

 E.R. SCHIFFFAHRT	Fleet-Announcement FA02 Company's Policy Statements	Page of: 1 2
Document may not be disclosed to any third party without the prior approval of the management.	Chapter: Fleet-Announcements	Release: 3

These Policy Statements are valid for E.R. Schiffahrt GmbH & Cie. KG and E.R. Offshore GmbH & Cie. KG, further named as Company.

1 **Quality policy**

It is the goal of the Company to become the best ship owning and ship managing company for containerships, bulk carriers and offshore vessels and to be valued by its customers for high quality services, reliability and environmental awareness as well as for high safety standards.

The Company wants to develop its human and technical resources and systems in order to continuously increase the quality of services, productivity, profitability and environment protection.

The people working in the Company are regarded as a resource of high value, helping to achieve the Company's goals. They shall be committed to quality, reliability and expertise.

The vessels shall be kept well maintained in a good and efficient condition, i.e. to comply with class and mandatory requirements. All resources necessary for this purpose will be ensured by the Company.

The owners shall receive all information regarding the fulfilment of the management contract and any deviations from agreed standards or budgets.

Each employee shall positively support these aims and perform his / her tasks and responsibilities in a most professional way and in accordance with all applicable national and international rules and regulations as well as with all voluntary regulations with regard to quality, safety and environmental protection to which the Company has subscribed.

Each employee shall inform the Company about any possibility or need for improvement of day-to-day business, service or organizational subjects.

2 **Health, safety and environmental protection policy**

The policy of the Company is that people, cargo, ship or any other property are not exposed to any not acceptable and avoidable risk and to preserve the environment. The Company is committed to prevent injuries and ill health and to continuously improve the occupational health and safety management and performance.

To achieve these objectives the Company issues Instructions complying with mandatory rules and regulations. Also applicable codes, guidelines and standards recommended by the IMO, administrations, classification societies and maritime industry organizations are taken into account. The Instructions shall also ensure the correct handling of the vessels and their equipment as well as the correct treatment of the cargo carried, in particular dangerous cargo.

The Company will employ qualified staff and continuously improve their skills and abilities, including preparing for emergencies, related to occupational health, safety and environmental protection.

Checked by U. Groos 23.03.2009 Date:	Instructed by: A. Schumacher 23.03.2009 Date:
---	--

 E.R. SCHIFFFAHRT	Fleet-Announcement FA02 Company's Policy Statements	Page of: 2 2
Document may not be disclosed to any third party without the prior approval of the management.	Chapter: Fleet-Announcements	Release: 3

Safe practices in all ship operations are laid down in the respective SMS procedures. Together with a safe working environment, where each employee takes the responsibility for his / her own and others safety, they are the safeguard against all identified risks.

All staff is entreated to report non-conformities of the SMS and proposals for improvement of the system to the Designated Person.

All employees have the obligation to report to their superior and or supervisor all conditions that might be hazardous to their safety or the environment.

All staff shall conduct their duties in such a way, that these objectives are ensured.

The Company will provide all necessary recourses to achieve afore mentioned objectives.

3 Drug and alcohol policy

To increase the safe operation of each ship E.R. Schiffahrt GmbH & Cie. KG implemented a drug and alcohol restriction policy.

All vessels managed by E.R. Offshore GmbH & Cie. KG are considered total ban vessels if otherwise not clearly stated for each individual vessel / owner.

Both procedures are described in the respective **Fleet-Instruction** "[F05 Alcohol and Drug Procedure](#)".

4 Human resource policy

The Company's policy is that all employees, both onboard and ashore, shall be treated in a fair, just and correct manner, based on relevant flag state rules and regulations and applicable working terms and conditions.

The Company demands from its employees that each individual shall carry out the work he / she is hired for in a professional and skilled manner and do their utmost to create a healthy, safe, secure and friendly working environment always bearing in mind that the main focus of the Company is to make our customers successful.

The Company will not tolerate any harassment on board or ashore due to colour, nationality, religion, political issues and / or sexual predilection.

Checked by U. Groos 23.03.2009 Date:	Instructed by: A. Schumacher 23.03.2009 Date:
--	---