



Maritime Labour Convention Policy

SEA WORLD MANAGEMENT is committed to ensuring satisfactory seafarer working conditions and employment rights whilst working with the company.

In following this policy, SEA WORLD MANAGEMENT ensures that:

- *The minimum age to be employed or hired and able to work onboard is 18 years old.*
- *Prior to beginning work on a ship, seafarers hold a valid medical certificate attesting that they are medically fit to perform the duties that they are to carry out at sea.*
- *Seafarers working onboard have the appropriate training and qualifications, as well as a certificate accrediting their professional competence and other qualifications to perform their functions, duly issued by the Administration.*
- *All seafarers working onboard shall have an employment agreement signed by the seafarer and the ship-owner or a representative that guarantees decent working and living conditions onboard the ship.*
- *The minimum hours of rest shall not be less than 10 hours in any 24-hour period and 77 hours in any seven-day period.*
- *Vessels have a sufficient number of seafarers onboard to ensure that ships are operated safely, efficiently and with due regard to security.*
- *Every ship shall maintain decent and safe accommodations, as well as recreational facilities for seafarers working or living onboard.*
- *Food and water supplies, having regard to the number of seafarers onboard, their religious requirements and cultural practices as they pertain to food, and the duration and nature of the voyage, shall be suitable in respect of quantity, nutritional value, quality and variety.*
- *Effective policies and programs are in place to ensure a safe and healthy working and living environment onboard.*
- *Through an insurance policy guarantees the protection of health as well as rapid and adequate access of seafarers to healthcare while onboard. The protection and healthcare shall be provided at no cost to the seafarer.*
- *A procedure is in place for the fair, effective and expeditious handling of seafarer complaints related to breaches of the provisions of the MLC, and a copy of the Convention in English or the language used is available onboard.*
- *The salary and type of currency is stated on the employment agreement and shall only be set by unit of time, at periods no greater than one (1) month. Seafarers have the right to receive a periodical and complete remuneration for their work in accordance to their respective employment agreement.*

This Policy has the full support of Top Management and applies to all Company's employees.

Date: 01/06/2016

Managing Director

