

Privacy Notice

1 Introduction

- 1.1 This privacy notice sets out how V.Group uses your information as controllers of your Personal Data (as defined).
- 1.2 For further details of the applicable V.Group subsidiary or affiliate processing Personal Data of Data Subjects and as a controller (where applicable), please see Schedule 1 to this Notice.
- 1.3 This Notice:
- (a) applies to all Colleagues (as defined), seafarers, contractors, clients, customers, suppliers, agents, users of V.Group services, and visitors to the website;
 - (b) has been approved by the General Counsel & Company Secretary of V.Group;
 - (c) may be amended by V.Group at any time, consistent with the requirements of applicable laws and regulations. Any revisions will take effect from the date on which the amended Notice is published, as indicated by the version number.

2 Definitions

- 2.1 “**Colleague**” means any employee of V.Group;

“**Data Subject**” means any individual who is the subject of Personal Data that is processed by V.Group;

“**Data Protection Laws**” means all applicable laws, rules, regulation, directives and governmental requirements relating in any way to the privacy, confidentiality, security, integrity and protection of Personal Data, including without limitation: the Data Protection Act 2018; the UK General Data Protection Regulation; the Philippine Data Privacy Act of 2012 and its implementing rules and regulations; the EU General Data Protection Regulation 2016/679 (“GDPR”), the EU ePrivacy Directive 2002/58/EC, each as amended or superseded from time to time, and any EU Member State national implementing legislation;

“**EEA**” means the European Economic Area;

“**Global DPO**” means the data protection officer for V.Group globally and for GDPR purposes as set out in Schedule 2;

“**Personal Data**” means any data relating to an identified or identifiable person, such as name, addresses, email addresses, telephone numbers, dates of birth, identity card numbers, human resources files about employees, details of clients and suppliers;

“**process**” or “**processing**” or “**processed**” means any operation performed upon Personal Data, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure, or destruction;

“**Regional DPO**” means the data protection officer for V.Group in a particular country or region as set out in Schedule 2;

“**Sensitive Personal Data**” means any data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic or biometric data, health data, data concerning sex life or sexual orientation, data concerning the commission of any offence;¹ and

“**V.Group**” means Vouvray Acquisition Ltd and its subsidiaries and/or affiliates.

2.2 Words denoting the singular shall include the plural and vice versa.

3 Collection and Use of Personal Data

3.1 V.Group collects Personal Data relating to:

- (a) full, part-time and temporary employees, and applicants for employment (“**Employee Personal Data**”);
- (b) full, part-time and temporary seafarers whom V.Group may engage (as agents for shipowners) for direct employment by shipowners (as opposed to as V.Group employees who are directly employed by V.Group) and applicants for such seafarer employment (“**Seafarer Personal Data**”);;
- (c) contractors (“**Contractor Personal Data**”);
- (d) clients (“**Client Personal Data**”);
- (e) suppliers and other persons who provide goods and/or services to V.Group (“**Supplier Personal Data**”); and
- (f) users of our websites or other related services provided by V.Group (“**User Personal Data**”).

3.2 Employee Personal Data and Seafarer Personal Data

- (a) V.Group may hold and process the following types of Employee Personal Data and Seafarer Personal Data:
 - (i) personal details: name, address and contact information, national identity/registry/insurance numbers, date of birth, gender, immigration status and eligibility to work;
 - (ii) family composition: names of spouses and/or dependents and emergency contact details;
 - (iii) employment details: CVs, recruitment details and application forms, job history and experience, references, qualifications, appraisals and performance ratings, promotions/demotions, training records, information related to an employment contract, working time records and records relating to holiday and other leave, disciplinary actions, investigations or grievances, and workplace accidents;
 - (iv) education and vocational training, language, and other job-related skills;
 - (v) medical and fitness details;
 - (vi) financial details, including salary, bonuses, expense reimbursement and benefit information, bank account numbers, pensions, and details of any company loans, contractual payment, and entitlements; and
 - (vii) photographs of individuals.
- (b) Purposes for processing: The processing of Employee Personal Data and Seafarer Personal Data enables V.Group to perform its role as an employer and/or agent, including fulfilling its legal obligations under applicable laws and as necessary in connection with the performance of employment contracts. Without this information it would not be possible for V.Group to perform an employment contract. Certain Employee Personal Data and Seafarer Personal Data is

¹ Philippines: For DPA purposes, Sensitive Personal Data includes any other Personal Data classified as “sensitive personal information” by applicable Philippines data privacy laws.

