

### Our Vision

To be recognised and maintain a position as one of the leading ship management companies in the world, improving our expertise through innovative solutions, always aiming for Safety Comes First and operational excellence for the provision of Ship Management Services.

### Our Mission

To meet and exceed our customers and stakeholders expectations, ensuring our shareholders stability and growth. Fully implementing our integrated Safety Management System, in full compliance with mandatory rules and regulations, as well as, other industry standards, guidelines and best practices applicable to us.

### Our Policy

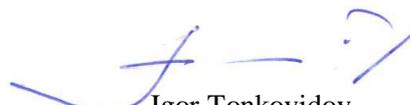
We are fully committed to:

- One Safety Comes First culture across the entire organisation expecting all vessel and shore personnel to demonstrate their commitment and lead by example, continuously promoting a safety culture;
- Continuously focus our attention on the ship rather than on the implementation of individual functions;
- Control and minimise all identified risks to a level that is low as reasonably practicable thus creating a healthy and safe working environment for all employees;
- Business continuity ensuring that adequate financial and human resources are made available in all our business operations including resources required to maintain our integrated Safety Management System;
- Recruitment and employment of qualified and competent staff and seafarers, as well as, the arrangements of further training and career development, creating empowered, motivated, proud, competent and trained staff;
- Teamwork as a valuable asset by recognising the strengths, competence and limitations of the people within a team and to take the best advantage of the attributes of each team member;
- Only operate our ships with senior officers who have the appropriate experience and training on the particular type and size of ship;
- Safe navigation of managed vessels as the foremost objective for the safety of People, Environment, Assets and the protection of our Reputation;
- Openly report our performance good or bad;
- Continuously look for ways to make it easier to do business with us;
- Promoting honesty, integrity, transparency and high standards of business and personal ethics;
- Enforcing disciplinary action on any employee found in breach of our Drug & Alcohol or Anti-Bribery Policies;
- Being prepared and respond to potential emergency situations;

We believe in:

- Zero injuries;
- Zero equipment damage;
- Zero environment damage and consistent reduction of the group's environmental impact;
- Zero negative feedback from customers;
- Zero non-compliance to relevant industry legislations;
- Zero tolerance to bureaucracy;
- Zero tolerance to any form of bribery or corruption.

We will achieve our Vision, Mission and Policy Statement by recognising those who contribute to improve our performance and through continual improvement in all areas of our activities. This document is approved by the Managing Director and is applicable to all staff, ashore and onboard.



Igor Tonkovidov  
Managing Director