



## REEDEREI HARMSTORF & CO.

# Company Policy on Safety, Security, Quality and Environmental Protection

**Safety, protection of the environment and prevention of unlawful acts against our ships are of crucial importance to our Company.**

We seek to conduct our operations in a way to ensure safety at sea, prevention of human injury or loss of life and avoidance of damage to the environment, in particular the marine environment, and to property. We aim to develop, implement and maintain standards of safety, security and environmental protection in line with principles of reasonable practicability.

It is furthermore our policy to provide a secure and safe working environment by establishing and maintaining security measures. These measures aim to prevent unlawful acts against our ships which endanger the safety and security of persons and property on board our fleet.

### The objectives of the company are:

- To provide for safe and secure practices in ship operation and a healthy, safe and secure working environment;
- To ensure the compliance with mandatory rules and regulations; the legal and regulatory environmental requirements applicable to the regions in which we operate and to ensure that applicable codes, guidelines and standards recommended by IMO, Administrations, classification societies and maritime industry organizations are taken into account.
- To assess all identified risks to our ships, personnel and the environment and establish appropriate safeguards;
- To improve continuously the safety and security management skills of personnel ashore and aboard vessels including preparing for emergencies related to safety, security and environmental protection;
- To provide and implement security procedures and practices for ship operations to assist in protecting the security of ports and the wider community;
- To reduce the greenhouse gas emissions and to manage the waste and sludge responsibly;
- The prevention of environmental incidents and the protection of natural resources and biodiversity;
- To keep our customers always satisfied by providing them with competent, safe, environmental sound and cost effective services;
- To prevent any kind of discrimination and harassment of our employees on board or ashore on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation;
- To prevent, detect and report bribery.

### These objectives will be achieved by the following principles:

- Implementing working procedures which are known to our personnel on board and in the office. These procedures shall ensure the operation of our fleet in a safe and efficient way. By a system of internal and external verification we constantly review these documented procedures and ensure compliance with experience gained and international requirements;
- Avoiding accidents and damages by acting preventively, using checks, safety measures, technical support and on-going risk assessment. However, should accidents occur, we try to limit damage and avoid reoccurrence by implementing appropriate corrective actions;
- Actively promoting the safety and security awareness amongst our crew as well as shore side personnel;
- We regularly perform document reviews and internal audits of security procedures and plans, in order to allow for a constant update and improvement to the plan;
- Compliance with the legal and regulatory environmental requirements applicable to the regions in which we operate;
- We continuously review all mandatory rules, regulations, industry codes and guidelines that are relevant to our specific ship types and trades;
- Meeting and exceeding customer requirements and providing tailor-made innovative services which are safe, reliable and cost effective;
- Encouraging a fair and just culture; Ensuring ethical conduct in business practice and promoting honesty, integrity and fairness in business;
- Maintaining a 'zero-tolerance' stance towards any form of bribery.

Thomas Meier-Hedde  
Managing Director

Alexander Riecke  
Managing Director

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