

Training policy

General

This policy covers all personnel onboard vessels under O.W. Tankers A/S management.

All officers and ratings have to be well qualified to their respective jobs onboard and shall be well trained in all identified emergency operations. It is emphasised that every employee know his/her job in case of emergency and can understand and fulfil given orders by the Master.

It is the aim of the company to keep employees for as long as possible and to have a loyal and trustful staff. For this reason we believe in the importance of training in order to develop the company's employees both professionally and personally.

It is the goal of O.W. Tankers A/S that all employees are trained in accordance with legal required standards and in accordance with best practice of the industry.

O.W. Tankers A/S also attach importance to flexibility of off-shore as well as on-shore personnel and will not accept any claim of demarcations.

The company believes in a non-blame management with high extend of delegated responsibility.

The company strives to support personnel that show interest for taking higher education and courses to improve their value to the company and their respective teams.

Training

The Company's training policy covers all personnel onboard the company's oil tankers and chemical tankers.

The policy includes onboard familiarisation and training program in the SMS Chapter 6.

The policy exceeds the statutory requirements, and is including training in Bridge Team Management (BTM), Computerised Maintenance System (CMS) and, if applicable, FRAMO-hydraulic plant maintenance course.

The Company have the responsibility to ensure that all newly employed crewmembers are to obtain these qualifications at the first given opportunity, within the first year of employment.

The responsibility of providing the employees with the opportunity to attend the required courses lies with the company.

It is the responsibility of both the company and the employee that all required courses have been completed and is up to date at all times. Status of the employee's level will be monitored by the crewing department and by the master.