



CONDUCT AND ANTI-HARASSMENT POLICY

AUSTRALIA MARINE SERVICES Pty Ltd ('A.M.S. Tugs & Barges') places high priority to the provision of equal employment opportunities, anti-discrimination and anti-harassment in all our operations.

A.M.S. Tugs & Barges shall comply with all relevant legislations to avoid any kind of discrimination and harassment at our workplace and operational sites by promoting equal opportunity for all personnel.

We are dedicated to prevent any form of unfair treatment or disadvantages relating to race, sex, age, religious beliefs, appearance or disabilities of a certain individual or group.

Our conduct policy strives to achieve this by:-

- Consulting with our managerial work force in a pro-active manner
- Recognition of performance excellence by various individual/s
- Promoting good mutual support and benefits for all employees
- Promoting harmony, good communication skills and respect towards all parties
- Maintaining a good working relationship, based on reliability and trust, when communicating with our stakeholders

All A.M.S. Tugs & Barges employees and contractors are required, at all times, to be :-

- Ethical, responsible, sincere and diligent in their respective work operations
- To note and comply with the respective law (local & overseas) and this conduct policy; and
- Act in the best interest of AMS Tugs & Barges

This policy will apply to all workplaces and seek all relevant individual/group to support the above, whilst upholding a balance on employee rights.

Alan Yeo

Managing Director – A.M.S. Tugs & Barges

Date 16 / 03 / 2016



AUSTRALIA MARINE SERVICES PTY LTD T/A A.M.S. Tugs & Barges

Owner/Operator of Barges & Offshore Vessels

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