processed by V.Group for its legitimate business interests, including without limitation:

- (i) administration and management of its employees;
 - (ii) administration of employee benefits and entitlements;
 - (iii) recruitment and determining suitability for employment or promotion;
 - (iv) conducting employee appraisals and performance evaluations;
 - (v) administering payroll services and other benefits, including pay, allowances, pension, health and life insurance, and other benefits, taxation, and other deductions from pay;
 - (vi) ensuring employee health and safety, monitoring attendance, and determining physical and/or mental fitness to work;
 - (vii) disciplining and investigating suspected misconduct or non-performance of duties;
 - (viii) responding to grievances and terminating employment;
 - (ix) training;
 - (x) ensuring legal and regulatory compliance, including monitoring compliance with internal rules and policies;
 - (xi) data backup, data archive and document retention; and
 - (xii) risk management, legal, accounting, and audit functions.
- (c) V.Group may disclose and/or transfer Employee Personal Data and Seafarer Personal Data within V.Group or to third parties for the purposes set out above. The parties to whom V.Group may disclose or otherwise transfer Employee Personal Data and Seafarer Personal Data include:
- (i) V.Group's affiliates for purposes consistent with their legitimate business practices and this Notice;
 - (ii) business associates and professional advisors;
 - (iii) third party service providers or processors performing services on V.Group's behalf or providing products, such as:
 - (A) human resources functions and other business processes, including without limitation recruitment, payroll, employee benefits, and insurance;
 - (B) operation and maintenance and hosting of information systems;
 - (C) risk management, compliance, legal and audit functions, and/or support services;
 - (D) data backup and archive; and/or
 - (E) insurers;
 - (iv) to an investigative body in the case of a breach of an agreement or a contravention of law or regulation;
 - (v) as otherwise necessary, required or permitted by law or due to a request from a competent court, regulator or other authority; and
 - (vi) any prospective third party purchaser of the shares or assets of V.Group.
- (d) V.Group may also hold and process the following types of Sensitive Personal Data in relation to employees and seafarers:
- (i) racial or ethnic origin only where required for the purposes of compliance with anti-discrimination laws;

- (ii) religious beliefs, sexual life, sexual orientation and gender reassignment where required by law;
 - (iii) health data where required by law and/or relating to benefits, accommodation of disabilities, leave entitlement, statutory sick pay, and/or health and safety at work;
 - (iv) trade union memberships data where required by law if applicable; and
 - (v) criminal background data where such checks are required by law.
- (e) V.Group will only process such Sensitive Personal Data when permitted or required to comply with its legal obligations or where the employee or seafarer's explicit consent has been obtained for the processing of such data (where such consent may be required by local law) or where necessary to protect the individual's vital interests.

3.3 Contractor Personal Data

- (a) V.Group may hold and process the following types of Contractor Personal Data:
- (i) personal details, such as information which may identify contractor: name, address of workplace, work contact information;
 - (ii) details, such as information relating to the use of a contractor: job title/function and area of expertise;
 - (iii) financial details, such as any financial information required for the performance of a contract with any contractors who may be individuals: bank account details for purposes of invoicing, payments and the performance of the contract;
 - (iv) medical and fitness details;
 - (v) goods or services provided, including any information relating to goods and services that have been supplied by any contractors; and
 - (vi) photographs of individuals.
- (b) The processing of Contractor Personal Data enables V.Group to carry out its legal obligations in connection with the performance of its agreement with contractors. Without this information it would not be possible for V.Group to perform its contractual obligations. Certain Contractor Personal Data is processed by V.Group for its legitimate business interests, including without limitation:
- (i) keeping records relating to the business and activities carried out between V.Group and any contractors, including records of:
 - (A) accounts and business records;
 - (B) risk management, compliance, legal and audit functions; and/or
 - (C) financial reporting;
 - (ii) carrying out background checks for anti-money laundering compliance or for the purposes of financial sanctions screening where required by law; and
 - (iii) general processing relating to any goods and/or services provided and the performance of contracts with any contractors.
- (c) V.Group may disclose and/or transfer Contractor Personal Data within V.Group or to third parties only for the business-related purposes set out above. The parties to whom V.Group may disclose or otherwise transfer Contractor Personal Data include:
- (i) V.Group and its affiliates for purposes consistent with their legitimate business practices and this Notice;
 - (ii) employees and business associates;
 - (iii) third party processors utilised for risk management, compliance, legal and audit functions;
 - (iv) legal and other professional advisers, consultants and experts;

