

QUALITY AND ENVIRONMENTAL POLICY

Cassiopeia Marine Services, Inc. aims to remain at the forefront of its established field of business by continuous improvement, initiative, and innovation. The Company believes in maintaining a corporate reputation founded on highest form of professionalism, excellence, and fair business practice. To this end, Cassiopeia moves toward achieving realization of its vision and mission by establishing and maintaining its Company Policy, with client satisfaction, environmental protection, retention of crew and legal compliance given utmost main concern.

The Company hereby states its Company Policy, as follows:

- Cassiopeia commits itself to providing the Principals with marine personnel who are qualified, highly trained, knowledgeable, motivated, experienced, and medically fit, who will uphold the welfare and safety of life and property at sea and the preservation of environment.
- Cassiopeia sets a standard for selection of its shore-based employees irrespective of sex, religion, and marital status. The Company provides a healthy and beneficial working atmosphere that shall promote efficiency and initiate camaraderie within the organization, thus creating harmony and teamwork among its employees.
- Cassiopeia adheres to local and international regulatory requirements as well as those established by its Principals. Likewise, the Company seeks for new trends and opportunities in the business to meet future client's needs and exceed their expectations.
- Cassiopeia provides all the appropriate resources for the prevention of pollution and the safeguarding of all identified environmental risks related to its operation.
- Cassiopeia strives to minimize, if possible, the wastes, residues and emissions which are produced by its operations and to always manage them in the most environmentally effective way.
- Cassiopeia is committed to continuously improve its quality and environmental performance by reviewing this policy and improving its objectives and targets.
- Cassiopeia communicates this policy by making it available to the public and by regularly orienting its employees, including those who work for on behalf of the Company.

With all these inculcated within the organization, bolstered with the dedication and teamwork of its employees and commitment of the Top Management, Cassiopeia shall strive to gain the respect of the entire maritime industry, and, in no time, be one of the leading crew management and crewing services companies, not only in the Philippines but also worldwide gaining a reputation of integrity and reliability


Arnold U. Mendoza

President

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