



Health, Safety, Environmental and Quality Policy

Thomas Schulte Ship Management (TSM) and **Reederei Thomas Schulte (RTS)**, further referred to as the **RTS Group**, provide full cargo ship management services including financial management, chartering management, technical management, crew management, and accounting services.

The **RTS Group** recognizes and respects its earnest responsibilities for human health, safety of ship, cargo and third parties property, impacts to the environment, and is committed to the satisfaction of its customers.

To cope with this the **RTS Group** in all its activities applies best management practices and continuous improvement culture, particularly through

- Application of efficient safeguards to protect human health and prevent accidents especially to those at elevated risk on board.
- Absolute privileging safety considerations and measures in all strategic and operational decisions.
- Meeting recognized environmental performance standards and continuously pursuing reasonable excess of environmental performance achievements.
- Determining customers' stated and not stated expectations, ensuring their fulfillment, and striving to exceed them.

When doing so, the **RTS Group** applies the recommendations of the ISO 9001 standard as amended in all shore-based organizations and of the ISO 14001 standard as amended in OSM and on board all ships.

All **RTS Group** and their agents' employees are committed to

- Maintain at all levels efficient communication within the group and with external parties as appropriate.
- Promptly report unsafe acts or conditions, accidents, damages, pollution and customers' dissatisfaction, or suspicion of such to superiors.
- Fulfill all applicable international and national legislation, rules and regulations.
- Refuse participation in illegal acts, and to report suspicion or knowledge of such.
- Preserve themselves capable and fit for work, especially refuse drug consumption and alcohol abuse.
- Protect **RTS Group's**, customers' and agents' interests.
- Proactively contribute to achieve the **RTS Group** goals.

The **RTS Group** is dedicated to

- Develop and extend business relations that are beneficial to all participants.
- Maintain and increase numbers of qualified jobs at sea and ashore.
- Motivate best employees' performance through suitable training, supporting development of personal skills, and providing career opportunities.
- Provide suitable work places and safe working environments.
- Protect employees, customers and agents from unjustified accusations.
- Evaluate industry recommendations and translate those expedient.

For the purpose of implementing the above in praxis, the **RTS Group** maintains and continuously advances documented guidance and instructions. These provide for controlled and comprehensible work flow requirements and clearly defined responsibilities at all levels, are frequently reviewed and amended as appropriate, and binding to all **RTS Group's** and agents' employees.

Hamburg, June 2016

A handwritten signature in blue ink, appearing to read 'Alexander Schulte', is positioned above the printed name and title.

Alexander Schulte
Managing Director