- (v) financial organisations and advisers;
 - (vi) insurers;
 - (vii) persons making an enquiry or complaint, where required by law and/or with consent;
 - (viii) to an investigative body in the case of a breach of an agreement or a contravention of law;
 - (ix) as otherwise necessary or required or permitted by law or due to a request from a competent court, regulator or other authority; and
 - (x) any prospective third party purchaser of the shares or assets of V.Group.
- (d) V.Group may also hold and process the following types of Sensitive Personal Data in relation to contractors:
- (i) criminal background data only in relation to compliance with anti-corruption and/or anti-bribery where such checks are required by law.
- (e) V.Group will only process such Sensitive Personal Data when permitted or required to comply with its legal obligations or where the contractor's explicit consent has been obtained for the processing of such data, where such consent may be required by local law.

3.4 Client Personal Data

- (a) V.Group may hold and process the following types of Client Personal Data:
- (i) personal details: client name, client business postal address, client business email address, client business telephone number, client personal mobile number;
 - (ii) financial details: any financial information required for the performance of a contract with clients, in particular, bank account details for purposes of invoicing, payments and the performance of the client contract;
 - (iii) goods or services provided by the V.Group to the client;
 - (iv) records of telephone conversations; and
 - (v) photographs of individuals.
- (b) The processing of Client Personal Data enables V.Group to perform its role as service provider, including carrying out its obligations in connection with the performance of its client contracts. Without this information it would not be possible for V.Group to perform a client contract. Certain Client Personal Data is processed by V.Group for its legitimate business interests, including without limitation:
- (i) keeping records relating to the business and activities carried out by the V.Group with its clients, including records of:
 - (A) general processing relating to the performance of contracts with, and provision of services and/or products to, clients; and
 - (B) client relationship management, including advertising, marketing and public relations;
 - (ii) carrying out background checks for anti-corruption/anti-bribery compliance or for anti-money laundering compliance or financial sanctions screening where required by law and credit worthiness; and
 - (iii) financial records and audits related to client contracts and relationships.
- (c) V.Group may disclose and/or transfer Client Personal Data within V.Group or to third parties only for the business-related purposes set out above. The parties to whom V.Group may disclose or otherwise transfer Client Personal Data include:
- (i) V.Group and its affiliates for purposes consistent with their legitimate business practices and this Notice;
 - (ii) employees and business associates;
 - (iii) third party processors utilised for risk management, compliance, legal and audit functions;
 - (iv) legal and other professional advisers, consultants and experts;

- (v) financial organisations and advisers;
 - (vi) insurers;
 - (vii) persons making an enquiry or complaint, where required by law and/or with consent;
 - (viii) to an investigative body in the case of a breach of an agreement or a contravention of law;
 - (ix) as otherwise necessary or required or permitted by law or due to a request from a competent court, regulator, or other authority; and
 - (x) any prospective third party purchaser of the shares or assets of V.Group.
- (d) V.Group may also hold and process the following types of Sensitive Personal Data in relation to clients:
- (i) criminal background data only in relation to compliance with anti-corruption and/or anti-bribery where such checks are required by law.
- (e) V.Group will only process such Sensitive Personal Data when permitted or required to comply with its legal obligations or where the client's explicit consent has been obtained for the processing of such data, where such consent may be required by local law.

3.5 Supplier Personal Data

- (a) V.Group may hold and process the following types of Supplier Personal Data:
- (i) personal details: name/contact;
 - (ii) employment details: work address, work contact information, job title or function;
 - (iii) financial details, such as any financial information required for the performance of a contract with suppliers who may be individuals: bank account details for purposes of payment or expense reimbursement, invoices for services rendered, payment for goods supplied;
 - (iv) goods or services provided, including any information relating to goods and services that have been supplied by suppliers; and
 - (v) photographs of individuals.
- (b) The processing of Supplier Personal Data enables V.Group to perform its obligations in connection with the performance of its contracts with suppliers. Without this information it would not be possible for V.Group to perform a supplier contract. Certain Supplier Personal Data is processed by V.Group for its legitimate business interests, including without limitation:
- (i) keeping records relating to the business and activities carried out between the V.Group and any suppliers, including records of:
 - (A) accounts and business records;
 - (B) risk management, compliance, legal and audit functions; and
 - (C) financial reporting;
 - (ii) carrying out background checks for anti-money laundering compliance or for the purposes of financial sanctions screening where required by law; and
 - (iii) general processing relating to any goods and/or services provided and the performance of contracts with any suppliers.
- (c) V.Group may disclose and/or transfer Supplier Personal Data within V.Group or to third parties only for the business-related purposes set out above. The parties to whom V.Group may disclose or otherwise transfer Supplier Personal Data include:
- (i) V.Group and its affiliates for purposes consistent with their legitimate business practices and this Notice;
 - (ii) employees and business associates;
 - (iii) third party processors utilised for risk management, compliance, legal and audit functions;
 - (iv) legal and other professional advisers, consultants and experts;

