COMPANY CODE OF CONDUCT

MLC 2006

Company statement

Under the MLC 2006 every seafarer has the right to: a safe and secure workplace that complies with safety standards, fair terms of employment, decent working and living conditions on board ship, health protection, medical care, welfare measures and other forms of social protection.

All TOS Companies believe in a transparent and fair way of doing business in compliance with the MLC 2006 regulations.

TOS commits to valuing seafarers and respecting their human rights.

Kindly note that TOS:

- ✓ Does not charge seafarers directly or indirectly any fees or other charges for seafarer recruitment or placement of for providing employment to seafarers.
- ✓ Ensures not to use means, mechanisms or lists to prevent or deter seafarers from gaining employment for which they are qualified (blacklisting)
- ✓ Rejects all forms of exploitation of seafarers, forced or compulsory labour and respects your right to work of your own free will and to be paid for that work.
- ✓ Maintains a minimum age of 18 years for employment on ships, the age is determined by checking the identity document.

Publicize costs in the recruitment process

Consistent with our commitment to transparency in the recruitment process, we clearly publicize the costs that seafarers may expect to bear. These costs may include the costs related to the passport, medical examinations, visa fees, certification expenses, and administrative fees for document processing. We aim to communicate these costs as accurately as possible and announce any changes in a timely manner. For more information on the specific costs you can expect, please contact your responsible consultant.

Monetary loss

In the event of monetary loss incurred by seafarers due to failures or errors on the part of TOS and/or relevant ship owner, TOS shall provide reimbursement for documented financial losses. Seafarers must submit a comprehensive report detailing the incurred expenses, along with supporting documentation, to the TOS's designated department within a specified timeframe. Upon review and verification of the submitted documentation, TOS will promptly process reimbursement payments to the affected seafarers.

This measure is aimed at ensuring that seafarers are fairly compensated for any financial hardships resulting from TOS-related failures, thereby upholding our commitment to their welfare and well-being.

Rights & duties of the seafarer
Prior to signing the employment agreement and accepting engagement, it is our commitment to ensure that our seafarers are fully informed of their rights and duties under the agreement.

We provide comprehensive information regarding the terms, conditions, rights, and responsibilities outlined in the employment agreement, enabling our seafarers to make informed decisions about their engagement. This includes but is not limited to details regarding wages, working hours, leave entitlements, disciplinary procedures, and grievance mechanisms.

Our aim is to promote transparency, clarity, and mutual understanding between the seafarers and TOS, fostering a positive and respectful working relationship from the outset.

The Board of Directors
Transport & Offshore Services