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| Issued by: HSEQ DEPARTMENT | Approved by: CEO | Date 19/03/2021 | Revision 2 | Page 1 of 1 |
| SAFETY MANAGEMENT MANUAL According to IMO Resolution A.741(18), as amended – ISM Code | | | | |
| MANAGEMENT COMMITMENT & OTHER COMPANY POLICIES ANNEX TO COMPANY SQE POLICY | | | | |
| This annex is reprinted when necessary. It is not subject to Certifying Body (RINA) approval and its change should not be recorded in the manual's revisions checklist. | | | | |

HARASSMENT and BULLYING POLICY

Fratelli d'Amico Armatori is committed to providing a work environment in which every employee, customer, visitor or vendor is treated with dignity and respect. The Company does not permit harassment, bullying or discrimination of any kind. This includes harassment or discrimination based on:

- *Color of skin;*
- *Gender;*
- *Disability of whatever kind;*
- *Physical characteristics and appearance;*
- *Religion;*
- *Marital status;*
- *Sexual orientation;*
- *Nationality; or*
- *Specific clothing.*

All forms of sexual harassment, including insinuations linking future career opportunities to the willingness to submit to sexual advances, sexually tinted jokes, and unwelcome advances and propositions, even if they may seem innocent, shall not be tolerated.

Fratelli d'Amico Armatori will treat all complaints of harassment and bullying seriously and in strict confidence. The Master has to maintain a combination of firmness and respect in his dealings with crew members. Similarly, each Officer is to extract directly from those under him unequivocal and respectful compliance with his orders, which must be given and received with the courtesy due to the respective positions. A high standard of discipline set and maintained by personal example is expected and every effort should be made by the Officers to deal with complaints. Intemperate or abusive language will be severely dealt with.

Master, Chief Engineer and Senior officers on board and personnel manager ashore have been trained in dealing with complaints of harassment and bullying.

Cyber bullying is the use of modern communication technologies to harass, embarrass, humiliate, threaten, or intimidate an individual in an attempt to gain power and control over them. The use of the company's communication equipment for such purposes will be treated as a serious breach of the company code of conduct and result in disciplinary action against perpetrators

The company considers any complaint as a serious issue.

Unwelcome behaviour, whether physical or verbal, that creates an intimidating, hostile or offensive work environment is prohibited. Any officer on board or manager ashore or employee who engages in harassment or other inappropriate conduct that interferes with the operations or environment of the Company shall be subject to disciplinary actions, which may include immediate dismissal.