

The Health & Welfare Policy

2026.01.01

1. The Company recognizes the importance of all employees and demands the commitment of all employees to high standards in respect of personal health and hygiene. The Company provide a healthy working environment and welfare for all employees and the workplace, whether at sea or ashore, must be kept in a condition which will ensure that good standards of health are maintained at all times.
2. Company employs all shipboard personnel in accordance with the company standard employment guidelines that includes health and physical management standards based on the international agreements and domestic regulations.
3. The Company is to disseminate any relevant information concerning health on seafarers to the ship by means of circular letters. Any symptoms of illness, or cause for concern relating to health and hygiene, are to be reported to a responsible officer or manager on board.
4. The Company provide with a proper standard of living accommodation, wholesome food and suitable recreational facilities to seafarers.
5. The Company shall share the safety and health guidelines of our Company with all Cooperative Company and other interested parties and select, manage, and evaluate appropriate businesses.

The Security Policy

2026.01.01

1. All employees shall enhancing ship security operations, prevent security incidents and respond to illegal acts against security threats by comply with SOLAS XI-2 and ISPS Code.
2. For the prevention of terrorism and illegal acts at sea, this SSP is applied when security activities are undertaken on board the ship through mutual cooperation with other parties concerned.
3. It is the duty of all company personnel to continually carry out and maintain procedures and directives related to the security of ship. In case where new potential threat to the security of ship exists, the company shall ensure that additional measures to deal with such threat can be identified and carried out.
4. The CSO has the authority to release the information pertaining to security to the master, the ship security officer and the port facility security officer. Unless approved by the master or the ship security officer, internal and external communications from the ship pertaining to security measures, threat analysis, intelligence information and planned action plans shall not be discussed with anyone on shore or any other members of the crew.

김 동 준

Chief Executive Officer
POS SM Co., Ltd