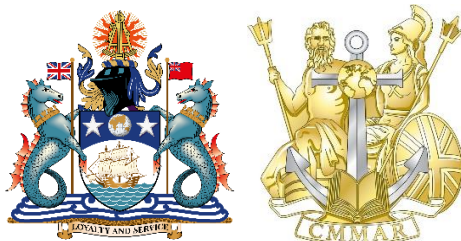


HONOURABLE COMPANY OF MASTER MARINERS

CHARTERED MASTER MARINER - CODE OF ETHICS



Code of Ethics

The maritime professions, which include merchant and naval officers, pilots, Harbour Masters, surveyors, ship managers, trainers and those associated with other marine services, have evolved over centuries. These professions are worldwide, but despite differences in language, national and commercial interests, maritime professionals share the same purpose, which is the safe and efficient operation of seagoing craft.

Ship-owners and their sea-staff and likewise commercial companies and their employees are becoming subject to the same basic nationally and internationally recognised conventions and guidelines. These in turn are reflected into national legislation and are subject to State, control. However, in reality, there are three influences affecting shipping and commerce and, to a large extent, naval forces. They are: first the market, with its emphasis on rates, supply and demand; secondly, the availability of resources involving people, finance and ships and; thirdly, the legal framework, both statutory and commercial.

All professionals are faced with a dilemma when they are tempted by a reward to engage in activities which might be dishonest, against the public interest or likely to put lives or other people's property at risk. There are also many situations which arise where several choices can be made and where guidance is needed. Ultimately the viability of an industry and service to society must provide the orientation for good conduct because that is the only way of preserving its future. In most situations, ethical considerations relate to personal attitudes towards an individual's own conduct and the way they relate to others - factors that are reflected in the guidelines.

The code is voluntary and sets standards that should be followed in normal circumstances. It identifies those areas of commercial activity where ethical considerations take precedence over commercial interests.

It is with these introductory remarks in mind that the following Code of ethics for professionals associated with the Honourable Company of Master Mariners has been developed. The obligations are grouped into four principles: Professional Competence and Behaviour; Ethical Standards and Integrity; Representative of the Profession; Stewardship. The Court of the Honourable Company of Master Mariners and the associated Chartered Master Mariner Registration Authority require that this Code of Ethics is promulgated to aspirant Charter holders and to those already holding the status of Chartered Master Mariner.

1 Professional Competence and Behaviour

The Honourable Company and Registration Authority require that Chartered Master Mariners shall:

- 1.1 maintain professional knowledge and competence
- 1.2 seek appropriate support if business needs require involvement in new areas of activity
- 1.3 ensure that they provide a professional, up to date and insightful service
- 1.4 accept responsibility for their own professional actions and decisions
- 1.5 apply professional high standards of relevance, accuracy and timeliness in the information and advice they provide to stakeholders

2 Ethical Standards and Integrity

The Honourable Company and Registration Authority require that Chartered Master Mariners shall:

- 2.1 establish, maintain and develop business relationships based on confidence, trust and respect
- 2.2 exhibit and defend professional and personal integrity and honesty always
- 2.3 demonstrate sensitivity for the customs, practices, culture and personal beliefs of others
- 2.4 advance employment and business practices that promote equality of opportunity, diversity and inclusion and support human rights and dignity
- 2.5 safeguard all confidential, commercially sensitive and personal data acquired in the course of business relationships and not use it for personal advantage or the benefit or detriment of third parties

3 Representative of the profession

The Honourable Company and Registration Authority require that Chartered Master Mariners shall:

- 3.1 always act in a way which supports and upholds the reputation of the profession and of the Honourable Company of Master Mariners and its associated organisations.
- 3.2 be mindful of their responsibilities as professional people towards the wider community
- 3.3 comply with prevailing laws and not encourage, assist, or collude with others who may be engaged in unlawful conduct
- 3.4 exhibit personal leadership as a role model for maintaining the highest standards of ethical conduct
- 3.5 be mindful of the distinction between acting in a personal and professional capacity.

4 Stewardship

The Honourable Company and Registration Authority require that Chartered Master Mariners shall:

- 4.1 demonstrate and promote fair and reasonable standards in the treatment of people who are operating within their sphere of influence
- 4.2 challenge others if they suspect unlawful or unethical conduct or behaviour
- 4.3 ensure that their professional judgement is not compromised nor could be perceived as being compromised because of bias, or the undue influence of others
- 4.4 promote appropriate people management and development practices to influence and enable the achievement of business objectives
- 4.5 ensure those working for them have the appropriate level of competence, supervision and support