



32 Points Manning

Maritime Recruitment

Core Values & Principles

32 Points Manning, LLC was founded on a set of core values. We apply those values to principles that comprise our foundation and a belief system, which informs the way in which we conduct business.

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. Therefore, every position in our company is 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. When you cultivate honesty, it creates real trust and value. It is our goal to treat everyone as if we live with them.

Transparency – We reveal everything we do openly without deception. We do not hide fees or pricing. We are open to scrutiny because we hide nothing. By putting our best foot forward with integrity and ethical behavior it creates trust.

Creativity - All of our business solutions will consistently go through a process to use unique and creative solutions so that are always standing on the edge of innovation. It is tempting to rest on tried-and-true methods. Committing to constant exploration will keep our business strong and relevant.

Cost-efficiency – We will always attempt to keep our pricing realistic so that our services can be used by all levels of business.



WWW.32POINTSMANNING.COM

(978) 225-3276



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Our Core Values support our principles

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.
- We will not engage in forced or compulsory labor.
- As Equal Opportunity Employers we do not engage in discrimination, judging only the ability to successfully complete job required tasks.
- Equal Opportunity for Veterans.
- Combating Human Trafficking,

Health, Safety, Quality: We strive to ensure healthy and safe working conditions for all. This is why we chose to create our own HSQE program to maintain high levels of quality and safety, which interacts with all we do. This allows us to monitor and adjust our internal and external staff, and all decisions we make.

Corruption: We have structured an internal system of compensation and review to prevent any unfair advantages or inappropriate relationships.

Data Security: We maintain CMMC Level 1 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.



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