



Data Protection and Privacy Policy

Queensway Navigation Co. Ltd. is committed to protecting the privacy, confidentiality, and security of personal data belonging to its employees and contracted parties. The Company processes personal information responsibly, in accordance with the General Data Protection Regulation (EU) 2016/679 (GDPR), Greek Law 4624/2019, and the relevant decisions, guidelines, and opinions of the Hellenic Data Protection Authority.

This policy applies to all shipboard and shore-based personnel who are employed by or have a contractual relationship with the Company.

“Personal data” refers to any information relating to an identified or identifiable natural person, including but not limited to name, contact details, identification numbers, employment records, or any other data that can be linked to a specific individual.

Personal data is collected, used, stored, and processed by the Company solely for employment-related purposes, including recruitment, administration, payroll, training, compliance, and termination. Processing is carried out on a lawful basis and in accordance with the following fundamental principles:

- Processed lawfully, fairly, and in a transparent manner in relation to the data subject
- Collected for specified, explicit, and legitimate purposes and not further processed in a way incompatible with those purposes
- Adequate, relevant, and limited to what is necessary in relation to the purposes for which they are processed
- Accurate and, where necessary, kept up to date.
- Retained only for as long as necessary to fulfill the purpose for which the data was collected
- Processed in a manner that ensures appropriate security, integrity, and confidentiality, including protection against unauthorized access, loss, or damage, through appropriate technical and organizational measures
- Not transferred outside the European Economic Area unless adequate safeguards or explicit consent are in place, in accordance with applicable law

The Company respects the rights of all individuals in relation to their personal data, including the right of access, rectification, erasure, restriction, objection, and data portability. Requests, questions, or complaints concerning personal data may be submitted to:

Email: hrm@queensnav.com

The Company is committed to responding to such requests within the timeframe specified in its GDPR Manual and applicable data protection legislation.

