

## 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:

- 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 three (3) 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.
- To give a sense of loyalty and dedication and to encourage a sense of belonging to become long serving employees of the Company. In this respect ;
  - Acechem Tanker organising two parties per year for its Shore Personnel. The one is thrown every summer and the other every spring.
  - Organising every year a new year party for our shore staff and families where each employee can meet other employees' families and create warm relationships
  - Acechem Tanker providing special gifts during new year and special national .days.
  - Financial support ; Lending ease for all employees, without interest charging, for purposes such as urgent and immediate need for cash, etc. The amount to be lent depends on the employee's income level and the years of employment in the Company.
  - In general, we pay all our employees high above market rates
  - . Actually, our pay structures are on an individual pay rate basis – ranges or 'spot' salaries- where an individual job structure places each separate job in its own grade, and its own salary range.

**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. In this respect ;
  - Providing Bonus and Seniority program for each rank as per their matrix.
  - Financial support ; Lending ease for all employees, without interest charging, for purposes such as urgent and immediate need for cash, etc. The amount to be lent depends on the employee's income level and the years of employment in the Company.
  - Providing free internet during their birthday , wedding anniversary and national holidays.
  - 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.
  - In general, Acechem Tanker pay all our employees high above market rates with bonus and seniorities as per their rank and matrix on board.
- 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