

## HUMAN RIGHTS POLICY

**Premiumfocus Nautilus Ltd** has always respected human rights. In view of the increasing internationalization of our business, we pledge to abide by the principles of the UN Global Compact. Our company is also subject to our own Human Rights Guidelines, in which we recognize the UN Universal Declaration of Human Rights, the International Labor Organization's convention on human rights, and the principles of the UN Global Compact.

The UN Guiding Principles on Business and Human Rights provide us with global standards for respecting human rights and preventing and remedying violations. We observe these principles along with our own rules and guidelines. We have designated people at our company whose responsibilities include continually updating their knowledge of global standards and implementation processes and disseminating this knowledge at our company.

Our Human Rights Guidelines obligate all of our global security contractors to respect human rights. The guidelines are periodically reviewed and refined to ensure that they are properly embedded in our management practices and business processes. The Personnel Manager serves as a contact point for human rights issues.

Our supply chain presents the greatest challenge in our effort to protect human rights, which also includes preventing child labor and ensuring acceptable working conditions and ethical business practices. We expect our suppliers to respect human rights and ensure fair working conditions for their employees.

**Premiumfocus Nautilus Ltd** requests its personnel and contractors to strictly abide with the applicable international rules and guidelines and in accordance with United Nations' "The Universal Declaration of Human Rights" (Articles 1-30) for the protection of the human rights in any case where there is confrontation with hostile parties. It is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law.