

## 2.2 Company's Occupational Health, Safety and Environmental & Personnel Policy

### COMPANY'S OCCUPATIONAL HEALTH, SAFETY and ENVIRONMENTAL POLICY

Occupational health, safety and environmental (OHSE) management is essential in order to achieve the Company's operating objectives. Acechem Tanker is committed to prevention of injury and illness and continuous improvement in OHSE performance.

Occupational Health, Safety and Environmental Policy establish a base for setting and reviewing OHSE objectives and targets. OHSE policy is based on the requirements of:

- The ISM Code
- ISO Quality Standards

Our objectives are:

- To achieve zero spills, zero accidents, zero incidents and zero ship detentions
- To establish safeguards against all identified risks
- To continuously improve safety management skills of personnel ashore and aboard ships, including emergency preparedness both to safety and environmental protection.
- To improve safety awareness and personal responsibility of personnel ashore and aboard ships relating health, safety and environmental protection.
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This is utmost responsibility and priority of both ashore and on-board ship managers/supervisors, to implement this Policy strictly. To achieve this, the commitment and involvement of all Company personnel is required. Therefore, all on boards leaders, senior officers, office staff who visiting the ships MUST demonstrate their commitments to OHSE procedures and policy by wearing the required Personal Protection Equipments, following the safety rules / requirements strictly and encouraging others to act at the same safety altitude.

The Company will comply with all relevant national and international OHSE legislation, and regulations, and take into account all industry guides and codes of practice.

When considering new business or work methods, full account will be taken of all relevant health, safety and environmental aspects to ensure that the standards required by this Policy are maintained.

All work will be properly supervised with safety and environment protection forming an integral part of all planning and procedures. Necessary information, instruction and training will be given as necessary to ensure the health and safety at work of all employees.

The Company is committed to improving health and safety performance and will respond positively to recommendations, from both shore and sea staff, that identifies changes in policy, practices or equipment necessary to improve standards.

All incidents including the Near Misses, Unsafe Act and Unsafe Conditions will be investigated and recommendations communicated through line management where appropriate.

Management will be ensuring that purchase and supply activities are continuously improved with respect to environmental protection and seeks to reduce consumption of materials, re-use rather than discard where practicable, and promote recycling and the use of recycled materials. The Company encourages suppliers to continually reduce the impact of their operations by giving preference to environmentally friendly products whenever it is economically feasible.

Monitors, audits, reviews, evaluates the company's environmental and energy objectives and achieved results by;

- Internal and external audits
- Customer feedback
- Performance & Conformity reports

Our objective is NO HARM TO ENVIROMENT at all activities. Company sets the Environmental and Energy Performance Indicators to achieve this aim and continuously improve targets by this Policy, Both Company ashore and on board employee are committed to save planet's natural sources, keep clean the lands, seas and air for our children.

It is the policy of ACECHEM TANKER to actively manage all Occupational Health Safety & Environmental and energy & emission aspects. To fulfill the objectives ACECHEM TANKER are committed to:

- Taking all practical measures to safeguard the health, safety and working environment of all personnel working in or visiting any facility operated by the Company.
- Set and review environmental objectives and targets.
- Providing adequate resources for the achievement of the company objectives and targets.
- A high degree of consciousness regarding both the internal and external environment.
- Achieving continual improvement in the company's safety record, environmental impact and Pollution prevention.
- Introducing technology, systems or equipment to achieve safer operations and a reduced impact on the environment.
- Disposing, handling and controlling all waste in an environmentally safe way.
- NOT to supply and provide any material/equipment which contain Asbestos or any similar harmful material as per each vessels International Hazardous Material manuals on board the fleet ships.
- Considering all environmental consequences, whenever practicable, when considering the purchase of goods and services.
- Providing appropriate training to all personnel whose work may create a significant impact upon health, safety and environmental impacts.
- Ensuring compliance with all applicable national and international laws, regulations and other requirements as applicable and identified by the company.
- Observing the requirements of the Company's Management System and the IMO's International Safety Management Code.
- Making the company's Policy available for public scrutiny upon request.
- Communicating this policy to all persons working for or on behalf of the company.
- Fully comply with the with applicable legal rules, requirements and costumer requirements.
- Reduction of permitted emissions.
- Reviewing of new technology, systems or equipment which can enhance safer operations and reducing environmental impact and energy consumption such systems of efficiency gains shall be seen as a key component for,
  - New Equipment
  - Major Renovation / Refit
  - New Design
  - Power Usage
  - Correctly Maintained Plants

  
**CENGİZ EKER**SIGNED .....  
GENERAL MANAGER

DATE: 25.01.2024

## COMPANY'S PERSONNEL POLICY

The Acechem Tanker recognises the human resources is the essential part of quality, both shore based and shipboard, and their effective administration is the key factors for safe and quality operations. Company only works with properly educated, well trained and satisfactorily experienced staff that has sense of loyalty, satisfactory level of safety-environmental awareness, and open for further development. Company evaluates crew positively while planning their career and adds value by encouraging their professional improvement.

Acechem tanker know that their seafarer's health is of paramount importance and, we've become more alert to the importance of seafarers' mental as well as physical wellbeing.

In order to fulfil this, aim the Company has following basic policies:

### a) Shore Personnel:

- Company encourages the internal promotion to appoint Superintendent who have worked as Master or Chief Engineer preferably within the fleet and have shown ability for leadership and have sound record.
- Prior appointing a Superintendent from outside the fleet, verification of his performance and ability is made from his past Company or through references.
- All appointments are made with an understanding that the first 4 months are probation period during which time his capabilities are assessed by the Senior Management. On satisfactory completion of this probation period, if found fit, he is confirmed as a Superintendent.
- The other shore personnel are recruited through advertisement and selected on the basis of interview conducted by the General Manager.

### b) Ships Personnel:

The Company recognises that safe and efficient operation of a vessel is greatly dependant on the expertise and experience of seafarer who appointed to the vessel. To ensure that the vessels are always manned with desired quality crew that following basic guidelines are followed:

- To employ crew who are duly qualified to serve in the rank they have been selected for.
- To employ only the crew who are mentally and physically sound and medically fit to perform their duties, effectively execute the objectives of the Company.
- To employ crew who have previous experience on the type of same or similar vessels to which they have been assigned.
- To give a sense of loyalty and dedication and to encourage a sense of belonging to become long serving employees of the Company.
- To always provide a safe and healthy working environment to all staff.
- To take short, medium and long term measures to increase the training standard of the personnel working for the Company to an adequate level defined by international regulations and rules.
- Establish and maintain "Team Work" concept within the Company.

SIGNED .....  
GENERAL MANAGER

  
CENGİZ EKER

DATE: 25.01.2024