



# 2022

## Environmental, Social and Governance Policy

EASTERN  
PACIFIC  
SHIPPING



# FOREWORD



Eastern Pacific Shipping is guided by the simple but important principle of not letting the perfect be the enemy of the good. By following this, we aim to incrementally reduce our impact on the environment and improve the quality of life for our people.

Cyril Ducau  
CEO  
Eastern Pacific Shipping



2021 was a transformative year for the world. In the wake of one of the most trying years in modern history, we saw the true resilience of the human spirit. After months of uncertainty and fear we began to see examples of kindness and courage. Global lockdowns and restrictions brought out humility and compassion. Thanks to technological advances we were able to combat this common adversary and find a new way to live and work.

I am grateful that in 2021, our 5,000 strong and growing EPS Community across sea and shore was able to adapt, deliver and transform our company despite these daunting circumstances. In 2021 we expanded our fleet to over 19 million DWT under management by closing 50 asset deals across our three core segments of containerships, dry bulk, and tanker vessels. These deals included newbuilds for landmark charters as well as vessel acquisitions in the secondhand market. Today 62 of our 192 vessels are dual fueled ships powered by an alternative marine fuel, making EPS a leader in the industry's energy transition.

While everyone agrees the ultimate goal is zero emissions, we must remain conscious that the perfect zero-emission solution is not available in the market today, especially when one contemplates a variety of parameters such as operational safety, technical feasibility and economic viability. As a leading tonnage provider, EPS has a responsibility to use whatever means necessary to lower our emissions today. That is why our holistic alternative marine fuel programme incorporates LNG, LPG, Ethane and Biofuels to significantly reduce our carbon footprint right now, while we research and develop Methanol and Ammonia solutions among others.

At EPS we are also conscious that it's not just how we move our ships that matters - it's also about what we move. Since April, 2020 EPS has not carried coal on any of our commercially managed dry bulk vessels. In January, 2022 we made this best practice official by implementing a No Coal Cargo Policy. With a significant portion of our commercially managed fleet being in the dry bulk segment, we aim to play a small part in making one of the world's worst pollutants that much harder to access. EPS is committed to setting strong mandates, sharing best practices, expertise and resources to accelerate the industry's energy transition. However, we know we can't do it alone.

In 2021 we became one of six founding members of the Global Centre of Maritime Decarbonisation, a collaborative non-profit organisation that aims to help the industry eliminate GHG emissions. EPS also partnered with Singapore's Nanyang Technological University for an Ammonia Bunker Study where we are lending our industry-leading expertise in the loading, transporting, and discharging of gas as cargo to develop bunkering protocols for ammonia. In addition, we signed a Memorandum of Understanding with counterparties to develop methanol and ammonia as marine fuels by retrofitting select conventional vessels in our tanker fleet and by building new ships with methanol and ammonia compatible engines.

We continued to take delivery of dual-fuel and efficient conventional newbuild vessels in 2021 and expect over 50 more in the next three years. These ships will play a crucial role in lowering our carbon footprint together with efficiency improvements for our legacy tonnage during the same time frame. Our fleet also experienced increased utilisation and higher sailing speeds in 2021. Like the rest of the industry, we were affected by global supply chain disruptions, increased speeds, and port congestions. Despite these factors I am pleased that our Annual Efficiency Ratio performance keeps EPS in a strong position to exceed our emissions target ahead of schedule.

The main driver behind our 2021 success was our people across sea and shore. Our global shore teams were able to adapt to several lockdowns, fluctuating government guidelines and work from home scenarios to ensure business continuity and operational excellence. Our seafarers continued to manage our ships with dedication, passion, and unparalleled resilience in the face of heightened challenges at sea due to the pandemic. Despite these challenges, the EPS Community grew stronger and closer this year, thanks in part to our Life at Sea Programme.

EPS is guided by the simple but important principle of not letting the perfect be the enemy of the good. By following this, we aim to incrementally reduce our impact on the environment and improve the quality of life for our people.

