

HEALTH, SAFETY, ENVIRONMENT, QUALITY, SECURITY & CYBER SECURITY POLICY

The Company is a leading multinational provider of ship management. It is recognised that our services lead to an improved quality of life.

It is Company's policy to:

- *Prevent injury, loss of life, damage to property and protect and conserve the environment in which we operate.*
- *Provide and maintain healthy, safe, secure working and living conditions aboard.*
- *Maintain the highest standard of integrity and provide our customers with efficient, effective, and high-quality services that are environmentally sustainable, and that exceed their requirements and expectations.*
- *Comply with all applicable codes, conventions, guidelines, and standards issued by International Maritime Organisation, Flag Administrations, Classification Societies, relevant legal and local requirements.*
- *Develop, implement, and continually improve a relevant Safety Management System (SMS) for our fleet.*
- *Continually reduce accident and incidents including cyber security incidents both in frequency and severity.*
- *Maintain Cyber Security awareness and systems to protect the communications and computer software hardware used to communicate, record, operate and regulate computer systems aboard and ashore.*
- *Continually improve the safety, technical and environmental management skills of personnel both ashore and on board.*
- *Ensure personnel data is protected and distribution is strictly controlled within jurisdiction requirements.*
- *Provide an environment free of Violence and Harassment, including Sexual Harassment, Bullying, and Sexual Assault.*

In all our activities and operations, we will strive to:

- *Maintain high standards of safety consciousness, personal discipline and actively promote employee's participation in matters of improving our management systems.*
- *Provide our employees as far as is reasonably practicable with necessary resources, training, and information to enable them to perform their duties in a safe and efficient manner.*
- *Assess all identified risks to ships, personnel and the environment including cyber risks and establish appropriate safeguards and prepare and practise contingency plans that will enable the successful handling of anticipated emergency situations.*
- *Monitor the quality of our service and the effectiveness of our management systems and programmes and continually and systematically improve them and communicate these to all employees and other interested parties in the industry.*
- *Aim for zero accidents through the establishment of a strong safety culture at all levels within the Organisation and by setting and reviewing environmental objectives and targets.*
- *Work as a team to achieve continual improvement and cost-effective and efficient services, by using software, data analysis, and industry best practice guidelines.*
- *Ensure that personnel are appropriately qualified, skilled, medically fit, motivated, competent, and mentored to carry out their assigned duties and career growth expectations.*
- *Ensure that each vessel is properly manned, supported and guided to maintaining safe operations.*
- *Periodically verify whether all those undertaking delegated ISM related tasks are acting in conformity with the Company's responsibilities under the Codes and customers' requirements.*
- *Work with Industry bodies, interest groups and customers to achieve and exceed the Maritime Industry's environmental objectives.*



RAMARAS RAMBHATLA
MANAGING DIRECTOR