

Quality & Safety

Quality Policy

Ariana Marine & Offshore Services Pvt Ltd is committed to:

1. continuously improve quality of its services;
2. offer competitive prices;
3. meet and exceed customers' expectations;
4. cultivate a supportive environment and teamwork; and
5. monitor and enhance the effectiveness of its Safety Management

All employees, both ashore and onboard, are aware of the importance of complying and adhering to this Policy.

This Policy is:

1. periodically reviewed to ensure its continued suitability and applicability; and
2. communicated implemented, and maintained at all levels within Ariana Marine & Offshore Services Pvt Ltd

Safety and Environmental Protection Policy

Ariana Marine & Offshore Services Pvt Ltd is committed to:

1. follow safe practices in ship management and operation as well as to provide a safe and healthy working environment both ashore and onboard;
2. aim towards accident free operations;
3. prevent loss of human life and personnel injury;
4. establish practices for conducting operations in an environmentally sound manner;
5. prevent damage to the environment, the ship and its cargo;
6. establish safeguards against all identified risks; and
7. continually improve the skills of personnel ashore and on board, including its response to emergencies related both to Safety and Environmental protection.

Ariana Marine & Offshore Services Pvt Ltd:

1. consistently complies with all national and international legislations as well as industry's best practices;
2. takes voluntary steps, where considered possible and appropriate, to improve current environmental standards;
3. continually monitors all safety aspects of the fleet;
4. frequently inspects the fleet and executes the necessary maintenance and repairs;
5. continuously improves its Safety Management System by taking corrective actions for all identified areas of improvement;
6. provides adequate resources to effectively implement the Safety Management System;
7. operates vessels taking into consideration the efficient use of energy and materials;
8. continually monitors and minimizes any adverse environmental impact and waste generation, the safe and responsible disposal of residual wastes;
9. develops and implements a Safety Management System which is "Safety & Pollution Prevention" oriented; and
10. promotes good public relations, fosters openness and dialogue with employees, relevant authorities and the public, anticipating and responding to their concerns about the potential environmental hazards and impact of its

Ariana Marine & Offshore Services Pvt Ltd Safety Management System defines how the objectives of this Policy will be met.

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Drug & Alcohol Policy

Ariana Marine & Offshore Services Pvt Ltd is committed to a safe working environment for everyone onboard. Therefore, drug and alcohol abuse by any member of the crew is strictly forbidden.

Drug Policy:

In the context of this Policy, the following shall be deemed as drug abuse:

1. possession and/or use of illegal drugs, regardless of quantity;
2. any use of controlled substances, which cause or contribute to unusual job behaviour or unacceptable job performance; and
3. use of legitimate drugs in any form other than in strict accordance with the prescription of a qualified doctor and with the knowledge of the Master.

To effectively implement this Policy, Ariana Marine & Offshore Services Pvt Ltd has implemented the following measures:

1. Drug abuse in any form will not be tolerated on board any ship at any time. Offenders will be dismissed instantly and handed over to the appropriate
2. Unannounced drug searches may be conducted on
3. Warning signs of suspension shall be in apparent locations
4. Search before leaving port may be carried
5. Unannounced drug tests on-board ships are carried out once a year and whenever the Company deems necessary.

Alcohol Policy:

Alcohol abuse in any form will not be tolerated on board any ship at any time. Offenders will be dismissed instantly.

To effectively implement this Policy, Ariana Marine & Offshore Services Pvt Ltd has implemented the following measures:

1. It is strictly prohibited for any crew member to possess and bring on board the ship any kind of
2. The Master shall be held responsible for the control of alcohol consumption and must immediately report any drug or alcohol abuse or circumstances involving drugs on board, to the ship's Designated Person Ashore (DPA).

3. Crew on board shall not consume any
4. No person with an alcohol abuse problem will be permitted to work.
5. Unannounced searches for alcohol may be conducted on
6. Warning signs of suspension shall be in apparent locations
7. Search before leaving port may be carried
8. Unannounced alcohol tests on-board ships are carried out once a year or whenever the Company deems necessary

All employees, both ashore and onboard, are aware of the importance of complying and adhering to this Policy.

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Security Policy

Ariana Marine & Offshore Services Pvt Ltd is committed to detect security threats and take preventive measures against security incidents that may affect safety and security of ships under management as well as safeguard personnel and property.

To effectively implement this Policy, Ariana Marine & Offshore Services Pvt Ltd has established a Ship Security Plan in line with Chapter XI-2 of SOLAS1 Convention and the ISPS Code2. The Ship Security Plan is approved by the Administration of the ship, or a Recognized Security Organization (RSO) authorized to act on behalf of the Administration of the ship.

The Master and all crew members should:

1. implement the requirements stipulated in the Ship Security Plan;
2. be familiar with their duties as stipulated in the Ship Security Plan; and
3. undergo necessary training by the Ship Security Officer (SSO) as designated by Ariana Marine & Offshore Services Pvt Ltd and stipulated in the Ship Security Plan.

On behalf of Ariana Marine & Offshore Services Pvt Ltd, the undersigned declares the following:

1. The Master has the overriding authority and responsibility to make decisions with respect to the security of the
2. The ship will be provided with the necessary support by Ariana Marine & Offshore Services Pvt Ltd when requested by the Company Security Officer (CSO), the Master and the Ship Security Officer (SSO).

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Harassment and Bullying Policy

Ariana Marine & Offshore Services Pvt Ltd undertakes to properly protect all shoreside and shipboard employees from harassment and bullying, whether sexually, racially, or otherwise motivated.

Ariana Marine & Offshore Services Pvt Ltd demonstrably strive to maintain a working atmosphere free from the risk of harassment or bullying ensuring confidentiality and speed in correcting such acts if they occur. It shall also guarantee protection against any complaint submitted within Ariana Marine & Offshore Services Pvt Ltd or in legal proceedings brought as a defence against the risk of harassment or bullying.

All complaints of harassment and bullying, including cyber bullying, are treated seriously and in strict confidence, to ensure that no repercussions are suffered by a shoreside or shipboard employee making a complaint. Ariana Marine & Offshore Services Pvt Ltd undertakes to protect the shoreside and shipboard employees, who makes a complaint of this nature, both during any investigation and following its resolution.

Any shoreside or shipboard employee making a complaint will not be penalized by Ariana Marine & Offshore Services Pvt Ltd, provided that it is not vexatious or made maliciously. Where requested, every effort will be made by Ariana Marine & Offshore Services Pvt Ltd. to provide legal independent advice, counselling services, medical assistance to contact the police.

Cyber Security Policy

Ariana Marine & Offshore Services Pvt Ltd is committed to protect its information assets from all threats, whether internal or external, deliberate, or accidental, to ensure operations continuity, minimize damage and maximize return on investments and relevant industry opportunities.

To effectively implement this Policy, Ariana Marine & Offshore Services Pvt Ltd has implemented the following measures:

1. Information and Systems identified as vulnerable to cyber-attacks are protected from loss of confidentiality, integrity, and
2. Regulatory and legislative requirements are
3. Cyber Security Contingency Plans have been produced for
4. Cyber Security training is available to all employees.
5. All breaches of information security, actual or suspected, shall be reported, and investi
6. Guidance and procedures have been produced to support this Policy. These include incident . handling, information backup, system access, virus controls, passwords, and
7. The role and responsibility of the Information Security Officer is to manage information security and to provide advice and guidance on implementation of this

All Managers are directly responsible for implementing this Policy within their departments.

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