

## Company policy on Quality, Environment and Energy, Occupational Health and Safety and Human Resources

Reederei F. Laeisz is a globally operating shipping company that aims to deliver safe, reliable and efficient services while promoting sustainability in our operations and business strategy. Sustainability related issues are at the core of our day to day operations and we adhere to the highest ESG standards. We place environmental protection and energy efficiency as the main priorities of our shipping company's operating principles in addition to operational safety, the prevention of risks and dangers, economic efficiency, reliability, and customer satisfaction. The predominant pillars of our corporate strategy are:

- Safety, occupational health and safety, environmental protection, energy efficiency and security with the long-term goal and aspiration of zero incidents and zero pollutions
- Reduction of our environmental impact and footprint to a minimum which should be achieved by continuous monitoring of emissions, enhancing energy efficiency and adapting operational procedures
- Continuous monitoring and investment in energy saving technologies and new and energy efficient assets
- Energy and economic efficiency at land and at sea
- Customer satisfaction achieved through reliable operations

### Our mission

is to successfully manage vessels and other remote assets for industrial clients and governmental organisations according to the highest up to date standard and their individual needs.

### Our vision

Past – Present – Future “Changing times require new ideas, genuine we remain”

Since the founding in 1824, we have changed and adopted again and again whilst having preserved curiosity for latest developments in the fields of our expertise and markets. We not only want to comply but strive to exceed expectations of our partners, and thus adding value to their business. The global challenges in the context of ESG drive our main strategic projects with particular focus on the energy transition.

### Our strategy

is to be our clients' first choice for high standard management of remote assets such as vessels and research stations. We offer a fully integrated range of maritime services contributing added value to our clients' businesses. Whilst we strive for profitability in offering our services and developing our strategic projects our goal remains sustainability in all aspects of our operations, promoting the safety of life, and preserving the natural environment and protecting the property entrusted to us.

Zero incidents and zero spills are our goal which we aim to reach through continuous improvement. We shall achieve this through investment in our people and procedures and by keeping a very close view on the needs of our industrial partners and governmental organisations.

### Our values

are defined in our Company Principles:

- Ambition – we strive to be successful and view efficiency, diligence, and competence as three fundamental principles to achieve our ambitions.
- Sustainability – we promote safety of life and property and preserving our natural environment. We are long-term relationship oriented and strive for collaboration with all our internal and external stakeholders.
- Accountability – we are transparent, reliable and take responsibility using our competence and experience.

## Quality

**Within the context** of our corporate duty to take due care, especially with regard to quality assurance and customer satisfaction, our Safety Management System sets out procedures and processes for the safe and environment-friendly operation of our vessels, ensuring safe working and living conditions on board, avoiding accidents, avoiding harm and damage to the environment, particularly damage to the marine environment, environment-friendly working at our shore facilities as well as the protection of property and assets.

**All personnel** in our shipping company are aware of the importance of their personal performance within the Safety Management System. They are obliged to familiarise themselves with the system documentation relevant to their area of activity, to implement the contents of such documents in their day-to-day work as well as to cooperate actively and creatively in monitoring, maintaining and continuously improving the system.

**Every employee** is aware that we can only achieve the desired corporate success if every individual is prepared to fulfil his or her duties in a highly motivated manner. Application of all the procedures associated with the system warrants the planning, controlling, monitoring and further development of all organisational, commercial and technical activities for meeting contractually agreed requirements with the highest possible level of quality.

**The Heads of Departments and the Masters** on our ships share the responsibility for planning, monitoring, revising and improving our Safety Management System. They have the duty and the power to identify relevant problems, to receive information from staff concerning changes or improvements, as well as to propose and implement measures and to monitor their effectiveness. Company Management is to be notified regarding particular possibilities concerning improvements to or substantial deviations from the management system.

**All management personnel** ashore and on board our vessels shall take great care in daily leadership skills and shall lead by example in all safety related aspects.

**All relevant personnel** are under the constant obligation during their work to maintain and update the documentation associated with the system. We shall review our system at least annually by way of management reviews and assess the system accordingly about its effectiveness and improvement. Management reviews are conducted quarterly for the gas fleet.

We confront the competition on the international market with qualified and motivated personnel who are willing and able to meet our customers' requirements in compliance with the relevant binding norms and statutes.

Our system is binding on the company's operations in all offices as well as on board of all vessels under our management.

To showcase our commitment, we have obtained numerous, voluntary ISO certifications such as ISO 9001 (Quality Management), ISO 14001 and 50001 (Environment and Energy Management) and ISO 45001 (Occupational Health and Safety Management).

