

# Daninnan Marine Services Ltd

## Company's Crew Selecting Policy

- All our officers and crew must possess relevant certification and experience that satisfy STCW 78, as amended STCW 95.
- The officer and crew must possess relevant certification and experience that satisfy by local department of marine administration.
- The age limit for our senior officer ( i.e. captain, chief engineer, chief officer, and second engineer ) shall be 57 years.
- All our senior officer shall have at least a minimum of 2 years of experience in their respective positions on vessels in the last five years.
- The age limit for all our junior officer ( i.e. third engineers and below, or second officers and below ) shall be 47 years.
- All our junior officer shall have at least 2 years of experience in their respective positions on vessels in the last five years.
- The age limit for rating shall be 40 years except Kitchen department crew.
- All our rating shall have at least 2 years experience in their respective positions on vessels in the last 5 years.
- All our officer and rating must be certified medically fit by a doctor in marine clinic.
- All our officer and rating must pass a drug and alcohol test before joining your vessel.
- All our officer and rating must abide by the company's drug and alcohol policy, and safety policy
- All our officers, especially the senior ranks, must be conversant with IMO regulation and realize ISM & ISPS code.
- All our officer and rating must be able to communicate in English.
- All our officer and rating must realize Health, Safety and Environmental ( HSE ) policy.