

## DUE-DILIGENCE CHECKLIST – PRIVATE MARITIME SECURITY CONTRACTOR

The use of Private Maritime Security Contractors (PMSC) on-board merchant vessels should only be considered following completion of a detailed risk assessment process and completion of a robust and clearly documented pre-selection due-diligence (screening) process, both of which should be stewarded by a detailed Management of Change. This checklist is intended to assist ship owners/operators with pre-selection due-diligence work prior to entering into any service agreement with a PMSC.

The due-diligence process should be aligned with standard audit technique, such that appropriate verification documentation must be provided or sighted on a random sampling basis to ensure validation of stated requirements and expectations. Details of certification, registered numbers and dates of certification/endorsements and approvals should be recorded within the review process.

PMSC name	Sea Guardian (SG) Ltd.	Registered Address	Reg. No: HE299985		
PMSC website	www.sguardian.com	Number of permanent employees		Established since	January 2012

Item	Ref	Requirements & expectations	Notes	
<b>General</b>	1.1	The structure of the PMSC is clearly stated.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">ISO 9001:2008 – ISO 28000:2007 &amp; ISO/PAS 28007:2012 (stage 1)</a> CERTIFIED BY LLOYDS REGISTER QA <a href="#">Quality Policy</a> § 1.3 <a href="#">Security Management System manual Annex “D”</a>
	1.2	The PMSC has a clearly stated mission or vision statement, which outlines high level and long-term aspirations of the company.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">Quality Policy</a> (p.4: Quality Policy Statement & Mission Statement) in accordance with ISO 9001
	1.3	The PMSC policies reflect the company position with regard to safety, health, employment, alcohol, drugs, training, and protection of persons and preservation of life.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">Quality Policy</a> (§ 1.1: Company Profile) & <a href="#">Quality Manual</a> (§6.4: Work Environment) in accordance with ISO 9001 and <a href="#">Health Safety &amp; Environmental Protection Policy</a>
	1.4	The PMSC can demonstrate that procedures and instructions are aligned with the stated	Yes <input checked="" type="checkbox"/>	Management Review Minutes 1

		policies and these are reviewed on a periodic basis.	No <input type="checkbox"/>	Management Review Minutes 2 & Preventive Action in accordance with ISO 9001 & ISO/PAS 28007
	1.5	The PMSC has a valid business registration certificate, which corresponds with the address of the company office(s).	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	CERTIFICATE OF <a href="#">REGISTERED ADDRESS</a>
	1.6	The PMSC has valid licence from their home country to trade as a security contractor.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">PSSC 31/4</a>
	1.7	The ownership of the PMSC has been verified. Owner(s) or shareholders are clearly stated and are not affiliated with any national governments.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">COMPANY PROFILE BROCHURE</a>
	1.8	The PMSC has contracts with any national governments.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	If yes, please list:
	1.9	The security PMSC appears to be financially secure and annual accounts/bank references are available to support claims of financial stability.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Available upon request
	1.10	The PMSC has provision for 24hour emergency support to cover any potential occurrences.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">SOP Operations Center</a> Operations centre duty officer will be the first person to be contacted by Team Leader or Master in case of an emergency, afterwards all parties concerned will be informed accordingly (e.g Operations Director, Managing Director, Shipping company, etc)
	1.11	Members of the PMSC senior management have been involved in face-to-face discussions with ship owner/operator representative(s).	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
	1.12	The PMSC has access to competent maritime legal advice (e.g. in-house counsel / external legal advisors) on a 24/7 basis.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	N. GOYIOS – A. NASSIKAS MARITIME LAW FIRM
	1.13	While there is no specific Code of Conduct governing the Maritime Security Industry, does the PMSC have a documented policy that is used to implement the relevant guidance contained in the following generic Codes for the Security Industry: I. ICOC-PSSP (International Code of Conduct for Private Security Service Providers) II. The Voluntary Principles III. UN Basic Principles on the Use of Force & Firearms by Law Enforcement Officials (1990)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">ICoC Compliance and Code of Business Ethics</a> <a href="#">Human Rights and Personal data Policy</a> <a href="#">Monteux Document</a> <a href="#">RULES FOR THE USE OF FORCE</a>
<b>Experience &amp;</b>	2.1	The PMSC has been established in the maritime private security sector for a period of at	Yes <input checked="" type="checkbox"/>	

