



## **VIETNAM SALVAGE JOINT STOCK COMPANY**

### **POLICY OF MARITIME LABOR MANAGEMENT**

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Vietnam Salvage Joint Stock Company executes and continuously improves Safety Management System, meets the requirements of the Safety Management Code. The Company also meets the requirements under the Maritime Labour Convention and the requirements of National, International related.

The Company proposed the Policy of Maritime Labour Management as follows:

- 1 . Crew members on board the ships of the Company are treated fairly, not to be forced or compulsory;
- 2 . Crew members working on the Company's vessels are entitled to all the rights and benefits according to the provisions of National and International related ;
- 3 . The Company established safety and occupational health programs, ensuring that crew members have a safe working environment and facilities on board, get medical care both on shore and on board, access to utility services on shore;
- 4 . Crew members have the opportunity to study to raise the level of qualification and advancement;

The Company is committed to pay in full and on time as labor contracts and collective agreements signed, settles or transfer to resolve the lawful and legitimate complainants from crew members.

Ho Chi Minh City, Date 20<sup>th</sup> May 2016

**GENERAL DIRECTOR**

NGUYEN VAN BE