

APPENDIX J - MEDIA AND INTERNET COMMUNICATION POLICY

The Chief Commercial Officer works for the Company to ensure that the Company's mission, response to media and internet inquiries, and presentation of events are represented with one, unified voice. Immediate Communications will ensure a clear, consistent, accurate, authoritative and timely message to the public on behalf of the Company.

In order to efficiently and effectively ensure a unified message, all employees are required to comply with the following media and internet communication policy:

- a. Any media and internet inquiries on topics that are considered controversial and may result in a negative or ambiguous story about the Company should be directed to Group Chief Commercial Officer.

Mr. Nikos Georgopoulos: Group Chief Commercial Officer
Mobile: +306943590272
Email: ng@diaplous.com

- b. In response to any media and internet contact or inquiry regarding a controversial topic, Company's personnel are not to respond by stating:

"I am not allowed to talk/respond to a reporter" or "I have to get permission to speak to you". The Diaplous Maritime Services' policy is to refer all media/internet inquiries to Mr. N. Georgopoulos, our Chief Commercial Officer. You can reach him at +306943590272."

Good communication among employees will assist CCO role in working with reporters and may preempt any negative reports in the media.

At Diaplous Land Service we believe in open communication and everybody is encouraged to tell the world about himself and share his passion.

However, these new ways of communication are changing the way we talk to each other and even to our customers and partners. In order to avoid any problems or misunderstandings, we have come up with a few guidelines to provide helpful and practical advice while operating on the internet:

- Please familiarize yourself with and follow the Diaplous Code of Conduct
- You are not encouraged to discuss Diaplous matters on the Internet
- Please don't use Company's email address for private communications
- You are personally responsible for the content you publish on blogs, wikis or any other form of user-generated media. Please remember that the Internet never forgets. This means everything you publish will be visible to the world for a long time. Common sense is a huge factor here. If you are about to publish something that makes you or the company uncomfortable, please review
- It is not recommended to talk about your work nor develop an open dialogue on the community.
- Please act responsibly with the information you are entrusted with.



DIAPLOUS LAND SERVICES

Procedure
IMP-01

INTEGRATED MANAGEMENT SYSTEM MANUAL
COMPANY ORGANOGRAM & POLICIES

Effective Date
March 2021

- Do not comment on work-related legal matters of Diaplous unless you have the legal approval from company to do so. In addition, talking about revenues, unannounced financial results or similar matters will get you, the company or both into serious trouble. Stay away from discussing financial topics and predictions of future performance at all costs.
- Respect your audience. Don't use ethnic slurs, personal insults, obscenity, or engage in any conduct that would not be acceptable in the Diaplous workplace. You should also show proper consideration for others privacy and for topics that may be considered objectionable or inflammatory (like religion or politics). We all appreciate respect.
- Think about consequences. So, please remember: Using your public voice to trash or embarrass your employer, your customers, your co-workers or even yourself is not okay - and not very smart.
- Have you posted something that just wasn't true? Be the first to respond to your own mistake. In a blog, if you choose to modify an earlier post, make it clear that you have done so.
- Please respect copyright. If it is not yours, don't use it. It is very simple. It is that person's choice to share his or her material with the world, not yours. Before posting someone else's work, please check with the owner first.
- Don't cite or reference clients, partners or contractors without their approval. When you do make a reference, where possible, link back to the source.
- Be aware that others will associate you with your employer when you identify yourself as such. Please ensure that social media profiles used and related content is consistent with how you wish to present yourself with clients and colleagues.
- Even if you act with the best intentions, you must remember that anything you put out there about the Diaplous can potentially harm the company. This goes for all internal media as well, like the intranet or any newsletters you send out. As soon as you act on the company's behalf by distributing information, you are upholding the company's image. Please act responsibly.

Especially for all our partners that are operating as security personnel:

- It is prohibited to take any kind of pictures from client premises and then upload them to any social media.
- It is prohibited to publish in social media such as Facebook, Twitter etc. any kind of information that is referring to company's SOPs, RUF, clients as well as financial turnover and salaries.

Date: March 2021	Position: General manager	Name: A.Galatis	Signature:
----------------------------	-------------------------------------	---------------------------	------------