



ACKNOWLEDGEMENT OF COMPANY POLICIES

I have read and understood the Company Policies and will support the implementation of these policies including but not limited to the following:



Safety & Quality, Environmental & Conservation of Energy, Security, Ethical, Business Conduct & Media, Occupational Health & Safety, Human Resources & Crewing, Insurance, Harassment, Hygiene and Sanitation, Mission Statement, Crew Dress Code & Appearance, Smoking, Drug & Alcohol, Work and Rest, Onboard Complaints procedure, Standards of Conduct & Ship Rules



I agree to abide by Company and Ship's regulations, particularly regulations and guidance related to the following:

- Fostering instinctive safety culture where safety compliant action is my first or instinctive choice.
- Zero tolerance of crime and/or harassment.
- Abiding by any regulations in force onboard the ship with regard to bringing alcohol onboard and its storage in my cabin.
- Participation in any random drug and alcohol testing program operated by the Company onboard the ship including if I am involved in or contribute towards a hazardous occurrence and / or if there is reasonable cause or suspicion that I have breached drug or alcohol regulations.
- Compliance is a condition of employment.
- The Company operates a zero tolerance policy for deliberate discharges in breach of MARPOL. Misuse of the Oily Water Separator (OWS) by any form of tampering and/or the use of by-pass pipes ('magic pipes') is strictly forbidden.
- All log books, environmental records and working record books must be carefully and accurately maintained and be in agreement where applicable. This includes (but is not limited to) Deck and Engine Room logbooks, oil record books, garbage record books, ballast management records, seal records and sounding books.
- Failure to follow SMS procedures relating to the protection of the environment is a dismissible offence.
- If any violation is observed, this must be made known to the Master immediately or reported via the AWARE hotline
- Authorities now impose severe penalties both on the Owners and on individuals found guilty of causing pollution and this may include personal fines and imprisonment. In addition, any crewmember, after appropriate disciplinary procedures have been completed, found to have knowingly violated any of the above listed items will be considered guilty of "Gross Misconduct" and as such may be instantly dismissed from the vessel.
- If I observe unsafe and/or illegal practices, I shall notify the Master, the Marine Manager or other Company representative without delay or I will report as per the AWARE hotline policy and procedures. I will not delay alerting the Company of unsafe or illegal practices in order to notify another party.



I acknowledge the Silversea annual Influenza campaign and agree to either join with an influenza vaccination or agree to be vaccinated against Influenza whilst onboard.

I agree to receive my monthly pay slip and other company documents through the email address provided in my Personal Information Form (PIF)

I have understood all company policies and all requirements in this document and will comply with them.

Name		Position	
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Signature:

Date: