

BMS no. 4 HSSE Objectives and KPIs

| Principle: The company documents, maintains and follows policies, practices and procedures for the safety of their employees and the safe, compliant and reliable operation of their ships. | | | | |
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| Level | Expectations | Targets | Suggested objective evidence | Filistos ASCOT's Services |
| Basic | <p>HSSE objectives and KPIs are defined. There is a process in place for setting HSSE goals and objectives.</p> <p>The company's undertaking is defined in documentation that includes vision statements, policies, and procedures</p> | <p>The company's HSSE objectives and associated KPIs should be consistent with the company's needs. They should be realistic, challenging and value added. They should be approved by the most senior manager in the organization, communicated across the company and a process should be in place to provide feedback to the executive team. Vision statements contain high-level and long-term goals and aspirations and include a zero-accident culture. The company defines what HSSE excellence means and aims to achieve this through continual improvement</p> | <p>Procedure for setting and defining objectives. The company's HSSE objectives and KPIs are available and endorsed by senior management (emails, minutes of meetings, etc.).</p> <p>Vision statement & policies signed by senior manager.</p> <p>Vision statement includes an aspiration for a zero-accident culture.</p> | <p><u>Assessments</u> Behavioral Competency Assessment</p> <p><u>Trainings</u> Crisis Intervention & Safety Management, Goal Setting & Achievement, Problem Solving and Decision Making. Cultural Awareness, Situational Awareness Goal Setting and Achievement</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filistos ASCOT's Services |
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| Intermediate | Everyone within the company understands the company's concept of safe operations and HSSE excellence as applicable to their role | <p>There is a documented process established to achieve the set objectives. Managers promote and measure personnel understanding through a variety of activities. Examples may include:</p> <ul style="list-style-type: none"> • Safety induction and familiarization programs. • Vessel/office visits. • Computer-based training/onboard training. • Informal meetings/personnel interviews. • Office/vessel conference calls. • Company seminars. | <p>Plan on how objectives are being achieved. Objectives and KPIs for various departments in office and ships.</p> <p>The Company KPIs are referred to in regular HSSE meeting reports</p> <p>Key personnel are aware of HSSE objectives when interviewed.</p> <p>HSSE targets are documented. Evidence in SMS regarding communicating goals and objectives as appropriate.</p> | <p><u>Assessments</u></p> <p>Behavioral Competency Assessment, On Board Performance Evaluation, Ratings Assessment Form</p> <p>Officers Assessment Form</p> <p><u>Trainings</u></p> <p>Crisis Intervention & Safety Management, Goal Setting & Achievement, Problem Solving and Decision Making. Cultural Awareness, Situational Awareness</p> <p>Goal Setting and Achievement</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|----------|--|---|--|--|
| Advanced | <p>The steps required to HSSE excellence at each level of the action plan are clearly defined by management.</p> <p>Objectives and KPIs are measured across all levels of the organization (office, departments, and vessels) on a periodic basis and linked to the HSSE strategy.</p> <p>Office and vessel supervisors promote HSSE in alignment with the company's goals and objectives.</p> | <p>The action plan establishes a clear time frame with short-term targets and objectives defined for each step of the plan, to achieve the long-term goals.</p> <p>Key performance indicators should be set. The plan is reviewed at regular intervals and modified as trends are identified.</p> | <p>HSSE action plan.</p> <p>Objective evidence of measurement of performance and communication.</p> <p>Evidence of goals and objectives for both supervisors onboard and ashore.</p> | <p><u>Assessments</u> Workplace Performance and Satisfaction, Behavioral Competency Assessment, Onboard Performance Evaluation, Ratings Assessment Forms, Officers Assessment Forms, Wellbeing Survey</p> <p><u>Trainings</u> Crisis Intervention & Safety Management, Goal Setting & Achievement, Problem Solving and Decision Making, Cultural Awareness, Situational Awareness Goal Setting and Achievement</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|------------|---|---|--|--|
| Excellence | <p>The company conducts trend analysis of HSSE performance against strategy, objectives and KPIs to measure performance. Such analysis is included in management reviews. Leading indicators should be set and measured</p> | <p>Company business strategy includes HSSE strategy.</p> <p>There is a documented process in place to trend and analyze KPIs to provide meaningful data from which action items can be developed to ensure continuous improvement. Corrective actions are developed for under performance. Managers review KPIs (including leading indicators) and performance on a periodic basis.</p> | <p>CSR report, annual reports, investor related communications and shareholder communications reflect HSSE as an integral part of the company's reports. Trend analysis of KPIs and actions thereof.</p> | <p><u>Assessments</u> Workplace Performance and Satisfaction, Behavioral Competency Assessment, Onboard Performance Evaluation, Ratings Assessment Forms, Officers Assessment Forms, Wellbeing Survey</p> <p><u>Trainings</u> Crisis Intervention & Safety Management, Goal Setting & Achievement, Problem Solving and Decision Making, Cultural Awareness, Situational Awareness Goal Setting and Achievement</p> <p><u>Applications</u> On the Go</p> <p><u>Consulting Services</u></p> |

