



POLICY-Corporate Social Responsibility	
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INTRODUCTION & OBJECTIVES

At Wallem Group (herein referred as ‘we’, ‘Wallem’ or ‘Company’), our vision is to be the leading provider of technology driven maritime solutions in a customer centric and transparent manner. Corporate responsibility is an embedded value at Wallem. While we strive to deliver excellence in our business, we wholeheartedly contribute towards being a part of societal change. We endeavour to:

Do the right thing by playing a key role in addressing issues that are central to our business – from the quality of our services and the diversity of our people to our engagement with communities and our environmental footprint, and

Be a catalyst for change by using our skills, voice and relationships to work with others and influence activities that make a difference, bring about change, and have a lasting impact on the markets and communities we operate in.

In achieving this, Wallem is guided by its core values, to deliver:

- Quality through Safety: make safety a competitive advantage;
- Transparency through Technology: use technology to deliver a complete package;
- Service through Support: provide world class customer support.

WALLEM’S CSR FOCUS AREAS AND ACTIVITIES

At Wallem, we continuously strive to improve our performance within the following areas. The communications with stakeholders about achievements are transparent, and all challenges are handled in a safe manner with integrity and team spirit.

Focus Area	Activities
Health and Safety ashore and at sea	Wallem is committed to providing our employees and seafarers with a safe and healthy work environment. We ensure our employees have safe equipment and facilities and are supported by workplace safety standards, in all activities and processes.

<p>Commitment to seafarers' welfare</p>	<p>Wallem actively raises global awareness of human rights abuses at sea and advocates for implementing the same human rights laws at sea, as they exist ashore.</p> <p>Wallem supports maritime non-profit organisations which provide financial, emotional and practical support to seafarers around the globe (e.g. Women of Wallem, The Mission to Seafarers, Sailor's Society).</p> <p>Wallem set up a wellness management program Wellness@Sea so that a comprehensive approach is taken to provide proactive programs & support that help build awareness, resilience and wellness in all seafarers, including access to the professional psychological help.</p>
<p>Diversity & Inclusion</p>	<p>Wallem actively promotes diversity and inclusion. Wallem is a diverse global company which recognizes that by bringing together employees with different background, perspectives and experiences, we spark innovation and better decision making, which contribute to our long-term success.</p>
<p>Commitment to environmental responsibility in all aspects of our business</p>	<p>Wallem always strives to minimise the risk of pollution and waste and works towards a 'zero oil spill to sea' by coordination of efforts of those ashore and on board the vessels.</p> <p>We are committed to reduce CO2 emissions from ships by implementing relevant policies and best practices on board, regular crew training and supporting the ship owners with implementing right technology on their ships.</p>
<p>Relationships with suppliers and partners</p>	<p>Wallem has clear expectations towards its partners and suppliers in terms of compliance with relevant legislation, environmental, occupational health and safety, quality management, and social performance, and strives to ensure that these expectations are met through conducting evaluation, regular audits and dialogues.</p>

All programmes are carried out throughout a year with active participation of the responsible functions and programme implementation partners.

CSR POLICY GOVERNANCE STRUCTURE AND APPROACH

Board of Directors

- Approves the CSR action plan and budget

Responsible functions:

- Formulate and share CSR action plan with budget for the year with the Board of Directors and seek approval. Implement the activities through the relevant functions in the company and / or implementation partners



- Spend the allocated amount on CSR activities once approved by the Board of Directors and create transparent monitoring mechanism of CSR activities
- Submit periodic reports to the Board of Directors for the activities undertaken

SUPPORTING POLICIES

To make sure employees understand the company's expectation, we have implemented the following policies which apply to all employees worldwide:

- [Code of Conduct](#)
- [Anti-bribery policy](#)
- [Whistleblowing policy](#)
- [Corporate Communications policy](#)

PARTICIPATION IN PROGRAMMES AND INDUSTRY ASSOCIATIONS

Wallem is an active member of the maritime industry organisations:

- American Bureau of Shipping (ABS) Technical Committee
- American Bureau of Shipping (ABS) China Technical Committee
- Baltic Exchange
- BIMCO (Baltic and International Maritime Council)
- Class NK Technical Committee
- DNV GL Technical and Tanker Committee
- German Shipowner Society (VDR)
- Hong Kong Ship Owners' Association
- Institute of Chartered Shipbrokers
- Intercargo (International Association of Dry Cargo Owners)
- InterManager (International trade association of the ship management industry)
- Intertanko (International Association of Independent Tanker Owners)
- Lloyd's Register Technical Committee



APPROVAL LIST

CEO, Wallem Group, Frank Coles

FAMILIARISATION LIST

All employees of Wallem Group and Wallem Joint Venture companies, onshore and at sea

REVISION HISTORY

Date	Edition	Developed by (Name, Job title)	Comment
25 July 2019	1.0	Lidia Selivanova, Head of Marketing, Wallem Group	New Wallem CSR Policy issued