



TITAN MARINE TECHNOLOGY

Human Rights Policy

Effective Date: 7th July 2025

Review Date: 7th July 2026

Our Business

Titan Marine Technology Ltd is a leading provider of technology solutions. We are committed to conducting our business ethically and with integrity in all our business dealings and relationships.

Policy Statement

Titan Marine Technology Ltd is committed to respecting and promoting human rights across all aspects of our operations and supply chains. We uphold the principles set out in the Universal Declaration of Human Rights and expect our partners, suppliers, and contractors to do the same.

Company Structure and Operations

Titan Marine Technology Ltd is a UK-based provider of advanced communication systems and technology solutions. Our operations include procurement and support of equipment, with a global supply chain spanning Europe, Asia, and the Americas.

Our Commitments

We are committed to:

- Upholding the dignity, rights, and freedoms of all individuals.
- Ensuring fair treatment, non-discrimination, and equal opportunity in the workplace.
- Providing safe and healthy working conditions.
- Preventing child labour, forced labour, and any form of exploitation.
- Complying with all applicable human rights laws and international standards.



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Due Diligence and Risk Management

We assess human rights risks in our operations and supply chains through:

- Supplier screening and risk assessments.
- Contractual clauses requiring adherence to human rights standards.
- Ongoing monitoring and evaluation of supplier practices.

Training and Awareness

We provide training to employees to ensure understanding of:

- Human rights principles and responsibilities.
- How to identify and report human rights concerns.
- Our internal grievance and reporting mechanisms.

Reporting and Grievance Mechanisms

Employees, suppliers, and stakeholders are encouraged to report any human rights concerns confidentially via our whistleblowing channel. All reports are investigated promptly and fairly.

Continuous Improvement

We review this policy annually and update our practices to reflect evolving human rights risks and best practices. We are committed to transparency and continuous improvement in our human rights efforts.

Publication

This policy is published on our website and made available upon request.

Riverside Business Centre,
Fort Road, Tilbury,
Essex, RM18 7ND,
United Kingdom

www.titanmarine.tech

Office: +44 (0) 1375 271100

Email: sales@titanmarine.tech

Riverside Business Centre,
Fort Road, Tilbury,
Essex, RM18 7ND, UK

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Office: +44 (0) 1375 271100
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