These certifications reflect and support our rigorous approach to quality, safety and environment ensuring that we consistently meet our clients' expectations while minimising our environmental footprint and fostering a safe, healthy workplace for our employees.



## Environment & energy

For the implementation of its strategy, our company has integrated the Environmental Management System (EMS) and Energy Management System (EnMS) in accordance to ISO 14001 and ISO 50001 into our SMS.

### Our goal is

- to comply with national and international rules and regulations as well as with the requirements of ISO 14001 and ISO 50001
- to ensure the environmentally sound and energy efficient operation of fleet and shore facilities
- to ensure the “zero spill” operation of our fleet and to protect the marine environment
- to ensure the efficient and economical use of marine fuels
- to promote the environmental awareness as well as the fuel-saving, energy-efficient, and energy-conscious behaviour in all processes at all levels of our activities
- to procure our marine fuels at economic and competitive prices
- to comply with all relevant regulatory requirements or applicable national laws

### Our way

- We have implemented and will continuously improve our EMS and EnMS
- We communicate our environmental & energy objectives and its report to all employees
- We regularly review the environmental and energy objectives
- We have defined measures for emergency management and for dealing with risk and dangers
- We continuously seek for new saving measures: We measure e.g. fuel consumption and costs in a suitable manner and provide transparent information
- We promote environmental and energy-efficiency awareness among the entire crew
- We will apply and invest in new fuel-efficient technologies whenever economically feasible
- We comply with all relevant legal requirements relating to our environmental and energy aspects
- We have established Energy Efficiency Teams to achieve our objectives and targets

## Occupational health & safety

The implementation of the OH&S Management System is a strategic and operational decision for our organisation. The success of the OH&S Management System depends on leadership, commitment and participation from all levels and functions of the organisation.

### Our goal is

- to prevent work-related injury and ill health to employees
- to provide safe and healthy work places
- to eliminate hazards and minimize OH&S risks by taking effective preventive and protective measures
- to provide a framework for managing OH&S risks and opportunities

### Our way

The maintenance of an OH&S Management System, its effectiveness, and its ability to achieve its intended outcomes are dependent on a number of key factors which includes:

- Top management leadership, commitment, responsibilities and accountability
- Top management developing, leading and promoting a culture in the organisation that supports the intended outcomes of the OH&S Management System
- Effective processes for identifying hazards, controlling OH&S risks and taking preventive actions
- Continual evaluation and monitoring of the OH&S Management System to improve OH&S performance

- OH&S objectives that align with the OH&S policy taking into account the organisation's hazards, OH&S risks and OH&S opportunities
- Compliance with its legal requirements and other requirements

### Human resources (HR)

Our teams at sea and ashore are key in the success of our company and delivering the value proposition to our clients. As a family business, we deeply cherish longevity and loyalty. Many of our team members have been an integral part of our journey for not just years, but even decades. This enduring commitment is a testament to the strong bond we share with our employees, fostering an environment of mutual growth and shared success. Our personnel are a vital part in view of the company's knowledge, skills and motivation.

#### Our goal is

- to provide our employees with an optimal work environment to maintain qualified, motivated and productive staff ashore and on board our vessels

#### Our way

- Ensuring a safe working environment and a positive working atmosphere
- Fulfilling of the management's social responsibility towards the employees, upholding all relevant rules and regulations of a good employer
- Providing competitive pay packages, providing customary fringe benefits and ensure holiday planning
- Continuous training and development and personnel communication
- Promotion of an open corporate communication culture in which feedback is welcome
- Promotion of a good work & life balance with benefits for employees
- Assessment of personal resources of employees as accurately as possible (e.g. performance review, training)
- Ensuring employee satisfaction (e.g. improved work life balance, investment of good work places, provide connectivity, by prevention of any kind of harassment, discrimination, bullying)

### Declaration on Safety Management System (SMS)

We have taken account of these principles through the implementation of a SMS based on the provisions of the ISM Code, ISPS Code, MLC Convention, ISO 9001, ISO 14001, ISO 45001, ISO 50001 and TMSA (Tanker Management and Self-Assessment). We ensure that our:

- SMS is appropriate for the purpose of our company
- SMS will be improved continuously and it considers the latest developments in digitisation
- SMS is always in compliance with relevant legislations and regulations
- Quality, occupational health and safety, environment and energy and human resources objectives are continuously reviewed in respect of their continued suitability
- SMS has measures and precautions to avoid risks and danger which have impact to safety, environment and security
- The policy on quality, occupational health and safety, environment and energy and human resources is communicated to all employees at sea and ashore and it is available to the public

N.H. Schües  
Speaker of the Board of Directors

  
Signature