



VISION, MISSION, CORE VALUES & POLICY

1. SCOPE

Executive Ship Management hereinafter referred to as “The Company” with its head office in Singapore provides Technical and Crew Management services to its principals for sea-going merchant vessels.

The Company policy applies to all shore-based employees and personnel on board ships including sub-contractors and agents providing service on behalf of the Company.

2. VISION & MISSION

VISION -

To be a Global Leader in providing superior Ship Management Services.

MISSION –

We are committed to our purpose and values to provide maritime services of the highest order by being distinctly more efficient, effective and trustworthy to our clients.

We strictly adhere to our Health, Safety, Security and Environment (HSSE) policy and contribute positively towards industry and environment to make our planet sustainable, safer, healthier and better place to live in.

We develop and support a culture of HSSE excellence and the system of highest integrity and competence. We endeavour to nurture talent, and we create equal opportunities among the employees to deliver our commitments to our clients.

The Company is committed to continual improvement and its Long-term goals and aspirations of:

- Zero spills or releases to the environment
- Zero incidents (including Zero Fatality)
- Reduction in permitted emissions

3. CORE VALUES

- Integrity and Honesty
- Passion for Excellence
- Social Responsibility
- Innovative
- Commitment
- Accountability
- Transparency

4. COMPANY POLICY

A) LEADERSHIP COMMITMENT –

The Company shall:

- Conduct its business in a socially, environmentally and economically responsible manner, which fosters safe, honest, transparent and ethical behaviour, both in the office and on-board ships so that life, environment, and property are not subjected to undue risks at any time.
- Provide quality marine services to its customers in terms of health, safety, security and environment protection, both for ship & shore operations and strive to continually improve these to achieve business growth.
- Achieve sustainability by meeting or exceeding the mandatory requirements and best working practices of the industry.
- Abide by the ‘Open Door’ principle. Any employee or sub-contractor is free to meet with or contact the Senior Management and/or Managing Director to discuss without any hesitation their concerns related to Health (physical and mental well-being), Safety, Security and Environment protection.

- Comply with all applicable International Rules, Regulations and Laws as mandated by IMO, ILO and other statutory organizations, Rules and Regulations of the Flag States, Local Rules and Regulations of the Coastal state or port, ISM Code, ISO 9001, ISO 14001 and ISO 45001 Standards.
- Provide for safe practices in ship operations, operating procedures for ships and offices, adequate financial resources and proper & timely supplies of stores and spares.

B) HEALTH, SAFETY & WELL-BEING –

The Company shall:

- Provide a safe and healthy workplace environment and promote the physical and mental well-being of all employees, both ship and shore personnel.
- Assess all identified risks to its ships, personnel and the environment to establish appropriate safeguards by eliminating the hazards and minimizing Occupational Health and Safety risks by taking effective preventive and protective measures to achieve company's long-term goals.
- Support local communities for the betterment of society.

C) ENVIRONMENT –

The Company shall work towards a cleaner marine environment. The Company:

- Is committed to continual improvement towards its long-term goals and aspirations of Zero spills or releases to the environment and reduction in permitted emissions.
- Has a “Zero Tolerance” policy for willful/ deliberate acts that violate MARPOL.

D) DRUG & ALCOHOL –

The company shall strive to provide a ‘Drugs and Alcohol-free environment’, follow ‘Zero tolerance’ and ensure every seafarer (including Master) on board is always fit to perform their normal and emergency duties.

E) PERSONNEL –

The company respects the fundamental rights of seafarers.

The company prohibits forced labour, child labour, human trafficking, or any other form of modern slavery whatsoever throughout the organization. We conduct our businesses in compliance with human rights, labour rights and modern slavery (LRMS) principles.

The Company shall provide:

- Adequate human resources both ashore and afloat.
- Fair terms of employment and just culture, valuing the employees both at sea and ashore.
- A culture of diversity & inclusiveness at all levels of the organization and supports gender equality.
- A harmonious and healthy working environment in which all employees onboard and ashore can work free of victimization, harassment and bullying. Follow a ‘Zero tolerance’ approach to any kind of abuse.
- For enhancing employees' capabilities and continual improvement of their safety management skills, including preparing for contingencies related both to safety and environmental protection.
- To protect the rights of a whistleblower against retaliation.

F) SECURITY –

The Company shall provide a secure working environment by establishing and maintaining the required security measures to prevent unlawful acts against its ships and office premises, endangering the safety and security of persons, property and/or the environment. This shall include cyber security measures for the Company's IT / OT infrastructure to prevent cybercrimes and protect its digital assets/information.

G) BUSINESS ETHICS –

Company employees shall not engage in any act of corruption, money laundering and/ or bribery, directly or indirectly. All shore and ship-based personnel shall carry out their duties in an ethical and honest manner ensuring that they exhibit the highest standards of integrity and righteousness at all times.