

ANTI-DISCRIMINATION AND HARRASSMENT POLICY

The Anti-Discrimination & Harassment Policy clarifies the commitment of QMS to a work environment that is free of discrimination and harassment for employees, contractors, clients and visitors. It gives guidance in areas where employees are exposed to or have the potential to expose others to discriminatory and or harassing behaviors'

This policy applies to all Quest Maritime Services employees including office staff.

Discrimination is the deliberate direct conduct and deliberate treatment of an individual less favorably on the grounds of a personal characteristic such as sex, parental status, race, religion, political affiliation, age or disability.

Harassment is the act of conducting unlawful discriminatory behaviors' as presented in the form of sexual harassment which is by definition the act of verbal, physical or electronic application of pressure upon another person related to sex.

QMS does not support people, systems or Third Parties that create an act of Discrimination and/or Harassment in the workplace.

QMS will review all of its policies and decisions for evidence of discrimination and where required educate employees about their obligations, rights and responsibilities.

QMS will treat all reports and complaints of harassment and discrimination seriously. Quest Maritime Services Management will promptly investigate all allegations in a sensitive, thorough and confidential manner and will ensure that this policy is strictly followed.

Brad Arnup
Managing Director
July 2014

A large, light blue watermark of the Quest Maritime Services logo is centered on the page. It features the letters 'QMS' in a large, bold font, with a compass rose icon to the right. Below the 'QMS' is the text 'Quest Maritime' in a large, bold font, and 'SERVICES' in a smaller, spaced-out font below that.

Quest Maritime
SERVICES