

Compliance Declaration with Maritime Labour Convention (MLC 2006)

DOC-0102-009-02

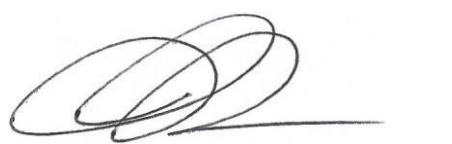
Nikhham Offshore Limited has achieved its attestation of compliance from Bureau Veritas, affirming our commitment to upholding the standards set by the Maritime Labour Convention (MLC) 2006, which governs seafarer recruitment and placement services.

This certification underscores our dedication to meeting and fulfilling the requirements outlined in the MLC 2006 convention, as demonstrated by 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) that is signed by both the seafarer and a representative from Nikham.
- Nikham informs seafarers about any specific conditions related to their job and the ship owner's 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 has secured ISO9001 quality assurance accreditation, along with ISO 14001 environmental management and ISO45001 occupational health and safety management accreditations through Lloyd's Register.

While Nikham Offshore Limited has obtained this attestation, it's important to note that the Nikham group as a whole has implemented the requirements outlined in the MLC 2006 across all its entities. Therefore, while we may not be accredited as a group, we ensure that all candidates are informed of the risks associated with signing employment agreements that do not adhere to the MLC 2006 convention or accepting employment on board ships flying the flag of countries that have not ratified the convention.

Our commitment to compliance with the MLC 2006 remains steadfast, and we are dedicated to providing a reliable and ethical recruitment and placement service.



Yanni Nikolaides
Director

28 May 2024

Date