

# ESG REPORT



Reflections of our  
ESG journey 2022



# Transparency is inextricable from integrity



Disclosing our ambitions and our progress towards them is crucial to maintaining the reputation we have worked so tirelessly over decades to achieve.

Nurturing our people and communities, having the courage to do what's right, and progressively setting the standard are core values at Anglo-Eastern. I feel incredibly privileged to be part of a company where these values are echoed so unanimously throughout. It is this collective approach that sets us apart, and which has seen us navigate the challenges of the past year so successfully.

The year 2022 saw a renewed vigour across shipping to unify in the face of various environmental, social and governance (ESG) challenges. The UN Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report<sup>1</sup>, published in August 2021, and its corresponding Synthesis Report of 20 March 2023, provide a thorough evaluation of the most up-to-date information on the physical science behind climate change and its impact on droughts, floods, rising sea levels, and habitat destruction.

Scenario analyses in the report suggest that unless substantial reductions in CO<sub>2</sub> and other greenhouse gases occur in the coming decades, we will fail to achieve the Paris Agreement target of limiting global warming to 2°C above pre-industrial levels this century. As a result, we must act accordingly to decarbonise ahead of the International Maritime Organisation's targets, delivering on our promise to do the right things the right way.

Since the global pandemic, we have witnessed a welcome transition in the way crew welfare is viewed. Wellbeing is now widely recognised as a primary issue across the industry, with mental health assigned equal prominence alongside the traditional physical view of health and safety. It has been heartening to see this industry-wide change, with 24/7 access to mental health support services and significant advancements in internet connectivity at sea for enhanced wellbeing.

Looking through a more governance-focused lens, a striking development in the last few years has been the growing push for greater ESG transparency and reporting. From the Task Force on Climate-related Financial Disclosures (TCFD) to the EU Commission's proposal for a Corporate Sustainability Reporting Directive (CSRD), companies are increasingly being asked to declare their environmental impact and activities as part of boardroom and investor decision-making.

This ESG report is our proactive response to the changes on the horizon. By publishing this report, we are not only complying with the proposed directive, but acting ahead of it, such is our promise and aspiration to lead with integrity and shape a better maritime future. Reflecting on 2022, I can proudly say that we have stayed true to our vision and values, thereby laying the foundations for a better and stronger 2023.

To all those working under the Anglo-Eastern banner, both ashore and at sea, I send my sincerest gratitude.

Thank you.

**Capt. Bjorn Hojgaard**  
Chief Executive Officer

<sup>1</sup> <https://www.ipcc.ch/report/ar6/wg1/>



# ANGLO-EASTERN

Environmental, Social, and Governance (ESG) is a concept that has only recently begun to seriously permeate the maritime transportation industry. However, Anglo-Eastern has long been a strong advocate of acting responsibly with respect to these tenets.

## OUR PROMISE

### Leading with integrity

Anglo-Eastern leads by doing the right things the right way. We enable everyone to perform at their best, while challenging ourselves to responsibly shape the industry and make a positive impact in our communities.

## OUR PURPOSE



Build trust



Drive performance



Shape a better maritime future

## OUR VALUES

### Nurturing our people and communities

We have an unwavering commitment to the ongoing growth and success of our people, and the communities that depend on us.

### Courage to do what's right

We take ownership for all outcomes and stand firmly for what we believe in, even when we have to make tough calls. We engage in open, honest dialogue to meet our stakeholders' needs.

### Progressively setting the standard

We look beyond the status quo and always strive to be the best we can be. We seek the latest knowledge and skills to set standards and deliver results.

## OUR PERSONALITY

Spirited

Genuine

Practical

Empathetic





## Activity Metrics 2022



**32,281**  
Shipboard Employees  
[TR-MT-000.A]



**40,483,336**  
Total Miles Travelled  
[TR-MT-000.B]



**223,836**  
Operating Days  
[TR-MT-000.C]



**53,972,054 MT**  
Deadweight Tonnage  
[TR-MT-000.D]



**663**  
Vessels in Fleet  
[TR-MT-000.E]



**23,415**  
Port Calls  
[TR-MT-000.F]



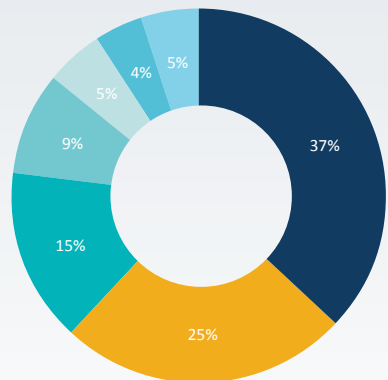
**1,932**  
Shoreside Employees



**~93%**  
Seafarer Retention Rate



**29 Offices**  
Across 17 Countries



- Bulk Carrier
- Tanker (Oil/Chem)
- Container Ship
- Gas Carrier
- General Cargo
- Ro-Ro
- Others



## OUR TCFD

Our business is exposed to climate-related risks. Engagement with the TCFD (Task Force on Climate-Related Financial Disclosures) Framework marks the formalisation of our approach to assessing, identifying, and managing these risks, as well as priming ourselves to take advantage of the opportunities that lay ahead.

### Governance

#### *Describe the Board's oversight of climate related risks and opportunities*

The Board engages at least annually in discussion and planning regarding climate-related risks and opportunities, but also on an ad-hoc basis with the ESG team. The climate-related risk management strategy is endorsed by the Board as part of the annual strategy review.

#### *Describe management's role in assessing and managing climate-related risks and opportunities*

The CEO and COO establish appropriate goals and objectives, which are then implemented by the relevant heads of departments. An ESG team has been established, which holds responsibility for the overall coordination and assistance in achieving the set objectives and targets. A primary function of the ESG team is to improve communication between different departments within the organisation, facilitating data collection, information sharing, and strategy implementation.

## Strategy

*Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long-term*

Short-term: Risk of increased delays resulting from extreme weather events. Cost of compliance with CII and EU ETS regulations.

Medium to long-term: Regulatory development presents a significant transitory risk over both the medium and long-term. Anglo-Eastern is constantly monitoring and assessing both direct and indirect exposure to regulations to ensure our own compliance, and the compliance of our partners and clients. Therein lies an opportunity for us to provide further assistance to our partners and clients.

Other medium to long-term climate risks include the increased frequency of extreme weather events, climate migration affecting the sourcing of seafarers, and the increasing prevalence of emissions trading schemes. However, in demonstrably managing these risks appropriately, there is the opportunity to access green financing, remain a preferred service provider in the market, and improve business resilience.

*Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning*

To take advantage of the opportunities and appropriately manage the risks mentioned above, Anglo-Eastern has been working to ensure these climate-related considerations are integrated into decision-making processes across every department in the organisation. This involved regular discussion of the organisation's ambitions and strategy, both internally and externally.

Additionally, Anglo-Eastern commits substantial resources to assessing the most viable options for vessel and fleet compliance with emissions-related regulations, providing advanced training for seafarers in the operation of vessels equipped with new technologies, and communicating the challenges and opportunities to clients and partners.

*Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario*

Anglo-Eastern is in the process of evaluating the potential impacts of climate-related risks at different temperature increases. The findings of this exercise will serve to bolster our climate strategy and improve business resilience.

## Risk Management

*Describe the organisation's processes for identifying and assessing climate-related risks*

A primary function of the ESG committee is to liaise with various personnel across the organisation's departments, clients, and partners to identify climate-related risks. Anglo-Eastern also works with external consultants to seek advice on regulatory and market expectations and developments.

*Describe the organisation's processes for managing climate-related risks*

The ESG committee consolidates and assesses the identified climate-related risks, assisting the Executive Management Team in developing management plans as appropriate. Strategies that include measurable, time-bound targets are developed and communicated to the Board. Progress towards these strategies is also communicated internally as appropriate.

*Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management*

Climate risks are integrated into business decision making alongside risks belonging to traditional categories such as operational, technical, and legal. Broadly, risks are prioritised based on the likelihood and severity of their impact on business activities.

## Metrics and Targets

*Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk process*

Anglo-Eastern measures Scope 1, Scope 2, and partial Scope 3 emissions in alignment with the categories defined by the World Resources Institute's Greenhouse Gas Protocol's Technical Guidance documents.

Vessel emissions data is recorded alongside various carbon intensity indicators, including EEDI, EEOI, and AER, where appropriate.

Emissions from shoreside activity are recorded, including but not limited to office utilities (Scope 2), business travel (Scope 3), and purchased goods (Scope 3).

*Disclose Scope 1, Scope 2, and, if appropriate, Scope 3, greenhouse gas (GHG) emissions, and the related risks*

- Scope 1: 334t CO<sub>2</sub>eq for shore operations;
- Scope 2: 1,394t CO<sub>2</sub>eq for shore operations; and
- Scope 3: 1,210t CO<sub>2</sub>eq (excluding vessel emissions); 16,430,840t CO<sub>2</sub>eq (including vessel emissions).

**OUR** Anglo-Eastern welcomes the responsibility  
to act as stewards of our environment.

# ENVIRONMENT





# Environmental Stewardship

Anglo-Eastern respects and values our environment, oceans, and biodiversity, championing clean and sustainable ways to take the industry forwards.



## Environmental Compliance

Climate change is driving the agenda globally from both technical and financial angles. Our Environmental Compliance Department is not only ensuring that vessels operate as per our environmental policy, but also that clients are able to optimise vessel performance through CII monitoring and move towards a more sustainable future for shipping.

Anglo-Eastern consistently exceeds the minimum compliance requirements outlined by the various, rapidly developing regulations. Our focus on environmental excellence, throughout our operations, maintains our position at the forefront of the industry.

We are proud adherents of MARPOL regulations and other IMO’s environmental conventions, as well as being certified to ISO 14001 Environmental Management standards.

## Less Plastic, More Life

Anglo-Eastern has pledged with IMPA SAVE to reduce the use of plastic drinking bottles on board by 2025. The task group, established to implement our plastic reduction strategy, has set the following targets:

- 6 months: 10% reduction
- 12 months: 20% reduction
- 18 months: 30% reduction
- 24 months: 50% reduction



Crew members on our managed vessels are all fully engaged with our mission to reduce plastic use. As part of this commitment, reusable steel water bottles are used to prevent the waste of 1,000s of plastic bottles a year.

In the same vein, Anglo-Eastern Ship Management India, in collaboration with Bisleri, is ensuring single-use plastic drinking water bottles are no longer used. Water is supplied in recycled containers and any occasional single-use plastic bottles are recycled at Bisleri’s bottle collection unit.

In 2022, AEMA cadets continued to partake in regular beach clean-ups, as well as working to collect waste from streams and rivers. By removing plastic from these varied ecosystems, our cadets have had a tangible impact on the wildlife and water quality of the aquatic sources leading to our oceans.

## Environmental Policy

The Company is committed towards minimising the environmental impact of operations.

The Company shall operate vessels in compliance with all applicable international and national regulations.

The Company requires all its employees and contractors to conduct their activities in an environmentally responsible manner.

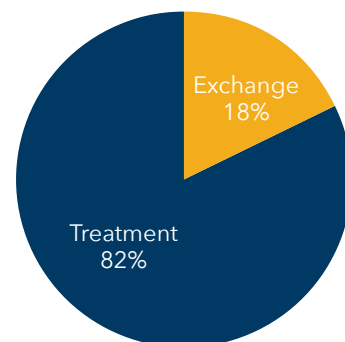
The Company will take strict disciplinary action against any employee who obstructs, hinders, provides false information, or makes false statements during any inspection.

Master and Chief Engineer are responsible for undertaking all measures necessary to achieve the Company’s objectives and prevent environmental pollution, by safe vessel operation.

## Life Below Water: Ballast Water Management Systems

82% of our managed ships are installed with Ballast Water Management Systems (BWMS), with the remaining 18% employing the necessary Ballast Water Exchange requirements, and all are operating in compliance with the Ballast Water Management Convention.

We have dedicated ballast water training centres at the Anglo-Eastern Maritime Academy in Karjat which houses three fully operational BWMS, and one fully operational BWMS at our Manila training centre.



Percentage of vessels employing Ballast Water Treatment vs Exchange

# Decarbonisation Pathway

Decarbonisation through digitalisation and design will be crucial in making shipping sustainable.



## Anglo-Eastern Fleet Performance Centre

Anglo-Eastern Fleet Performance Centre (AEFPC) was formally established in Mumbai in July 2021. Comprising a dedicated team of experienced chief engineers and masters, AEFPC's purpose is to build user confidence, assist in the identification of trends, and translate data into actionable decision-making to improve overall fleet safety, performance efficiency, regulatory compliance, and predictive maintenance, while providing safe navigation decision-making support for ship operators.

In 2022, the Fleet Operations Solution (FOS) platform has continued to assist improvements in crew awareness of vessel performance and environmental compliance. The machine-learning programme processes large quantities of data to best inform the safe and efficient voyage of any given vessel. FOS brings together a vessel's navigational, operational, and fuel efficiency monitoring data in a single interface for seamless performance management and decision-making.

It allows individuals to accurately predict emissions, plan the voyage accordingly, and then proceed with the voyage confidently. It also allows the vessel to take corrective action during a voyage, should circumstances change, and plan upcoming voyages to achieve the CII target value.



## Just Transition - Training for the Future: AEMTC

The Anglo-Eastern Maritime Training Centres (AEMTC) in Mumbai and Manila carry out training at their state-of-the-art training facilities on various subjects, all the while recognising the fact that people are at the center of the decarbonisation strategy.

With the anticipated growth in dual-fuel propulsion systems and LNG bunkering operations, Anglo-Eastern has proactively invested in further developing its training capabilities and infrastructure to include state-of-the-art simulators and new course offerings that specifically focus on these two key areas.

Anglo-Eastern has commissioned a WinGD simulator, for which we received accreditation to hold advanced courses for dual-fuel controlled engines. And at our flagship training centre in Mumbai, we have installed a Wärtsilä TechSim 5000 simulator that can simulate the 4-stroke DFDE engine operation and be used for simulating LNG bunkering into C-Type LNG storage tanks. Simulators for LNG bunkering into a membrane tank are under development.

Additionally, AEMTC has received approval to provide basic and advanced IGF Code courses for handling alternative fuels with low flash points.

## Decarbonisation Through Design: AETS

Anglo-Eastern has built up significant experience in the design, construction, and operation of dual-fuel vessels, and we are placing a key emphasis on this area for the future.

Through our naval architecture division, Anglo-Eastern Technical Services (AETS), we have collaborated with shipowners on numerous retrofit projects and novel vessel designs aimed at reducing or eliminating emissions. We continue to advise and support shipowners in matters relating to compliance with forthcoming emissions regulations, and have conducted numerous new and existing vessel reviews, offering lifecycle sustainability assessments, alternative fuel technologies, and options for optimisation.

In 2022, AETS worked across multiple projects and reached several agreements including:

- Ongoing engagement with 82 ocean-going dual-fuel vessels and newbuildings;
- Current technical management of 9 dual-fuel vessels;
- Upcoming technical management of 14 dual-fuel vessels;
- Current project management of 68 newbuildings;
- Launch of world's first hydrogen-powered tug;
- DNV approval in principle for a 2,000 KW ABC hydrogen generator retrofit on a 1,900 TEU container ship;
- AiP secured for 2 NH3 DF ship design (LR/ ABS) and 38 units under construction; and
- Retrofit designs for ESD (rotor sail), Vessel elongation (DWT increase), Carbon Capture System retrofit.