BMS no.6 Maters' reviews & company evaluation

| Principle: The company periodically reviews the adequacy and appropriateness of the SMS and drive systematic improvement in efficiency | | | | |
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| Level | Expectations | Targets | Suggested objective evidence | Filistos ASCOT's Services |
| Basic | <p>The company has a procedure for reviewing the safety management system and reporting its deficiencies to the shore management.</p> <p>The company has a process for addressing deficiencies raised in master's reviews and providing feedback.</p> <p>The company has a procedure for management reviews.</p> <p>The company has a procedure for initiating corrective actions identified during either master's review or management review</p> | <p>The master's review is carried out at least once every 12 months and submitted to shore management.</p> <p>The company provides feedback on master's reviews received.</p> <p>Management reviews are carried out at planned intervals, not exceeding one year. The results of the review are circulated to all departments and vessels.</p> <p>The company addresses deficiencies raised.</p> | <p>Evidence of procedures.</p> <p>Records of master's reviews being received.</p> <p>Records of feedback on master's reviews</p> <p>Evidence of procedure for management review</p> <p>Records of management review meetings</p> <p>Records of management reviews being circulated.</p> <p>Records of corrective actions from master's reviews and management reviews.</p> | <p><u>Assessments</u> Behavioral Competency Assessment, On Board Performance Evaluation, Ratings Assessment Form, Officers Assessment Form</p> <p><u>Course Titles</u> Crisis Invention & Safety Management, Goal Setting & Achievement, Leadership & Management, Train the Trainer</p> <p><u>Applications</u> On the Go</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filistos ASCOT's Services |
|--------------|--|--|--|---|
| Intermediate | <p>A master's review is carried out by every master who serves aboard during the year.</p> <p>Management reviews take place more frequently than the prescribed once per year.</p> <p>The management review includes a review of available health and safety data to identify trends.</p> <p>Corrective actions from master's & management reviews are closed out within the prescribed time frame</p> | <p>A master's review is carried out by every master who serves aboard during the year.</p> <p>Management reviews take place more frequently than the prescribed once per year.</p> <p>The management review includes a review of available health and safety data to identify trends.</p> <p>Corrective actions from master's & management reviews are closed out within the prescribed time frame</p> | <p>A master's review is carried out by every master who serves aboard during the year.</p> <p>Management reviews take place more frequently than the prescribed once per year.</p> <p>The management review includes a review of available health and safety data to identify trends.</p> <p>Corrective actions from master's & management reviews are closed out within the prescribed time frame</p> | <p><u>Assessments</u> Behavioral Competency Assessment, On Board Performance Evaluation, Ratings Assessment Form, Officers Assessment Form</p> <p><u>Course Titles</u> Crisis Invention & Safety Management, Goal Setting & Achievement, Problem Solving Train the Trainer</p> <p><u>Applications</u> On the Go</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filistos ASCOT's Services |
|----------|---|---|--|---|
| Advanced | <p>The company specifies the period from joining that the master carries out a review.</p> <p>The company requires the master to discuss the SMS review with crew members.</p> <p>Management review meetings are planned and held quarterly. Additional management review meetings are held, as necessary.</p> <p>Management review includes the effectiveness of the cyber security plan.</p> <p>Management review includes analysis of investigations into severe incidents</p> | <p>Every master carries out and submits a review within a set period of joining. The master discusses the review with crew members, particularly those responsible for the areas covered in the review.</p> <p>Quarterly management review meetings are planned and held. Management review meetings review each department's performance. Additional management review meetings are held when circumstances require.</p> | <p>Evidence of procedures.</p> <p>Records of master's reviews being received.</p> <p>Evidence of procedure for management review</p> <p>Records of management review meetings including a review of HSSE data.</p> <p>Records of management reviews being circulated.</p> <p>Records of corrective actions from master's reviews and management reviews.</p> | <p><u>Assessments</u> Behavioral Competency Assessment, On Board Performance Evaluation, Ratings Assessment Form, Officers Assessment Form</p> <p><u>Course Titles</u> Problem Solving & Decision Making, Crisis Invention & Safety Management, Goal Setting & Achievement, Problem Solving Train the Trainer, Situational Awareness</p> <p><u>Applications</u> On the Go</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|------------|--|--|--|---|
| Excellence | The management review includes staffing levels on board and ashore, feedback on training and familiarization, review of the PTW process, safety culture improvement program, effectiveness of the environmental management, effectiveness of corrective and preventive actions for serious incidents | The management review includes staffing levels on board and ashore, feedback on training and familiarization, review of the PTW process, safety culture improvement program, effectiveness of the environmental management, effectiveness of corrective and preventive actions for serious incidents | <p>Evidence of procedures.</p> <p>Records of master's reviews being received.</p> <p>Evidence of procedure for management review</p> <p>Records of management review meetings including a review of HSSE data.</p> <p>Records of management reviews being circulated.</p> <p>Records of corrective actions from master's reviews and management reviews.</p> | <p><u>Assessments</u></p> <p>Behavioral Competency Assessment, On Board Performance Evaluation, Ratings Assessment Form, Officers Assessment Form</p> <p><u>Course Titles</u></p> <p>Problem Solving & Decision Making, Crisis Invention& Safety Management, Goal Setting & Achievement, Problem Solving Train the Trainer, Situational Awareness, Cultural Diversity</p> <p><u>Applications</u></p> <p>On the Go</p> <p><u>Consulting Services</u></p> |

