

## Anti – Harassment & Anti-bullying Policy

*Samos Steamship* will treat all complaints of harassment and bullying seriously and in strict confidence.

**DPA/CSO** and their alternates, Department heads, fleet managers, have been trained in dealing with complaints of harassment and bullying and they may be approached to report any incident you have suffered at the contacts provided in the Ship's Interest Contact list.

The company considers any complaint of bullying or harassment including cyber bullying to be a serious issue including withholding information of harassment or bullying to cover-up any such instances. **Cyber bullying** is the use of modern communication technologies to harass, embarrass, humiliate, threaten, or intimidate an individual in an attempt to gain power and control over them. The use of the company's communication equipment for such purposes will be treated as a serious breach of the company code of conduct and result in disciplinary action against perpetrators.

If you do not feel comfortable raising a complaint yourself, you may ask a friend or colleague to do so on your behalf and it is your responsibility to bring this forward and help your selves or a friends / colleagues. You will not be penalised by the company for making a complaint, provided it is not made maliciously.

Remember, it is the victim's perception of any actions that counts. If **YOU** feel you have suffered harassment or bullying, the company will look into the issue raised and take necessary action for resolving incidents of this nature and taking strict measures against any violator of this policy.

This policy must be discussed and be well known to all shore / shipboard employees or other company representatives such as manning agencies and a copy is included in **COE** which should be provided to the seafarers' prior employment.

***Copy of this policy should be displayed prominently on noticeboards on board ships and in shore-side offices.***

**Samos steamship** therefore pledges its commitment to the elimination of harassment and bullying from onboard ships and the goal of providing a working environment in which there is respect for the dignity and well-being of all seafarers and shore personnel.

The Company will take strict disciplinary actions for the following acts which could constitute harassment and/or bullying:

- Physical assault including sexual assault;
- Intimidation;
- Coercion;
- Interference with the work of other seafarers or company employees; and
- Conduct based on gender affecting the dignity of women and men at work which is unwanted, unreasonable and/or offensive to the recipient.

Therefore the company:

- Supports the right of everyone to be treated with dignity and respect at work.
- Actively promotes a working environment in which harassment and bullying are not tolerated
- Ensures that all seafarers and shore personnel are aware of their responsibilities.