## Decarbonisation Through Collaborations

Technological developments in ship design and fuel types will be critical to the successful decarbonisation of our industry. Zero-emission vessels will be a reality and the shift from fossil fuels is inevitable. We are determined to be ready for the transition, which upon beginning, will be rapid. Through collaborations with our peers and partners, we are advancing industry understanding and the availability of solutions.

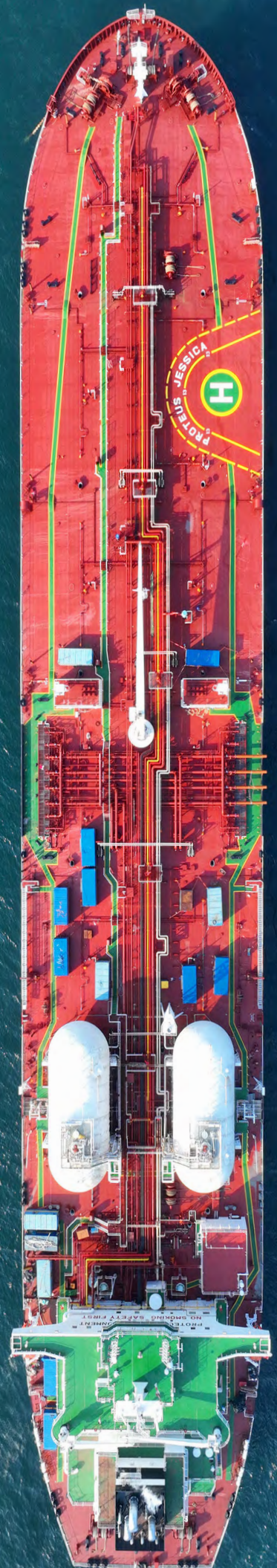
We are a member of a joint study framework aimed at advancing ammonia as an alternative marine fuel and have partnered with other like-minded organisations to help drive decarbonisation and sustainability.

We have partnered with CORE-POWER, a marine-Molten Salt Reactor (m-MSR) development company. We believe nuclear energy may provide one possible solution to enabling a truly zero-emission shipping industry. Our design team in Anglo-Eastern Technical Services is working with CORE-POWER to develop practical ship designs utilising m-MSR as their source of power.

In April 2022, Anglo-Eastern proudly joined the Maritime Just Transition Task Force. The task force was established at COP26 in Glasgow by leading working groups, industry bodies, and organisations with the aim of bringing together governments, unions, and industry players to pursue a fair and equitable green transition. To further our industry-wide commitment, this year Anglo-Eastern joined the Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping as Mission Ambassador, and also signed an "Innovation Partnership" cooperation agreement with MAN Energy Solutions.



GLOBAL  
MARITIME  
FORUM



# Being Neutral

“Carbon offsetting is not the end of our journey to becoming a responsible corporate citizen. It is a beginning, representing a stepping stone towards making real changes in the way we run our business, the way we do things, the way we work and live our lives.” – Bjorn Hojgaard, CEO



## Zambia 2020-21

The carbon credits were purchased under VERRA standard and REDD+ framework offsetting emissions associated with our shore operations for the years 2019 and 2020, including emissions associated with our shore operations, which encompasses our business units, recruitment offices, training centres, and academy. In doing so, we were awarded our carbon-neutral certification from CO<sub>2</sub>logic.

In this period, we offset 9,592 tonnes of CO<sub>2</sub> emissions through the sponsorship of a reforestation project in Zambia.

The project is grassroots-based, focusing on community commitment and conservation planning through farming cooperatives and sustainable farming practices, and promotes conservation through market mechanisms.



## Our Solar Project

Acknowledging offsetting as only a temporary solution, we are transitioning into more energy-efficient buildings and optimising our use of resources.

Anglo-Eastern Maritime Academy (AEMA), situated amid the pristine Sahyadri mountains, is a testimony to our sustainable operations. While already equipped with features like a biogas plant, composting pits, rainwater harvesting, drip irrigation, and rooftop solar water heaters, it still relies upon the power grid's electrical supply for all its operations.

In an effort to reduce emissions associated with grid use, AEMA commissioned and installed a 100kW solar PV plant in 2022 on top of an existing structure, generating electricity for approximately eight hours a day.

After six months, the statistics showed an encouraging trend - AEMA had reduced their grid energy consumption by 15% and their direct CO<sub>2</sub> emissions by 46 MT.



### Water Rwanda 2022

In 2022, offsets were purchased in a safe water supply project located in Rwanda. This project not only provides Anglo-Eastern with carbon offsets, but also significantly contributes to several other SDGs by providing clean water to Rwandans in need. Our 2021 emissions of 2,938 tonnes of CO<sub>2</sub> equivalents were offset through the purchase of Gold Standard credits and is applicable for the period July 2022 to July 2023.

By providing Rwandans with clean water through the construction and maintenance of new wells, we remove the need to boil dirty water collected from polluted sources. Boiling water to make it safe, burning wood is the most common fuel source - which not only leads to deforestation, but also the production of harmful fumes that may cause health issues.

In addition to reducing greenhouse gas emissions, this project has the following co-benefits:

- Reduced deforestation and degradation of surrounding forests, thereby reducing erosion and nutrient loss;
- Reduced disease caused by dirty drinking water;
- Reduced health risks caused by carbon monoxide and particulates from fire;
- Less time required to purify water, allowing more time to focus on other tasks or childcare;
- Local training and employment opportunities provided to maintain and monitor the boreholes; and
- Reduced costs of purchasing fuel that would have been required to purify dirty water.



**2.51 WELLS  
RESTORED**  


**1,888,437  
LITRES OF  
CLEAN WATER**  


**18,402  
TREES  
SAVED**  


**739 PEOPLE  
SUPPORTED**  


**2,938  
TONNES  
CO<sub>2</sub> AVOIDED**  


# OUR PEOPLE

As an international operation, we have a responsibility to thousands of employees globally, and touch the lives of many different communities and people beyond that. In this spirit, we welcome our responsibility to care for our people.



# Prioritising People is Our Aim

Our Quality, Health, Safety and Environment (QHSE) divisions manages ongoing health and safety training, programmes, and campaigns that go beyond minimum regulatory compliance.



## Go Home Safe

Our Go Home Safe programme is a simple tool to engage the crew in meaningful task-related safety discussions. The Go Home Safe campaign has been active since 2018, and is one of the ways we help cultivate a proactive safety culture on board our managed vessels. As part of this campaign, sessions are held where groups of workers are brought together to openly discuss the hazards associated with various activities. Prevention and mitigation measures are evaluated and implemented as a result.



## Be Safe+

Our Be Safe+ programme provides a framework that promotes a proactive attitude toward safety, while empowering individuals to stop work should they observe anything that may be considered unsafe. All staff are encouraged to act on this authority and receive training on how to do so. Both safe and unsafe observations are recorded and analysed periodically to ensure the continuous development of our safety processes and procedures.



Our company policies aim for 100% compliance and zero injuries, casualties and accidents. In 2022, we achieved a Lost Time Incident Rate (LTIR) of 0.47.

## Search and Rescue: A Lifeline at Sea

Rescuing lives at sea is a challenge our seafarers have consistently stepped up to over the years. In 2022, the number of rescues totalled 17, an incredible effort towards making the oceans safer.

To be stranded on a small vessel, hundreds of miles from the nearest port, without power, is terrifying. When the vessel is sinking, however, things reach another level of terror. On November 18th, MV Darya Gayatri assisted in the rescue of Tapio Lehtinen after his yacht sank during the Golden Globe Race. The Darya Gayatri took him on board after he was rescued by fellow contestant Kirsten Neuschäfer, and transported him back to safety.

