



QUALITY, OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL PROTECTION POLICY

Occupational Health and Safety shall be our first priority.

We recognize that in the operation of our ships, there is a risk to the health and safety of personnel onboard, to third parties and to the environment. We seek and commit to minimize such risks at all levels.

Environment Protection shall be one of our highest priorities and shall undertake to implement all possible, reasonable and practicable actions to prevent any type of pollution.

To achieve these we shall

- Provide safe operation of ships and safe working environment to the staff.
- Provide a safe and healthy working environment free from unauthorized use of drugs and alcohol.
- Examine Company working practices to identify risks and establish safeguards against such risks.
- Ensure that all vessels comply with all applicable mandatory rules and regulations.
- Ensure adequate resources and shore-based support provided to the vessels.
- Employ competent and qualified personnel.
- Provide training for employees to enable them to achieve company objectives and targets.
- Continuously improve skills of employees.
- Monitor performance of company, ships and the employees.
- Formulate corrective actions, from incident investigation and audit reports onboard ship and in the Company office.
- Identify and develop appropriate preventive action to proactively prevent injuries and accidents
- Disseminate the safety and environmental related information to the vessels.
- Develop, maintain and exercise Contingency / Emergency response plans.
- Proactively approach and manage customer relationship.
- Identify and address customer complaints, requirements and expectations in the pursuit of customer satisfaction
- Regularly review towards continual improvement of the management system
- Zero Tolerance towards any non-compliance or breach of environmental regulations.
- Encourage open reporting in a transparent manner without fear of repercussions.
- Use IT technology effectively and develop solutions to breakdown the complexity of Ship management into easily manageable tasks for both ship & shore staff.

Apart from the above policies, company will contribute to the wellbeing and progress of local community through CSR initiatives.



VISION, MISSION AND VALUES

We are a young and dynamic team steered by our core values and strong domain expertise. Every phase of our evolution and growth is driven by integrity, profound conviction in human values and deep rooted concern for environment. Our Vision, Mission and Values reflect the unique DNA of our organization, and define the code of conduct that will guide every employee and associate through our growth and success.

OUR VISION

Our roadmap starts with our vision, that is – “To be a globally trusted and preferred shipping company providing holistic and comprehensive solutions in ship management. Safety, security, and care for our people, assets, and environment remain our priority. We continually strive to make this world a safer and better place for all stakeholders by working towards zero injuries, damages and pollution and continuously work towards reduction in permitted emissions.

OUR MISSION

Our mission serves as the framework for our roadmap and guides every aspect of our business by describing what we need to accomplish in order to achieve our vision. We shall:

- Leverage our global understanding and domain expertise to cater to dynamic customer needs;
- Innovate continuously and exploit the possibilities of latest technologies to keep ahead of rapidly changing industry trends;
- Build long standing partnerships based on integrity, shared values and mutual benefits;
- Expand our team by employing right talents and providing them with vibrant, conducive and progressive work culture;
- Contribute to the wellbeing and progress of community by promoting and upholding our commitment towards society through CSR initiatives.

OUR CORE VALUES - I-STEER SYNERGY

Our core values are the deeply held beliefs and are the seeds of our organizational culture. They serve as a compass for our actions and describe how we behave both individually and collectively. Our anagram for the core values- *i*-STEER Synergy, helps embedding of the core values into each individual in our organization.

*i*NTEGRITY

Integrity is the core value that will define our organization and the way we do our business at all times – during period of success as well as during challenging times. As an organization, we **will not associate** or be a party in any unethical or corrupt dealing or practice.

SAFETY

Safety is our business as well as our commitment and future. It is paramount in everything we do. We continuously work towards setting new industry standards in safety of people and environment.

T RANSPARENCY

We believe in being proactive, direct, and honest in our communications with all stakeholders. We consider transparency a critical factor in building lasting relationships.

E MPATHY

People are our biggest assets. Empathizing helps in understanding the individual as well as the environment that he is in. Empathy, as a part of the just culture enhances the safety culture.

E MPOWERMENT

We believe in empowering people with courage, freedom and confidence to take right decisions. We encourage them to be accountable for their actions even when they commit mistakes. We believe that constructive learning from mistakes is the best way of improving and empowering oneself and the organization.

R ESPECT

We believe that respect is the foundation of a good organization. At Synergy, all our actions are driven by respect towards self, **others** and environment. As a company working in diverse geographies, we respect the diversity of culture and ideas. We also respect and comply with laws and regulations in different regions.

SYNERGY

“We believe that “The whole is greater than the sum of its parts”. Synergy based on mutual trust and confidence is our key strength – and we constantly strive to align our individual abilities to achieve organizational goals and shared vision.

By living these values, “SYNERGY” aspires to set a high standard of excellence worldwide.