



COMPANY POLICY ON HARASSMENT AND BULLYING

Lilly Maritime will treat all complaints of harassment and bullying seriously and in strict confidence. Lilly Maritime is committed to provide a safe and respectful work environment for all sea and shore staff including clients.

The company considers any complaint of harassment & bullying including cyber bullying to be a serious issue and operates a zero-tolerance policy for any form of sexual harassment in the workplace.

All incidents of harassment/bullying shall be treated seriously and allegations investigated promptly, whilst maintaining confidentiality insofar as it is possible.

If an employee does not feel comfortable raising a complaint, he/she may ask a friend or colleague to do so on his/her behalf. He /She will not be penalized by the company for making a complaint, provided it is not vexatious or made maliciously.

This Policy implementation details and guidelines are described in Shipboard Operation Manual SOM-02-01

MANAGING DIRECTOR

LILLY MARITIME PVT. LTD.



DATED: 01/02/2021