BMS no. 7 HR Management and Recruitment (office)

| Principle: The company establishes an organization that allows it to deliver its objectives effectively through the deployment of competent people and adequate resources ashore. | | | | |
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| Level | Expectations | Targets | Suggested objective evidence | Filistos ASCOT's Services |
| Basic | <p>The company has formal processes that address HR matters e.g., recruitment, appraisals, etc.</p> <p>The company has an organization chart. All positions are identified with supporting documentation for key positions i.e., job descriptions with roles, responsibilities, and minimum qualifications for each role.</p> | <p>There are processes for management and recruitment of personnel.</p> <p>An organization chart is in place with appropriate lines of reporting. Organization chart shows DPA, CSO and other key staff.</p> <p>Job description, roles responsibilities, and minimum qualifications for key positions on the office are documented.</p> | <p>HR policies and procedures.</p> <p>Organization chart for office. Job descriptions, roles, responsibilities, and minimum qualifications.</p> | <p><u>Assessments</u></p> <p>WBEI FFPQ Office ANCOR Aptitude and Ability Measures (AAM) Personality and Behavioral Competency Matrix</p> <p><u>Trainings</u> Decision Making, Emotional Intelligence at Work Mental Health Awareness, Psychosocial Risks-Safety Precautions Resilience</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|--------------|--|--|--|---|
| Intermediate | <p>The company has HR processes for:</p> <ul style="list-style-type: none"> - Role specific recruitment for key shore-based staff with appropriate levels of approvals - appraisal process with performance feedback and skill set gap analysis - personal development plans <p>The company monitors the retention rate of key-shore based staff.</p> | <p>There is a documented process for:</p> <ul style="list-style-type: none"> - selection process which shall include but not be limited to needs, qualifications, competence, training, health fitness to work, background checks, document authenticity checks, interviews, etc - for obtaining approvals at the appropriate levels of organization during the recruitment process <p>There is an appraisal process for personnel where appraisals are carried out at least annually.</p> | <p>HR procedures</p> <p>Documented interview notes. background/qualification checks documented sign off for approval of hires. appraisal procedures & forms personal development plans Retention rate target for key shore- based personnel.</p> <p>The company has a target retention rate for key-shore based staff.</p> | <p><u>Assessments</u></p> <p>WBEI FFPQ Office ANCOR Aptitude and Ability Measures (AAM) Personality and Behavioral Competency Matrix</p> <p><u>Trainings</u> Communication, Decision Making, Emotional Intelligence at Work Mental Health Awareness, Psychosocial Risks-Safety Precautions Resilience</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|----------|---|--|--|---|
| Advanced | <p>The recruitment process includes a requirement for shipboard experience for certain shore positions.</p> <p>The appraisal process includes annual target setting and evaluation.</p> <p>The company has an organizational chart to display the relationships between internal (office, ship and support) including all HSSE functions. External (flag, class, charterers, etc.) communications responsibilities are documented in SMS.</p> | <p>The company has identified key positions ashore with a minimum management level experience aboard vessel, to understand shipboard operations.</p> <p>Annual target setting and evaluation.</p> <p>HSSE representation at executive level reporting directly to the CEO Interface document available defining reporting and communication lines between stakeholder or adequately documented in job descriptions, procedures, etc.</p> | <p>Experience matrix with shipboard management level service.</p> <p>Annual performance reviews</p> <p>Interface document.</p> <p>Org chart with HSSE position that reports to the CEO</p> | <p><u>Assessments</u></p> <p>WBEI FFPQ Office ANCOR Aptitude and Ability Measures (AAM) Personality and Behavioral Competency Matrix</p> <p><u>Trainings</u> Communication, Decision Making, Emotional Intelligence at Work Mental Health Awareness, Psychosocial Risks-Safety Precautions Resilience</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|------------|--|---|---|--|
| Excellence | <p>The recruitment process includes tests aptitude, personality and/or skills. Annual performance evaluation includes a mid-year review. Organization chart is reviewed periodically with senior management reviewing staffing levels and competencies. Roles, responsibilities, and job descriptions are reviewed on a periodic basis. Current /future manning needs form part of company's annual review</p> | <p>Aptitude, personality, skills - psychometric evaluation, etc.</p> <p>Annual performance evaluation includes a mid-year review. Organization chart is reviewed periodically by senior management.</p> <p>Periodic reviews of job descriptions. Staffing levels form part of the management review.</p> <p>Lessons learnt from exit interviews with personnel are used to enhance retention.</p> | <p>Performance reviews with mid-year reviews. Review of organization chart by senior management. Minutes of management review include staffing levels. People resourcing strategy.</p> <p>Exit interviews records</p> | <p><u>Assessments</u> WBEI FFPQ Office ANCOR Aptitude and Ability Measures (AAM) Personality and Behavioral Competency Matrix</p> <p><u>Course Titles</u> All course Titles</p> <p><u>Consulting Services</u></p> |

