



Training and Education Policy Statement

Queensway Navigation Co. Ltd strives to motivate and promote an active healthy, safety, quality and environmental protection culture throughout its organization on board and ashore and provide training opportunities for all its employees in order to:

- ▶ Develop their growth potential
- ▶ Expand their capabilities
- ▶ Increase their knowledge and skills
- ▶ Make greater their flexibility to their assignments, and
- ▶ Improve their overall efficiency

The responsibility for the overall planning, development, implementation, monitoring and evaluation of the company's training and education program lies and is carried out by the company as well as its training establishment of Queensway Services Ltd in Batumi, Georgia.

Sea staff frequently attends external training for more specialized industry requirements or for the particular vessel types they will be serving on. Presentations and seminars are held as per company's internal training plan in Athens head office and, when feasible, both seafarers and office personnel attend these sessions.

Comprehensive types of training may be practiced, both ashore and on board company's fleet, and provide for categories such as:

- ▶ Mandatory introduction, awareness and orientation training for all new employees and crews
- ▶ Executive and management development training
- ▶ Professional and technical development training
- ▶ Clerical, communications and other skills training
- ▶ Organizational development

This way the company tries to ensure that:

- Personnel assigned with the provision of services offered by the company are appropriately experienced and trained in that task
- Training needs are identified by means of ongoing appraisal of individual performance and development
- Appropriate training for individuals is arranged in line with available resources and current operational demands
- More experienced personnel in the company's business and operations shall encouraged to share their knowledge with less experienced personnel
- Adequate records of training and experience are maintained
- National and international requirements for the manning of vessels are adhered to

