



Exclusive Security Services & Special Assignments BV

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## **ESS&SA Quality and Security Management Policy**

## Mission

Exclusive Security Services & Special Assignments B.V. (ESS&SA) is a reliable maritime security provider. ESS&SA's primary goal is to serve the shipping industry and to protect vessels, crew and client's assets against maritime (Somali) piracy, accordingly making the sea safer for friends, allies, and global commerce.

The most important efforts to make the sea safer rest with the carriers themselves and it is their responsibility to implement best practices for thwarting piracy efforts. By implementing private sector responsibilities for maritime security, ESS&SA considerably reinforces these efforts.

As a business objective, ESS&SA strives to become the leading private maritime security company internationally and in particular in The Netherlands, distinguishing itself as a reliable partner while maintaining full compliance with the regulatory requirements. In order to realise this objective, ESS&SA continuously strives to:

- Deliver high quality security services;
- Take all measures necessary in order to provide safety for personnel and third parties and to prevent (im)material damage;
- Safe execution of transits by continuously analysing threats, anticipating to the changing and dynamic operational environment and thus minimizing risks in all our operational environments;
- Minimize environmentally hazardous situations as much as possible, while giving attention to sustainable investments;
- Anticipate to industry – related developments in all operational fields.

ESS&SA aims to establish collaborative and long – term relationships with its Clients to ensure continuity in cooperation, thereby also providing ESS&SA with valuable insights to develop its operational and customised services.

In its policy, ESS&SA pursues business continuity and (healthy) profitability. Quality, safety, environment and respect for human rights have highest priority in all ESS&SA's operational activities.

ESS&SA is committed to ensuring that it meets its legal obligations and prevents, detects and eliminates corrupt practices, and cooperates to reduce opportunities for bribery and corruption. ESS&SA requires all personnel at all times to act honestly and with integrity to safeguard resources for which they are responsible. Bribery can pose threat to these resources and therefore must be a concern to all employees of ESS&SA. ESS&SA does not tolerate any form of corruption (including the giving and receiving of bribes) and takes the most serious view of any attempt to commit corrupt practices by the personnel, contractors, agents and Clients. Cases of suspected corruption will be properly investigated and appropriate action taken, including reporting to the appropriate authorities and disciplinary action. ESS&SA Management and personnel are encouraged to report all cases of suspected corruption using ESS&SA whistleblowing procedure.

## Vision

To achieve its mission, ESS&SA embraces all applicable international and domestic legislation, guidelines and industry standards. Respecting human rights is always paramount within the operational standards and procedures.

As ex – Dutch Royal Navy, ESS&SA's Management possessed industry – relevant background and experience in assessing unpredictable threats to security, while constantly preventing or eliminating risks arising from those threats. This background serves as the basis ESS&SA Management has taken for its Security Management Policy and System in order to accomplish company objectives.

ESS&SA values professional approach. In all its operational fields, ESS&SA works with a highly qualified and unique network of professionals. ESS&SA's Security Teams are selected by strict criteria; ESS&SA maintains close and longstanding relationships with its local agents and ESS&SA's employees have unparalleled depth and experience in the field of maritime security.

## Management System

ESS&SA policy requires a complete mastery of the maritime security process, including guarantee to adhere to the management system. Within the management system, ESS&SA ensures that all processes are documented and retained by the respective employee. The execution of the valid system requires continuous improvement of the ESS&SA quality- and security policy, its services and the awareness of by the employees and third parties. In this way, ESS&SA pursues constant growth of professionalism, integrity, flexibility, loyalty and capability of thinking of its employees.

At all times ESS&SA and its personnel comply with applicable national and international legislation, laws, regulations, industry codes imposed on ESS&SA by the industry and by its own policy, while taking into consideration the policies our clients, third parties, authorities and customers.

ESS&SA's Management provides necessary resources, information and consultation while monitoring for compliance with the policy as provided in this document. The specific objectives and associated performance indicators are set out in the business plan, action list and company handbook.

## Security Management Policy

The objective of the security management system is to ensure business continuity and minimise business damage by preventing and minimising the impact of security incidents. ESS&SA recognises the importance of health, safety and security - both during the execution of the security services and afterwards. All threats and risks associated with the performance of maritime security services within the High Risk Area have been established, identified, analysed and evaluated. Wherever they are necessary or required, emergency procedures and contingency plans have been put into place and communicated to the responsible personnel. The security management policy of ESS&SA takes into account other directives and policies applicable within ESS&SA's organisational structure and the (maritime) security industry.