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## KEY STATISTICS

**5500**  
EMPLOYEES

**60 YRS**  
OF HISTORY

**6** OFFICES  
WORLDWIDE

**19M<sub>DWT</sub>**  
MANAGED

**Every year EPS makes...**

**4000** PORT CALLS

**And moves...**

**2M<sub>TEUs</sub>**  
CONTAINERS

**26M<sub>Mt</sub>**  
DRY BULK CARGO

**23M<sub>Mt</sub>**  
OIL AND GAS

**182K**  
VEHICLES

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# OUR CORE VALUES



The core values which underline our ESG Policy are **Commitment, Respect, Integrity and Teamwork**

## COMMITMENT

We are committed to being the green and technology-driven leaders of the industry. We are focused on delivering quality in a safe and efficient manner. We take pride in our work and encourage our #5,000strong and growing workforce to be self-motivated, responsible and disciplined in all that they do.

## RESPECT

We respect our people, our counterparties and the environment. We are courteous in all our dealings and treat everyone with dignity, regardless of status or position. We strive to cultivate a warm and inclusive environment for our people, and to provide them with equal access to opportunities. We value diversity in the workplace and celebrate the unique cultures, backgrounds, talents and perspectives that each person brings to the organisation.

## INTEGRITY

We abide by a Code of Business Conduct and all applicable laws, rules and regulations. We adopt a zero-tolerance approach to any compliance violations. All our dealings and transactions must be conducted in a transparent, above-board and lawful manner. We expect everyone to avoid and to report any conflict of interest or the appearance of any improper conduct.

## TEAMWORK

We recognise the importance of teamwork and aim to foster a culture of trust, open communication, and active collaboration. We value each person's contribution as an integral part of the success of our organisation.



# KEY AREAS OF FOCUS

## ENVIRONMENTAL PRESERVATION

EPS follows a comprehensive Environmental Protection Policy that applies to all that we do at sea and onshore. Per year, EPS typically moves two million TEUs, 26 million metric tonnes of bulk cargo, 23 million metric tonnes of oil, gas, and oil products, and over 182,000 vehicles. This is in addition to an average of 4,000 port calls per year. EPS embraces the responsibility that is attached to these high volumes of transport metrics. This responsibility is taken on by our #5000strong workforce across our fleet of 19 million deadweight-tonnes and all of our shore offices.



## SUSTAINABILITY, QUALITY & VETTING (SQV)

As an organisation, EPS conducts regular inspections, audits and trainings to ensure the health and safety of our seagoing colleagues and those who can be affected by our actions. We comply with the International Convention for the Safety of Life at Sea (SOLAS), International Convention for the Prevention of Pollution From Ships (MARPOL), International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), International Safety Management Code (ISM Code) and other relevant conventions by the International Maritime Organization (IMO).

## SOCIAL

The EPS Community is comprised of a #5000strong and growing workforce across sea and shore. These dedicated and talented people are the driving force behind our company and we remain committed to their long term physical and mental wellbeing. We are also conscious of the people who are our clients, vendors, and those who live in the communities where we operate.

We aim to create an environment where everyone can collaborate, bond and grow together.



Courtesy of: Capt. Rohit Sharma



## GOVERNANCE

EPS is committed to doing what is right and acting in accordance with the highest ethical standards. We believe that everyone, including our colleagues, stakeholders and counterparties, must adhere to our ESG Policy. EPS has developed a Code of Business Conduct as well as various policies, processes and procedures which ensure our integrity will not be compromised. In our pursuit of excellence, we take a zero-tolerance approach to any non-compliance with our policies and applicable laws and regulations.

# ENVIRONMENT

## IN THIS SECTION

- Environmental Protection Policy
- Green Ship Recycling Policy
- No Coal Cargo Policy
- Alternative Marine Fuels
- Emissions Reduction
- Emissions Tracking
- Ammonia Bunker Study
- EEXI Compliance
- Single Use Plastic Policy
- Recognitions for our Environmental Policy
- Global Centre for Maritime Decarbonisation

### ENVIRONMENTAL PROTECTION POLICY

EPS is committed to operate its fleet of vessels in a manner that minimises the environmental impact of its activities.

