

## JUST CULTURE POLICY

Company is committed to promote the culture where staff are not punished for actions, omissions, or decision taken by them that are commensurate with their experience and training but where gross negligence, willful violations and destructive acts are not tolerated.

The Management is committed to provide all necessary resources and trainings that the employees will have the competence to undertake the task to improve the HSE Culture in their workplaces.

A Just Culture Policy sets to seek the improvement of the organizational culture and the performance of company by modifying behavior, encouraging the sea fares and other employees to take the personal responsibility with accountability for their action and rewarding behavior exceeding expectation

The policy also sets out the expectations for adherence to Company SHEQMS in all workplaces and provides a context for enforcing the system.

The Policy also ensures to provide the processes for managing behavior that fall below expectation in a transparent and fair manner.

To achieve this goal, it is imperative to have uninhibited reporting of all accidents, incidents, events, hazards, risks and other information that may compromise the safe conduct of Company operations.

To this end, all employees are responsible for, reporting any SHEQ related information.

1. Reporting is free of any form of reprisal. The main purpose of reporting is for risk control and accident and incident prevention, not the attribution of blame.
2. No action will be taken against any employee who discloses a SHEQ concern/information through the reporting system, unless such disclosure reveals, beyond any reasonable doubt, an illegal act, gross negligence, a deliberate or willful disregard of regulations or procedures.
3. Our method for collecting, recording, and disseminating safety information guarantees the protection to the extent permissible by law, of the identity of those who report SHEQ information.
4. Company will provide employees full support during any external investigation

Company consider Just Culture as one of the keystone to create the organizational Safety Culture in line with SSHEQMS