



## **POLICY MARITIME LABOUR**

MyriadSea is committed to being an employer of choice for seafarers. We are determined to provide quality living and working conditions for all our people, and working processes that ensure they remain safe and healthy. It goes without saying that our people are our most important asset, and we strive to ensure fair and appropriate treatment of them at all times.

All of our instructions and procedures relating to employment, working and living conditions will be prepared with proper regard to the MLC Maritime Labour Convention. Where we deal with third parties, we will ensure that they also operate in a way that is consistent with the requirements of MLC.

### **As a company, we aim to do the following:**

- Actively promote a safe and healthy working environment on our ships
- Ensure our people are always treated fairly and with respect
- Ensure that performance management is carried out in a balanced, fair way
- Work only with reputable manning providers, who can demonstrate that they share our values in respect of people and have suitable processes in place to protect them

### **We will take the following specific steps to implement these aims:**

- We will implement a system of instructions and procedures for people management, working and living condition, and will continuously monitor their effective implementation and relevance
- We will provide quality living and working conditions for our people, including in the areas of:
  - Employment conditions
  - Accommodation and recreation facilities
  - Provision of quality food
- We will introduce systems to monitor and eliminate or minimise fatigue
- We will actively promote the health and wellbeing of our people, including where appropriate engaging with external experts in this field
- We will actively monitor all third party manning providers to ensure they comply with the minimum standards, are properly certified and that their values are aligned with ours
- We will ensure our people can access medical care when required

### **We are responsible for providing decent living and working conditions.**

At the same time, all our people have a responsibility to work constructively with us to maintain these standards, and to strive to improve them.