This will be achieved by setting a policy for:

- 'ZERO SPILLS' to the sea and "ZERO UNPLANNED RELEASES" to the atmosphere.
- Compliance with all environmental laws and regulations applicable to the maritime industry.
- Promoting the use of alternative materials that have a lower environmental impact.
- Continual improvement of its environmental performance through evaluation and investment in innovative technology.

To achieve compliance with the stated policy, EPS shall:

- Prepare and implement operating and maintenance procedures to manage the environmental aspects of its operations in compliance with applicable laws and regulations.
- Subscribe to and implement the ISO 40001 Environmental Management Standard within the Company's fleet of vessels.
- Set targets and measures of its environmental performance and review them on a regular basis to gauge performance and drive continual improvement strategies.
- Provide appropriate environmental training and educate employees to be environmentally responsible.
- Communication and reinforce this policy through the company and its contractors.

### GREEN SHIP RECYCLING POLICY

It is EPS' policy that all our ships at the end of their economic lives will be recycled in a safe, sustainable, responsible and environmentally sound manner.

EPS will only engage ship recycling facilities that are fully certified by a reputable, independent and competent IACS Classification Society, accredited by the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (HKC) and compliant with EPS' Code of Business Conduct.

EPS ensures that all ships maintain an up-to-date Inventory of Hazardous Materials and insist on Material Declarations from our suppliers. Ship recycling is monitored closely and a Statement of Completion that complies with HKC will be obtained at the end of the dismantling. EPS is fully committed to conserving the marine ecosystem and environments, prioritising safety and minimising risks to human health.

### NO COAL CARGO POLICY

The 2021 United Nations Climate Change Conference, also known as COP26, saw 197 nations come together to work towards reducing greenhouse gas (GHG) emissions in an effort to combat global climate change. COP26 resulted in the Glasgow Climate Pact, which calls on the world to act now to limit the rise in global temperature in accordance with 2015's Paris Agreement.

The pact is the first agreement that specifically targets the phasing down of coal, which is regarded as the most significant contributor to climate change. Phasing down coal usage will significantly lower CO<sub>2</sub> emissions as the world transitions to cleaner energy solutions. To support this transition, vessels commercially managed by EPS will follow a No Coal Cargo Policy.

EPS has not carried coal as cargo on our commercially managed dry bulk fleet since April, 2020. By officially implementing a No Coal Cargo Policy, EPS hopes to play a small role in making the commodity no longer economically viable, therefore increasing the demand for greener options. EPS' No Coal Cargo Policy also aims to be a message to the maritime industry that decarbonisation isn't exclusive to how we move ships - what we move also matters.



**EPS is fully committed  
to conserving the marine  
ecosystem and the  
environment for future  
generations.**



# ENVIRONMENT

## ALTERNATIVE MARINE FUELS

### The path towards total decarbonisation

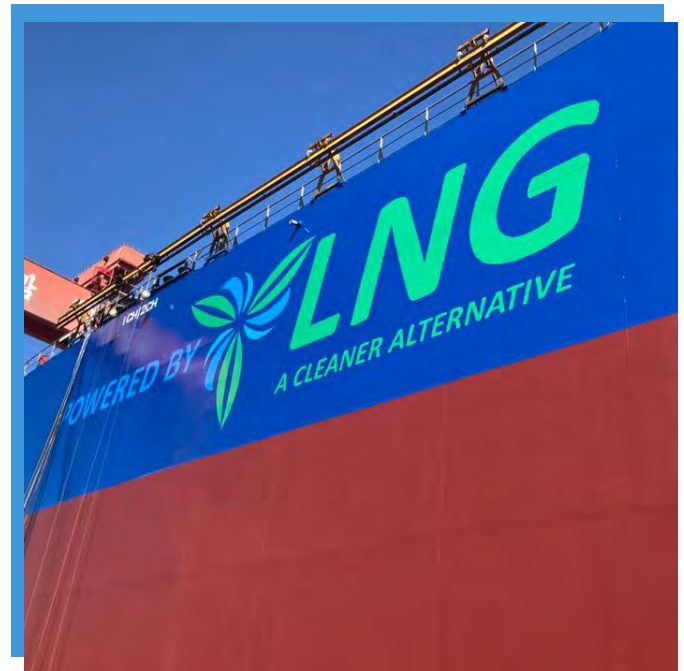
EPS is fully focused on supporting the industry's energy transition by reducing CO<sub>2</sub> and greenhouse gas emissions by 50% well before IMO 2050.

