

Capital Ship Management Corp.

Health – Safety – Quality – Environmental – Energy Policy

The policy of **CAPITAL SHIP MANAGEMENT CORP.** is to manage and operate vessels so as to ensure safety at life at sea, prevention of human injury or loss of life and avoidance of damage to the environment with “Zero-Spill” and in particular to the marine environment, to cargo and to property.

CAPITAL SHIP MANAGEMENT CORP. is committed to providing quality, safe and efficient sea transportation, in accordance with national and international laws, rules, regulations and industry standards, and other identified interested parties, with the highest regard for the health and safety of its personnel and other people working on its behalf or influenced by its activities, the protection of the environment and property, following a systematic approach to achieve continual improvement of energy performance, in a highly ethical manner.

All personnel of the company implements and maintains the Integrated Management System in order to continuously improve the Company’s performance with respect to health, safety, environment, energy efficiency, operational demand and effective communication to the customers’ satisfaction. The company implements programs and appropriate protective measures to control risks.

Our goals are simply stated:

- Commitment to Quality, Environment, Health, Safety, Energy & Sustainability;
- Customer satisfaction;
- Meeting the needs and expectations of the interested parties;
- Zero accidents;
- No harm to people;
- No damage to the environment;
- Energy Conservation.

Our long-term goals and aspirations of the Company are the following:

- Zero spills or releases to the environment;
- Zero accidents and incidents;
- Reduction in permitted emissions.

The Company shall achieve its aspirations through:

- Meeting and exceeding the relevant safety, quality, security, environmental and energy performance legislation, regulations, and other requirements;
- Top management’s and all employees’ commitment to HSSE excellence and continuous improvement;
- Setting and continuously reviewing the quality, safety, environmental and energy performance objectives and targets, as well as providing adequate resources and shore-based support for their achievement;
- Providing safe practices in ship operation and a safe working environment;
- Providing appropriate training to all personnel, especially those whose work may create a significant impact upon safety, security, the environment and energy performance;
- Continuously improving the safety-management skills of personnel ashore and aboard ships, including preparation for emergency;
- Implementing and continually improving an occupational risk management system that meets the requirements of ISO Occupational Health & Safety Standards;
- Maintaining the ships and their equipment in such a manner to always ensure their fitness for the intended service and energy performance;
- Supporting the purchase of energy-efficient products and services and design for energy performance improvement, by selecting and monitoring competent third parties to ensure appropriate standards of health, safety, environmental and energy are achieved;

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- Establishing effective communication and cooperation with third parties so they are aware of our health, safety, environmental and energy expectations;
- Identifying potential risks and establishing adequate safeguards, including to cyber security on board and ashore;
- Meeting and exceeding customer needs;
- Commitment to high ethical standards, to honesty and integrity, to Company's Code of Ethics;
- Maintaining safety, quality, environmental and energy performance excellence, including a commitment to "0" incident and spills to sea;
- Maintaining a safe and healthy working environment, free from alcohol and drug abuse. Use of illegal and non-prescribed drugs or alcohol, including possession, consumption, distribution or sale by any Company employees and visitors shall lead to instant dismissal of the responsible individual;
- Commitment to social responsibility – zero tolerance to sexual harassment, bullying and responsible use of social media;
- Supporting the participation of the employees and the consultation with them for improving the health and safety performance;
- Encouraging the employees and the other involved parties to report unsafe conditions and suggestions for improvements without reprisals or repercussions, creating the appropriate no blame culture within all organizational levels;
- Providing the required stop work authority to employees when unsafe working conditions exist.
- Maintaining the ships and their equipment in such a manner to always ensure their fitness for the intended service and energy performance;
- Use of illegal drugs or unauthorized alcohol, including possession, consumption, distribution, or sale by any Company employees shall lead to instant dismissal of the responsible individual.

We integrate all these requirements and objectives in the Integrated Management System which is obligatory for all our employees and people working on our behalf. Top Health, Safety, Quality, Environmental and Energy performance and the health, safety and security of everyone who works for us are critical to the success of our business.

We shall continue to reduce the environmental and health impacts of our operations through waste, emissions and efficient discharges management and efficient use of energy, through Energy Management principles. The Company is committed to energy efficiency improved performance through design optimization, in-service performance monitoring, including the purchasing of energy efficient products and services and best-practice operational management processes.

We will:

- Consult, listen to and respond openly to our customers, employees, neighbours, public interest groups and those who work with us;
- Work with our partners, suppliers, competitors and regulators to raise the standards of our industry;
- Openly report on our environmental performance whether good and bad;
- Recognize those who contribute to improve our performance.

Our business plans include measurable Health, Safety, Quality, Environmental and Energy targets. We are committed to meeting them all.

The commitment to excellence message is continuously taken to all Company employees through top management example, seminars, training and other means including webcasts, conference calls, open reporting programs, group conferencing via phone or video, etc. The Management provides comprehensive training for health, safety, environmental protection and energy performance and promotes programs for well-being and personal safety.

The Company is committed to provide all necessary resources (e.g. technical, financial and human resources) required to achieve the goals set forth in this Policy.

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All incidents shall be promptly investigated and recommendations shall be communicated through line management and according to company's IMSM.

The company's integrated Policies are communicated to all company's employees ashore and onboard and to all interested parties. The Policy shall be displayed in company's premise and onboard.

Management reviews the Policies annually to ensure its' suitability and continual improvement and uses it as a framework to establish Safety – Health – Quality – Environmental – Energy objectives and targets.

Company's personnel ashore and onboard who fail to comply with these Policies shall be subject to disciplinary action up to and including termination of services. The Company follows a system of progressive discipline to resolve problems.



Managing Director

Date: 24/01/2024