



Equal Opportunity and Diversity Policy

Queensway Navigation Co. Ltd. is committed to providing a workplace environment that is inclusive, fair, and free from discrimination, where all individuals are treated with dignity and respect. The Company believes that diversity enhances performance, innovation, and collaboration and actively promotes equal opportunity for all employees, regardless of their role, background, or location.

This policy applies to all employees, both shipboard and shore-based, and extends across all areas of employment, including recruitment, training, promotion, compensation, performance management, and daily interactions.

The Company prohibits any form of discrimination based on:

- Gender or gender identity
- Race, ethnicity, or nationality
- Religion, belief, or cultural background
- Age
- Disability or health condition
- Sexual orientation
- Marital or family status
- Political opinion or trade union membership
- Any other characteristic unrelated to job performance

All employment decisions are based on merit, qualifications, experience, and business needs, ensuring that every employee has a fair opportunity to develop and succeed.

To support the implementation of this policy, Queensway Navigation Co. Ltd. shall:

- Promote equal opportunity and inclusive practices throughout the organization
- Ensure that recruitment and promotion procedures are transparent, objective, and free of bias
- Provide training, education, and communication to raise awareness of diversity and anti-discrimination principles
- Encourage respectful behavior and teamwork, regardless of background or rank
- Maintain channels for confidential reporting of discriminatory practices or unequal treatment, with a clear commitment to non-retaliation
- Monitor, evaluate, and update HR practices and Company culture to ensure alignment with this policy and evolving best practices

Every employee shares responsibility for upholding this policy and is expected to contribute to an environment where mutual respect, trust, and fairness are embedded into daily operations.

