PERSONNEL RECRUITMENT & TRAINING POLICY

The Company shall:

- ✓ Recruit suitably qualified and trained personnel in compliance with flag state, STCW convention, other mandatory regulations and vessel Owner's requirements.
- ✓ Exercise due diligence in verifying credentials while recruiting new personnel.
- ✓ Review on board manning requirements depending on trade and type of vessel.
- ✓ Place staff with appropriate experience for the vessel type.
- ✓ Consider cross-cultural values and attitudes of selected staff.
- ✓ Be an equal opportunity employer.
- ✓ Not charge any fee or expenses from the seafarers for their recruitment on board vessels.
- ✓ Not use any illegal means to deter seafarer from gaining employment.
- ✓ Oversee the recruitment process when using manning agencies.
- ✓ Follow privacy laws of respective country about details of personnel employed.
- ✓ Conduct a medical fitness test in accordance with the requirements of the administration. In the absence of guidelines from the administration, the IMO-ILO guidelines for medical examinations of seafarers may be used. Examination may include screening for drug and alcohol abuse.
- ✓ Place personnel recruited for shore and sea service under a probationary period.
- ✓ Provide all Masters and Chief Engineers with a pre-joining briefing about the Company's requirements.
- ✓ Provide adequate time and resources to familiarise new staff and contractors.
- ✓ Ensure that personnel have an adequate understanding of relevant rules, regulations, codes and guidelines.
- ✓ Voluntarily carry out non-mandatory and upgrading training ashore based on identified training needs.
- ✓ Provide information, training and supervision to staff to improve their knowledge and upgrade their qualifications.
- ✓ Provide senior personnel with opportunities for office assignments.
- ✓ Monitor the performance, ability and conduct of the staff on board through appraisal systems and reports from Vessel Managers and Internal Auditors.
- ✓ Review personnel selection, recruitment and training annually through internal audits.

Date: 16-June-22

Chief Executive Officer