



# **MMS Modern Slavery Statement 2020/2021**

## Introduction

This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 by MISC Maritime Services Sdn Bhd ("MMS"), It is intended to communicate the procedures and steps which MMS has taken relating to the management of the risk of modern slavery up to 3<sup>rd</sup> March 2020.

## About MMS

MMS is a wholly owned subsidiary of MISC Berhad ("MISC"). MMS serves as the centre for maritime services with broad experience in the provision of marine assurance and compliance as well as proven expertise in port and terminal operations and management, consultancy and services to oil major companies including PETRONAS Group.

We take pride in our operational efficiency and reliability, upholding the highest standards of Health, Safety, Security and Environment (HSSE), fostering a culture of excellence amongst our employees, caring for the environment as well as making a positive difference to the communities in which we operate. Our supply chain comprises mainly of businesses that provide the manpower and services needed for the provision of the marine assurance, to maintain and operate ports and terminals, engineering, offshore activities and to perform our corporate activities.

## MMS Human Rights Commitment and Modern Slavery Policy

In March 2020, the MMS Board has approved a 'Human Rights Commitment' where *"MMS is committed to respecting internationally recognised human rights in areas of its operations, complying with its Code of Conduct and Business Ethics (CoBE), and all relevant legal requirements."*

MMS has also adopted a Modern Slavery Policy in conjunction with this statement, which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## MMS' Values and Code of Conduct and Business Ethics

MMS is committed to acting with integrity in all its business dealings. MMS Group adheres to a Code of Conduct and Business Ethics which outlines the standards and behaviours that the MMS Group upholds and which emphasises due respect for human rights and compliance with applicable global laws and rules.

As MMS is designed to operate globally, MMS respects the International Bill of Human Rights and supports the UN Universal Declaration of Human Rights as well as the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

## Access to Remedy

MMS also has a comprehensive whistleblowing policy in place and encourages all its workers, customers and business partners to report any concerns related to its direct activities or its supply chain. This includes any circumstances that give rise to an enhanced risk of slavery or human trafficking.

MISC is also in the process of establishing and implementing a mechanism to further enhance access to remedy in relation to Human Rights Grievances. A Grievance Mechanism Procedure is being developed to ensure that a grievance channel and a process is established for employees, contract personnel and any party involved in providing services to MISC to address related grievances.

### **Human Rights Working Group (HR WG)**

MISC has established a cross-functional Human Rights Working Group to consider the way MISC implements its human rights commitments across the business and determine any adjustments or enhancement opportunities to improve our human rights performance. MMS as part of MISC Group is part of the HR WG.

The HR WG is to tasked, amongst others, to develop policies and procedures which included the adoption of a Modern Slavery Policy, to conduct risk assessments and due diligence and propose improvement actions to mitigate risks identified.

### **Due Diligence Process**

As part of our initiative to identify and mitigate risk, the HR WG are to:

1. Conduct a Social Risk Assessment and Human Rights Due Diligence across the MISC Group;
2. Determine steps taken and / or intended to be taken with regards to ensuring modern slavery and human trafficking is not taking place in MISC's business or supply chains; and
3. Ensure effective communication, awareness and training on Human Rights matters.

### **Supplier Adherence to Our Values**

In compliance with the MMS Human Rights Commitment and the Modern Slavery Policy, we seek to work with contractors who share our values of integrity, committed to fighting bribery and corruption and contribute to sustainable development. MMS also requires our contractors to respect internationally-recognised human rights, complying with MMS Code of Conduct and Business Ethics (CoBE) and all relevant legal requirements. In accordance with our zero-tolerance approach to slavery, forced labour and human trafficking we will seek to ensure that all future agreements, which are used for the purchase and supply of goods and services, will allow us to terminate and cease dealing with any supplier in the event of any violations.

## Awareness and Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains, MISC are in the process of introducing training for all employees within MISC Group with enhanced training for relevant managers. The first training for employees was conducted in February 2019 by MISC with participation from the Human Rights Working Group members and representatives from each business function and subsidiaries.

This statement has been approved by the MMS Board of Directors (“Board”) and is signed on behalf of the Board by:



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**Hazrin Hasan**

Managing Director/ Chief Executive Officer

Date: 3 March 2020