All credit for these rescues goes to the captains and crew of the vessels responsible, who have helped make our seas safer for all.



## LEAP Forward

Commencing in January 2022, 20 employees were selected for the inaugural intake of our first Leadership Excellence Advancement Programme (LEAP). The programme aims to help our keenest aspirants learn management skills, enhance their capabilities, and advance their career potential.

Over the course of the programme, participants benefitted from management interactions, exposure to the business, and a well-rounded personal and professional development course comprising eight customised modules. Through LEAP, we are building maritime leaders of the future.



# Wellbeing and Engagement

The Anglo-Eastern Staff Satisfaction and Engagement Team (ASSET), is a platform to drive our wellbeing initiatives, implemented on board by our Wellbeing and Engagement (WE) teams.



ASSET activities range from campaigns such as the "Are U OK?" campaign to regular events including days dedicated to e-waste, wildlife conservation, and pollution control. In September 2022, we revisited the "Are U OK?" campaign, encouraging and informing seafarers how best to look out for one another. This was followed later in the year with the initiation of a webinar series on mental health and wellbeing called "Mind the Mind".

One of the ways in which we measure the effectiveness of our ASSET and other wellbeing initiatives is through surveys. As per the third-party survey carried out by 'Marine Benefits' of over 4,000 seafarers from 10 shipping companies, AESM stood at 5.61 out of 7 on the happiness index, the highest in the industry.

## Buddy System

The buddy system was developed by Anglo-Eastern to create a welcoming and efficient working environment for the trainees serving onboard our managed vessels. The system involves teaming up trainees with seafarers in similar groups, facilitating a smooth transition and adoption of Anglo-Eastern's culture. The buddy, who is typically an experienced seafarer onboard, is responsible for ensuring the initial wellbeing of the trainee and providing ongoing support throughout their tenure.

## WE Team

The Wellbeing and Engagement (WE) Team onboard is comprised of the Second Officer, Second Engineer, and the most approachable person onboard referred to as the BRO under the Building Relationships Onboard programme. The WE Team works with the leadership team onboard and the global WE Team ashore, which has a dedicated senior manager and was formed with the purpose of monitoring and improving the wellbeing of seafarers and their family. The WE Care Report provides a summary of all Wellbeing and Engagement initiatives.

## Social Fundays

Social Fundays provide an opportunity for the ship's crew to interact and socialise with each other, helping alleviate the day-to-day stress of life onboard a ship. The WE Team and leadership team organise a variety of events for Social Fundays, including ice breaker sessions, barbeques, pool parties, team games, and various tournaments, helping promote team bonding and foster a positive work environment.



Mind the Mind (MTM) mental wellbeing webinars will be planned every three weeks



Increase in number of wellbeing/wellness send outs by 3Cube for onboard staff



Introducing mental first-aid course for the WE Teams



Introducing trusting teams for vessels with wellbeing teams and psychologists



## Family Connect

The Family Connect program enables the company to connect with the family members of seafarers and check on their status and wellbeing. The company extends continuous support to the families of deceased seafarers who lost their lives due to Covid through the Humanitarian Fund, showing a deep sense of responsibility towards our people. Overall, Anglo-Eastern’s initiatives showcase the company’s commitment to promoting a positive and supportive work environment onboard. These initiatives help in building trust among the team, improving the overall wellbeing of the ship’s crew and families.

## Mental Wellbeing

Anglo-Eastern recognises the importance of the mental health and wellbeing of our seafarers, and has therefore taken proactive measures to provide support in this area. 3Cube Medicare provides 24/7 medical assistance via radio to our managed vessels. The system is designed to provide immediate access to medical professionals for advice and support on a range of health issues, including mental ones. The 3Cube system is accessible to all ship staff and has handled over 2,900 cases in 2022 alone.

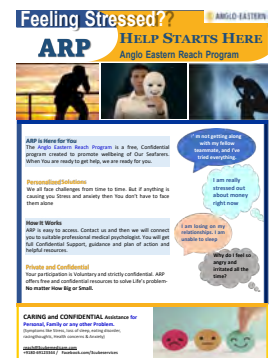


The Wellbeing department, alongside 3Cube, organises mental wellbeing webinars every 20 days, and seven of these “Mind the Mind” webinars have been conducted since September 2022. These are designed to provide information and support on mental wellbeing issues (such as stress management, coping mechanisms, and emotional resilience), and were accessible to all ship crew whether they were onboard or on leave.

## Anglo-Eastern Reach Programme (ARP)

Another initiative is the Anglo-Eastern Reach Program (ARP), which aims to provide ship crew with professional support for their mental health and wellbeing needs. This program offers access to trained mental health professionals who are available to provide confidential, anonymous support to seafarers at any time. In addition to these initiatives, Anglo-Eastern is introducing a mental health first aid course for the WE Team.

This training aims to teach seafarers how to recognise and manage mental health issues, as well as tips on how to maintain one’s physical health while onboard of a vessel. By providing comprehensive support for the physical and mental wellbeing of our crew, Anglo-Eastern demonstrates our commitment to the health and safety of our employees.



## Further Support

We place equal importance on physical and mental health, providing medical coverage, support, and access to outreach services ashore and at sea, and are certified to ISO 45001 Occupational Health and Safety Management standards. We hold regular programmes on mental wellness and resilience, and also produce a guidance booklet on suicide prevention.

Anglo-Eastern is a founding signatory of the Global Maritime Forum’s Neptune Declaration on Seafarer Wellbeing and Crew Change, and ISWAN. With over 47,000 crew movements in 2022, we have ensured that crew are relieved in a timely manner despite challenges posed by the pandemic, and are committed to pushing for key worker status for seafarers.



Anglo-Eastern is proud to be a founding member of the Seafarers International Relief Fund (SIRF). We created this fund to provide compassionate assistance and children’s education for the families of seafarers who have passed away due to Covid.



Quarterly WE award for vessels and WE Team



Introducing movies and entertainment for vessels



Dedicated special medical kit



Mentorship programme and pat on the back

# Transparent Communication and Support

Anglo-Eastern is a people business. We strive to build trust at all levels – the trust that the crew has in us and the trust that we have in our crew. To promote this ethos of social responsibility, we host a number of initiatives in-house as well as engaging with peers in collaborative efforts across a range of areas.

## I Listen

Listening to our employees is central to our strategy to achieve these goals. Anglo-Eastern leads by doing the right thing the right way. We enable everyone to perform at their best, while challenging ourselves to take on the responsibility of shaping the industry and making a positive impact in our communities. With "I Listen", we place a strong emphasis on listening to our crew - after all, those who do the job know it best. Crew and employees are required to report any dangerous or unsafe acts, decisions, or situations observed on the job or in the workplace that could jeopardise health and safety.

