

# Capital Ship Management Corp.

## Human Rights Policy

CAPITAL SHIP MANAGEMENT CORP. is committed to the below provisions aiming to safeguard welfare and human rights:

1. Conduct its business consistently with the United Nations (UN) Guiding Principles on Business and Human Rights, the 10 principles of the UN Global Compact, the International Bill of Human Rights, ILO Declaration on Fundamentals Principles and Rights at Work, the regional applicable laws and MLC.
2. Provide a safe, physically and mentally healthy, psychologically safe and secure environment for all personnel.
3. Promote an inclusive working culture by facilitating teamwork, respect and fair treatment among all shore and seagoing personnel.
4. Treat all personnel fairly, with care, respect, equal opportunities, dignity, without discrimination based on any protected characteristic (like age, civil status, color, culture, descent, disability, gender, language, maternity/paternity, national or ethnic origin, political opinion, pregnancy, race, religion, sexual orientation, etc.).
5. Support open communications onshore and onboard and improve morale and working relationships for all.
6. Communicate guidelines and “Dos and Don’ts” aiming to facilitating optimal social personnel relations based on principles of fairness, diversity, respect and dignity.
7. Implement a “Zero Tolerance” Policy regarding discrimination, harassment, violence or retaliation both onshore and onboard.
8. Verify that seafarers are:
  - a. Not subject to fraud, substitution of contracts or retention of passports.
  - b. Not charged any costs that are prohibited by the MLC, such as repatriation costs, etc.
  - c. Free to join a workers’ union of their choice.
  - d. Informed about the confidential grievance channels that can be used to raise a complaint before, during and after employment even anonymous.
  - e. Encouraged to report suspected or actual occurrence(s) of illegal, unethical or inappropriate behaviors or practices. In case of reporting they are not considered as 'problematic' or 'complainer'.
  - f. Protected against retaliation, including no blacklisting for raising grievances.
9. Protect the rights of the seafarers during any criminal investigations following accidents, including their rights to avoid self-incrimination, to fair treatment, and to payment of wages, subsistence, accommodation and medical care.
10. Respect the human rights of communities that our business impacts.

All personnel and hired contractors are required to comply with this policy.

Managing Director



Date: 01/08/2025