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German Tanker Shipping GmbH & Co. KG owns and operates oilproduct tankers in a world-wide trade. Our tankers are widely known to be reliable and provide excellent performance in the shipping market and exceeding the customer expectations.

One of the key elements is to provide longterm perspectives for all employees and customers.

The company's high-level goals are:

- Health, Safety, Security and Environmental (HSSE) excellence
- Operate the vessels in full compliance with all rules and regulations, safety standards and customer requirements
- Operate the vessels in a well maintained condition
- Operate the vessels in an efficient manner
- To attract and retain highly competent staff
- To provide a sustainable financial return in order to meet shareholder expectations

For us HSSE excellence means that all short term and long term goals are understood at all levels of the organisation. To achieve this, we will remain open towards new developments and ideas and to continual improve the performance of the vessels, but also the office staff.

A cornerstone to achieve this, is the proactive promotion and management commitment.

It is important for us that the employees:

- feel well and respect each other to enable a friendly atmosphere
- are given equal opportunities for their personal development
- are treated equally, no matter their race, gender, religion or social origin
- take care of their environment with a high sense for safe work, pollution prevention and environmental protection
- are well trained, qualified and experienced
- feel personally responsible for the quality of the service performed in his/her position
- especially the superiors work in a way to set good example to all employees

The disciplined use of the company's Safety Management System is highlighted and reviewed regularly at

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different levels of the organisation.

The purpose of the company's high-level goals is to operate our vessels in a safe and environmental friendly manner in order to achieve our long-term goals:

- Zero spills
- Zero releases to the environment
- Zero incidents
- Reduction in permitted emissions
- Achieve constant and organic growth in all department and fields of activity

Guidance and details on how to achieve this goals are included in the company's Policies and Procedures, as contained in the properly documented Safety Management System Manual.

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Bremen, 15th December 2017