

# 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 our customers with excellent and reliable services which meet and exceed their needs and expectations. We are committed to continuous improvement in all our areas of activity, strive for long term profitability and controlled sustainable growth, while maintaining our independence, and at the same time being fully compliant with legislation and best industry practices. We are fully committed to Zero Accidents, Zero Losses and no Harm to the Environment.

**OUR VISION** to be the automatic first choice for our customers by continually developing and improving our services through our long lasting expertise, innovative and pioneering solutions, aiming always for perfection and excellence.

## 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 – “Work Safe – Home Safe”;
- Assessing all risks to our vessels, employees and the environment and implementing appropriate safeguards;
- Continuously improving the safety culture within our organisation;
- Aiming for a zero incident operation;
- Preventing loss of life and avoiding damage to property;
- Complying with all applicable industry National and International rules and regulations;
- Preparing for adequately responding to emergencies.

### QUALITY

- Meeting and exceeding customer requirements by providing excellent, tailor-made and innovative services which are safe and reliable;
- Developing and upgrading our resources;
- Implementing and maintaining Industry Best Practices.

### DRUG AND ALCOHOL

- Strictly prohibiting employees to carry out duties while impaired by alcohol or any illegal or non-prescribed drugs;
- Enforcing disciplinary measures if any employee is found to be breaking the Drug and Alcohol Policy.

Johan Isaksen  
Director Ship Management

### ENVIRONMENT

- Preserving and protecting natural resources;
- Reducing the impact resulting from our activities on the environment;
- Encouraging respect and responsibility from our employees towards the protection of the environment;
- Operating a zero pollution incidents policy and reducing our impact on the environment;
- Cooperating with local societies as well as National and International organisations for protection of the environment;
- Complying with all applicable environmental & energy legislation and regulatory controls.

### 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.
- Respecting the rights of people we may impact

### ANTI BRIBERY

- Preventing, detecting and reporting bribery;
- Maintaining ‘zero-tolerance’ with respect to any form of bribery;
- Enforcing disciplinary action and/or dismissing any employee found to be breaking the Anti-Bribery Policy.

Niall Mushet  
SSHEQ Manager Ship Management

July 1st, 2022

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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.