



ENOSM SOCIAL MEDIA POLICY

1. Background

This ENOSM Social Media Policy is intended to provide all employees both at sea and in our offices (collectively, "Employees") of ENOSM with a basic policy on the use of social media networking:

Social Media Networking:

Generally includes all types of postings and/or interaction on the internet, including, but not limited to, social networking sites, (such as Facebook[®], MySpace[®] or LinkedIn[®]), blogs and other online journals and diaries, discussion boards and chat rooms, microblogs such as Twitter[®], 3rd party rating sites such as Yelp[®], smartphone applications, multimedia host sites (such as YouTube[®] or Flickr[®]) and similar media. Social networking activities may also include the permission or refusal of posts by others where an individual can control the content of postings.

Social media is a valuable, easy-to-use service and tool. However, using it in the **wrong** way may not only damage business confidence in ENOSM and ENOSM's image in the global shipping and maritime markets, but could even lower confidence so far as to endanger ENOSM's existence as a company.

2. Social Media Policy

2.1 Scope

Every Employee of ENOSM both at sea or ashore, regardless of his/her organizational unit or form of employment, will comply with the following:

- Be aware and adhere to ALL ENOSM's Company Policies when using social media in reference to ENOSM as a Company, employees and affiliates.
- Be aware of the obligation to avoid conduct that may violate applicable law or ENOSM policies or that may trigger claims of discrimination, harassment and retaliation which may lead to business, legal and personal risks that may arise from an individual's use of social media, both during work time and non-work time;



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2.2 To realize that what is said as a private person may be understood as spoken on behalf of ENOSM

- To remember that he/she is an Employee of ENOSM and take care not to mislead his/her readers/followers into thinking that he/she is speaking on behalf of ENOSM, whether or not he/she mentions ENOSM in the post.
- To avoid stating his/her personal opinions or views in a way that may be interpreted as a public statement made on behalf of ENOSM.
- Individuals must speak for themselves and not on behalf of the ENOSM unless authorized to do so as part of their job responsibility.

Employees should be aware that ENOSM may observe content and information made available by employees through social media. Employees should use their best judgment in posting material that is neither inappropriate nor harmful to ENOSM, its employees, or affiliates.

2.3 Compliance with applicable laws and regulations and ENOSM' regulations

To comply with laws and regulations, ENOSM' policies and regulations, and not to infringe any intellectual property right or other right of others.

- Subject to applicable law, after-hours online activity that violates ENOSM company's policies may subject an employee to disciplinary action or termination.
- No employees shall be permitted to publish content after-hours that involves work or subjects associated with ENOSM.

Social media use should not interfere with employee's responsibilities at ENOSM. ENOSM's computer systems are to be used for business purposes only. When using ENOSM's computer systems, personal use of social media networks or personal blogging of online content is discouraged and could result in disciplinary action.

Capt. Kimiro Nagagata
Managing Director
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