- (v) financial organisations and advisers;
 - (vi) insurers;
 - (vii) persons making an enquiry or complaint, where required by law and/or with consent;
 - (viii) to an investigative body in the case of a breach of an agreement or a contravention of law;
 - (ix) as otherwise necessary or required or permitted by law or due to a request from a competent court, regulator, or other authority; and
 - (x) any prospective third party purchaser of the shares or assets of V.Group.
- (d) V.Group may also hold and process the following types of Sensitive Personal Data in relation to suppliers:
- (i) criminal background data only in relation to compliance with anti-corruption and/or anti-bribery where such checks are required by law.
- (e) V.Group will only process such Sensitive Personal Data when permitted or required to comply with its legal obligations or where the supplier's explicit consent has been obtained for the processing of such data, where such consent may be required by local law.

3.6 User Personal Data

V.Group will hold and process User Personal Data as set out in the Website Privacy Notice.

4 Processing of Personal Data

4.1 V.Group handles all Personal Data such that it is:

- (a) processed lawfully, fairly and in a transparent manner in relation to the Data Subjects;
- (b) collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes. Further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes will not be considered to be incompatible with the initial purposes;
- (c) adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;
- (d) accurate, where necessary, kept up to date and every reasonable step must be taken to ensure that Personal Data that is inaccurate is erased or rectified without delay;
- (e) kept in a form which permits identification of Data Subjects for no longer than is necessary for the purposes for which the Personal Data is processed; Personal Data may be stored for longer periods insofar as the Personal Data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the appropriate measures;
- (f) processed in a manner that ensures appropriate security of the Personal Data, including protection against unauthorised or unlawful processing, accidental loss, destruction or damage, using appropriate measures; and
- (g) only disclosed to third parties or transferred outside a country's or region's borders in accordance with Data Protection Laws and ensuring adequate levels of data protection.

5 Rights of Data Subjects

- 5.1 V.Group will respond to requests made by you to exercise your legal rights in relation to Personal Data that V.Group holds about you. Subject to applicable exemptions, you have the following rights²:
- (a) Right to be informed
Right to be informed about any Personal Data held about you by V.Group.
 - (b) Right of access
Right to request access to Personal Data and be provided information in relation to that data (including the purposes for which the data is processed, how long it will be stored for, the right to lodge a complaint with a supervisory authority).
 - (c) Right to rectification
Right to have any inaccurate Personal Data amended.
 - (d) Right to erasure
Right to have Personal Data erased.
 - (e) Right to restrict processing
Right to restrict processing of Personal Data.
 - (f) Right to data portability
Right to receive a copy of your Personal Data in a machine-readable format or to have your Personal Data sent to another entity.
 - (g) Right to object
Right to object to the processing of Personal Data.
 - (h) Right in relation to automated decision making and profiling
Right not to be subject to a decision which is based on automated processing or profiling that could result in a significant legal or similar effect on you, such as discriminatory effects.

6 Rights Requests

- 6.1 If making a request to access your Personal Data please follow the instructions at <https://vgrouplimited.com/data-protection-overview/> and send to: data.request@vgrouplimited.com the necessary information.

7 Appointing Data Processors

- 7.1 When appointing third parties to carry out processing of Personal Data on V.Group's behalf, V.Group shall impose contractual obligations dealing with the protection and security of that information such that these third parties are contractually required to, amongst other obligations, act in a manner consistent with V.Group's instructions when processing Personal Data and that they have in place appropriate technical and organisational security measures to safeguard such Personal Data.

8 Security

- 8.1 We will hold your Personal Data securely in line with physical, technical and administrative security measures.

² Philippines: For DPA purposes, data subjects have the right:

9 Intra-Group Data Transfers

- 9.1 Personal Data may be transferred between companies in V.Group in accordance with Data Protection Laws and this Notice.

