

QUALITY POLICY STATEMENT

The policy of Ryan Ship Management is to provide quality manning services to our clients in the most efficient and effective manner and to Seafarers the best possible/available jobs within the marine industry for which they are competent and suitable for.

Whilst meeting the challenging requirements of the marine industry we ensure compliance with STCW 78 as amended in 2010 for all Seafarers recruited and placed by us in compliance with MLC 2006 regulation 1.4.

We are committed to providing satisfaction to clients and Seafarers, meeting applicable requirements and striving for continual improvement

We have established a quality management system which is subject to continuous review and improvement to meet the requirements of ISO 9001:2015 standard and is communicated and understood within the organization.



Managing Director.
Ryan Ship Management Ukraine.



Recruitment and Placement Policy of the Company as per MLC 2006 Regulation 1.4

Ryan Ship Management is committed to recruit suitably trained, qualified, properly certified and medically fit seafarers on-board any vessel for whom it recruits. To ensure, as far as practical, that all mandatory certificates and documents submitted for employment are genuine and have not been fraudulently obtained and employment references verified.

To ensure that “No fees or other charges for recruitment or for providing employment to the seafarers are borne directly or indirectly, in whole or in part, by the seafarer”, exceptions being costs of the statutory medical examination and certificates, personal travel documentation and the national seafarer’s book- these shall not be deemed to be “fees or other charges for recruitment”, not including, however, the cost of visas, which must be borne by the vessel owners. To ensure that cost is clearly publicized, if any, which seafarer is expected to bear in the recruitment process.

To give due regards to the right to privacy and the need to protect confidentiality as per general employment practices of collection, storing, processing combining and communicating seafarer’s personal data to third parties. Data includes, but is not limited to (a) the seafarer’s qualification, (b) record of employment, (c) personal data relevant to employment & (d) medical data relevant to employment. To ensure that storing, processing combining and communicating seafarer’s personal data to be supervised by adequately trained staff and there being mechanisms in place by which a seafarer can request stored data to be deleted upon request.

To ensure that, no means, mechanism or lists intended to prevent or deter seafarers from gaining employment would be used. The recruitment should be carried out without any discriminatory policy or bias based on race, color, sex, religion, political opinion, national extraction or social origin. However, any distinction or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.

A grievance redressal mechanism to enable complaints to be made by the seafarer against the recruitment and placement services provider or against the vessel owner. The above redressal mechanism makes it obligatory on the company to examine and respond to any complaint concerning their activities.

To ensure that the seafarer is informed of his rights and duties under the contract of employment or agreement prior to placement and that they are also informed of any particular condition applicable to the jobs for which they are to be engaged and of the particular vessel owners’ policies relating to their employment.

To ensure that all of the vessels on which seafarers are recruited and placed are covered by Protection and Indemnity Insurance.

To ensure that seafarers are placed only with vessel owners that offer terms and conditions of employment to seafarers which comply with applicable location/area laws or regulations or collective agreements, whichever is applicable.

Ensure repatriation of a stranded seafarer to their home port and to maintain and transport mortal remains of a deceased seafarer (if permissible by the local regulation) to his next of kin.

To ensure that the procedures followed whilst dealing with cases incompetence or indiscipline are consistent with principles of natural justice, national laws and practice & with CBA as applicable.

To ensure that death compensation or disability compensation is paid by vessel owner without undue delay.



Managing Director
Ryan Ship Management Ukraine



ANTI-HARASSMENT AND DISCRIMINATION

It is the policy of the Company to provide our office employees, and those for whom we find employment, with a positive, cooperative, non-coercive environment that is free of harassment, discrimination, and retaliation.

This policy recognizes that harassment, discrimination, or retaliation of any kind directed at an employee or individual, including harassment of a sexual nature, is improper and will not be tolerated.

The Company prohibits retaliation and also discrimination or harassment of employees or individuals on the basis of race, color, gender, age, sexual orientation, religion, disability, or national origin. Verbal, visual, or physical conduct that creates an intimidating, hostile, or offensive environment is an example of the type of conduct that is prohibited by this policy.

This policy encourages all to treat each other with mutual respect, courtesy, consideration and professionalism.



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