

## NON-RETALIATION POLICY

Wallem is committed to ensuring that all non-compliance or violations are reported to the management. This is supported by our Non-Retaliation Policy.

The company with this policy will protect any seafarer or employee who reports any deviations or violations. We will not allow any victimization or other retaliatory behaviour. We will support and ensure all seafarers and employees are not afraid to report or speak up about any issues.

### POLICY

**Company personnel ashore and afloat shall not retaliate against, or in any way treat adversely, any subordinate, co-worker, employee, or crew member for making a report through the Company's reporting line. Any Wallem Shipmanagement Ltd. employee who fails to comply with this policy shall be subject to disciplinary action up to and including termination of service.**

It is a requirement and expectation that every individual with knowledge of any deviation from Wallem Shipmanagement Ltd. Safety, Health, Environment and Quality - SHEQ Policy or any otherwise unethical conduct shall report this to the management team on board or DPA or management team ashore as soon as practicable.

Example of non-compliance and violations:

- Violations of International laws and regulations;
- Illegal or improper practices, fraud and unethical business practices.
- Discrimination or harassment;
- Noncompliance with the Company SMS Policies and Procedures
- Any matter of concern that affects life, environment, property or the brand value of Wallem.

The Company also has made available to all their employees an Open Reporting Line via a dedicated email mailbox: [seavoice@wallem.com](mailto:seavoice@wallem.com).

We encourage and support open communication and transparency. Together we will achieve safety and operational excellence.