BMS no. 9 Crew Management and Recruitment

| Principle: The company deploys competent people and adequate resources aboard vessels in its fleet. | | | | |
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| Level | Expectations | Targets | Suggested objective evidence | Filistos ASCOT's Services |
| Basic | <p>The company has processes that address crew matters i.e., recruitment, training requirements, appraisals, manning levels, disciplinary, code of conduct, work, and rest hours, etc.</p> <p>Recruitment of seafarers include a pre-employment medical examination.</p> | <p>There are processes for management and recruitment of personnel. Recruitment process includes qualifications, competence, training, fitness to work, background checks, document authenticity checks, interviews, etc.</p> <p>There is a code of conduct and a disciplinary procedure.</p> <p>Medical checks to ensure seafarers are fit for service.</p> <p>There is an appraisal process for all seafarers. Appraisals are conducted regularly, and the appraisals are reviewed and followed up, where necessary.</p> | <p>Crew policies and procedures</p> <p>Selection criteria Job descriptions disciplinary procedures</p> <p>Medical checks.</p> <p>appraisal process.</p> <p>Appraisals reviewed in office ashore.</p> | <p><u>Assessments</u> CAPRE-DIEM V2 5OCEANS ANCOR V2 SEAFARER ABILITY ASSESSMENT (SAA)</p> <p><u>Trainings</u> Psychosocial Risks-Safety Precautions, Situational Awareness, Mental Health Awareness, Resilience</p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|--------------|---|--|---|---|
| Intermediate | <p>The company has HR processes for:</p> <ul style="list-style-type: none"> - crew recruitment with appropriate levels of approvals, - crew appraisal process with performance feedback and identification of training needs. - crew personal development plans - drug and alcohol testing - disciplinary procedures. | <p>There are procedures for obtaining approvals at the appropriate levels of the company during the recruitment process.</p> <p>Where applicable skill tests including language tests are conducted</p> <p>Drug and alcohol policy includes testing.</p> | <p>Approval levels for different ranks.</p> <p>Standards for language testing and skill levels.</p> <p>Drug and alcohol test results.</p> | <p><u>Assessments</u> CAPRE-DIEM V2 5OCEANS ANCOR V2 SEAFARER ABILITY ASSESSMENT (SAA) Onboard Performance Evaluation, Ratings assessment forms</p> <p><u>Trainings</u> Psychosocial Risks-Safety Precautions, Situational Awareness, Mental Health Awareness</p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
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| Advanced | <p>Management level officers undergo appraisals appropriate to their positions.</p> <p>The company has a defined promotion process and aims to promote vessel staff from within the fleet, if possible.</p> <p>Crew management is reviewed annually.</p> <p>The Company monitors the retention rate of management level officers over a 2-year period. Manning levels are reviewed at least annually to ensure they are adequate.</p> <p>The company employs officer cadets aboard its vessels.</p> <p>Medical checks include additional aspects of physical health</p> | <p>Management level officers undergo appraisals during superintendent visits or office visits.</p> <p>Promotion procedure is defined. Career advancement is documented by the company.</p> <p>Manning levels are adjusted due to maintenance issues, changes to trading patterns and transit through high-risk security areas.</p> <p>Enhanced pre-employment medical checks to screen for underlying conditions and illnesses.</p> | <p>Appraisals carried out by visiting superintendents or during management level debriefings. Promotion procedure / requirements. Career advancement records.</p> <p>Records of additional manning</p> <p>Review of retention rate. Records of officer cadets.</p> <p>Enhanced pre-employment medical checks.</p> | <p><u>Assessments</u> All assessment tests designed for the maritime industry for promotions, mental health fitness, soft skills and resilience.</p> <p><u>Trainings</u> Leadership & Management, Communication, Goal setting & achievement Problem solving & Decision making, Situational Awareness Mental Health Awareness</p> <p><u>Applications</u> On the Go</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|------------|--|--|---|--|
| Excellence | <p>Current and future manning needs part of company's annual review</p> <p>The company operates a formal cadet training program to ensure future manning needs can be met.</p> | <p>Succession and recruitment planning includes profiling of competence, experience, and retirements.</p> <p>Deck/engine cadets form part of the companies manning strategy.</p> | <p>Succession planning roadmap</p> <p>Review of retention rates and impact on manning needs.</p> <p>Cadet training program - KPI of cadets per ship</p> | <p><u>Assessments</u></p> <p>All assessment tests designed for the maritime industry for promotions, mental health fitness, soft skills and resilience.</p> <p><u>Trainings</u></p> <p>Leadership & Management, Communication, Goal setting & achievement Problem solving & Decision making, Situational Awareness Leadership & Teamwork, Mental Health Awareness</p> <p><u>Applications</u></p> <p>Hub, On the Go</p> <p><u>Consulting Services</u></p> |