10 Transfers to Third Countries

- 10.1 Given the international nature of V.Group's operations, Personal Data collected in the United Kingdom and EEA may be transferred to countries outside the United Kingdom and EEA or 'Third Countries' which may not have laws offering the same level of protection for Personal Data as those inside the United Kingdom and EEA. V.Group will take steps to prevent the transfer of Personal Data without adequate safeguards being put in place and will ensure that Personal Data collected in the United Kingdom and EEA and transferred internationally is afforded the same level of protection as it would be inside the United Kingdom and EEA. For further information on the adequate safeguards adopted by V.Group for the international transfer of Personal Data, please see the Data Transfers Policy.³

11 Data Retention

- 11.1 V.Group will generally keep your information for as long as it is needed in line with the reason it is collected.
- 11.2 V.Group has in place the Data Retention & Destruction Policy to be followed in respect of the retention of Personal Data.

12 Complaints

- 12.1 If you have any concerns about our use of your personal information, you can make a complaint to us at: data.protection@vgrouplimited.com
- 12.2 You can also complain to the ICO if you are unhappy with how we have used your data.

The ICO's address:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Helpline number: 0303 123 1113
ICO website: <https://www.ico.org.uk>

- 12.3 This Notice was approved as stated in this paragraph and is issued on a version-controlled basis.

³ Philippines: Where there are equivalent international transfers of Personal Data from the Philippines to those outside the Philippines, please see the Data Transfers Policy (Philippines) (<http://www.vgrouplimited.com/data-transfers-policy-philippines.aspx>).

| Version | Date of Issue | Approved by | Position |
|----------------|----------------------|--------------------|-------------------------------------|
| 1 | 05.04.2018 | Rod Day | Chief Financial Officer |
| 2 | 10.10.2018 | Deborah Grimason | General Counsel & Company Secretary |
| 3 | 28.06.2019 | Deborah Grimason | General Counsel & Company Secretary |
| 4 | 06.12.2021 | Deborah Grimason | General Counsel & Company Secretary |

Schedule 1
V.Group data controllers

| | Company | Country |
|-----|---|----------------|
| 1. | Baltic Group International Far East JSC | Russia |
| 2. | Baltic Group International Georgia Ltd | Georgia |
| 3. | Baltic Group International Novorossiysk JSC | Russia |
| 4. | Baltic Group International St Petersburg JSC | Russia |
| 5. | Dania Ship Management | Denmark |
| 6. | Dania Ship Management Bulk | Denmark |
| 7. | E-Hub Corporate Services (Pte) Ltd | India |
| 8. | Global Marine Travel LLC | USA |
| 9. | H. Schuldt Shipbrokers GmbH & Co. KG | Germany |
| 10. | Inter Argo PH Inc | Philippines |
| 11. | International Tanker Management Ltd | Bermuda |
| 12. | ISS GMT B.V. | Netherlands |
| 13. | Kestrel Shipping, Incorporated | Philippines |
| 14. | North Sea Marine Services Corporation | Philippines |
| 15. | Northern Crewing Services GmbH & Co. KG | Germany |
| 16. | Oceanic Hospitality Training Centre Corporation | Philippines |
| 17. | OCL Oceanic Catering Ltd | Cyprus |
| 18. | OÜ Baltic Group International | Estonia |
| 19. | Pacific Ocean Manning, Incorporated | Philippines |
| 20. | SeaTec China Limited | China |
| 21. | Seatec Services Pte Ltd | |
| 22. | Seatec UK Ltd | UK |
| 23. | Selandia Crew Management (India) Pvt. Ltd. | India |
| 24. | Selandia Crew Management Pte. Ltd. | Singapore |

