

## SEDITION POLICY

The Management and Staff of **JK SCHELKIS OFFSHORE SDN BHD & JK SCHELKIS OFFSHORE PTE LTD** is committed to ensure that the harmony, well being and safety of the organization and employees is maintained at all times.

It prohibits any seditious acts and speech; the printing, publication, sale, distribution, reproduction and importation of seditious publications that can be detrimental to the organisation or employees.

**The organization is committed to prevent and will not tolerate :**

- **Any act of undermining** the Organisation and Employees' harmony, well being and safety.
- **Actions which promote feelings of ill-will, disrespect** or hostility between different races or classes of the employees on grounds of race, religion, occupation, belief or choice.
- **Actions that create hatred** or contempt or encourage disaffection against the Organisation or its employees.
- **Act of exciting / instigating** the employees to attempt to procure or alter any matter as established by the Organisation.
- **Act of raising discontent** or disaffection amongst the employees of the Organisation.
- **Any act of printing**, publishing, selling, offering for sale, distribution, reproduction, sharing, uploading, posting or importation (as the case may be) of any material or information that has a seditious tendency.
- **Any act of being in possession** of seditious publication or information.
- **Any statements which incites violence** against the Organisation or its employees, or harm the relationships between the Organisation and its employees.
- **Any act of unlawful assembly.**

**Victor Nirmalan  
Managing Director**

**Date 25<sup>th</sup> March 2026**