<b>knowledge</b>		least two years as a stand-alone entity or experience as a sub-contractor in the industry for 4 or more years.	No <input type="checkbox"/>	
	2.2	If the PMSC has been established in the maritime private security sector for a period of less than 2 year as a “stand-alone” entity, proof of past experience has been reviewed	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	REFERENCES AVAILABLE UPON REQUEST.
	2.3	The senior management of the PMSC have relevant experience and knowledge of the maritime security sector.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	RETIRED SENIOR OFFICERS OF HELLENIC NAVY SEAL TEAMS
	2.4	Appropriate written testimonials / references relating to previously undertaken maritime security assignments have been reviewed.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Available upon request
	2.5	The security company is able to demonstrate a sound understanding of the current threats posed to merchant vessels in recognised high-risk areas and has established systems which allow them to maintain this understanding.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	DAILY INTELLIGENCE REPORTS – THREAT ANALYSIS & RISK ASSESSMENT (Recent reports available upon request) Sea Guardian Operations Centre collects intelligence from public and military sources as well as from team leaders that are on-board vessels. All intelligence and weather data analysed by Operations Centre intelligence Cell and distributed to Masters / Team leaders, for further action / preparation flag In case of any emergency (i.e attack, suspicious activity, etc) duty officer will contact vessel’s sailing nearby the incident by sat phone, an email will follow for record purposes
	2.6	Does the PMSC demonstrate a sound understanding of the relevant sections of the following International Conventions: (1) UNCLOS (United Nations Convention on the Law of the Sea) (2) SUA (Suppression of Unlawful Acts against the Safety of Maritime Navigation) (3) SOLAS including ISPS Code	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Members of SG staff have served in UN / NATO and / or have relevant experience as Senior officers of Hellenic Navy. The majority of Management Team and SG staff personnel are certified as

				CSO/SSO and Internal Auditors according to ISPS and ISM code Team leaders are Qualified / Certified as Ship Security Officers, and all team members are aware of Ship Security according to ISPS code Once they get on board they will train the crew pertaining to the implementation of BMP 4, drills with crew's participation are conducted in order to minimise response in case of imminent attack
	2.7	The PMSC is able to demonstrate its knowledge and understanding of Industry standards / guidelines applicable to maritime security requirements for deployment of armed personnel on merchant vessels	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	ADHERE TO CURRENT IMO MSC.1/Circ.1405 MSC.1/Circ. 1443
<b>Procedures</b>	3.1	Documented procedures relating to vessel protection and reporting embrace the provisions outlined in the most recent version of Best Management Practices.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">SOP Security Guards on Board</a> (§ 0203. Team On Board)  <a href="#">Annex E Reports / Contact Details</a>
	3.2	Documented procedures include guidance on chain of authority and change of PMSC command whenever a security team are embarked onboard a merchant vessel?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">SOP Security Guards on Board</a> (§ 0203.1 Command & Control)
	3.3	Documented procedure for the notification of Flag State when armed security team is deployed on-board a merchant vessel (See section 7 for further checks regarding Flag state approval processes)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	ADHERE TO FLAG STATE GUIDELINES FOR PMSC The required Non Objection letter that allows our armed sec guards to get on-board have been issued for vessels flying the most known flags (i.e. Greek, Panama, Malta, Bahamas, Liberia, Marshal Islands)
	3.4	Documented procedures provide clear guidance on the decision making process to be followed (rules of for the use of force) prior to taking any decision to use force. Should contain: <ul style="list-style-type: none"> <li>• Threat analysis</li> <li>• Stage-wise response: <ul style="list-style-type: none"> <li>○ Non-lethal options</li> <li>○ Use of force options other than lethal force</li> </ul> </li> </ul>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">RULES FOR THE USE OF FORCE</a> Adopted BIMCO guidelines on the RUF and 100 Series RUF. RUF are available upon request, upon team's embarkation an RUF agreement is signed between Master and Team Leader according to IMO

