

Manning & Recruitment Policy Statement

NjordShips Management India Pvt Ltd recognizes that safe and efficient operation of a vessel is greatly dependent on the expertise and experience of the staff selected and placed on board of the principal vessels.

Company does not charge any fee in whatsoever manner for providing employment on behalf of its principals to serve on board their vessels including the cost of requisite for medical examination, Flag State documents requirements, visa and travel arrangements.

However, any cost involved in up-gradation or revalidation of Seafarer's certificates documents and license will be borne by the Seafarer. Company shall take all necessary steps to maintain the right of privacy and protect confidentiality of Seafarer's data once collected. Such data shall not be communicated to third parties except when desired for/required by;

Travel Arrangements / Ship Manager / DG Shipping / Statutory Authorities

Company shall not adopt any means, mechanism or list with the intention to prevent or deter seafarers from gaining employment. The selection of seafarers shall be carried out without any discrimination or bias based on race, color, sex, religion, political opinion & national extraction or social origin.

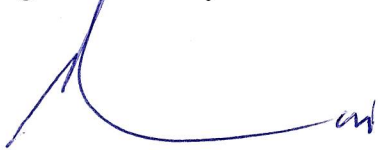
In addition to normal repatriation arrangements company shall make all possible arrangements to repatriate the Seafarer in the event of his being stranded at any place including his maintenance, lodging & boarding.

Grievances, if any by a Seafarer shall be brought to the notice through the Master of the vessel, the Master will resolve such grievance in accordance with the guidelines provided by the NjordShips Management India Pvt Ltd.

All unresolved cases will be intimated to Seaman employment office /DG Shipping.

NjordShips Management India Pvt Ltd will comply with all relevant National and International rules, regulations and convention with regards to conduct of crew manning services. NjordShips Management India Pvt Ltd will not employ any one below the age of 18 years or above the age of 65 years to serve onboard, though long serving staff above age 65 may be considered for continued employment if medically fit and specific approval of senior management is obtained.

Signed On 01/July/2023



Capt. G. Ramaswamy, Managing Director

NjordShips Management India Pvt Ltd

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