EPS intends to drive the agenda for decarbonisation and the preservation of the environment by using alternative marine fuels, such as Liquefied Natural Gas (LNG), Liquefied Petroleum Gas (LPG), Ethane, Biofuels, Methanol and Ammonia. These alternatives are proven to significantly reduce various harmful emissions such as sulphur oxide, nitrogen oxide, carbon dioxide and particulate matter discharge. EPS firmly believes to not let the perfect be the enemy of the good in our pursuit of full decarbonisation, which is why alternative marine fuels will be used until even cleaner energy sources are available.

With a fleet of over 19 million deadweight-tonnes across three core segments it is critical that we are able to quantify the environmental impact of our CO<sub>2</sub> emissions. These metrics allow us to benchmark our performance against ourselves and the industry. Our findings will be available to our peers so they too can benchmark their fleet efficiency, thus allowing the industry to collectively find best practices to reduce CO<sub>2</sub> emissions well ahead of IMO 2030 and 2050.

## EMISSIONS REDUCTION

Based on extensive research, EPS believes a very effective and practical way to lower emissions today is by using a holistic alternative marine fuels programme which includes Liquefied Natural Gas (LNG), Liquefied Petroleum Gas (LPG), Ethane, Biofuels, Methanol and Ammonia. Over the next few years, EPS will add LNG and LPG Dual-Fuel vessels across various segments creating a future-proof fleet that will comply with IMO regulations and significantly reduce emissions until even cleaner energy sources are available.



EASTERN  
PACIFIC  
SHIPPING



POWERED BY  A CLEANER ALTERNATIVE

LNG

LPG

ETHANE

BIOFUELS

METHANOL

AMMONIA



# ENVIRONMENT

## FUEL TYPES

## Alternative Marine Fuels—Reduction in Emissions Properties

Fuel Type	SOx	NOx	CO2	PM
LNG (-162°C)	90-99%	20-30%	24%	90%
LPG (-42.4°C)	90-100%	10-15%	13-18%	90%
Ethane (-88°C)	90-97%	30-50%	15%	90%
Methanol	90-97%	30-50%	11%	90%
Ammonia	100%	will require SCR or EGR	>95%	>90%

Engines not ready for ocean going vessels until 2024/2025

Engines not ready for ocean going vessels until 2024/2025

	AER	EEOI
Biofuel	0.0g CO2 /t Nm*	0.0g CO2 /t Nm*

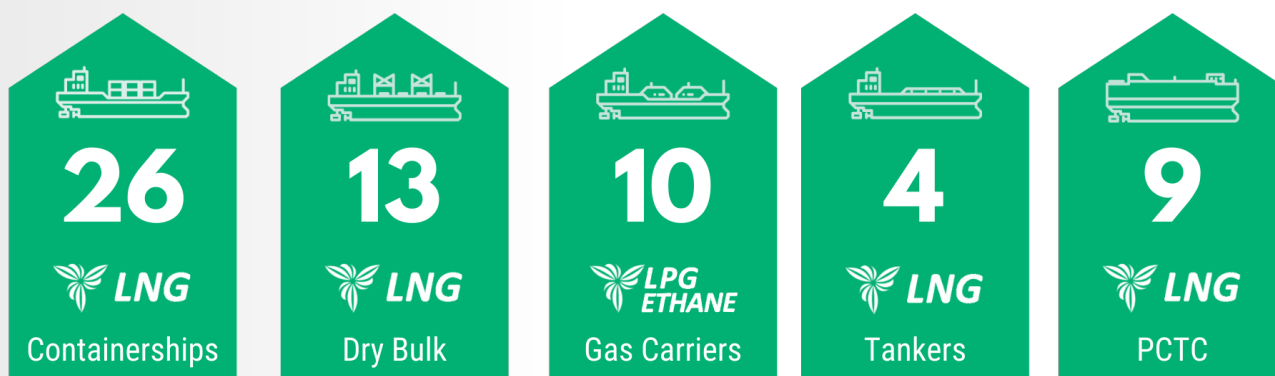
\*Data is based on EPS' biofuel trial for the main engine only. At the time of the trial, the vessel was 47,377MT, was carrying 41,076MT of cargo and had an "A" GHG rating.