	o Use of lethal force		Msc 1. Circ 1443 proposed by GUARDCON (BIMCO)
3.5	Documented procedures for the “use of force” include documented procedures giving guidance on specific orders when firearms can be loaded and “made ready” for use.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">RULES FOR THE USE OF FORCE</a>
3.6	The PMSC can provide details of rationale for selected firearms deployed.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Firearms are compatible with the provisions of ISO/PAS 28007 (semi auto - drastical range >500 yds)
3.7	Documented procedures provide clear requirements relating to the procurement, ownership and registration of firearms. Evidence of such documentation should be available for review.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	All firearms have been procured / purchased legally and have been approved by Home State (documents are available upon request)
3.8	Documented procedures provide clear requirements relating to the management of firearms including upkeep of weapons, transportation to and from a vessel, storage in approved containers and storage arrangements when held on-board a merchant vessel.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OPS SOP 001 ( <a href="#">Weapons’ Safety Management</a> )
3.9	Responsibilities for lifesaving duties during vessel protection assignments have been clearly identified.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SG personnel are thoroughly trained / briefed prior to deployment. Familiarization and lifesaving procedures / duties aboard are introduced to security team upon embarkation during safety briefing under the authority of Master and in accordance with ISM code. Specialized scene management briefings are provided by the TL upon embarkation.
3.10	Documented procedures give due account toward preserving a non-hazardous environment on-board vessel types which seek to maintain intrinsically safe operations.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OPS SOP 001 (Security Guards on Board) (§ 0204. Health & Safety) & Preventive Action and subsequent <a href="#">guidelines (CIRCULAR.NO.1.30-10-2013)</a>

	3.11	Documented procedures provide details of the incident record keeping and reporting protocols to be followed for each instance when the PMSC or the vessel's Master considered the vessel security to have been threatened.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">SG33-06DF12 Incident Report &amp; Suspicious activity log</a>
	3.12	The PMSC has clearly stated incident investigation procedures and records which support detailed route analysis and a process for capturing lessons learnt. Incident investigation examples should contain clear account of incident, witness statements, actions taken, identification of any non-compliance with procedures and supporting evidence if available.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OPS SOP 001 & <a href="#">SG33-06DF12 Incident Report form</a>
	3.13	The PMSC has documented procedures / protocols for safe custody of any arrested / detained individuals.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">Human Rights and Personal data Policy &amp; ICoC Compliance and Code of Business Ethics</a>
	3.14	The PMSC has a clearly stated emergency response / communications plan including 24 hour support and clearly stated responsibilities of shore response team members. Plan accounts for emergency situations such as: Medical incidents, missing persons, hijacking/kidnapping and emergency repatriation.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OPS <a href="#">SOP 002 (Operations Center)</a>
	3.15	The PMSC has documented presentations for Ship's Master and crew on anti-piracy measures associated with the deployment of PMSC personnel to merchant vessel and expected roles and responsibilities of ship's Master and crew in a security incident.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	TL receive related presentations as well as detailed emergencies response plans and check lists for Master, Officers and crew
	3.16	The PMSC follows a documented process, which provides the shipping company with a detailed post-deployment report. The report should contain full details of the deployment, operational matters, any training and/or ship hardening provided by the PMSC team and any advice as to any further security enhancements, which may be considered.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	A detailed after action report (AAR) is provided to the shipping company after task completion.
<b>Employee screening</b>	4.1	The PMSC's employee selection and employment process is clearly documented with relevant minimum standards/expectations detailed.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure
	4.2	The employee selection process includes minimum expectations, which are required prior to any person being designated as a team leader. Such team leader expectations may include demonstration of detailed understanding of	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous</a>

	vessel vulnerability, security risk assessments and man management.		<a href="#">Evaluation</a> Procedure
A robust pre-employment process for each new employee includes:			
4.3	Appropriate identity and criminal record background checks to security company's home country legal obligations.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure  <a href="#">HR policy</a> § 1.3
4.4	Verification of previous employment references and employment history, including review of documented references and testimonials.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure
4.5	Verification of experience and certification regarding the use and carriage of firearm types which would be deployed onboard merchant vessels.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	All personnel are Weapons Competent and active members of Hellenic shooting Federation. Verifications to be submitted upon request
4.6	Military and law enforcement background checks. To include, assignments and qualifications attained during service.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure
4.7	Physical fitness testing (including tests for drug and alcohol use/misuse) – Standards such as Seafarers ENG1 Medical for UK nationals confirm employees are fit for purpose.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure  <a href="#">HR policy</a> § 1.3
4.7	The employee screening process includes confirmation that proposed candidates are assessed to be of sound mental health.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure

