



OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

COMPANY'S POLICIES AND MANAGEMENT COMMITMENT ZERO TOLERANCE POLICY

Zero Tolerance Policy

ALPHA GAS S.A. is committed to:

- *Provide and ensure a working environment and places free from discrimination, harassment, violence or retaliation of any kind.*
- *Monitor any relevant case and giving special attention to risky situations and placing special focus on minorities and vulnerable groups with protected characteristics.*
- *Initiate progressive disciplinary actions, including dismissal, to reprimand any person of any rank onboard or ashore who is involved with acts of discrimination, harassment, violence or retaliation.*
- *Enhance specific protection for women, when and where employed.*
- *Prohibit flawed, falsified or shammed logged work/rest hours.*

The Company actively encourages all employees open communication to bring any incident, including those affecting others, to its attention immediately. Complaints can be made without fear of retaliation if they are not vexatious or malicious. The Company treats all such incidents seriously and in strict confidence.

Contact Senior Officers onboard and/or the Crew Manager / DPA / HR Manager ashore as the first point of reference if you want to make a complaint or report an incident.

Date: 18/02/2025
