

EVER NAUTIC MARITIME RECRUITMENT										
	QUALITY MANAGEMENT SYSTEM MANUAL								Code	
	WITH REGARD TO REQUIREMENTS OF ISO 9001:2015 QUALITY SYSTEM STANDARD AND MARITIME LABOUR CONVENTION, 2006								QM-1	
	Developed by		BKI		Approved by		SVA		Revision	01
	Name		K. Baidyna		Name		V.Shvedchenko		Dated	22.09.25
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MLC POLICY

(MLC 2006 / MLC 2022 Compliance)

Ever Nautic is fully committed to meeting the requirements of the **Maritime Labour Convention (MLC)**, ensuring the protection of seafarers' rights and promoting fair, safe, and decent working conditions on board. Our **MLC Policy** is guided by the following commitments:

1. **Seafarer Welfare and Rights**

We ensure fair treatment, proper contracts, timely wages, and decent living conditions for all seafarers engaged through Ever Nautic. Respect for human dignity is the foundation of our operations.

2. **Health, Safety, and Security**

The wellbeing of seafarers is paramount. We require compliance with safe manning levels, proper rest hours, and the provision of safe working environments in line with MLC and IMO standards.

3. **Non-Discrimination and Equal Opportunity**

Ever Nautic prohibits discrimination on the basis of nationality, gender, religion, or personal beliefs. Recruitment and promotion are based only on merit, competence, and professionalism.

4. **Access to Training and Development**

We support seafarers' ongoing education and training to enhance skills, improve safety, and expand career opportunities. Investment in people ensures better performance at sea.

5. **Complaint and Grievance Handling**

Transparent and accessible grievance mechanisms are in place to ensure that seafarers' voices are heard and concerns are resolved fairly, without retaliation or penalty.

This MLC Policy is displayed, communicated, and regularly reviewed to ensure full compliance and commitment to seafarer welfare. Ever Nautic upholds the highest ethical and professional standards in line with MLC requirements.

Signed:



Capt. V.Shvedchenko

Managing Director

Date: 22.09.2025