ESS&SA will:

- Ensure that the Management and employees comply with the requirements of the Security Management Policy;
- Minimize the risk of damage to company assets, information, reputation and business continuity;
- Define a systematic approach to Risk Assessment by identifying a method that is suited to ESS&SA Operational Environment, legal and regulatory requirements;
- Setting policy and objectives for ESS&SA to reduce risks to acceptable levels;
- Determining criteria for accepting the risks and identify acceptable levels of risk.

While carrying out its services, ESS&SA and its personnel are dedicated to:

- Be aware on the significant risks and potential threat in their areas of operation, including procedures to report and respond to incidents;
- The prevention of injury to employees, partners and third parties;
- The prevention of and minimization of (im)material damage and / or environmental damage;
- Continuous improvement of the working conditions and welfare of the employees, partners and third parties.

## Health, Safety and Environmental Policy

ESS&SA is committed to providing a safe and healthful environment for its employees and (sub)contractors and carrying out the operations in an environmentally sensitive and responsible manner. ESS&SA recognises an obligation to demonstrate safety and environmental leadership by maintaining the highest standards. ESS&SA Health, Safety and Environmental Policy sets out our commitment and outlines our approach to effective health and safety management. Our processes and procedures are designed not simply to meet legal requirements but to effectively deliver a healthy, safe and secure working environment for our employees and everyone else who might be affected by our work.

ESS&SA will strive to improve its safety and environmental performance continuously by adhering to the following policy objectives:

- Ensuring that employees and (sub)contractors are properly trained and provided with appropriate safety and emergency equipment.
- Maintaining a zero - tolerance for the use of alcohol and drugs for internal personnel and on – site security operators.
- Developing and improving programs and procedures to ensure compliance with all applicable law and industry regulations.
- Take appropriate actions to minimize hazards or change conditions that endanger health, safety or environment.
- Considering safety and environmental factors in all operating decisions, including those related to company strategy.
- Encouraging personal accountability and emphasising compliance with standards and conforming with ESS&SA policies and procedures, during employee / (sub)contractors training.
- Take steps to ensure all personnel are aware of the safety hazards and environmental aspects arising from ESS&SA activities and the benefits of improved performance.
- Seek to prevent injury, ill health by providing appropriate Health, Safety and Environment Awareness, instructions and supervision for employees, in order to achieve:
  - No accidents;
  - No incidents;
  - No unnecessary pressure put upon the environment.

## **Customer / quality policy**

ESS&SA is committed to providing high quality products, effective project management and outstanding customer service.

ESS&SA operates according to the standards published by the International Standardizing Organisation (ISO) as concerns quality management and quality assurance by demonstrating its ability to consistently provide services that meet customer and applicable statutory and regulatory requirements. The quality policy, formulated by the management is understood and followed at all levels and by all employees. The quality system is regularly audited and evaluated for conformity and effectiveness.

ESS&SA sees quality as the most important contributing factor to continuity and profitability. The quality policy is therefore aimed at realising high quality security services that meet all applicable legal standards and continue to meet the demands and expectation of our customers in the most efficient way possible. The quality policy calls for a systematic improvement of the organisation, its activities and the quality awareness of personnel and third parties. ESS&SA Management holds the view that the pursuance of the security policy leads to high level of quality of services, which ensures that ESS&SA becomes a permanent business partner to the client. Due to its horizontal internal structure and short lines of communication, ESS&SA aims at exceeding customer expectations and needs, and full compliance with the regulatory requirements and industry guidelines.

Annually, ESS&SA formulates policy implementation objectives which are quantified and can be found in the report of the annual assessment of the management system by the management.

The policy is reviewed annually and can be adjusted in, for example, the event of a company takeover, merger, or any other changes to the business activities of ESS&SA that might influence business continuity or lead to change within the domain of security and quality management.

By means of registration with the Dutch Chamber of Commerce and via our website, ESS&SA provides openness, transparency and accessibility of the security management system.

ESS&SA Management,

Mr. D. R. C. Romney

Mr. J. Pijlman