HEALTH, SAFETY, WELFARE & ENVIRONMENT PROTECTION POLICY

The Company's Management System (CMS) has been structured to ensure compliance and conformity with the ISM Code, relevant ISO standards and other applicable national and international regulations.

The main objectives of Company's H.S.E. Policy are as follows:

- **To provide healthy and safe working conditions**
- **To promote and enhance safety as a work culture**
- **To prevent loss of human life and personal injury**
- **To prevent damage of the ship, her cargo and the environment. Company's goal is to achieve ZERO spills through continuous improvement**
- **To assess all identified risks to its ships, personnel and the environment, to establish safeguards against identified risks and to operate the ship within ALARP**
- **To continuously improve Safety Management skills of personnel ashore & on board including preparation for emergencies related to safety of human life, property and the environment**
- **To ensure that seafarers' work environment ashore and on board ships promotes occupational safety and health**

In order to achieve these objectives the Company has established/arranged the following:

- Appointed the Health Safety and Environmental Manager with the responsibility to maintain an overview of Health, Safety, and Environmental issues
- Consistently follows all national and international rules and regulations governing the Industry Adopts a risk-based approach to all operations
- Continuously monitors all safety, pollution prevention & occupational health aspects of all operations
- Implements a Shipboard Occupational Health and Safety system providing necessary resources
- Frequently inspects and audits all its activities ashore and onboard the vessels and carries out necessary maintenance and repairs
- Continuously improves its HSE system by taking corrective & preventive actions for identified weak areas
- Develops an "informed, reporting and just" culture environment, ensuring fair treatment for all employees. It is a culture of accountability in which individuals will be held responsible for their actions within the context of the system that occurred. It requires disclosure of mistakes, errors, Near-Misses in order to facilitate learning from such occurrences & identifying improvement opportunities for process & system. Maintains a blame-free and "just" environment for personnel to work in.
- Provides a framework for setting and reviewing the Company's objectives and targets
- Regular reviews this policy in order to ensure that it remains relevant and effective
- Recognises that no task is so important for an employee to put himself at risk of injury or illness
- Protects the Health of seafarers & provides prompt access to Medical Care on board & ashore when needed
- Subject policy is communicated to all persons working for or on behalf of the Company & is available to the public
- Engages all managers, department heads and superintendents in maintaining and developing safety attitudes, leading and inspiring personnel and commit in their safety

Senior Officers and shore management set a good example to ship's crew by wearing PPE and complying with safety practices and procedures while all Company's employees, shore based and sea going, are responsible for implementing the Company's Health, Safety and Environment Protection Policy. In this respect the policy should be understood, implemented and maintained at all levels in the organization.