



32 Points Manning

Maritime Recruitment

Core Values & Principles

32 Points Manning, LLC was founded on a set of core values. We apply these values to the way in which we do business, which speaks to our principles. This way always provides a guiding light.

Core Values:

Empathy: Business should never be excused as a reason to accept unfair benefit at the expense of others, including our employees, vendors, clients, and business partners. When we genuinely care about *everyone* at the table and make an effort to be fair, the outcomes have the best chance for long-lasting growth.

Expertise: We always seek to apply expertise to every avenue of our business in an effort to create confidence and value. All positions within 32 Points Manning, LLC are designed with some form of expert oversight.

Honesty: "Three things cannot be long hidden: the sun, the moon, and the truth" as the saying goes. We are honest and truthful in all of our dealings, even when we make mistakes. Cultivating honesty creates trust and value. We strive to treat everyone as if we are permanent residents in the same house.

Transparency: We strive to do business openly without deception. We do not hide fees or disguise pricing. Trust is created by displaying actions of integrity and ethical behavior.

Creativity: Our business solutions will not stand idle. We strive consistently to find creative solutions and new pathways to success, which creates the best opportunity for innovation and long-term strength.

Cost-efficiency: We strive to keep our pricing and costs realistic and fair as a premium service outlet with the idea that we want our services to be accessible by all sizes of business.



WWW.32POINTSMANNING.COM
(978) 225-3276



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Applied Principles:

Human Dignity:

- We offer fair compensation above the minimums of applicable labor laws and regulations.
- We abide by all child labor laws and do not employ anyone under 15 years of age. Nor do we engage in forced or compulsory labor.
- As Equal Opportunity/Affirmative Action Employer we do not engage in discrimination, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status, judging only the ability to successfully complete job required tasks effectively.
- We adhere to Combating Human Trafficking as stated in FAR Clause 52.222-50. The smaller problems we see in behavior tell the story of the much larger problems in one's behavior. Ending human trafficking requires that we also watch for fraudulent recruiting practices, document confiscation, engaging sex-workers, ensuring proper contracts and avoiding substandard housing.

Health, Safety, Quality: We strive to ensure healthy and safe working conditions for all. We always safeguard against a loss of quality. This is why we chose to create our own HSQE program to maintain high levels of quality and safety, and ensuring the best health in all situations. This allows us to monitor, review, and adjust our internal and external staff, provide improvements, and apply this standard to all decisions we make.

Corruption: We have structured an internal system of compensation that greatly rewards our staff for their work without creating conflicts. We ensure client relationships are appropriate.

Data Security: We maintain a minimum of CMMC Level 1 (as of 2025) with the fifteen basic cybersecurity safeguarding requirements to protect all sensitive personnel and business data.

Reporting Misconduct: Anyone who wishes to report the possibility of misconduct involving 32 Points Manning, LLC may do so by emailing misconduct@32pointsmanning.com. All reports will remain anonymous.

