

KAMOR Shipping & Tanker Services

Code of Ethics

PREAMBLE

KAMOR Code of Ethics sets out the basis of **KAMOR** Shipping & Tanker Services relationship with customers, suppliers, staff and the law. It is derived from **KAMOR** operating values and practices and **KAMOR** Spirit.

KAMOR Spirit's main elements are:

1. Two-way loyalty of staff to management and management to staff.
2. Commitment to quality service and a willingness to go the extra mile.
3. Valuing of people: demonstrating care for the interests of customers and all who do Work for **KAMOR**.
4. Building enduring relationships with customers and suppliers through long-term commitments and face-to-face contacts.
5. Honesty in communication with customers and all who do work for **KAMOR**.
6. Compliance with all relevant laws, regulations and internal **KAMOR** Shipping & Tanker Services policies. This Code of Ethics reflects those values and acts to preserve them.

KAMOR Code of Ethics addresses:

1. Global corporate ethics
2. **KAMOR** customers
3. **KAMOR** staff, subcontractors, consultants and suppliers
4. Community and environment

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☞ Global Corporate Ethics ☞

1. The business culture of **KAMOR** Shipping & Tanker Services Ltd is based upon the laws and regulations that are applicable to Israel and the international community. The Company is committed to abide by all relevant laws, charters and rules applicable to its activities and aimed at upholding universal ethical practices and appropriate administrative conduct. Further, **KAMOR** people conduct their business in full understanding of, and in compliance with, **KAMOR** Shipping & Tanker Services Ltd. policies including those covering corruption, bribery, money laundering, whistleblowing and trade sanctions.
2. **KAMOR** Shipping & Tanker Services Ltd respects the rights and cultural practices of people in the countries in which it operates.
3. **KAMOR** Shipping & Tanker Services is a workplace that aspires to provide its employees a pleasant and positive work environment, free of discrimination and harassment based on age, color, marital status, medical condition, mental or physical disability, national origin, race, religion, sex, sexual orientation or veteran status.

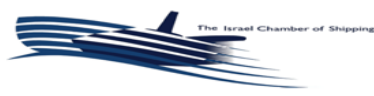
☞ KAMOR Customers ☞

1. **KAMOR**'s customers can expect KAMOR employees to do all within their power to meet their needs and exceed their expectations.
2. **KAMOR**'s customers can expect all KAMOR employees to deal honestly with them and not commit any crime at their behest.
3. **KAMOR**'s customers can expect **KAMOR** employees to work to create enduring and positive relationships with them.

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☞ KAMOR Employees, Suppliers, Subcontractors and Consultants ☞

1. People who undertake work for **KAMOR** do so cooperatively in a spirit of trust built on honest communication, professional conduct, fairness in business dealings and in full compliance with all laws and regulations.
2. **KAMOR** Shipping & Tanker Services Ltd. values highly the cultural diversity of all who undertake work for **KAMOR** and nurtures their willingness and capacity to work together to achieve common goals.
3. **KAMOR** managers support the honest efforts of all staff to improve themselves and make provision for training and professional development to ensure staff are appropriately equipped for the jobs they are required to do on behalf of customers.
4. **KAMOR** managers recognize that all who undertake work for **KAMOR** are connected to families and that the well-being of the family has an impact on their ability to work effectively.
5. **KAMOR** employees will neither attempt to use their standing as employees of **KAMOR** to derive a private business advantage for themselves, any associate or family member nor engage in any other activity which constitutes a conflict of interest between their private and professional roles.

☞ Community and Environment ☞

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1. **KAMOR** managers are committed to creating a healthy and safe work environment for all who undertake work for **KAMOR**. The company applies different measures to take care of its employee's health and safety and provides them with a safe work environment that is regulated by a system of safety and hygiene procedures based upon the following principles:
 - **KAMOR** ensures that the employee is familiar with safety procedures that are relevant to his work through guidance sessions, learning procedures and instructions, distribution of information and regulated control and monitoring procedures.
 - Each employee must follow all relevant safety procedures.
 - **KAMOR** encourages the employee to work in a safer environment, be aware of safety hazards or potential defects and report them to appropriate entities.
2. As part of being an advanced company that conducts itself according to the norms and values of the business community and shows responsibility and commitment towards environmental issues, **KAMOR** Shipping & Tanker Services Ltd maintains an environmental policy aimed at the welfare of the community. This policy is achieved through the company's procedures that regulate the company's environmental policy and its attitude towards the environment.
3. The company expects its employees to show awareness of environmental and social issues and do whatever they can to protect the environment and keep the environment free from any nuisance and provide warnings as to concerns from environmental damage while being active in order to promote environmental and social issues.