



Whistleblowing and Reporting Concerns Policy

Queensway Navigation Co. Ltd. is committed to conducting all aspects of its business with honesty, integrity and transparency, and to fostering a working environment in which high standards of ethical, moral, and legal conduct are both encouraged and safeguarded.

The Company maintains confidence in the comprehensiveness and effectiveness of its Integrated Management System (IMS), which prioritizes the safety of people and the protection of the environment. Furthermore, the Company recognizes the value of open communication and trust, and the importance of providing all personnel, both shipboard and shore-based, with clear and secure channels for reporting concerns.

This Whistleblowing and Reporting Concerns Policy provides a confidential means for any employee to report concerns that cannot be, or have not been, adequately addressed through normal reporting lines, without fear of retaliation, discrimination, or adverse consequences.

This policy applies to all employees, regardless of position or location, and covers concerns related, but not limited, to the following:

- A criminal offence
- Non-compliance with legislation, international standards, or Company policies and procedures, particularly in relation to health and safety or environmental protection
- Dishonesty, including falsification or intentional misstatement of records, logbooks, reports, or official documentation
- Malpractice or unethical conduct
- Financial or non-financial misconduct, misadministration or fraud
- A safety or security risk that may endanger shipboard or shore-based personnel
- Miscarriages of justice
- The deliberate concealment of any of the above

If an employee has a genuine concern and reasonably believes that the information they possess relates to any of the areas outlined above, they are encouraged to raise the matter in good faith. Concerns may be reported to the Master (for shipboard personnel), the Designated Person Ashore (DPA), or directly to Company Top Management.

Although the Company maintains an open-door policy and encourages internal resolution of concerns, personnel may also report directly through the following secure and confidential channels:

Email: dpa@queensnav.com
24/7 DPA tel.: +30 6955 060 037

Reports may be submitted anonymously. All concerns received will be treated with strict confidentiality and reviewed by the Company's Top Management. Where appropriate, a formal investigation will be initiated.





QUEENSWAY NAVIGATION CO. LTD

The Company maintains a zero-tolerance approach toward any form of retaliation, discrimination, or harassment against individuals who report concerns in good faith. Any attempt to interfere with or discourage the reporting process will be considered a serious disciplinary offense and will be addressed in accordance with the Company's disciplinary procedures.

Queensway Navigation Co. Ltd. views responsible whistleblowing as a critical component of corporate accountability and encourages all personnel to support a transparent and ethical working environment.

