

ANTI-HARASSMENT AND DISCRIMINATION POLICY

The Company is committed to providing a safe and healthy work environment that is free from any form of discrimination and/or harassment.

The Company undertakes not to hold any bias at the time of recruitment and during the entire period of employment towards any employee whether shipboard or shore-based, on the grounds of caste, creed, race, colour, sex, religion, political opinion, national extraction, social origin or any such grounds.

In pursuance of the above policy, employees are to adhere to the following:

- ❖ The Company is an apolitical organisation engaged in commercial activities and employees shall not resort to any political activities or other activities that may be harmful or discriminatory to fellow employees, vendors or visitors.
- ❖ All employees on the Company's premises and assets must respect the rights and privacy of others with regards to caste, creed, race, color, sex, religion, personal opinion, personal life, political opinion, national extraction, social origin or any such grounds.
- ❖ Similarly, adoption of any discriminatory practices in employment or in the maintenance of employee relationships amongst the workforce shall not be permitted. Employees are encouraged to work and develop in an environment that is respectful and productive.

Should any employee be physically or verbally abused or reported doing so, Management will not hesitate to immediately take action against the relevant parties. This includes inappropriate remarks, jokes or any sexually-orientated behavior.

Management encourages a friendly, harmonious and respectful environment through an open door policy to discuss any grievances. This also includes meeting to resolve any minor issues immediately.



Mark Humphreys
Managing Director