



## COMPANY'S VISION AND POLICY

Our vision is to become the market leader in crew and ship management industry.

Client satisfaction, environment protection, social accountability, penal prevention and occupational health and safety are strongly interconnected within the Candina Group development strategy.

We have implemented and currently maintain a quality – environment – social accountability – occupational health and safety integrated management system, according to ISO 9001:2015 and MLC 2006.

We have set the following targets for improving the organization's performance:

- maintaining and continuously improving customers' and partners' satisfaction regarding the products, services and work executed;
- ensuring adequate resources for optimal processes;
- ensuring the training needs and self-awareness of entire personnel regarding the customer's requirements, environment issues and occupational health and safety;
- strengthening organization's image and reducing impact of our activities over environment and preventing pollution by complying with environment protection requirements, occupational health and safety, social accountability and labor conditions and with the legislation in force and with the adopted standards' requirements;
- respecting and applying the legislation related to occupational health and safety in order to establish the technical and organizational measures according to work environment and identified risk factors;
- assessment, control and prevention of incidents/accidents and professional ill health and informing the personnel regarding the risks they are exposed to during their activities.
- respecting the recommendations of International Labor Organization, Universal Declaration of Human Rights and United Nations Convention on the Right of the Children, regarding child labor, forced labor, health and safety, discrimination, compensation and working hours.
- identifying the activities in which criminal offenses can be committed and establishing protocols or training processes for all personnel

Quality, environmental, social accountability, penal prevention and occupational health and safety management are a milestone part of our organization's strategy.

Candina Group is committed to the best human workplace practices. Our Goals are to continuously improve our Human Resource policies and procedures through education, training, communication, and employee involvement.

As CEO I hereby confirm my dedication to allocate necessary resources for certifying, maintaining and continuously improve our Integrated Management System.

Entire personnel must support the indicated factors to maintain and continuously improve the Integrated Management System, to apply its rules and to contribute to its continuous improvement.

CEO

Jose Maria Candina Laka