\*Biofuel was trialed against VLSFO which returned an AER of 5.09g CO2 /t Nm and an EEOI of 5.88g CO2 /t Nm under the same conditions.

\*Biofuel has zero emissions from tank to exhaust as certified by the International Sustainability & Carbon Certification (ISCC).

Source: MAN Energy Solutions

## EPS DUAL FUEL FLEET



# ENVIRONMENT

## EMISSIONS TRACKING

As outlined in our Environmental Protection Policy, EPS aims to limit our environmental impact. To accomplish this goal, we track, measure, and quantify the CO<sub>2</sub> emissions from our diverse fleet. To calculate our findings, EPS uses the Annual Efficiency Ratio (AER), which is a Carbon Intensity Indicator (CII) widely recognised and accepted by the maritime industry

The formula considers fuel types, deadweight tonnage, voyage distance, and cargo weight, essential criteria for a company like EPS which manages an incredibly diverse fleet across three core segments - containership, dry bulk, and tankers. While this method produces acceptable metrics, it is important to note that variance in performance can be found when comparing similar vessels and voyages using the same methodology.

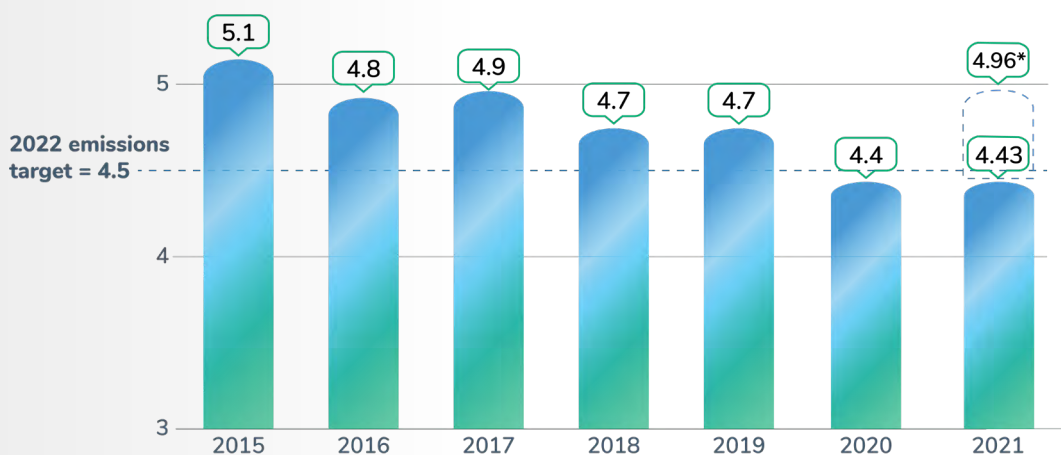
EPS follows the International Maritime Organization's guidelines for mass conversion factors (CF) to calculate these formulas, as shown in the table below. CF is a conversion factor between fuel consumption measured in grams (g) and CO<sub>2</sub> emission, also measured in grams (g), based on carbon content.

In 2021, EPS continued to perform well within its stated emission targets. Last year saw an increased utilisation of the EPS fleet and its modern tonnage in all segments. However, supply chain disruptions affected the fleet, mainly the container fleet, which experienced increased speeds and prolonged waiting times in anchorage due to port congestions, especially in the Americas and China.

From an emissions perspective, these factors did have an adverse impact. In 2021, our overall AER was **4.96**, 12% higher than 2020. This number improves to **4.43** when allowing for proposed IMO deductions which will be finalised at MEPC 78 in June 2022. Our 2021 performance is in line with our targets.

To ensure we remain on this consistent downward trend, EPS will introduce an Energy Budget in 2022 to monitor the fleet to assess operational performance improvements and technical improvements through EEXI and CII monitoring.

