

CORPORATE SOCIAL RESPONSIBILITY

PERIODIC REPORT – MARCH 2019

MSC Shipmanagement Limited is committed to a socially responsible behavior among with contribution to sustainable development. It has adopted the guidelines of ISO 26000 with the assistance of Bureau Veritas. This report, of our 2018 activities, is posted on the MSCCS website in order to inform and engage with the stakeholders who may be influenced by the activities of MSC Shipmanagement Limited.

HUMAN RIGHTS



- ✓ No cases of discrimination
- ✓ No reported cases of violation of civil rights
- ✓ MSC Shipmanagement Limited received the Ship Manager of the 2018 Year Award in Ukraine.

LABOUR PRACTICES



- ✓ Numerous alerts were sent by the office regarding safe working practices onboard
- ✓ LTIF for the year 2018 is 1.55 with 3 fatal injuries
- ✓ In-house magazine was given a new look and information is circulated within the organization
- ✓ All managed company vessels and practices are in full compliance with Maritime labour convention (MLC 2006) requirements

CONSUMER ISSUES



- ✓ No complaints received from the Principals

ENVIRONMENT



- ✓ CO₂ emissions, in terms of TEUs carried, reduced in 2018 (compared to 2017) by 2% Approximately. Received Green Company of the year award in India and Ukraine.
- ✓ EEOI for cargo (TEU) was reduced in 2018 (compared to 2017) by 4 % approximately
- ✓ Target for reduction of waste streams (ISO 14001) is 0,5%
- ✓ Target for reduction of fuel consumption (ISO 50001) is 1%

FAIR OPERATION PRACTICES



- ✓ All vendors prior being approved have to comply with business ethics certificate terms of the company
- ✓ No instances of corrupt practices were reported

COMMUNITY INVOLVEMENT & DEVELOPMENT



- ✓ Leadership and other professional development courses were conducted for both ship and office staff.
 - ✓ Internet facilities were provided on the newly taken over ships to enable seafarers to maintain close contact with their families. Health and Wellness Program is being introduced during Seminars and Leadership courses.
 - ✓ New local recruits – 26 in Cyprus, 12 in Ukraine and 14 in India
 - ✓ Female employee ratio – 52% (Cyprus), 39% (Ukraine) and 13%(India)
 - ✓ Adopt a ship programme” for our new generation, was introduced on 12 of our MSC vessels for increasing awareness about shipping in new generation. All the Masters of 12 vessels were asked to share some good pictures, challenges and adventures at sea and any other attractions, which can motivate youngsters of participating schools in Limassol to select shipping as a career.
 - ✓ Company is active member of Cyprus Shipping Chamber (CSC) for promoting Cyprus Shipping interests locally and overseas. It has also actively supported and participated in creation of Cyprus Marine academy at Larnaca and has committed to recruit number of graduates upon completion of studies.
 - ✓ MSC Shipmanagement Limited is among few handful shipping companies whose shore office and all managed fleet is accredited with ISO 9001 (Quality Management), ISO 14001 (Environment Management),ISO 50001 (Energy Management), ISO 26000 (Social Responsibility) and OSHAS 18001 (Health & Safety) standards of certifications. Good health and well-being are in Centre of MSC People policies and considered critical for business successes for a people centric organization like us, our performance is directly linked to the well-being of the people on board and in our offices. The carriage of goods on-board our vessels and whole supply chain behind it provides livelihood to countless families and help them enjoy the life better.
- (a) Providing Career opportunities by Creating jobs in Cyprus, India, Ukraine, Phillipines, Pakistan, Bangladesh, Russia, Kenya, South Africa etc by increasing number of crew members employed from these countries providing real opportunity to people from these countries. Cadets from many West African countries employed and being trained on board container vessels to work as Pilot for the various ports whose numbers are increasing as the economy is growing.

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