



SOCIAL RESPONSIBILITY POLICY



KOTUG Canada has developed strong processes for Organization Governance, including sound accounting and procurement practices. These practices are subject to both internal and external audits to ensure conformity with expected practices and to make certain that risks regarding conflict of interest are managed.

KOTUG Canada has an impartial Board of Directors to confirm that objectives and targets are aligned with Corporate Strategies. As well, the Board fulfills a monitoring and guidance role to mitigate risks to the organization.

KOTUG Canada's core values include respect and compliance with applicable laws, codes and international best practices which forms the baseline for all projects undertaken by the organization.



KOTUG Canada identifies human rights risk situations associated to our operations and conducts due diligence to ensure compliance to the international standards of human rights. This is especially focussed on outsourced Recruitment and Placement Service Providers.

KOTUG Canada supports diversity and does not tolerate any form of discrimination, intimidation, harassment or bias. KOTUG Canada does not tolerate operations that support forced labour, human trafficking, exploitation or slavery and is committed to support equal employment opportunities.

In the event an employee or subcontractor has a complaint or grievance, we will take all efforts to investigation and resolve the issue within the internal hierarchy. In the event resolution cannot be agreed, personnel are provided access to an external legal mediator. There is no retaliation for complaints made in good faith.

KOTUG Canada is committed to protect information created by us, or given to us, to ensure appropriate confidentiality. We collect and retain personal data with consent and the purpose to meet business requirements as permitted by law. Confidential information will not be used for personal gain.



KOTUG Canada has a robust Integrated Management System that is certified to ISO 9001-2015, ISO 14001-2015, ISO 45001-2018, Transport Canada SPRS Requirements and the ISM Code. At minimum, our employee contractual obligations comply with the applicable labor standards for the governing legislation. For seafarers, this includes the Maritime Labor Convention.

We endeavor to be the Employer of Choice and ensure that personal skills and development are a part of our learning culture. Horizon manages and monitors our employee's growth, development and career path through the Horizon Academy. The Academy maps out the minimum knowledge and skills required of each position in our Company and assesses competencies through hands on practical assessment, tests and Virtual training.



KOTUG Canada is a member of Green Marine and complies with the requirements of ISO 14001-2015. The basis of our environmental practices includes reducing, recycling, and reusing. KOTUG Canada selects vendors who share similar core values and applies preference to those who can demonstrate sound environmental practices.

KOTUG Canada actively sources opportunities to support renewable energy such as solar, wind and hydro power.

KOTUG Canada is continually looking for ways to reduce the negative environmental impact of our operations and services. Running our businesses in an environmentally and socially responsible manner characterizes our way of doing business.



KOTUG Canada conducts business in an honest and ethical manner. We are committed to acting professionally, fairly and with integrity in all our relationships and business dealings wherever we operate. There is zero-tolerance for bribery and corruption. This includes giving or receiving payments that are or could be perceived as being a reward for procured services or providing a business advantage. Other non-ethical activities include falsifying records and making unsanctioned facilitating payments.

Horizon invests in transparent business relationships on the basis of trust and mutual understanding. We will not, or not knowingly, assist any third party in breaching the law, or participate in any criminal, fraudulent or corrupt practice in any country.

In living our core values, KOTUG Canada actively nurtures an inclusive workplace. You will see this through initiatives such as



- First Nations business development and employment recruitment.
- Corporate support for progressive inclusion of women in leadership positions in industry;
- Communications activities supporting local events such as Pride Week;
- Giving back to local communities through funding, sponsorships, and donations; and
- Supporting local training institutions.

KOTUG Canada is a member of the Canadian Council of Aboriginal Business.

Signature

Date: January 10th, 2020

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AHEAD IN TOWAGE