				<a href="#">HR policy § 1.3</a>
	4.8	The employee screening process includes aspects of aptitude and psychological testing.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure  <a href="#">HR policy § 1.3</a>
<b>Training</b>	5.1	Minimum marine security contractor training expectations (e.g. IMO Standards for Private Marine Security Companies training course, Ship Security Officer training, specific weapon training, Basis Sea Survival and Marine Fire-fighting etc.) are clearly stated within the security company procedures.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">HR policy § 1.3</a> Additionally, all personnel receives detailed Induction training prior to being ready for deployment with Sea Guardian
	The PMSC should be able to provide documentary evidence to verify adequate initial and refresher training. Such documentary evidence should confirm:			
	5.2	Basic ship-board familiarisation training prior to embarking any merchant vessel.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Prior to being ready for deployment with Sea Guardian, all personnel receives dedicated Induction training
	5.3	Any additional requirements of relevant flag state(s) (Basic sea survival, Ship Security Officer, Tanker Familiarisation, Marine Fire-fighting etc.)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">HR policy § 1.3</a> All personnel must hold STCW certificate according to IMO requirements
	5.4	Training in the PMSC's specific procedures with focus on the carriage and management of firearms, onboard chain of authority and the different stages of the documented decision making processes.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<a href="#">Weapons' Safety Management</a>
	5.5	Training in the use and care of the specific make and model of security equipment (Including firearms) which personnel may be expected to use/deploy. Should include: <ul style="list-style-type: none"> <li>• Date of last qualification,</li> <li>• Weapon(s) used in qualification</li> <li>• Number of rounds fired (against qualification standards – Military spec preferred)</li> </ul>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	All Security Operatives are ex special forces with minimum two years of service in the Navy (OYK) or Army Special Forces, they are also members of shooting clubs, where they conduct refresher trainings Shore training in places like Galle (Sri Lanka) and / or Durban (South Africa) is conducted in Accredited firearms



				training centres, which are available for Maritime security operatives before or after their deployment, using the same firearms and calibre like the ones used on board vessels On board training & shooting drills are conducted on board vessels for refreshment purposes, under supervision of qualified team leaders / trainers
5.6	Medical training to a recognised international standard.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure
5.7	Contained in the training syllabus are appropriate sections and instruction in legal understanding of UNCLOS, SUA, SOLAS and UN Basis Principles on the use of force and firearms by law enforcement officials (1990) <ul style="list-style-type: none"> <li>As outlined in “General Section - 1.13”</li> </ul>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure (Induction Training course)
5.8	Are PMSC company personnel given appropriate training and/or briefing with specific reference to the vessel type and where that vessel will be trading, including: <ul style="list-style-type: none"> <li>(I) Pirate Action Group operations, tactics and behaviours?</li> <li>(II) Industry Best Management Practices, in particular Ship Self Protection Measures?</li> <li>(III) The relevant provisions of the Shipboard Security Plan (SSP) and the differing Security Levels?</li> <li>(IV) Vessels Emergency Procedures and Contingency Plans?</li> </ul>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure (Pre-deployment Briefing)
5.9	The PMSC has a process in place which involves documented periodic assessments of personnel performance. In addition to assessment of performance the process considers training/career development opportunities and recommendations.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		TL evaluates team members. Master fill in an appraisal form for all the team. This appraisal sealed inside an envelope and handed over to Operations Director upon transit’s completion
<p><b>Note:</b> At the completion of this section, the reviewer must be satisfied that the training regime in place and the records of that training give confidence that the PMSC personnel have been provided with appropriate knowledge and skills to ensure that all PMSC personnel deployed</p>				