BMS no. 13 Crew Welfare

| Principle: The company has a program to ensure the wellbeing of vessel personnel. | | | | |
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| Level | Expectations | Targets | Suggested objective evidence | Filistos ASCOT's Services |
| Basic | <p>The company has a process to ensure that accommodation is safe, decent, and regularly inspected. The company provides recreation facilities as required by Flag Administration. The company has processes to ensure that there are enough quantities of good quality food and drinking water. The company has a complaint procedure.</p> <p>Company procedures ensure fatigue is managed aboard its vessels.</p> <p>The company has processes to eliminate harassment and bullying aboard. The company has processes to support mental health and wellbeing aboard.</p> | <p>The Company defines routine inspections and actions to address identified deficiencies. Ideally recreation facilities should have some or all of separate smoking rooms, TV, CD, DVD and PC equipment, sports facilities, table and deck games, library, communication facilities including email and internet access.</p> <p>A complaint procedure, in compliance with applicable flag and national requirements, is implemented. Religious and cultural conditions are considered with catering.</p> <p>The company monitors hours of work and rest. A harassment and bullying policy is in place.</p> <p>The company provides literature to promote awareness of mental health and wellbeing.</p> | <p>MLC certification Records of Health, Safety and Hygiene inspections.</p> <p>All personnel are familiarized and obtain copies of the complaint procedure. Dealing with seafarers' complaints in a timely and effective manner is evidenced. Records of hours of work & rest</p> <p>KPI number of hours of rest violations.</p> <p>Policy and procedures.</p> <p>Provision of literature</p> | <p>Assessment tests for mental Health and Psychosocial Risks CAPRE DIEM V2 ANCOR V2 Work related stress assessment Debriefing Form Wellbeing Survey</p> <p><u>Trainings and course titles</u> Crisis intervention & Safety Management, Mental Health Awareness, Psychosocial Risks-Safety Precautions, Communication, Problem Solving, Assertiveness, Bullying in the Workplace</p> <p><u>Applications</u> Hub, OnTheGO</p> <p><u>Consulting services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|--------------|--|---|---|--|
| Intermediate | <p>The company has programs for health promotion and education.</p> <p>The company provides education in fatigue management.</p> <p>The company has processes to ensure that crew are repatriated in line with their contract.</p> <p>The company has a prevention and education program in place to support the drug and alcohol policy.</p> <p>The company has a policy on mental health & mental illness.</p> | <p>The company makes use of company newsletters, noticeboard bulletins, campaigns and/or websites to inform the crew of important issues that impact their professional lives, health, safety, and welfare.</p> <p>The company monitors the number and period of contract overruns</p> <p>Company promotes good mental health of all staff and provides people within and external to the company who are trained in listening to persons wishing to discuss their stat of mental health.</p> | <p>Company newsletters, bulletins, campaigns and/or websites.</p> <p>KPI number of seafarers not relieved on time & period of extension.</p> <p>KPI number of cases where drugs or alcohol is abused.