## Overall Annual Efficiency Ratio (AER) g/DWT x mile



\* AER improves to 4.43 when allowing for proposed IMO deductions which will be finalised at MEPC 78 in June 2022.

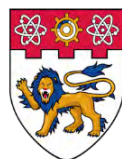


Fuel	Reference	Carbon Content	C <sub>F</sub> (t-CO <sub>2</sub> /t-Fuel)
Diesel/Gas Oil	ISO 8217 Grades DMX through DMC	0.875	3.206
Light Fuel Oil (LFO)	ISO 8217 Grades RMA through RMD	0.86	3.151
Heavy Fuel Oil (HFO)	ISO 8217 Grades RME through RMK	0.85	3.114

EPS has commissioned an IACS class to validate the data required to obtain a Green House Gas Rating (GHG Rating) from RightShip, which verifies that vessels are operating at a certain efficiency level that is suitable for the environment. In addition, a fleet wide study is currently underway that will produce a list of actionable items which will enhance the efficiency of our ships. We intend to have these independent parties continuously provide unbiased recommendations to ensure that our fleet operates in an environmentally efficient manner.

# ENVIRONMENT

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NANYANG  
TECHNOLOGICAL  
UNIVERSITY  
SINGAPORE

## AMMONIA BUNKER STUDY

EPS has joined a study with Nanyang Technological University, Singapore (NTU Singapore) to explore the use of ammonia as an alternative marine fuel. The study aims to create a high-level understanding of the ammonia supply chain and bunkering safety. The results of the study will aid the maritime industry as it transitions to fuels with a lower carbon footprint.

Ammonia is widely viewed as a promising alternative marine fuel for the maritime industry as it has the potential to reduce greenhouse gas emissions significantly. As a bunkering fuel,

ammonia presents several opportunities but also several technical challenges. For the study, EPS will be lending its industry-leading expertise in the loading, transporting, and discharging of gas, including ammonia, as a cargo.

EPS' deep knowledge and technical capabilities in the gas sector will play an essential role in developing bunkering protocols for ammonia.

The joint study will cover green ammonia production and supply, ammonia bunkering process, and potential issues arising from adopting ammonia as a marine fuel.

## EEXI COMPLIANCE

The 76th session of the IMO's Marine Environment Protection Committee (MEPC 76) will be held in June 2022. In the session, the shipping industry will set forth certain technical and operational measures to reduce carbon emissions taking effect from January 1, 2023. One measure introduced is the Energy Efficiency Existing Ship Index (EEXI) which retroactively applies to the technical efficiency vessels above

400 GT falling under MARPOL Annex VI. Guidelines on calculations, surveys and verification of the EEXI were agreed upon at MEPC 76 and will be finalised during MEPC 78 in June 2022.

In preparation of the 2023 enforcement date, Eastern Pacific Shipping is conducting ongoing internal and external assessments of our fleet in accordance with the proposed calculations.

As of January 2022, EPS' fleet is 52% EEXI compliant. We have identified the steps needed and are making technical enhancements to ensure EPS' entire fleet will be 100% EEXI compliant by 2023.

## EEXI Compliance



### LEGEND

● EEXI Compliant ● Planned Compliance By End Of Q4 2022





# ENVIRONMENT

## SINGLE USE PLASTIC POLICY

EPS is committed to drive the agenda for the green growth of the maritime industry. Instead of taking a wait-and-see approach on how to react to regulations and trends, we look internally at what type of company we are and what kind of company we want to be.

That is why EPS implemented a ban on the use of single-use plastic (SUP) at sea and onshore from January 1, 2020. SUP's are a serious and credible threat to the well-being of our planet by having devastating effects on our environment and oceans. By changing behaviors to reduce consumption habits, and to find alternate ways of getting things done, EPS aims to curb the use and damage caused by SUP's.

Single Use Plastics include: straws, cups, water/beverage bottles, take-away bags, cutlery, and plates.

The policy will also eventually extend to shore and sea based vendors.

