



**DECLARATION OF ACCEPTANCE  
OF  
'NO EXPLOITATION OF CREW' POLICY (the "Policy")**

OVERSEAS Shipmanagement S.A. (the "Company") observes the fair and just treatment of its personnel both sea based and ashore, and adheres to the ethical principle that no crew should be exploited; that the Company will not condone any "under-the-table" or any illegal transactions between the crew and the Company's staff; and that no extortion of whatever kind should take place between its crew and the Company's staff – both in and out of the Company's office premises.

To show the Company's sincerity in implementing the Policy, in the event where any proven under-the-table transactions took place between the crew and any of the Company's staff, the Company is prepared to offer to the crew the following:

1. Return the bribe money to the crew.
2. Pay to the crew a reward up to USD 5,000.00.
3. Give the crew immediate and priority line-up.
4. A guarantee from the Company of future line-ups.

The report describing the details of the aforementioned transaction, needs to be in writing, signed (no anonymous letters will be honored) and addressed to Overseas Manning Inc.

This is to confirm that I ..... have read, and understood and I am fully familiar with the aforementioned Company's Policy and the instructions incorporated herein and hereby undertake full compliance at all times.

Signed .....

Date .....

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