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| 25. | Selandia Ship Management (India) Pvt. Ltd. | India |
| 26. | Selandia Ship Management (Latvia) Pvt. Ltd. | Latvia |
| 27. | Selandia Ship Management (Singapore) Pte. Ltd. | Singapore |
| 28. | Selandia Ship Management Pte. Ltd. | Singapore |
| 29. | SIA LAT B.G.I. | Latvia |
| 30. | V.Group Global (Singapore) Pte Ltd | Singapore |
| 31. | V.Holding Manpower Pvt Ltd | India |
| 32. | V.Hong Kong Limited | Hong Kong |
| 33. | V.Scope (Germany) GmbH & Co KG | |
| 34. | V.Ships (Isle of Man) Ltd | Isle of Man |
| 35. | V.Ships (Shanghai) Limited | China |
| 36. | V.Ships Asia Group Pte Ltd | Singapore |
| 37. | V.Ships Brasil SA | Brazil |
| 38. | V.Ships Bulgaria Ltd | Bulgaria |
| 39. | V.Ships Canada Inc | Canada |
| 40. | V.Ships Croatia Ltd | Croatia |
| 41. | V.Ships France SAS | France |
| 42. | V.Ships Germany GmbH | Germany |
| 43. | V.Ships Greece Ltd | Bermuda |
| 44. | V.Ships (Hamburg) GmbH & Co KG | Germany |
| 45. | V.Ships India Pvt Ltd | India |
| 46. | V.Ships Istanbul Denizcilik Hizmetleri Limited | Turkey |
| 47. | V.Ships Italy S.r.L. | Italy |
| 48. | V.Ships Leisure Limited | Isle of Man |
| 49. | V.Ships Leisure SAM | Monaco |
| 50. | V.Ships Leisure USA Inc | USA |

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|------------|---------------------------------------|-------------|
| 51. | V.Ships Limited | Cyprus |
| 52. | V.Ships Management Ltd | Isle of Man |
| 53. | V.Ships Manpower SRL | Romania |
| 54. | V.Ships Monaco SAM | Monaco |
| 55. | V.Ships Norway AS | Norway |
| 56. | V.Ships Offshore (Asia) Pte. Ltd | Singapore |
| 57. | V.Ships Offshore Ukraine | Ukraine |
| 58. | V.Ships PL ZOO | Poland |
| 59. | V.Ships Services Oceana Inc. | Philippines |
| 60. | V.Ships Ship Management India Pvt Ltd | India |
| 61. | V.Ships UK Limited | UK |
| 62. | V.Ships Ukraine Limited | Ukraine |
| 63. | V.Ships USA LLC | USA |
| 64. | VGG India Private Ltd | India |
| 65. | VS Marine Pvt Ltd | India |

Schedule 2

V.Group DPOs and regional officers

| DPO | Name | Email | Address | Telephone no. |
|--|------------------------|--|--|------------------|
| Global DPO (globally and for GDPR purposes) | | | | |
| Global DPO | Dora Costa | dpo@vgrouplimited.com | V.Group, 1st Floor, 63 Queen Victoria Street, London, EC4N 4UA, UK | +44 207 3328510 |
| Regional DPOs / regional officers | | | | |
| Germany | | | | |
| DPO Germany | Dennys Wulf | dpo.germany@vships.com | Rolandsbrücke 4 20095 Hamburg Germany | +49 40 30905 123 |
| India | | | | |
| Grievance Officer | Manisha Rane | manisha.rane@vships.com | Windsor Corporate Park, 7th floor, BEST Colony Road, Oshiwara, Goregaon West, Mumbai – 400 102 | +91 22 6827 7000 |
| Grievance Officer | Indra Priyadharshini T | priyadharshini.t@vships.com | EA Chambers Tower II, 8th Floor, No 49, 50L, Whites Road, Royapettah, Chennai – 600 014, India | +91 44 4293 1730 |

| Philippines | | | | |
|--|---------------------|--|---|---------------------------|
| Philippines DPO | Ferdinand Anda | ferdinand.anda@vships.com | 9F Aseana Two Bldg., Bradco Avenue, Aseana City, Paranaque City, Philippines 1702 | +63 288589910 |
| Russia | | | | |
| Russia DPO (Baltic Group International, Saint-Petersburg) | Victor Khodakov | victor.khodakov@baltic-crew.com | 23A, Vladimirsky prospect, "Renaissance Hall", 5th floor, St. Petersburg, Russia | +7 812 346 8008 |
| Russia DPO (Baltic Group International, Novorossiysk Ltd) | Vladimir Feoktistov | vladimir.feoktistov@baltic-crew.com | 11b, Khvorostyanskogo str., Novorossiysk city, Krasnodar reg., Russia, 353925 | +7 861 771 0083 |
| Russia DPO (Baltic Group International Far East, JSC) | Sergey Novoselov | sergey.novoselov@baltic-crew.com | 12, Nakhodkinskiy Prospect, Nakhodka, 692904, Russia | +7 423 662 2255 / 69 2092 |
| Singapore | | | | |
| Singapore Chief DPO | Gelle Sia | gelle.sia@vships.com | 21-03/06, 300 Beach Road, The Concourse, Singapore 199555 | +65 6885 0610 |