

Regal Maritime Solutions are committed to an unrelenting pursuit of excellence in standards of business dealings. All personnel throughout the company are required to act in accordance with the highest standards of honesty and integrity while maintaining a healthy business climate at all times. Regal Maritime Solutions strongly oppose any forms of corporate bribery and corruption.

- No personnel should accept gifts, inducements, hospitality or entertainment from third parties for his or her own advantage. Gifts, entertainment, dining appointments of reasonable nominal value and frequency may be accepted and are encouraged providing that behavior comparable to the above paragraph is upheld.
- Personnel should not make any decision about any issue which a conflict of interest may arise. In this event or possibility of this event, an alternative member of staff or management in the same position of responsibility or senior should be consulted.
- Personnel should avoid having any vested interest in any form of work or contract that the company is involved in. Personnel should also avoid having any financial interest in any suppliers of Regal Maritime Solutions. In the event that this is unavoidable, the individual(s) concerned must disclose this information in writing to senior management of Regal Maritime Solutions. Senior management have a duty to act accordingly.
- Personnel should not hold any other positions or jobs outside of Regal Maritime Solutions that will impose a negative impact on the company or cause difficulty to comply with the introductory paragraph of this policy.
- Personnel should not engage in relationships with a client or a supplier of Regal Maritime Solutions if the introductory paragraph of this policy cannot be adhered to. In the case an existing relationship has a danger to fail to comply with the introductory paragraph of this email, senior management should be consulted in writing for guidance. Senior management have a responsibility to act accordingly.
- All personnel are required to comply with national and international laws at all times for any business or personal practice. At no point should any person conduct themselves in a manner that will portray themselves personally or the company in a negative light.
- Any discovery or suspicion of foul play, corruption, bribery, harassment, discrimination, breach of human rights or any conduct that does not comply with this policy can be reported confidentially to the next level of management. Management have a duty to treat 'whistle blowing' with confidence and escalate the claim or discovery higher up the management chain if the issue cannot be handled effectively.

'Providing the framework for securing our oceans'

Regal Maritime Solutions and all employees have a duty to comply and uphold this policy wholeheartedly both through their business and personal conduct.

Steven Roberts
Managing Director