

CORPORATE SOCIAL RESPONSIBILITY

PERIODIC REPORT – MARCH 2021

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 2020 to 2021 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 2019 Year Award in Ukraine and in India
- ✓ MSC Shipmanagement Limited has been credited with 'Investors in People – GOLD' accreditation.
- ✓ Our Company the shortlist for Overseas Employer of the Year.
- ✓ Employer of the Year in The Investors in People Awards 2021.

LABOUR PRACTICES



- ✓ Numerous alerts were sent by the office regarding safe working practices onboard
- ✓ LTIF for the year 2019 is 1.38 and in 2020 1.59
- ✓ 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 and all related amendments) requirements
- ✓ In Nov 2019, 3rd biennial Crew engagement Survey was concluded with participation of over 7000 crew members and results confirmed overall improvement in all key areas as compared to past surveys of 2015 and looking at all Key Areas MSCSMCY has high score at average 6.31 (out of 7), this is remarkably High and unprecedented in similar surveys conducted in industry. Interestingly the three highest scores were found among Sustainability 6.60, Commitment 6.43 & Company Values 6.42 (all out of 7), all exceptionally good result. This year 2021 Employee engagement survey was concluded with participation over 90% employee.

CONSUMER ISSUES



- ✓ No complaints received from the Principals

ENVIRONMENT



- ✓ CO₂ emissions, in terms of MT carried, reduced in 2020 (compared to 2019) by 4%
- ✓ Received Green Company of the year award in India and Ukraine.
- ✓ EEOI for cargo (TEU) was reduced in 2020 (compared to 2019) by 5 %

- ✓ Target for reduction of waste streams (ISO 14001) is 0,5% (Incl Single Use Plastics by 50% onboard generation)
- ✓ 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
- ✓ MSC Group had joined MACN (Maritime Anti-corruption Network) since Oct 2017 and MSC Shipmanagement has trained large number of Masters and successful launched 'Say No Campaign' at Suez Canal, Nhava Sheva, Ukraine & West Africa with nearly 100% success.

COMMUNITY INVOLVEMENT & DEVELOPMENT



- ✓ Leadership and other professional development courses were conducted for both ship and office staff.
- ✓ Internet facilities were provided on all managed ships to enable seafarers to maintain close contact with their families and the internet speed on board has been nearly doubled since beginning of 2020. Health and Wellness Program is referred to during Seminars and Leadership courses.
- ✓ New local recruits – 12 in Cyprus, 12 in Ukraine and 14 in India (less due to covid)
- ✓ Female employee ratio – 71% (Cyprus), 43% (Ukraine) and 24%(India)
- ✓ New local recruits in 2021 – 35 in Cyprus, 28 in Ukraine and 43 in India
- ✓ Female employee ratio in 2021 – 50% (Cyprus), 36% (Ukraine) and 14%(India)
- ✓ Adopt a ship program” for our new generation, was introduced on 21 of our MSC vessels for increasing awareness about shipping in new generation. All the Masters of 21 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 upholds safety of human life and ensures active participation in any Search & Rescue operations. For the Year 2020 – 11 such operations were conducted & in one operation, 2 human lives were saved by taking them onboard.
- ✓ MSC Shipmanagement is the largest private sponsor of the Marine and Maritime Research Innovation and Technology Centre of Excellence (CMMI) which will act as an enabler of scientific and business excellence, supported by the EU and Cyprus Government. With CMMI, we can expect number of innovations from the Cyprus shipping sector in the near future.
- ✓ 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), ISO 27001 (Information Security Management System). and OSHAS 18001 (Health & Safety) standards of certifications now upgraded to ISO 45001.

Providing Career opportunities by Creating jobs in Cyprus, India, Ukraine, Philippines, 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. MSC Shipmanagement Limited actively takes care of the future generation offering them opportunities and the chance for a great career at sea.

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