

## QHSSE policy

ALP Maritime Services B.V. is committed to achieving Operational Excellence and delivering flawless customer service using an integrated risk-opportunity based approach to the management of Quality, Health, Safety, Security and Environment.

ALP Maritime Services B.V. is committed to **ZERO PERSONAL INJURIES, ZERO SPILLS AND "BEST IN CLASS SERVICES"**.

ALP Maritime Services B.V. is committed to safeguarding its personnel, assets and those of clients from any malicious acts that may undermine its ability to operate, by creating a safe and secure operational environment. To achieve this, we involve our entire workforce, as well as third party and client staff on our vessels, in our efforts to continually improve the ALP Integrated Management System to enhance performance.

## Equal opportunities policy

It is the policy of ALP Maritime Services B.V. to treat all employees and job applicants fairly and equally regardless of nationality, race, religion and belief, marital status, national origin, gender, physical disability, age, or sexual orientation regarding hiring, remuneration, promotion, professional, training, working conditions and any other aspect of employment.

## Cyber security Policy

It is our policy to ensure that all Company employees shall use Company's IT and OT facilities in a secure, effective, efficient, and ethical manner, to avoid the risk of Cyber security incidents, as well as to avoid Company and individual employees facing legal liability because of improper use.

IT and OT systems shall be protected against unauthorized access by third parties, and managed to ensure we keep its integrity.

## Smoking policy

Smoking is a personal health hazard. It is never allowed to interfere with normal operation and well-being of personnel and it is only permitted in designated smoking areas. Any person who is smoking should be aware of health and safety risks for themselves and the people with which they are working. This policy is applicable for all smoking devices (e-cigarettes included).

**Smoking is only allowed in the designated smoking area(s).**

## Seafarers employment policy

In line with the Maritime industry and applicable rules and regulation, like MLC2006, ALP Maritime Services B.V. values its employees as greatest asset. Welfare of the staff on board will be taken care of by, amongst others, timely delivery of mail, possibilities of communication with the 'home-front', a suitable accommodation and adequate reaction in emergency situations.

## Alcohol and Drugs policy

ALP Maritime Services B.V. has a **ZERO TOLERANCE** policy to drug or alcohol use in the workplace. Therefore, the use, possession or sale of alcohol, drugs and any other illegal substance is strictly prohibited on board vessels and offices.

## Anti-harassment policy

It is the policy of ALP Maritime Services B.V. that all employees have the right to conduct their employment in an environment that is free from any offensive, hostile or intimidating influences that may affect their job performance, safety and/or mental and physical well-being.

## Sustainability Policy

It is our vision to lead the Ocean Towing and Heavy Transport industry to a sustainable future and we have a responsibility to drive the necessary change. We endorse the seventeen UN Sustainable Development Goals, and we use them to benchmark the strength of our performance in support of our vision. Our policy is to anchor our strategy and daily decisions on the following ESG principles:

### Environment:

Through innovation, operational excellence and continuous improvement we manage Our environmental footprint towards the goal of a net-zero emissions industry.

### Society:

Our people play a vital role in our business and are our most important asset. We trust in them, treat them with respect and dignity, and make sure they have a safe working environment free from harassment and discrimination.

### Governance:

We operate to the highest ethical standards by conducting our business activities in accordance with our Code of Conduct.

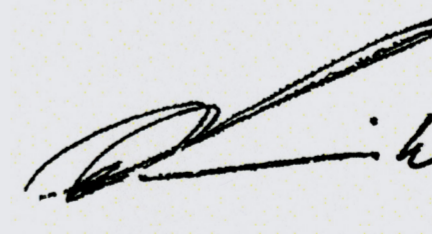
## Anti-Corruption Policy

It is the policy of ALP Maritime Services B.V. to conduct business honestly and ethically. We do **not** engage in bribery, corruption or facilitation payments of any kind. We pay legitimate fines against our vessels on the basis of full official documentation and receipts and will not make undocumented or unofficial payments of cash, cigarettes or other goods. All demands for unsubstantiated fines, threats, or requests for unofficial payments will be reported.




Arjen de Geus

CFO



Leo Leusink

COO



Paul Mulder

CEO

Management is committed to promote Continuous Improvement by adopting the "Plan, Do, Check, Act" (PDCA) principle throughout our company processes.

\*) A full set of policies is contained in IMS Element 01.

# care for the future