

HEALTH & SAFETY POLICY

At Unicrew Management, we are committed to achieving health, hygiene, and safety excellence, ensuring the well-being of our employees, safeguarding the marine environment and promoting a safety culture throughout our organisation. We are focused on preventing loss of life, disability, injury, ill health and work accidents during the course of duty and ensuring the health and well-being of our seafarers at all costs and under any circumstances.

To achieve these objectives, our Health and Safety Policy lays down adequate measures that are implemented and periodically updated to reflect changes in requirements. These are:

1. **Safety First:** We prioritize the prevention of human injury and loss of life, striving for zero incidents by implementing continuous improvement measures. We seek to improve safety management and foster a safety culture among all personnel.
2. **Good Practices:** We are committed to complying with all applicable laws, rules and regulations, as well as consider recommended codes, conventions, guidelines and standards from regulatory bodies and industry organisations. We will provide necessary resources to achieve our health and safety objectives.
3. **Working Conditions:** All seafarers serving onboard shall benefit from proper working conditions, comfortable accommodations and adequate hours of rest, and access to recreation facilities. We are committed to full compliance with all applicable IMO/ILO rules and regulations related to safeguarding crew health and safety on our vessels.
4. **Training:** All company personnel shall receive adequate training in health, hygiene, safety, and environmental awareness to enhance safety management skills, both ashore and on board vessels, including preparing for safety-related emergencies and environmental protection. We will identify the training needs of personnel to ensure effective and efficient policy implementation.
5. **Preparedness:** We will be prepared to respond to emergencies, both ashore and at sea, with effective and well-devised contingency plans for the sole purpose of preventing injury and preserving the well-being of all personnel.
6. **Mental Health:** We will strive to provide the necessary conditions and resources to help our seafarers deal with mental health issues arising from the performance of their duties as well as dealing with extraordinary circumstances such as natural disasters and public health crises. In particular, we will ensure regular crew change and facilitate access to hospitalisation and healthcare support during emergency situations. Furthermore, we will protect our crew from the adverse psychological impact of prolonged isolation onboard, overwork related stress, fatigue, and anxiety arising from uncertainty.
7. **Periodic Review:** We shall continuously monitor and assess our performance against prescribed standards through management review meetings, audits, and evaluations to improve our Health & Safety Management System. We consistently assess all identified risks related to the vessels and personnel and implement appropriate safeguards accordingly. Continuous monitoring and assessment of the company's performance against set standards are achieved through management

review meetings, audits, and evaluations, facilitating ongoing improvement of the Health & Safety Management System.

- 8. Emergency Response:** We are committed to implementing practical measures that ensure seafarers are treated fairly, have continuous access to proper medical care, and can be repatriated after their contracts end. The aim is to alleviate the physical and mental strain on seafarers caused by extraordinary public health emergencies.

This policy and its parts will apply in parallel with other policies and regulations in this domain, including those of the shipowner, flag state and port state authorities, as well as regulatory agencies.

Unicrew Management emphasizes that it is the collective responsibility of all staff to implement our health and safety policy guidelines. We expect our crew to actively participate in the implementation of the policy in order to achieve a safe workplace, the ships, cargo and the marine environment. We firmly believe that a strong commitment to health, safety and environmental protection enhances the overall well-being of our crew and contributes to the sustainable growth and success of our company.

Jason M. Firth,
Managing Director