</p> <p>Evidence of company supporting good mental health.</p> | <p><u>Assessments</u></p> <p>ANCOR V2</p> <p>CAPRE DIEM V2</p> <p>Work related stress</p> <p>Traumatic Event Evaluation</p> <p><u>Course Titles</u></p> <p>Anger Management, Assertiveness, Bullying in the Workplace, Crisis Invention & Safety Management, Mental Health Awareness, Psychosocial Risks-Safety Precautions, Resilience Situational Awareness</p> <p><u>Applications</u></p> <p>Hub, On The Go</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Targets | Suggested objective evidence | Filstos ASCOT's Services |
|----------|--|--|--|---|
| Advanced | <p>The company has implemented a comprehensive drug and alcohol screening program to act as a deterrent.</p> <p>The company promotes a respectful workplace.</p> <p>The company provides access to telemedicine services for its seafarers.</p> <p>The company's procedures on mental health include training and awareness, assistance and treatment and monitoring</p> | <p>Drug and alcohol testing is carried out:</p> <ul style="list-style-type: none"> - Pre-employment, routine medicals, periodically, for reasonable cause, random, and/or post incident. <p>The company has a zero-tolerance approach to discrimination, bullying and sexual harassment, and has developed a clear process for reporting incidents.</p> <p>The company may consult with maritime trade unions and other organizations in the support of their policy and procedures</p> | <p>Evidence of drug & alcohol testing</p> <p>Evidence of policy and procedures for reporting discrimination, bullying and sexual harassment.</p> | <p><u>Assessments</u></p> <p>ANCOR V2</p> <p>CAPRE DIEM V2</p> <p>Work related stress</p> <p>Traumatic Event Evaluation</p> <p><u>Course Titles</u></p> <p>Anger Management, Assertiveness, Bullying in the Workplace, Crisis Intervention & Safety Management, Mental Health Awareness</p> <p>Psychosocial Risks- Safety Precautions, Resilience, Situational Awareness</p> <p><u>Applications</u></p> <p>Hub, On The Go</p> <p><u>Consulting Services</u></p> |

| Level | Expectations | Target | Suggested objective evidence | Filstos ASCOT's Services |
|------------|--|--|--|--|
| Excellence | <p>The company undertakes regular consultations with and surveys of their seafarers to seek information on their wellbeing. The company promotes a respectful workplace.</p> | <p>The consultations and surveys should include questions as to their working conditions, communications with colleagues, work life balance, staff support, etc. Surveys should be carried out by 3rd party providers to provide anonymity of seafarers responding. Where concerns are identified the company implements action plans to address these.</p> <p>The company has an open-door policy for reporting breaches of company guidelines on discrimination, bullying and sexual harassment. The company provides a clear reassurance on whistleblowing</p> | <p>Evidence of surveys plans to address these.</p> <p>The company has an open-door policy for reporting breaches of company guidelines on discrimination, bullying and sexual harassment. The company provides a clear reassurance on whistleblowing</p> | <p><u>Assessments</u> All assessment tests for mental health and psychosocial risks. Wellbeing Survey</p> <p><u>Course Titles</u> Anger Management, Assertiveness, Bullying in the Workplace, Crisis Invention & Safety Management Mental Health Awareness, Psychosocial Risks-Safety Precautions, Resilience, Situational Awareness</p> <p><u>Applications</u> Hub, On The Go</p> <p><u>Consulting Services</u></p> |