

# GUIDED BY THE S.T.A.R.S.



At Wilhelmsen Ahrenkiel – including Wilhelmsen Ahrenkiel Ship Management and Barber Ship Management – our principles are guided by the S.T.A.R.S – a commitment to Safety, Transparency, Asset Protection, Reliability and Sustainability. Together with our clients we shape the present, creating a better future.



## Safety

We believe that a **SAFE** ship is an efficient ship.

### Safety & Stop Work Policy

- We continuously work towards achieving zero harm in our fleets and offices. Everybody shall return home safely.
- We provide an environment where people can effectively manage their workplace safety.
- We look out for ourselves and others around us. If needed, we stop the work until it is safe enough to proceed. All employees (ship and shore) have stop work authority.

### Health & Occupational Health

We offer all employees support to manage their well-being by:

- Initiatives to boost physiological health
- Initiatives to boost mental health
- Counselling and stress management measures

### Drug & Alcohol Policy

- All employees (ship and shore) must perform their duties in sober condition.
- A zero-alcohol policy applies to all vessels managed by the company.

## Asset Protection

We achieve **ASSET PROTECTION** by integrated and hands-on ship management practices with highly competent and motivated professionals.

### Security & Protection of People and Ships

We follow strict security protocols to protect:

- Our people onboard
- Our people ashore
- The vessels and assets we look after
- The ports and waters our vessels operate in

### Information Security

We maintain the integrity of our systems to protect:

- Sensitive data (people-, financial-, asset-related, customer information)
- The organization from cyber threats and attacks

## Transparency

We are convinced that our **TRANSPARENT** open book policy allows us and our clients to meet our common goals effectively.

### People Policy

- We consider our people our most valuable assets.
- We treat all citizens of the world with respect and dignity.
- We firmly believe in equal opportunities for all.
- We do not tolerate any kind of discrimination and harassment in any of our operations and our businesses. This includes discrimination and/or harassment based on: Ethnic background, gender, religion, disabilities, age or sexual orientation.

### Service Excellence

- A strong promise of transparency with clients indicate our commitment to open and clear communication.

### Anti Corruption & Bribery Policy

Wilhelmsen Ahrenkiel supports the vision of the Maritime Anti-Corruption Network (MACN) and follows a strict zero bribery policy

- for elimination of corruption
- without ever endangering the Captain, the crew, the ship, the cargo, or the environment.

## Reliability

We are **RELIABLE** not just for our actions, but by putting ourselves in the other parties' shoes, we can treat all stakeholders involved fairly, with a special focus on our seafarers.

### Service Excellence

The emphasis on reliability and consistency in services offered to clients highlights our dedication to being a dependable partner.

## Sustainability

We foster deep-rooted partnerships with our clients and together we make shipping safer, greener and businesses more **SUSTAINABLE**.

### Environment & Energy Management

- Continuously strive for zero spills
- Constantly work on reduction of our environmental footprint and protection of biodiversity
- Offer pioneering vessel performance management solutions to all our clients