



Ethics Policy

This company policy of ethics describes the expectations we have of ourselves and our co-workers; it articulates the ideals to which we aspire as well as the behaviour that is required in the shipping industry.

The purpose of this policy is to instil confidence in our customers and partners that we would undertake all our business activities in a credible and trustworthy fashion while keeping the reputation of shipping professionals at the highest standards.

We believe this policy will be our compass and guide us during all our business interactions and in particular during difficult circumstances enabling us to take decisions which do not compromise our integrity and values.

We also hope this policy helps to be a catalyst for our other partners and stakeholders to define their ethics policy in the shipping-Industry.

Persons to whom the policy applies:

- Our management team
- Our other staff (both direct and contracted)
- Our business partners

Responsibilities:

- Responsibility in this policy is defined as our duty to take ownership of the decisions we make or fail to make and the consequences that result from such decisions or lack of decisions.
- We make decisions and take actions that are based on the best interest of society, the safety of people and property and the environment.
- We only accept those business opportunities that are consistent with our experience, background, skills and qualifications.
- We fulfil the commitments that we undertake - we do what we say we will do.
- When we make errors or omissions, we take ownership of the same and make corrections promptly.
- When we discover errors or omissions made by others, we communicate the error or omission to the individual immediately and also report the same to the ethics committee to take appropriate action so that the same error or omission does not get repeated.
- We accept accountability for any of our errors or omissions and accept the resulting consequences.
- We inform ourselves about the norms and customs of others and avoid engaging in behaviours they might consider disrespectful.
- We listen to others' points of view, seeking to understand them.
- We approach directly those persons with whom we have a conflict or disagreement.
- We conduct ourselves in a professional manner, even when it is not reciprocated.



- We negotiate in good faith.
- We do not exercise the power of our expertise or position to influence the decisions or actions of others in order to benefit personally at their expense.
- We do not act in an abusive manner toward others
- We respect the property rights of others.

Conflict of Interest Situations:

- We proactively and fully disclose any real or potential conflicts of interest to the appropriate stakeholders.
- When we realize that we have a real or potential conflict of interest, we refrain from engaging in the decision-making process or otherwise attempting to influence outcomes, unless or until: we have made full disclosure to the affected stakeholders; we have an approved mitigation plan; and we have obtained the consent of the stakeholders to proceed.
- We do not hire or fire, reward or punish, or award or deny contracts based on personal considerations, including but not limited to, favouritism, nepotism, or bribery.
- We do not discriminate against others based on, but not limited to, gender, race, age, religion, disability, nationality, or sexual orientation.
- We apply the rules of the organization without favouritism or prejudice.



DIRECTOR