

POLICY STATEMENT

OUR VALUES

Loyalty, Honesty, Integrity, Respect, Competence, Effectiveness

OUR EMPLOYEES

As family-owned company we care about our employees by respecting the individual, offering equal opportunities and diversity. We invest in the development of our employees and wish to keep them long-term.

OUR MISSION To provide safe and reliable transportation of a wide range of chemicals within Europe, delivering full satisfaction to our customers and long term profitability to our shareholders.

OUR VISION To be the automatic first choice carriers for Producers and Receivers shipping chemicals within the Baltic, North West Europe and the Mediterranean. And through constant focus on the quality of our service, to remain their automatic first choice.

OUR POLICIES

We are committed to:

SAFETY & HEALTH

- Encouraging, promoting and improving a strong Safety Culture;
- Providing a safe and healthy working environment for all our employees;
- Aiming for accident free operation;
- Ensuring safe transport management and handling our customers' shipments with the highest possible care.

QUALITY

- Meeting and exceeding customer requirements by providing excellent, tailor-made and innovative services which are cost-effective, safe and reliable;
- Developing and upgrading our resources;
- Continuously improving our processes to ensure the best possible quality of our services now and in the future;
- Adapting our services to the changing requirements of our customers;
- Using a systematic quality management system to monitor our standards and to ensure a consistent level of quality.

ETHICS

- Promoting honesty, integrity and fairness in business;
- Protecting all employees and the Company from illegal or damaging actions by individuals, either knowingly or unknowingly;
- Striving for long-term relationships with suppliers and business partners.

ENVIRONMENT

- Preserving and protecting natural resources;
- Aiming to reduce the impact resulting from our activities on the environment;
- Encouraging respect and responsibility from our employees towards the protection of the environment;
- Complying with all applicable environmental & energy legislation and regulatory controls.

COMPLIANCE

- Complying with all applicable conventions, laws and regulations – on international and national level

DATA SECURITY

- Protecting all data obtained from clients and maintaining confidentiality;
- Securing the company-wide IT network and complying with all data protection laws.

ANTI CORRUPTION

- Preventing, detecting and reporting bribery;
- Maintaining 'zero-tolerance' with respect to any form of bribery or corruption;
- Employees who do not abide by the Anti-Corruption Policy will be held accountable.

Jan Eghoej
Managing Director

Dierk Herrmann
Corporate QA manger

This Statement is approved by the Company's Top Management and applicable to all Company's employees, ashore and onboard ships. The Company is committed to communicate this Statement to all employees, any contractors working with or on behalf of the Company and to the public. This Policy Statement is subject to annual review for its continued adequacy and suitability. The contents of this Policy Statement are only a guide and are not intended to and do not have contractual effect. Services provided to Customers are governed by the terms and conditions of contract applicable to those services.

01.04.2019