



Workforce Wellbeing and Mental Health Policy

Queensway Navigation Co. Ltd. is committed to promoting and protecting the physical, mental, and emotional wellbeing of all employees, both shipboard and shore-based. The Company recognizes that a healthy and supported workforce is essential for operational safety, team cohesion, and long-term business success.

Wellbeing is a shared responsibility, and the Company aims to create a working environment that is safe, respectful, and supportive, where employees feel valued and are encouraged to seek help when needed. Mental health is treated with the same seriousness as physical health, and the Company is committed to removing stigma and ensuring equal access to support.

To support this commitment, Queensway Navigation Co. Ltd. shall:

- Promote a workplace culture of dignity, inclusion, and psychological safety
- Raise awareness about mental health and stress-related risks through education, briefings, and ongoing communication
- Provide confidential channels for employees to report concerns or seek help without fear of retaliation
- Ensure compliance with working and rest hour regulations to prevent fatigue and burnout
- Encourage open dialogue, particularly for those in leadership roles, to identify early signs of mental health distress
- Support access to mental health resources, helplines, or professional assistance, depending on operational and regional availability
- Respect employees' right to rest, shore leave (for seafarers), and communication with family and loved ones
- Periodically review and improve working and living conditions, taking employee feedback into account
- Provide guidance and training to supervisors and senior staff on how to recognize and respond to mental health concerns

All employees are encouraged to speak up if they experience or observe signs of emotional or psychological distress, whether in themselves or in others. Managers and Senior Officers are expected to lead by example, foster trust, and ensure that support mechanisms are available and accessible at all times.

This policy reinforces the Company's wider commitment to the human element in shipping and to cultivating a workplace where all personnel feel safe, respected, and supported, both at sea and ashore.

