

SOUTH TRADE SHIPMANAGEMENT INTEGRATED POLICY

The objective of this Policy is to reduce risk and prevent harm to people, assets and the environment, in order to deliver a sustainable and incident-free service through a responsible care.

The Integrated Management System QHSE (Quality, Health, Safety, Security, Environment and Energy Efficiency) is in compliance with ISM, ISPS, ISO 9001, ISO 14001, ISO 45001, ISO 50001, legal requirements and other requirements, relevant regulations and guidelines within the industry. The Integrated Management System is reviewed at regular intervals to assess its overall effectiveness achieving the set objectives.

The Policy herein covers:

- **SAFETY:** The Company is committed to identify all risks associated with the operation of vessels. Accordingly, the necessary safeguards are implemented to provide a safe workplace and work practices for the health and safety of its employees and third parties. Through its commitment to the continual improvement of the Integrated Management System of South Trade Shipmanagement and the development of safety management skills of its staff, ashore and on board, the Company pursues the long-term goal of zero accidents for all persons who work in the fleet.
- **QUALITY:** The Company is committed to achieving quality requirements of the customers by guaranteeing that services meet the customer/client standards as stipulated in the Integrated Management System of South Trade Shipmanagement.
- **HEALTH:** The Company will provide safe and healthy working conditions for prevention of injuries and deterioration of health, either on board or ashore. It also undertakes to include the participation and consultation of workers and / or their representatives. The Company recognizes the importance of wellbeing and encourages the commitment of employees to maintain high standards of personal health, cleanliness and hygiene.
- **ENVIRONMENTAL:** The Company recognizes environmental protection as one of its highest priorities, and every effort must be directed towards the conservation and protection of the marine and atmospheric environment; and any other kind of pollution, including domestic office-based waste. By adopting risk assessment methodology at all levels of operation, the Company commits to implement necessary controls to all emissions and pollutant discharges to reduce adverse environmental impacts.
- **ENERGY:** The Company is committed to reducing the damaging emissions from burning of fossil fuels, and all vessels have been provided with the Ship Energy Efficiency Management Plan (SEEMP) in order to contribute with energy conservation.
- **SECURITY:** The Company fully comply the ISPS Code and in doing so, strives to provide a secure working environment by establishing and maintaining security measures to prevent illegal activity or hostile acts against ships that may pose a threat and/or endanger the safety and security of persons, property and the environment.
- **DRUG & ALCOHOL:** The Company strictly prohibits the consumption, possession and smuggling of drugs and alcohol on any vessel and/or on Company premises. Any employee found in breach of this policy will be subject to the disciplinary procedures outlined within the Integrated Management System.
- **DATA PROTECTION:** The Company recognizes and respects the rights and privacy of individuals and is committed to protecting the integrity, availability and reliability of the Personal Data of our job applicants, current and former employees, suppliers, all persons on board the ships under our management and our customers. STSM declares that Personal Data will not be sold or commercialized to third parties and will be exclusively used for the purposes described in its Integrated Management System.
- **CYBERSECURITY:** The Company is committed to control and minimize the security risks of the information contained in the electronic and computer systems, digital equipment and software used in the ship operation under its management, using the recommendations, cybersecurity guidelines and best practices in force in the market.
- **INCLUSION:** The company is committed to perform actions and efforts in promoting the incorporation of people with disabilities, in discrimination-free work environment by granting opportunities and spaces to their collaborators, regardless of their personal characteristics, achieving a harmonious performance and excellence in daily work.

The Managing Director is committed with the continuous improvement of the Integrated Management System of the Company and for providing the necessary resources to achieve the objectives and goals of the organization.



Jaime Vargas Cifuentes
Managing Director