



HUMAN FACTORS POLICY

The Company considers our most important challenge and social obligation is to ensure the safe operation of ships, safe carriage of cargoes, protect life at sea and safeguard the marine environment. The Company recognizes that Human factors are the physical, psychological, and social characteristics that affect human interaction with equipment, systems, processes, other individuals, and work team(s).

The Company will take a human factors approach by recognizing that it is the people on our ships and in our operations and support teams who make safety work, but that human error still occurs in interaction with conditions, systems and/or other people.

By addressing these interactions, we can reduce human error, and so reduce incidents and improve reliability and productivity.

We are committed:

- 1) In defining the culture of shared ideas, attitudes, and behaviour that people bring to their work. A 'No Blame' culture will be a must.
- 2) In ensuring tasks are well executed and procedures well established.
- 3) In ensuring well-designed equipment and controls are intuitive to use and resistant to error.
- 4) To address the skills needed for crew and shore staff to respond to emerging situations.
- 5) To ensure the company and its workforce learn constantly, both from everyday work that is proceeding normally and from things that go wrong. This includes being aware when safety margins might be being pushed.
- 6) In encouraging open dialogue between ship crews and shore management.

To achieve our commitments,

1. We have established the Integrated Safety Management System, in compliance with the International Safety Management Code, ISO 9001, ISO14001 and TMSA requirements.
2. The workforce performing their duties are in compliance with the requirements of the Local, National and International regulations on safety and pollution prevention measures. The Company shall appoint proper qualified personnel and shall impart training as required from time to time.
3. With an objective to continuously improve the system, we shall regularly assess the effectiveness of the system by way of internal audits, management reviews, feedback etc. in line with the available industry guidelines. The Policy and objectives will be reviewed on a regular basis.

This Policy shall be communicated to, understood, implemented, and maintained by all shipboard and shore-based employees involved in the implementation of the system as central to the Company's overall mission.

Capt. Kimiro Nagagata
Managing Director
24 October 2023