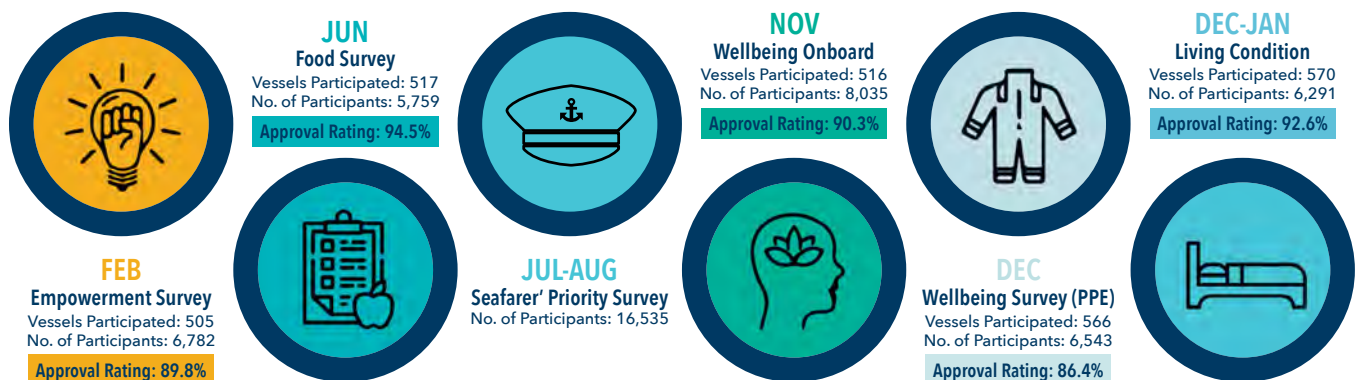
## AE Mariners App

We believe in speaking clearly and plainly. Transparency builds trust and sets the groundwork for high ethical standards and strong engagement. The AE Mariners app puts all job-related information at our employees' fingertips in a clear and effective manner. Highlights include:

- Joining, onboarding, and training schedules;
- News, updates, and a list of benefits;
- The AE forum, for open dialogue at all levels;
- A portal to give feedback on your experience with Anglo-Eastern, from signing-on to life on board to signing-off;
- Information on vessel allotment;
- Sign-on / sign-off; and
- A channel of communication between sea and shore staff.



Providing proper communication alongside psychological and emotional support to our seafarers and their families is essential. To do this, we have made huge improvements to the internet bandwidth onboard vessels and partnered with 3Cube Medicare to provide crews with direct, 24/7, one-on one access to a panel of doctors and health experts.

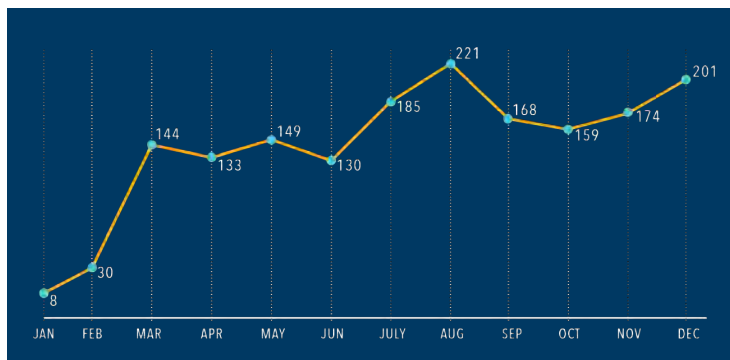


## Anglo-Eastern Forum

The Anglo-Eastern Q&A Forum on the AE Mariner App is a dynamic and innovative platform that provides a unique opportunity for any seafarer to raise a question anonymously and receive a transparent response from management, which is made visible to all seafarers.

Management takes the time to provide thoughtful and detailed answers that make information easily accessible to all. This fosters knowledge sharing and helps improve collaboration between sea and shore staff. The forum is a place where ideas can be exchanged, best practices shared, and solutions provided.

AE Forum is built on transparency and integrity. All questions are answered with maximum transparency, and utmost integrity, ensuring that the right information is accessible to all, making it an invaluable resource for anyone seeking answers to their questions. More than 1,700 questions were answered on AE forum in the last year.



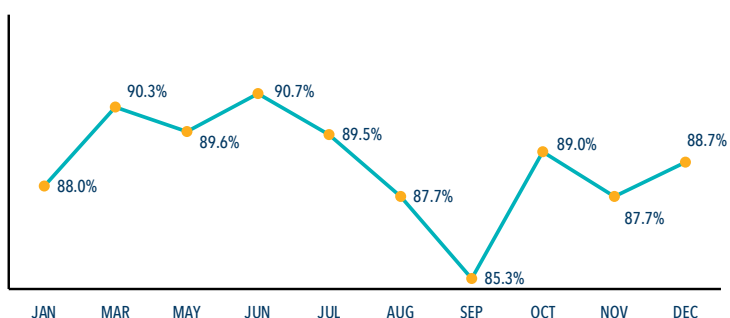
Queries answered in AE Forum in 2022

## Seafarer Feedback Ratings and Surveys

Seafarer Feedback Ratings (SFR) are a continuous evaluation tool used by Anglo-Eastern to monitor and review the overall satisfaction of seafarers onboard our ships. Utilising the AE Mariner app, our seafarers can rate their experience with Anglo-Eastern’s teams onboard and ashore monthly. Our WE Team, including senior officers and shoreside staff, take constant measures to improve the seafarers’ ratings.

Over 50,000 seafarers’ responses were received in 2022 and the overall SFR was 87.8%. Our target for 2023 is to achieve a satisfaction rating of 95%. Wellbeing surveys are how we listen to and get feedback from our seafarers, and they have played a crucial role in identifying the strengths and weaknesses of our systems and processes, informing our actions and targets for future improvements.

All surveys are conducted through the AE Mariner app, which allows easy access to the surveys and ensures that responses are provided within the given timeline. The surveys cover a range of areas, including crew welfare, food, empowerment, working conditions, communication, and other related topics that have a direct impact on the satisfaction of the crew. The responses collected from these surveys are thoroughly analysed to determine areas most in need of improvement. In-depth surveys can then identify specific points in need of improvement. These results are then shared to vessels and via WE Care report to managing directors for improvement actions.



Seafarer Feedback Rating 2022



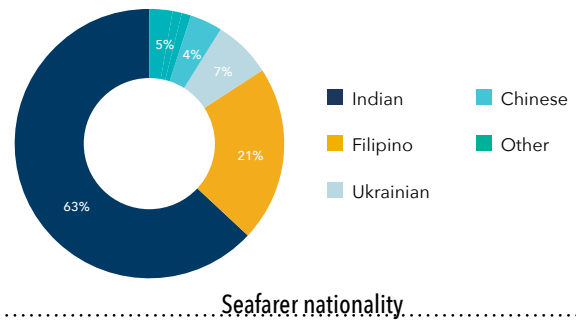
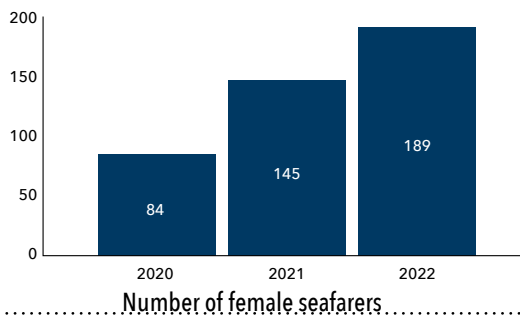
# Diversity, Equity, and Inclusion

Diversity creates the potential for different opinions and ideas, but it is inclusion that allows for that potential to be realised.



We believe that respect is trust in action, and that you should treat others the way you want to be treated. Through our Code of Conduct, Anti-Bullying Policy, Zero-Tolerance Harassment Policy, and our guidance booklets, we create a respectful workplace.

We conduct our business in a socially responsible and ethical manner that respects the human rights and dignity of all people, in compliance with all legal requirements and applicable conventions. We value diversity and provide an inclusive environment for our people regardless of their race, ethnicity, nationality, gender, age, sexual orientation, or beliefs.

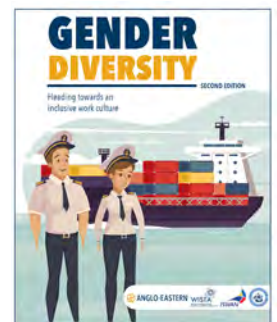


## Gender Diversity Handbook

As the largest employer of female seafarers in India with 189 active female seafarers at present, and with 43% of our shoreside staff female, partnering with ICS, ISWAN, and WISTA to produce the 2nd edition of the Gender Diversity industry handbook made perfect sense.

