

	Policy Booklet	Company's Policies
054 Crew Welfare and Living Conditions Policy		

Crew Welfare and Living Conditions Policy

The Company is committed to ensuring the welfare, dignity, and living conditions of all seafarers serving onboard its vessels.

We recognize that seafarers are essential to safe, efficient and sustainable vessel operations and that their wellbeing is fundamental to safety, performance and compliance. The Company therefore promotes a safe, healthy, secure, and supportive onboard work and living environment, going beyond minimum requirements to address the full spectrum of seafarers' rights and wellbeing.

The Company values seafarers and respects their fundamental human rights. We are committed to:

- Treating all seafarers fairly, with respect and dignity
- Providing an inclusive and non-discriminatory workplace
- Ensuring equal opportunities in recruitment, development, promotion, and employment conditions
- Creating an environment in which all seafarers are informed, involved, and able to exercise their rights

The Company ensures that seafarer recruitment is free from risks of forced labour and does not seek exemptions from rules protecting seafarers.

The Company is committed to full compliance with:

- **ILO Maritime Labour Convention (MLC 2006)**
- Applicable Flag State and Port State requirements
- ISM Code obligations relating to safe management, crew welfare, and operational safety

The Company has established a structured Crew Welfare and Wellbeing Program ashore and onboard.

This program:

- Is coordinated by the Crew Department ashore and the Master onboard
- Addresses physical, emotional, intellectual, social, and spiritual wellbeing
- Includes tailored initiatives and resources based on seafarers' needs
- Is supported by assigned wellbeing responsibilities onboard (Chief Officer under Master's supervision)

The Company promotes crisis management training and ongoing wellbeing support as part of its commitment to crew welfare.

The Company shall ensure that seafarers are provided with:

- Safe, clean, and comfortable accommodation
- Proper ventilation, heating, and air conditioning where required
- Adequate sanitation and hygiene facilities
- Continuous improvement of onboard comfort and habitability
- Regular inspections of living conditions under the MLC inspection process

	Policy Booklet	Company's Policies
054 Crew Welfare and Living Conditions Policy		

The Company recognizes that catering services are vital to crew welfare.

All vessels shall provide:

- Fresh, healthy, high-quality food and drinking water
- Sufficient quantity, nutritional value, and variety
- Consideration of religious, cultural, and medical dietary needs
- Monitoring of catering standards through designated oversight

The Company supports seafarers' wellbeing by ensuring access to:

- Recreational facilities onboard
- Welfare resources, libraries, and promotional material
- Social interaction opportunities and onboard activities
- Supportive living environments that reduce isolation and stress

The Company promotes psychological wellbeing by ensuring:

- Access to onboard Wi-Fi or other communication means
- Support for seafarers to maintain family contact
- Crew-change and relief planning aimed at timely repatriation and adequate recovery periods

The Company maintains accessible and appropriate complaint handling processes onboard and ashore.

Seafarers may submit grievances:

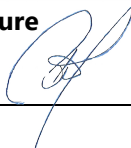
- Confidentially
- Without fear of retaliation
- In their native language where practicable
- Through open-door contact procedures provided onboard

The Company is committed to eliminating:

- Discrimination
- Harassment or bullying
- Violence or intimidation
- Retaliation against those raising concerns

Senior Management promotes a proactive culture of teamwork, respect, and fair treatment across all vessel ranks.

Top Management has approved this statement.

Date 01-09-2025	Position President	Name Mr. Bo Westergaard Jensen	Signature 
---------------------------	------------------------------	--	--