

The Safety Quality Policy

2026.01.01

1. The Company is totally committed to achieving the highest management standards with particular emphasis placed upon marine safety, safe working practices and the protection of the marine & air environment, and promotes a Zero-Incident/Zero-Spill Culture to become a Global Leading Ship Management Company as our vision.
2. Compliance with this policy, the safety and quality procedures and shipboard instructions are mandatory and binding upon all shore staff and sea personnel. Safety and Quality is the responsibility of everyone working for and on behalf of POS SM Co.Ltd., Also, senior officers and visiting shore managers set a good example to vessel crews by wearing the correct PPE and strictly complying with safety practices and procedures.
3. The Company is responsible for assessing all identified risks to its ships, personnel and the environment and establishing appropriate safeguards and also supports the strategic direction.
4. The Company Policy is to supply all its customers with services that consistently meet customer needs and requirements.
5. The Company is to measure the customer's satisfaction quantitatively for the service provided and for the image of the enterprise in order to maximize the satisfaction through continual improvement based on the results.
6. The Company observes following respects
 - Conducts regular inspection and audits, rectification of non-conformity and the results are notified to all personnel of organization.
 - Lists relevant information on a Homepage on a regular basis available to the public and interested parties

The Shipboard Life Etiquette Policy

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1. The Company is responsible for making a working environment where privacy and respect among members are preserved regardless of their nationalities, sexes, age, and positions at work.
2. The Company is responsible for recognizing and easing the seriousness of impacts made by disputes among crew members caused by lack of their understanding of cultural and religious values of each other.
3. Honorific expressions among officers and crew members shall be used. However, orders should be made precise and clear and receivers of such orders should repeat important parts aloud when they receive the orders in order to maximize work efficiency and safety through concrete communication among crew members.
4. The Master is responsible to maintain healthy environment and equality of sexes on board by doing his best to prevent any type of sexual harassment.
5. Once a crew member is on board, then he or she becomes a part of a community where cooperation among its members is needed. Here are etiquettes (SHEQ-1.1 "Ch.5.5 8) ⑤") by every crew members to make such an ideal environment on board.



Chief Executive Officer
POS SM Co., Ltd