Through the publication of this document, we hope to contribute to the unlocking of the vast potential that remains untapped in the maritime sector. We hope to build an inclusive culture whereby the behaviours, attitudes, and systems in our industry enable everybody to access their potential.

The recommendations in the booklet are informed by a survey of over 1,000 female seafarers, collating their experiences and suggestions on how to improve practices and culture to better promote diversity, equity, and inclusion.



## Special Kit for Women

To make the workplace inclusive for women, AE has implemented special briefing procedures and provides PPE which is specially designed for our women seafarers. The Master is provided with a guidance checklist to ensure that the vessel is safe and ready to have women seafarers onboard. A hotline number is posted in their cabin for emergency use, and a specially-curated joining kit for women is also provided at the time of joining.



### SASH - Special Briefing Procedures

One of the ways that AE promotes awareness about sexual assault and sexual harassment (SASH) is by conducting gender sensitisation training for the crew, as well as anti-harassment video presentation screenings. Furthermore, AE has formed an Internal Committee with a structured complaint mechanism in place to hear and investigate SASH complaints in line with the Prevention of Sexual Harassment (POSH) Act.

**WOMEN SEAFARERS**  
**24/7 HOTLINE**  
 +91 9619495189 📞

**This hotline is for all the women seafarers of Anglo-Eastern.**  
 You can reach out to us anytime you feel there is  
 a breach in your safety or personal space.

📞 Priyanka Gupta - GM, AE Care & Wellbeing  
 +91 9619495189 📞      🌐 Global Contact:  
 wellbeing@angloeastern.com ✉️

### Gender Sensitisation Training

Anglo-Eastern is committed to promoting diversity, equity, and inclusion in the workplace, and has implemented a range of initiatives to achieve this goal including training on gender diversity and creating an inclusive workplace environment. The company recognises the importance of providing a safe and supportive working environment for all our seagoing staff. The gender sensitisation training aims at creating a mindset that male and female seafarers are equal, leading to a mutual respect regardless of gender, thus making employees feel more valued and cared for within the organisation.

### AWOS

To support its female seafarers, Anglo-Eastern has developed the Anglo-Eastern Women of Seas (AWOS) programme, which aims to increase the number of women in our talent pool. The programme prioritises the creation of a safe working environment for women onboard by instilling a culture of respect and zero-tolerance for any form of harassment.

Overall, AE's diversity and inclusion initiatives demonstrate the company's commitment to creating an equitable, diverse, and inclusive workplace that promotes the safety and wellbeing of all its staff, including women seafarers.



# Education and Training

The personal development of our people is a major focus for us, and the role of education and training cannot be overstated. Through AEMA and AEMTC we proudly deliver world-class training, shaping a better maritime future.



## AE-Flix App

Developed specifically to meet the varied learning needs of our seafarers, our micro-learning platform contains short educational videos for seafarers of all ranks. Sessions are packaged in bite-sized sessions that can be easily absorbed within the busy schedule of a seafarer. The app has been a huge success in delivering useful training to our seafarers and, as a result, won Anglo-Eastern the Safety@Sea Award for Innovation.



## Anglo-Eastern Maritime Training Centre

Further demonstrating our commitment to SDG 4 in particular are our Anglo-Eastern Maritime Training Centres based in Mumbai, Delhi, Manila, and Odesa. Our Mumbai centre is certified by the DNV's quality assurance rules for the certification of training centres, the first in India to achieve this.

The centre conducts a range of maritime courses, many developed in close consultation with shipboard officers, superintendents, ship operators and maritime regulators. Courses cover topics such as security, tanker operations, and ballast water management. Over 22,000 crew were trained in 2022, totalling over 85,000 days of training.



We, as signatories of the Maritime Just Transition Task Force, believe that the training of our seafarers is the key to maintaining safe and efficient operations in a future filled with rapid technological and regulatory changes.

## Anglo-Eastern Maritime Academy

With a commitment to create a Cadet to Master and Cadet to Chief Engineer mindset within our training atmosphere, thereby reinforcing the company beliefs, ethos and culture, AEMA was established.

In a traditionally male-dominated industry, we see our cadet training institution as a positive force for change. Over recent years, we have seen a significant increase in the number of women applying. As these young cadets from diverse backgrounds enter the industry, they bring with them fresh ideas and enthusiasm at a time when we need those the most. So far, over 5,000 trainees have completed their training to start a career with us.



We see our efforts through the academy as bringing benefits in line with SDGs 4 (Quality Education), 5 (Gender Equality), and 8 (Decent Work and Economic Growth) through creating employment opportunities in local communities.

# Anavi

Anavi means “being kind to others”. By adhering to our values of righteousness, quality and compassion, we work tirelessly to improve the lives of families all over India.



In 2022, Anavi’s work in our communities continued to improve the lives of many. This year, Anglo-Eastern crew spouses engaged in multiple projects and initiatives, including a blood donation drive, work on the Aarey tree plantation, and efforts on World Elders’ Day.

Contributing to SDG 4, Quality Education, 2022 saw the opening of the Janvi-Anavi Computer Centre, providing children with access to digital education.

On the 23rd of September, Anavi was able to start a plantation drive within Mumbai, where trees specially selected to complement the unique ecosystem of the Aarey reserved forest area were planted. Ensuring the nurturing, enhancement, protection, and sustainability of the natural environment has always been on the forefront of Anglo-Eastern’s vision, so being able to take part in this project was a great privilege.

While these are just a couple of Anavi’s efforts, the grassroots charity is far-reaching and varied in the value it brings to our communities.



# OUR GOVERNANCE

Our transparent and inclusive approach providing unbiased equal opportunities is shaping a better maritime future.





# The Mechanisms That Facilitate Our Ambitions

Environmental, Social, and Governance (ESG) related risks and opportunities are effectively managed throughout the various levels of our organisation, in part by our dedicated ESG team.

Our ESG committee is responsible for providing coordination and assistance towards achieving the various objectives and targets relating to ESG risks and opportunities.

Our ESG initiative is driven by the top management through their vision and policies, with active participation from various stakeholders who play a pivotal role in the operation and decision-making process within the company.

## **R**ULES | Respect rules and regulations

This includes company rules, policies, systems, and procedures, plus industry regulations and the law.

## **E**NVIRONMENT | Respect the environment

Comply with MARPOL and lead by example, both at work and in your private lives. Educate others.

## **S**AFETY | Respect the safety and health of all

Abide by our D&A Policy, rest as required, follow all safety procedures, and don't cut corners.

## **P**ROPERTY | Respect other people's property

Do not commit theft, sabotage or fraud, or breaches of confidentiality or privacy. Information is also property.

## **E**XCELLENCE | Respect our quality standards

We employ the best, so that we can be the best, as evidenced by our reputation. Let's work to uphold it.

## **C**OLLEAGUES | Respect your colleagues

Do not assault, bully, harass, or humiliate your colleagues, in person or online. We are one family.

## **T**AKE ACTION | Respect your duty of care

Speak up, intervene when it's safe to do so, and report violations according to company protocol.

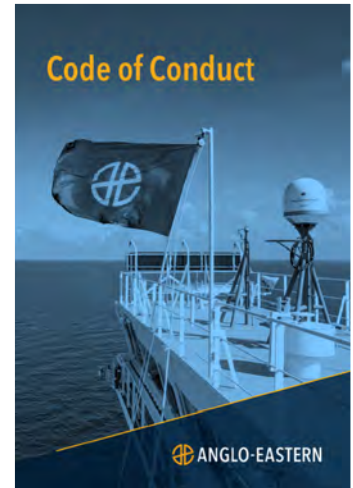


## Code of Conduct

Ensuring our employees and the people we work with understand and act in accordance with our Code of Conduct is a priority for us. This is critical in maintaining our position as a competitive company pushing the vanguard of sustainability.

