



## **Bullying, Harassment, and Discrimination Prevention Policy**

Queensway Navigation Co. Ltd. is committed to providing a safe, respectful, and inclusive working environment, both onboard and ashore. The Company has a zero-tolerance policy for all forms of bullying, harassment, and discrimination. All employees have the right to work in an atmosphere free from hostility, intimidation, and unfair treatment.

In order to address such behavior effectively, Queensway Navigation Co. Ltd. actively encourages all shipboard and shore-based personnel to report any incident of harassment or bullying, including those affecting others, without delay. The Company maintains reporting procedures that are confidential and designed to build trust and confidence among personnel.

Harassment includes any inappropriate and unwelcome behavior or comment, whether intentional or not, that causes discomfort, humiliation, embarrassment, or distress to the recipient.

Bullying is a form of harassment that includes hostile, abusive, or vindictive behavior. It creates an intimidating or threatening environment and may involve a misuse of power or authority. This includes cyberbullying, where negative conduct is carried out through digital platforms or communication.

Discrimination refers to any unfair or unequal treatment based on race, gender, nationality, religion, age, disability, sexual orientation, or any other personal characteristic unrelated to job performance.

Such conduct may lead to serious consequences for individuals and teams, including stress, decreased motivation, poor performance, increased absenteeism, and resignations.

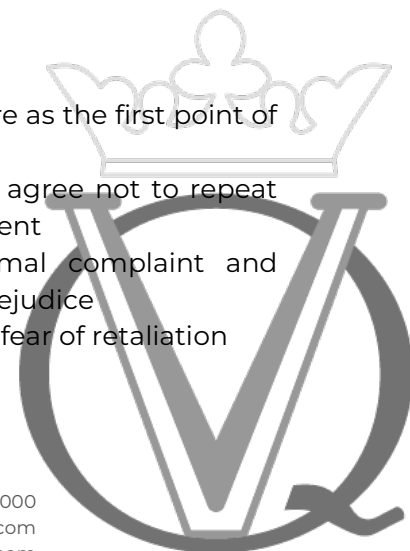
All ship and shore personnel have the right to work without being subjected to harassment or bullying. The Company is committed to eliminating such behavior and promoting a workplace culture based on respect, dignity, and equal treatment.

Managers and supervisors are expected to set a positive example, address inappropriate behavior promptly, and ensure that this policy is consistently enforced in their area of responsibility.

To support this policy:

- Designated contact persons are appointed both onboard and ashore as the first point of reference for any individual who wishes to raise a concern.
- The alleged perpetrator may be invited to apologize and formally agree not to repeat the behavior, depending on the situation and with the victim's consent
- If the informal route is not appropriate or unsuccessful, formal complaint and disciplinary procedures are available and will be initiated without prejudice
- All complaints will be handled with discretion, fairness, and without fear of retaliation

**Zero Tolerance. Total Respect.**





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