	across the Shipping Company's Fleet will receive a uniform level of professional training, attain the same high level of competencies and provide the level of services expected by the Ship's owner/operator.			
<b>Accreditation by recognised association or industry body</b>	6.1	The PMSC has attained relevant accreditation by a recognised security association or forum such as: "Security Association for the Maritime Industry", "International Code of Conduct for Private Security Service Providers", "British Association of Private Security Companies" and the "International Marine Contractors Association".	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Signatory company to ICoC Vetted and/or <a href="#">fully endorsed</a> by the Security Association for the Maritime Industry ( <a href="#">SAMI</a> ) & International Association of Maritime Security Professionals (IAMSP)
	6.2	The PMSC has been endorsed by recognised associations and/or industry bodies. Endorsement may include: Class, Flag, Ship-Owner Association or ISO Quality Assurance Accreditations.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	ISO 9001:2008 ISO 28000:2007 ISO/PAS 28007:2012 Accredited By <a href="#">Cyprus Flag Administration</a> Accredited by <a href="#">Panama Flag Administration</a>
<b>Flag state approval</b>	7.1	The PMSC demonstrates sound knowledge of the various flag state approval requirements and limitations with regard to the carriage and on-board management of armed or unarmed private security contractors.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	HR SOP 001 <a href="#">Screening, Selection, Training, Evaluation &amp; Certification – Deployment &amp; Continuous Evaluation</a> Procedure (Induction Training course)
	7.2	Documented examples outlining previous flag state approvals to operate on-board merchant vessels have been reviewed.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Available upon request
	7.3	The PMSC is able to provide an example of a detailed plan covering proposed Security Team deployment to the Port / Coastal State to ensure compliance with the respective State's requirements on possession, transportation of weapons.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Available upon request
	<b>Note:</b> Most Flag States have strict requirements regarding the carriage of arms on vessel flying their flag including the individual licensing of personnel who may carry arms and the licensing of individual firearms. Some Flag States have limitations on the type of weapons that may be carried on board (e.g. some Flag States do not allow the use of fully automatic / select fire weapons).			

<b>Port and Coastal state approval</b>	8.1	The PMSC demonstrates sound knowledge in relevant port and coastal state approval requirements and limitations with regard to the transfer of security contractors and their equipment, especially firearms.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Firearms accompanied with proper End User Certificates (EUC) by Government body.
	8.2	The PMSC can provide documented evidence of recent/current agreements where they have obtained permission to embark/disembark security personnel and associated equipment (especially firearms) from/to key ports in region (Fujairah, Muscat, Salalah, Galle, Suez, Djibouti etc).	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Available upon request
	8.3	The PMSC is able to provide an example of a detailed plan covering proposed Security Team deployment to the Flag State to ensure compliance with the Flag State's requirements on possession and transportation of weapons (if so required).	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Available upon request
<b>Insurance</b>	9.1	The PMSC provides and maintains public and employer's liability insurance to a level expected by the ship owner (not expected to be less the US\$5 Million).	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	All insurance covers iaw GUARDCON. (USD 5 million)
	The terms of the PMSC insurance must not prejudice or potentially prejudice the ship owners' insurance.			
	9.2	The PMSC provides and maintains insurance covering personal accident, medical expenses, hospitalization and repatriation of employees.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Personal accident US \$250,000
	9.3	The PMSC insures its personnel to carry and use firearms on the high seas and territorial waters, for accident, injury and damage arising from the use of firearms and liability for any claim that might arise from the carriage and use of firearms.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Professional indemnity US \$5,000,000
<b>Contractual agreement</b>	10.1	Any agreement contains a clearly worded indemnity clause removing liability for ship owner, operator, crew and charterer for actions which may be a direct result of embarking private security contractors.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	GUARDCON
	10.2	Agreement confirms the minimum on-board security team compliment (industry guidelines state that this should be four) and that one team member will always be a qualified team medic.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	GUARDCON

	10.3	On-board agreements re-iterate the chain of accountability between PMSC personnel, the Master and the Administration in the event of damage / injury.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
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<b>Notes</b>				
<b>Names of person(s) conducting review</b>	SG Managing Director	SG Operations Director	<b>Date</b>	

Further guidance can be obtained from the following sources:

“Industry guidelines for the use of private maritime security contractors (PMSC) as additional protection in waters affected by Somali piracy”, “IMO Circular – Guidance to ship owners, ship operators and ship Masters on the use of privately contracted armed security personnel on-board ships in the high risk area” and appropriate industry associations.