The Code of Conduct outlines our values and approach regarding key issues such as human rights, health and safety, equal opportunities, training and development, business governance, and supply chain management.

Our Code of Conduct outlines our approach on how we do business, and undergoes review at least annually, with any updates being clearly communicated to all staff. The Code of Conduct aims to guarantee compliance with the Universal Declaration of Human Rights, the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.



## Speak Up

Our Speak Up programme is our whistle blowing programme enabling ship staff to report the following immediately:

- Wilful violations of Company’s Health Safety and Environmental policies and procedures;
- Serious malpractices, wrong doings and conditions on board affecting health and safety; and
- Environmental violations related to MARPOL and other regulations.

The purpose of this programme is to reassure our seafarers that it is safe and acceptable to speak up. Identifying cases of misconduct is of paramount importance to us- we will not tolerate misconduct in our company.

## Data Security

Data security and recovery are a top priority for us. We are certified to ISO 27001 Information Security Management standards and are internally governed by our Information Security Policy, with regular cybersecurity training required for all employees. We take our data privacy obligations seriously, including the EU General Data Protection Regulation (GDPR).



## Our Supply Chain

Respect for human rights is, for us, non-negotiable. We conduct our business in a socially responsible and ethical manner that respects the human rights and dignity of all people, and we expect the same of our partners and vendors.

As a partner organisation of IMPA-ACT, we endorse the IMPA-ACT Supplier Code of Conduct. We are fully committed to ensuring our suppliers echo the values we set for ourselves. In this spirit, we have developed our vendor onboarding process to be aligned with the UN Guiding Principles on Business and Human Rights, as well as conducting our operations in alignment with the ILO’s Declaration on Fundamental Principles and Rights at Work.

We will not knowingly conduct business with a supplier or service provider, or any business partner, that wilfully engages in illegal or unfair practices relating to human rights, labour, employment, competition, business, and/or the environment.



## Maritime Anti-Corruption Network

Anglo-Eastern partners with the Maritime Anti-Corruption Network (MACN). MACN is a global business network working towards the vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large. We collaborate with over 160 companies to work towards the elimination of all forms of maritime corruption.



# Partnerships and Collaborations



Our industry faces many challenges that must be tackled together. While improving the governance structures in our own organisation are key, we also see it as crucial to extend this to the industry more broadly.

We are certified to ISO 9001 Quality Management standards and are in compliance with the rules, regulations, and standards required by industry bodies such as IMO, BIMCO, INTERTANKO, the International Chamber of Shipping, and IMPA-ACT, amongst others, often going above and beyond the minimum requirements.

As a result, we are signatories to the Getting to Zero Coalition under the World Economic Forum, Global Maritime Forum, Friends of Ocean Action, Maritime Just Transition Task Force, and the Itochu Corporation.

We also work closely with SIGTTO, OCIMF, GlobalMET, Hong Kong Maritime and Port Board, the Society of Gas as Marine Fuel (SGMF), the European Maritime Safety Agency (EMSA), and the Practicing Perfection Institute (PPI).



## All Aboard Alliance

To have a sustainable, forward-looking, and innovative maritime industry we can all be proud of, we need to increase diversity, equity, and inclusion throughout organisations across the sector both at sea and onshore.

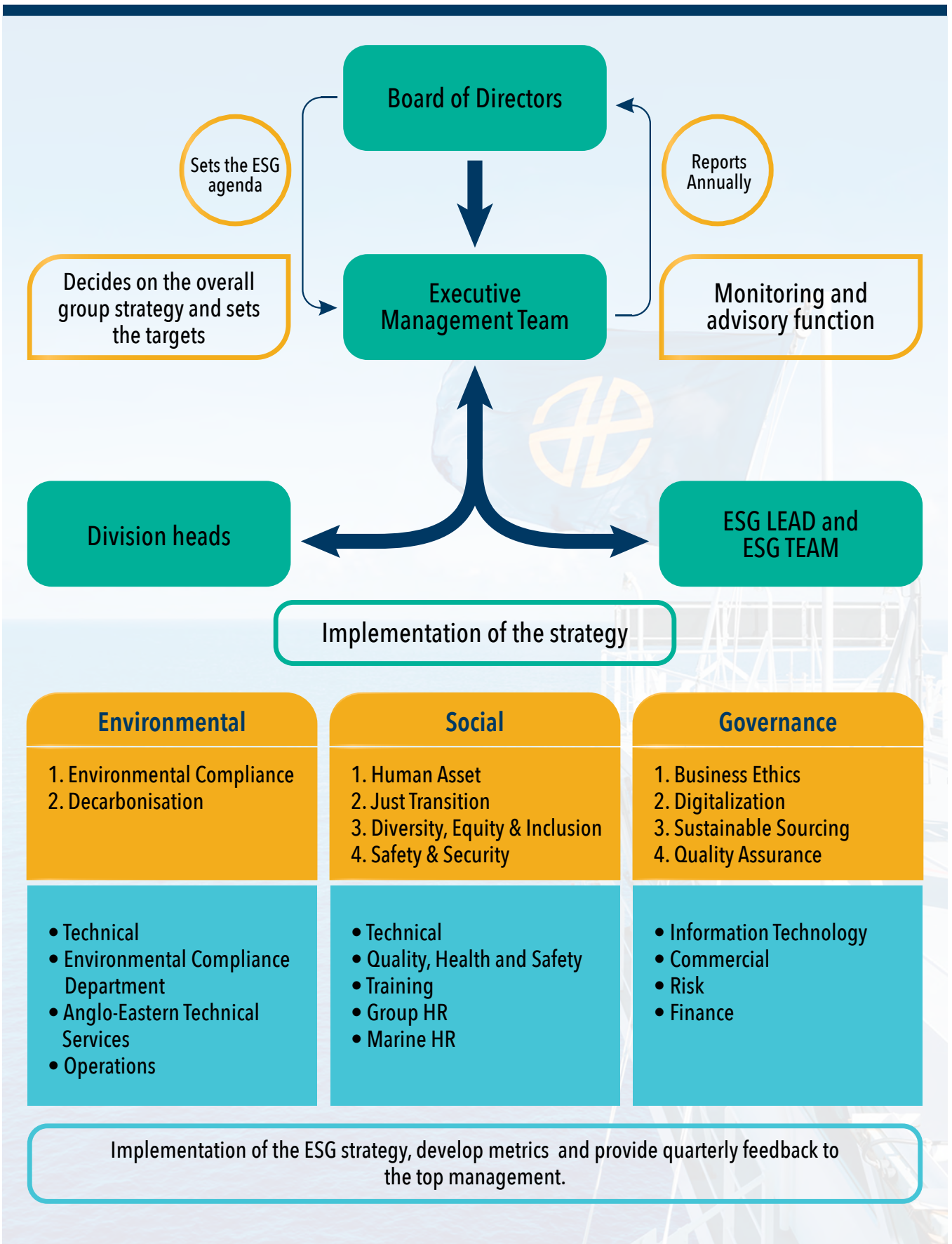
In May, we were part of the launch for the Alliance for a Diverse, Equitable, and Inclusive Maritime Industry - or the All Aboard Alliance - which aims to tackle this challenge through its collaborative community of action and accountability. Spearheaded by the Global Maritime Forum, the All Aboard Alliance is founded on five principles that member companies are encouraged to implement in their internal policies, procedures, and leadership practices, and report on annually:

1. Appoint a business sponsor to lead and ensure accountability of diversity, equity and inclusion within the organisation.
2. Equip and educate people to understand their role in fostering a diverse, equitable and inclusive workplace, from senior leaders through to line managers and team members.
3. Create and maintain an organisational culture of equity and belonging, where everyone has equal opportunities to contribute and to thrive.
4. Capture relevant data and develop insights to evaluate progress and to evolve strategic objectives.
5. Communicate commitment and progress externally on an annual basis.

