

Human Rights Policy

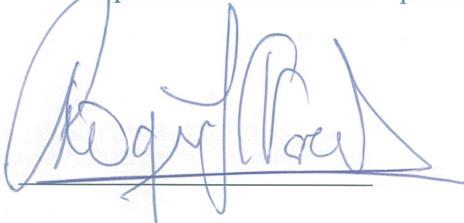
Sharp Crewing Services Pte Ltd seeks to provide the highest standards of service to its customers and, to achieve this, the company fully recognizes the vital role that its employees and seafarers play. Sharp Crewing Services Pte Ltd supports the Guiding Principles on Business and Human Rights (UNGPs) as endorsed by the UN Human Rights Council.

Sharp Crewing Services Pte Ltd, therefore, recognises:

1. The right to a safe and healthy work environment that complies with safety standards
2. The right to fair terms of employment
3. The right to decent living and working conditions for seafarers on board ships
4. The right to health protection and welfare measures and other forms of social protection

Furthermore, Sharp Crewing Services Pte Ltd confirms its commitment to ensuring that:

1. The human rights of its employees and seafarers are fully respected and Sharp Crewing Services Pte Ltd values the diversity that offers equal opportunities for all
2. Human rights violation is not tolerated
3. The use of all forms of forced labor, child labor and any form of human trafficking is prohibited
4. Any workplace discrimination, harassment or assault of any kind is not tolerated
5. National laws and international laws are fully complied with and respected where Sharp Crewing Services Pte Ltd and its associates operates
6. Wage payments and allotments are paid in a timely fashion and measures are in place to verify this
7. All employees and seafarers receive wages to which they are contractually entitled
8. Every effort is made to relieve seafarers at the time stipulated in the contract of employment and that measures are in place to achieve this
9. All employees and seafarers treat each other with respect at all times
10. All employees are provided with open and honest communication to deal with complaints and grievances without fear of reprisal and there is follow up of any complaint from seafarers and employees



Roger Storey
Managing Director
15th January 2018

