

MARITIME LABOUR MANAGEMENT POLICY

The Aulac Corporation has executed and continuously improves the Safety Management System, in addition to meeting the requirements of the Safety Management Code, and meets the requirements of the Maritime Labour Convention and the relevant national, international requirements.

Company has set up the Maritime Labour Policy as follows:

1. The working language on board Aulac Fleet is Vietnamese;
2. Crew members work on vessels of Company fleet to be treated fairly, without being forced or constrained;
3. Crew members work on vessels of Company fleet are entitled to have benefits and regimes of the Company consistent with National rules and International regulations in which the nation that ship fly its flag engaged;
4. Occupational Safety and Health Program is developed to ensure Company's Seafarers having safe working environment and facilities on board, medical care both on shore and on board; access to utility services on shore;
5. Company's Seafarers have the opportunity to learn and improve their advancement; and
6. Company is committed to pay the wages to Seafarers in full and on time as the signed labour contracts and the labour collective agreements; thoroughly solve or transfer to solve all legally and legitimate complaints of Seafarers.

Ho Chi Minh City, 22 April 2024

GENERAL DIRECTOR



MAI VAN TUNG