ANTI-BULLYING, HARASSMENT & ASSAULT POLICY

AIMS-GLOBAL ENGINEERING SDN BHD (AGESB) is committed to maintain a safe, respectful, and inclusive working environment for all personnel - whether shore-based or sea-based. We recognize the importance of upholding human dignity and ensuring that every employee, contractor, and visitor is treated with respect and fairness.

Aims-Global Engineering Sdn. Bhd. strictly prohibits:

- **Bullying** – repeated and unreasonable behavior directed at an individual (or group) that creates a risk to health and safety. It is typically intended to intimidate, humiliate, degrade, or undermine the target.

- **Harassment** – Any unwelcome behavior that offends, humiliates, or intimidates an individual, particularly when based on race, gender, religion, age, disability, or any personal characteristic, and which creates a hostile or offensive work environment

- **Assault** – any threat or act of physical violence or inappropriate contact, including sexual or psychological abuse.

We uphold a zero-tolerance approach to such behaviors. Violations of this policy will result in disciplinary actions, including possible dismissal or termination of contract.

All vessel crew and shorebase staff are required to adhere to this policy.



CAPTAIN MOHD TARMIZI MEJAM
Group Chief Executive Officer
Date: 1st July 2025