

CORPORATE SOCIAL RESPONSIBILITY

PERIODIC REPORT – SEPTEMBER 2022

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 2022 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
- Company continues to comply with Modern Slavery Act in all parts of organization including its procurement and supply chain
- MSC Shipmanagement Limited continues to be credited with ‘Investors in People – GOLD’ accreditation.
- MSC Shipmanagement Limited received since last report:
 - a) the “Best Foreign Employer of India Seafarers” Award from Govt. of India on India’s National Maritime Day
 - b) Samudra Manthan Award for “Manning Company of the year” under Owners category.
 - c) ‘Excellence in People Management Strategy’ Award by Senior Female Manager on occasion of IMO International Day for Women in Maritime
 - d) AMVER Awards, Automated Mutual-Assistance Vessel Rescue System, sponsored by United States Coast Guard, for 139 vessels managed by Company
- ‘Cyprus service Export award 2020’, received in June 2022 at Presidential Palace by the President of Republic of Cyprus Mr. Nicos Anastasiades.

LABOUR PRACTICES



- Numerous alerts were sent by the office regarding safe working practices onboard
- LTIF for the year 2021 was 1.71 and in 2022 till end of August is 1.46
- All managed company vessels and practices are in full compliance with Maritime labour convention (MLC 2006 and all related amendments) requirements
- All employees ashore and onboard continued to be made aware of MSC Code of Conduct, Whistleblower policy and MSC Speak-up Line platform to report any deviation from MSC Code of Conduct and all reports made are investigated till successful resolution
- Very strong focus on Crew wellness and welfare activities including 24x7 support and access to Doctors of various specialties in multi-language followed by regular surveys to assess the Crew physiological and mental health.
- Over 100 plus vessels diverted or delayed in various port to allow timely crew changes.

- Crew retention rate of over 98.5%(based on Interntanko formula) continues to be among highest in Industry
- Training and awareness on MSC's Zero-tolerance approach to all forms of bullying and harassment
- Investment in new digital learning platform with clear focus on vessel, trade, ranks and compliance with various regulatory requirements

CONSUMER ISSUES



- No complaints received from the principals
- Collaborating with Key customer's to report data on key human rights and labour issues

ENVIRONMENT



- Protecting the Environment remains one of the top items on Company's Sustainability agenda
- Very active participation in number of workshops conducted with Company's HQ at Geneva on Sustainability priorities with Company Management taking part in Group Steering Committee on Sustainability
- CO₂ emissions, in terms of MT carried per NM, reduced in 2021 (compared to 2020) by 3%
- CO₂ emissions, in terms of MT carried per NM, increased in 2022 till end Sept (Vs. 2021) by 9.86%
- EEOI for cargo (TEU) was reduced in 2021 (compared to 2020) by 4 %
- EEOI for Cargo(TEU) is increased in 2022 till end September(Vs. 2021) by 4.5%
- Target for reduction of waste streams (ISO 14001) is 0,5% (Incl Single Use Plastics by 10% onboard generation)
- Target for reduction of fuel consumption (ISO 50001) is 1% by use of best practices
- Huge investment in retrofit of vessels with new design of propellers, boss cap fins, bulbous bow, high quality hull anti-fouling paints to reduce GHG emissions from Vessel's operation combined with automatic data acquisition system to monitor these and support decision making.

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 each year MSC Shipmanagement continues to train 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



- Valuable support to over 1500 war displaced families from Ukraine, consisting of MSC Family crew members on leave and shore staff which included their boarding & lodging costs at Romania, providing medical insurance to over 5500 families spread at various locations of Europe. Additionally working together with MSC Foundation, all possible mental and physiological support provided to such families and close follow up done on their return to home country.
- Leadership and other professional development courses were conducted for both ship and office staff.
- Providing fast Internet facilities on all managed ships for longer duration to enable crew connect to families and also for online learning platform
- New local recruits for shore operations in 2022 – 60 in Cyprus, 17 in Ukraine and 41 in India
- Female employee ratio for shore operations (new recruits) -87% (Cyprus), 64% (Ukraine) and 30% (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 each year recruits 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 2022 – **13 operations** were conducted & in one operation, **46 human lives** were saved by taking them onboard. In the other operations, marshalling was one for similar number of lives & own vessel moved from on scene only after the arrival of naval vessel.
- MSC Shipmanagement continues to support the Marine and Maritime Research Innovation and Technology Centre of Excellence (CMMI)
- 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, Myanmar, China, Ethiopia and Ghana 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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