## RECOGNITIONS

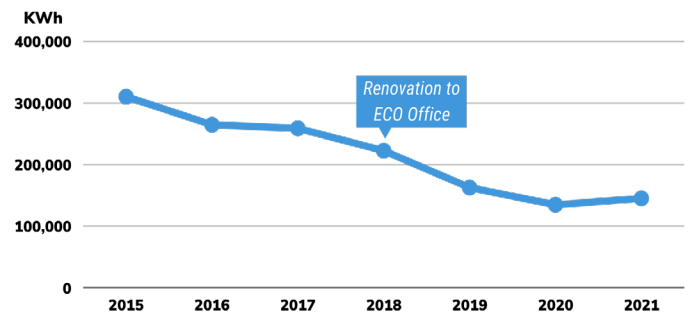
EPS' Environmental Policies are ingrained in our culture and are actively followed by our team. As a result, we have been recognised by multiple third party organisations and governing bodies.

Our vessels have received the "Green Award" for enhanced performance and "Qualship 21" status for consistently adhering to higher safety standards and compliance. EPS was also awarded by The Port of Long Beach for voluntary vessel speed reduction program.

On land our efforts were recognised by the Singapore Environment Council when they presented our Singapore headquarters with the prestigious Eco-Office Award. This audit-driven award is earned by companies who operate with high regard to waste management, energy, paper and water conservation and air quality. EPS is also proud to be ISO 14001:2015 Certified.



## ELECTRICITY CONSUMPTION EPS Singapore Headquarters



# ENVIRONMENT

## GLOBAL CENTRE FOR MARITIME DECARBONISATION



In April 2021, EPS signed a Memorandum of Cooperation to be one of six founding members of a unique public-private partnership that will fund S\$120 million to establish a Global Centre for Maritime Decarbonisation (GCMD) in Singapore.

The decarbonisation centre will spearhead maritime's energy transition through joint industry projects to help reduce greenhouse gas emissions, implement decarbonisation pathways and create new business opportunities.

EPS has been at the forefront of industry-wide decarbonisation efforts with its Alternative Marine Fuel Programme, which used a marine fuel mix to lowering emissions. The broad-based approach implements and tests LNG, LPG, Ethane, Methanol, Ammonia, and Biofuels. The multi-fuel approach is driven by not knowing which solution is right for the future.

As a leading tonnage provider, EPS is driven by a philosophy that sustainability begins with accountability. It also recognises that to get to total decarbonisation, industry players need to work collaboratively.

The global centre for decarbonisation in Singapore will act as a catalyst for progress in the maritime industry and beyond.

The partnership is further evidence that the sector is willing to band together and take ownership of environmental preservation for future generations.





# GOVERNANCE

EPS is committed to doing what is right and acting in accordance with the highest ethical standards. We believe that everyone, including our colleagues, stakeholders and counterparties, must adhere to our ESG Policy.

EPS has developed a Code of Business Conduct as well as various policies, processes and procedures which ensure our integrity will not be compromised.

In our pursuit of excellence we take a zero-tolerance approach to any non-compliance with our Code, policies, procedures, and applicable laws and regulations.

## IN THIS SECTION

- Code of Business Conduct
  - Whistleblowing
  - Human Rights
  - Trade and Economic Sanctions
  - Bribery and Corruption
  - Gifts and Entertainment
  - Accurate Reporting and Records
  - Conflict of Interest
  - Anti-Money Laundering
  - Confidential Information
  - Anti-Trust and Fair Competition
  - Harassment and Discrimination
  - Data Privacy
- Financial Reporting
- Objectives and Key Results

## WHISTLEBLOWING

### Our Commitment

We encourage you to speak up and raise your concerns about any potential or suspected wrongdoing.

### Our Safeguards

If you encounter or have any genuine concerns related to suspected wrongdoing or dangers affecting any of the EPS' activities, you should contact one of the following persons as soon as possible:

- your line manager;
- the Whistleblowing Officer;
- the CEO; or
- the General Counsel.



