappropriate behaviour will not be accepted, ignored, or excused. We all share common responsibility for maintaining a positive culture and supporting one another.

2.3 We will strengthen our internal systems and awareness.

We will continue to reinforce our policies, reporting mechanisms, and awareness initiatives so that every employee understands their rights and responsibilities. Concerns raised will be handled promptly, confidentially, fairly, and without retaliation. We are committed to transparency and accountability in how we address these issues. Our people are our greatest asset, and safeguarding their wellbeing is essential to our company's integrity and success. Let us work together to uphold these values and to foster a workplace where everyone feels safe, respected, and empowered.

Thank you for your continued commitment.



Mr. Jamie Sharp

Chief Executive Officer, Bismark Marine Limited

Date Signed: 03 March 2026

DOCUMENT HISTORY

| Revision | Date | Description of Changes | Prepared By |
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