



Rev. 1, date: 01.06.2022

MLC 2006 & EXPLOITATION POLICY

Romor Marine Services is fully registered employment agency, providing seafarer recruitment and placement services.

Romor Marine Services carries on seafarer recruitment and placement services in accordance with MLC 2006 convention and other regulations of the Polish law.

Romor Marine Services operates in an orderly manner that protects and promotes seafarers' employment rights as provided by MLC 2006 Convention.

Romor Marine Services assures that seafarers are informed of their rights and duties under their employment agreements prior to or in the process of engagement and that proper arrangements are made for seafarers to examine their employment agreements before and after they are signed and for them to receive a copy of the agreements.

Romor Marine Services prohibits all forms of discrimination, harassment or intimidation whether based on a person's race, sex, gender, pregnancy, religion, national origin, nationality, citizenship, age, marital status, sexual orientation, culture, or other legally protected personal characteristic,

ROMOR MARINE SERVICES cooperates only with reputable shipowners being cautious whether the offered working conditions do not violate any international standards, conventions and mariners' rights.

Romor Marine Services doesn't offer recruitment and placement services to persons under the age of 18 years.

No fees or other charges for seafarer recruitment or placement or for providing employment to seafarers are borne directly or indirectly, in whole or in part, by the seafarer, other than the cost of the seafarer obtaining the national seafarer's book and a passport, STCW certificates or other similar personal travel documents, not including, however, the cost of visas and flag state docs, which shall be borne by the shipowner;

Romor Marine Services shall not tolerate any activity of their employee/s such as soliciting, gifts or benefits that may influence his/her judgment, exploitation, extortion of seafarer or in any form of extraction money from seafarer in exchange of their employment. Company neither give cash advances to seafarers nor any other benefits that may be constructed as exploiting seafarer to join the Company.

Romor Marine Services doesn't use any means, mechanisms or lists intended to prevent or deter seafarers from gaining employment for which they are qualified;

Romor Marine Services ensures that requests for information or advice by families of seafarers (next of kin) while the seafarers are at sea are dealt with promptly and sympathetically and at no cost.

Romor Marine Services responds to any complaint concerning its activities according to "Complaint procedure" available at company's webpage.