

Compliance Declaration with Maritime Labour Convention (MLC 2006)

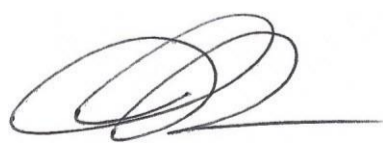
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Nikhham Offshore is committed to upholding the standards set by the Maritime Labour Convention (MLC) 2006, which governs seafarer recruitment and placement services. While we are not formally accredited, we strive to meet and fulfil the requirements outlined in the MLC 2006 convention. Our dedication to compliance is reflected in the following statements:

- Nikham does not recruit seafarers under the age of 18 years old.
- Nikham diligently verify the identity of all suitable candidates and seafarers.
- Nikham does not charge any fees to candidates or seafarers for recruitment, placement, or employment services.
- Nikham ensures that ship owners understand their responsibility for covering visa costs for seafarers joining or leaving the ship, as well as any required visas for port calls.
- Nikham informs seafarers of their rights and duties under their employment agreements prior to or during the engagement process. We also facilitate the examination of their contracts before and after signing.
- Nikham ensures that placed seafarers are properly qualified, possess the necessary job-related documentation, and that their employment agreements adhere to applicable laws, regulations, and collective bargaining agreements.
- Nikham provides seafarers with a Seafarer Employment Agreement (SEA) signed by both the seafarer and the ship owner/representative.
- Nikham informs seafarers about any specific conditions related to their job and the ship owner's employment policies.
- Nikham maintains confidentiality when handling any documents submitted by seafarers.
- Nikham verifies that all Client SEA's meet the minimum requirements and necessary particulars for MLC 2006 compliance.
- Nikham has insurance coverage to compensate seafarers for any monetary losses resulting from our failure or the relevant ship owner's failure to meet obligations under an SEA.
- Nikham provides seafarers with a document containing a record of their employment on board the ship, excluding any statements regarding the quality of their work or wages.
- Nikham have obtained ISO9001 quality assurance accreditation and have initiated the process of obtaining ISO 14001 environmental management and ISO45001 occupational health and safety management accreditation with Lloyd's Register.

Please note that while we are not accredited, we inform all candidates of the risks associated with signing employment agreements that do not conform to the MLC 2006 convention or accepting employment on board ships flying the flag of countries that have not ratified the MLC 2006 convention.

We remain committed to ensuring compliance with the MLC 2006 and providing a reliable and ethical recruitment and placement service.



Yanni Nikolaides
Director

29 August 2022

Date

