



POLICY HARASSMENT & BULLYING

MyriadSea is committed to providing a safe and pleasant working environment for all of our people. We recognise that bullying and harassment can have a serious negative impact on wellbeing and health. Everyone across our company has the right to be treated with respect, dignity and courtesy.

Zero Tolerance

To that end, we have **zero tolerance** for harassment and bullying of any kind. This includes, but is in no way limited to, the following forms of harassment or bullying:

- Verbal abuse
- Sexual harassment
- Humiliation
- Cyber bullying

There is no acceptable basis for such behaviour.

Reporting

Anyone who feels they have suffered harassment or bullying can report it themselves, or via someone else. Reports can be made to the Master, or to any member of the Ship Management Team or the DPA. Reports will be handled in strict confidence, and those who make reports will not be penalised by the Company.

Reports must be genuine and reasonable. The Company may take action against those who make reports maliciously, or vexatiously. We consider making false reports to be a form of harassment and bullying.

Consequences

We take incidents of harassment and bullying seriously. Consequences for those who engage in such inappropriate behavior can include termination of employment.

Everyone has the right to a pleasant working environment.

Be conscious of others when onboard. Everyone in our company has an important role to play in keeping our ships safe and well run, and remember that we all make mistakes. A little tolerance and courtesy goes a long way.