

COMPANY POLICY AND OBJECTIVES

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2. COMPANY POLICY AND OBJECTIVES

2.1 Policy

Reefership's international team of seafarers and shore staff is fully committed to the consistent operation of a safe and efficient fleet of refrigerated ships and refrigerated container ships whilst protecting the environment in which it operates.

Reefership's dedication to quality is a commitment solidly backed by stringent quality control measures, state-of-the-art transportation technologies, continuous improvement through training and education, and dedication to the safety of the employee.

The POLICY will be supported by this Quality and Safety Manual and by:

- *Recognition of the "human element" and the need to continually motivate personnel ashore and afloat in order to enjoy their full commitment.*
- *Provision of the resources required to train and improve the quality of personnel involved in the operation of the ships.*
- *Provision of the resources required to maintain the ships in a fully efficient and safe condition.*
- *Prevention of accidents through the adoption by the fleet of standard operating procedures.*
- *Assess all identified risks to the vessel, personnel and environment, and establish safeguards against these in the shipboard procedures.*
- *Provision of the channels by which accidents, near miss situations or non-conformities must be reported without fear of retribution.*
- *Audits and inspections by qualified personnel.*
- *Creation of a working environment in which Quality and Safety always come first.*

2.2 Objectives

The objectives of our Quality and Safety Management POLICY are to:

- *Prevent accidental loss of life or injury to our seafarers or anyone who has business on board the ship.*
- *Prevent accidents, which can cause damage to the ship, to other ships or injury or loss of life to third parties.*
- *Prevent cargo damage.*
- *Protect the environment and prevent air and sea pollution.*
- *Ensure compliance with International, National, Flag State, Class Society and Company Rules and Regulations.*

Signed:

*David Cairns
Vice-President
Reefership Marine Services, LLC*

Signed:

*Renato Acuña
President
Reefership Marine Services, LLC*

2.3 **Environmental Policy**

Environmental stewardship is an integral part of **Reefership's** concept of quality embodied in the **DOLE** label. We believe that quality products and quality operations are produced in a quality manner.

Some companies treat the environment as public relation issue. At **RMS** it is an operational issue. We strive to keep the environment in the forefront of everything we do; we invest in environmental protection – making real improvement in our people, our ships and the equipment aboard them, and in our operation.

Every employee of **RMS**, both ashore and afloat, has a basic responsibility to comply with all rules and regulations designed to protect the environment. Of even greater importance, **RMS** strives to take a preventative approach by identifying and addressing environmental issues and risks before they become of concern to Dole's customers, the industry or our vessels.

The cornerstone of good quality and safety management is commitment from the top, but it is the commitment, attitude and motivation of individuals at all levels which determines the end result.

RMS has a zero tolerance towards water pollution and is committed to provide equipment, spare parts and shore side disposal as required.

See also chapter 0.5 and 7.7.

2.4 **Fatigue**

The Management of **Reefership Marine Services** recognizes the fact that bad weather, delays in loading/unloading or other circumstances may affect the Master's, Officers and watch keepers rest period.

It is the policy of the Company that no commercial considerations should be allowed to change the requirement contained in STCW 95 amendment, section A-VIII/1 **Fitness for Duty**. Also refer to section B-VIII/1 **Guidance regarding fitness for duty**. The references to fatigue in the code apply equally to the Master as the Watch Keepers and other officers on duty.

2.5 Drug and Alcohol Policy

2.5.1 *Drugs*

RMS has a policy of zero tolerance to the use of illegal drugs and anyone found in possession of such drugs or is found to use them will be immediately terminated.

The Company is a signatory to the Sea Carriers Initiative Agreement between the United States Customs and the International Banana Association and as a member of BIMCO, **RMS** is also a party to Memorandums of Agreement with various European countries, all recognizing our participation in international efforts to prevent the trafficking of illegal drugs.

Attention is drawn to the laws, which exist worldwide regarding trafficking in or the use of illegal drugs. Any seafarer who is prosecuted for infringing the law will not be defended by the company.

2.5.2 *Alcohol*

The consumption of alcohol on board is discouraged and seafarers will not consume any alcohol within 4 hours of going on duty, at sea or in port.

The sale of beer from the bonded store to officers and ratings is permitted, always subject to the Master's discretion and control. The Master may, in his discretion, permit the sale of wines and spirits to officers.

2.5.3 *Testing*

RMS reserves the right to conduct random testing for alcohol and drugs.

RMS has appointed a company to carry out random drug test onboard all vessels.

Records of such test are available with the appointed company. See chapter 0.6.

An alcohol concentration of 40mg/100ml (0.04%) when on duty will result in termination.

2.6 Pets on Board Vessels

It is the policy of the Company that no pets (dogs, cats, parrots, etc) will be carried on board our vessels.

2.7 **Data Protection Policy**

RMS has a strict Data Protection Policy under which rights of crew members and obligations of the company, with respect to privacy and personal information processing and protection are clearly established. The personal data processed has a limited risk to the privacy of the individual. Personal information collected is for the purpose of ensuring effectiveness of our work and for submissions to comply with international travel and certification requirements.

See Main Manual Appendix 10 for the detailed policy and the Annex A to be filled and signed by custodians of personal data.

2.8 **Social Media Policy**

RMS has a very strict Social Media Policy to which all individuals working at all levels on board the Company vessels must always comply in order to safeguard the Company's reputation. This policy describes the restrictions on the use of Social Media during work and non-work hours, on Company supplied or personal devices such as laptop computers and/or cellular smart phones.

The Company recognizes the value of social media and expects all staff to use these tools responsibly.

RMS also prohibits carrying and use of personal devices to the place of work while on duty

See Main Manual Appendix 11 for the detailed policy.