Anglo-Eastern is proud to be amongst the 26 founding members of the All Aboard Alliance and its collaborative community. We look forward to working with other members to help create a sustainable, innovative, and inclusive industry of which we can all be proud.



# Anglo-Eastern ESG Organisational Chart



# UN Sustainable Development Goals

Our policies are designed to empower our staff and stakeholders in achieving our ESG goals.

Governance relates to the systems, processes, and procedures we use to run our company. When these function well, readily facilitating action where needed without bureaucracy, we all benefit.

Anglo-Eastern supports the tenets of the UN Sustainable Development Goals, and believes in corporate social responsibility and the importance of giving back to society.

In communities where we have a strong presence, we undertake charity work and other community initiatives to engage and support those in need, in addition to contributing to worthy causes.

**4** QUALITY  
EDUCATION



Our Anglo-Eastern Maritime Academy (AEMA) for in-house cadets, and our Anglo-Eastern Maritime Training Centres for all seafarers, provides world-class, state-of-the-art maritime training.

AEMA was established in 2009 with the aim of shaping the next generation of seafarers; to create a pipeline of cadets who are trained to Anglo-Eastern standards, and who embody our values. Every year, we accept over 400 new students, providing for them a world-class education and a career at sea.

**5** GENDER  
EQUALITY



As part of our commitment towards gender diversity, equality and no discrimination, we partner with several organisations, including WISTA, to support women at sea, in part by developing our D&I guidance booklet. We work to identify health gaps, plus other barriers to progression and skills development. Our governance processes ensure all our hiring and promotion is done so based solely on competency, omitting any bias relating to sociodemographic characteristics, including gender.

**8** DECENT WORK AND  
ECONOMIC GROWTH



We employ over 32,200 people internationally, with 1,932 of these on shore, predominantly from developing economies such as India, the Philippines, Ukraine, and China. We see it as our duty to act not only as responsible employers by offering above-average remuneration where it counts, but also by working to continuously develop opportunities for our employees to grow, offering careers for life. Our We Care programme is a vital component of this, working to boost morale and wellbeing wherever possible.

**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



We work with shipowners and charterers alike to identify energy-saving opportunities. With ship owners, this includes assessing the feasibility of upgrades and retrofits. By providing these services, we hope to optimise the consumption of fuel used by the vessels under our management. Responsible consumption of fuels is absolutely key in addressing the climate crisis and meeting the IMO emissions reduction targets.

**13** CLIMATE  
ACTION



Shipping is amongst the cleanest and most cost-efficient forms of mass transportation, but as an industry, it is also a large polluter due to the sheer volumes of cargo moved as a result of its affordability. As such, the maritime industry has committed itself towards a cleaner and greener future, with the IMO setting a 50% reduction target in GHG emissions by 2050 compared to 2008, amongst other related targets, campaigns, and regulations. We have achieved carbon neutrality across our shoreside operations.

**14** LIFE  
BELOW WATER



Plastic is a significant problem plaguing our oceans. That is why we educate our crew, employees and other stakeholders about the need to reduce plastic waste and follow the 4Rs of reduce, reuse, recycle, and rethink in the hopes of one day achieving plastic-free oceans for future generations to enjoy. To conserve and sustainably use the oceans, seas, and marine resources for sustainable development, we continually focus on appropriate ballast water management to mitigate all potential ecological impacts.

**ACCOUNTING METRIC****ANGLO-EASTERN SHORE BASED EMISSIONS OFFSET IN 2022<sup>1</sup>**

Scope 1  
 Scope 2  
 Scope 3 (excluding vessel emissions)

**GREENHOUSE GAS EMISSIONS<sup>2</sup>**

Gross fleet emissions (*vessels managed by Anglo-Eastern on behalf of owners*)

Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets

(1) Total Energy consumed  
 (2) Percentage heavy fuel oil  
 (3) Percentage renewable

Average Energy Efficiency Design Index (EEDI) for new ships

**AIR QUALITY<sup>2</sup>**

Air emissions of the following pollutants:

(1) NO<sub>x</sub> (excluding N<sub>2</sub>O)  
 (2) SO<sub>x</sub> and  
 (3) Particulate Matter (PM<sub>10</sub>)

**ECOLOGICAL IMPACTS**

Percentage of fleet implementing ballast water (a) exchange and (b) treatment

(a) Number and (b) aggregate volume of spills and releases to the environment

Percentage of fleet using (a) Exhaust Gas Cleaning Systems and (b) Low-Sulphur Fuel Oil

**EMPLOYEE HEALTH AND SAFETY**

Loss time incident rate (LTIR)

**BUSINESS ETHICS**

Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index

Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption

**ACCIDENT AND SAFETY MANAGEMENT**

Number of marine casualties  
 Percentage classified as very serious

Number of Conditions of Class or Recommendations

Number of port state control (a) deficiencies and (b) detentions

Number of (a) deficiencies and (b) detentions per inspection

**GOVERNANCE**

Board Makeup (M / F)

Senior Management Makeup (M / F)

Total Shoreside Employees

<sup>1</sup> Emissions for the year 2021 and offset in the year 2022

<sup>2</sup> The emissions figures stated under the Greenhouse Gas Emissions and Air Quality headings of the SASB Accounting Metric table refer to the emissions of vessels under Anglo-Eastern's technical management. These emissions correspond to the Scope 1 emissions of the vessels' respective owners and charterers. As a third party ship management service provider, Anglo-Eastern acts on behalf of vessel owners. GHG data reported for 641 vessels.

UNIT OF MEASURE	SASB CODE	2022
Metric tons (t) CO <sub>2</sub> -e	Additional disclosure	334 1,394 1,210
Metric tons (t) CO <sub>2</sub> -e	TR-MT-110a.1	16,429,630
n/a	TR-MT-110a.2	Page 7
Terajoules (TJ) Percentage (%)	TR-MT-110a.3	228,800.6 56.89 0.05
Grams of CO <sub>2</sub> per ton-nautical mile	TR-MT-110a.4	5.07 (Source IMO DCS (ABS))
Metric tons (t)	TR-MT-120a.1	348,905 37,194 33,350
Percentage (%)	TR-MT-160a.2	(a) 18 (b) 82
Number Cubic meters (m <sup>3</sup> )	TR-MT-160a.3	1 0.001
Percentage (%)	Additional disclosure	(a) 11.2 (b) 88.8
Rate	TR-MT-320a.1	0.47
Number	TR-MT-510a.1	27
USD (\$)	TR-MT-510a.2	0
Number Percentage (%)	TR-MT-540a.1	26 3.8
Number	TR-MT-540a.2	373
Number	TR-MT-540a.3	(a) 979 (b) 8
Ratio	Additional disclosure	(a) 0.71 (b) 0.0058
Percentage (%)	Additional disclosure	87.5 / 12.5
Percentage (%)	Additional disclosure	94.6 / 5.4
Number	Additional disclosure	1,932

This report draws on metrics defined by the Sustainability Accounting Standards Board's (SASB) MARINE TRANSPORTATION: Sustainability Accounting Standard Sustainable Industry Classification System® (SICS®) TR-MT Prepared by the Sustainability Accounting Standards Board (October 2018), as well as drawing on relevant disclosure metrics set out by "Reporting for Signatories, United Nations: Principles for Responsible Investing (PRI) 2020."

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All information is assumed to be correct at time of publication. Some metrics have been calculated through engineering calculations.