© Courtesy of: Z/O Kostiantyn Vasyliiev

Alternatively, you can make a report through the independent whistleblowing platform, which is administered by an independent third party, Whispli, and is available 24 hours a day, 7 days a week. You can choose to remain anonymous. The wrongdoing can be reported

- online via this website: <https://epshipping.whispli.com/pages/speakup>
- via a dedicated app, which can be downloaded using this QR code:



We take your concerns seriously and will conduct the necessary investigations into your complaint. We also respect the confidentiality of your disclosure and will take appropriate measures to keep your identity secret if you so request. We will not tolerate any threats or reprisals against whistleblowers. All persons who are involved in such conduct will be subject to disciplinary action.

### Reporting Information

If you have any questions regarding the EPS' Whistleblowing Policy or the independent whistleblowing service, please contact the Legal & Compliance department.

**Our employees are encouraged to do the right thing and speak up against any potential or suspected wrong doing.**



# GOVERNANCE

## HUMAN RIGHTS

### Our Commitment

We conduct our business in a way that respects human rights and the dignity of all people.

### Our Safeguards

We recognise our responsibility under the UN Universal Declaration of Human Rights and comply with the Maritime Labour Convention of 2006 by the International Labour Organisation (the "Convention"). We maintain the highest standards for our seafarers: conditions of employment, accommodation, facilities, health, welfare and others under the requirements in the Convention. All personnel (including agents acting on our behalf) are expected to strictly adhere to these principles. We do not make use of forced or compulsory labour under any circumstances and do not employ anyone underage.

### Reporting Information

Any actual breach or identified risk of breach of human rights standards should be reported immediately to the Legal & Compliance Department. Alternatively, use the independent whistleblowing service.

## TRADE & ECONOMIC SANCTIONS

### Our Commitment

We conduct our business in compliance with all applicable laws and regulations including those imposing trade and economic sanctions.

### Our Safeguards

Sanctions consist of a range of political and economic measures which are put in place by international, regional and state bodies with the aim of influencing the behaviour or policies of a particular country, group, individual or economic sector. There are different types of sanctions that prohibit or restrict us and our managed vessels from dealing with designated persons, entities and/or countries,

transporting certain goods, and calling to specified areas. We have implemented a compliance programme to manage the compliance risks arising from sanctions and to ensure that our business and activities do not violate sanctions or expose other parties to sanctions. This involves requiring our employees and seafarers to undergo compliance trainings, reviewing and assessing sanctions risks in transactions, issuing sanctions briefings and updates, screening counterparties and vessels to ensure that they are not designated under sanctions, and including protective trade and economic compliance clauses in contracts with counterparties. We only transact with counterparties that have been screened and approved in accordance with our counterparty screening procedures.

### We require that EPS' counterparties

- conduct their activities in a manner consistent with our Code of Business Conduct and all applicable legislation;
- have sufficient resources in place to ensure execution of and compliance with their own sanctions policies by their personnel;
- ensure that their subsidiaries and affiliates comply with the relevant policies and legislation;
- have relevant controls in place to monitor AIS;
- have controls in place to screen and assess onboarding or offloading cargo;
- have controls to assess authenticity of bills of lading and other cargo related documentation; and
- have controls in place consistent with the applicable legislation.

### Reporting Information

Please inform the Legal & Compliance Department immediately if:

- you have any doubt as to whether a deal or transaction might violate sanctions;
- you become aware of certain circumstances which you think could result in EPS violating or being exposed to sanctions.



# GOVERNANCE

## BRIBERY AND CORRUPTION

### Our Commitment

We believe that bribery and corruption undermine public interest, innovation and fair competition. The offer or acceptance of improper payments to third parties is strictly prohibited and will not be tolerated.

We have a zero-tolerance policy towards bribery, which is offering, promising, giving or accepting any financial or other advantage, to induce the recipient or any other person (whether such person is a government official or not) to act improperly in the performance of their functions, or to reward them for acting improperly, or where the recipient would act improperly by accepting the advantage. Such improper payment can take many forms: money, gift certificates, excessive gifts and entertainment, donations or contributions, rebates, discounts, favourable payment terms, assistance to or support of family and friends, etc. Our employees and agents are strictly prohibited from offering, paying, soliciting or receiving improper payments to or from third parties.

We must also ensure that our dealings with government officials are entirely above board. As such, it is strictly forbidden to make or offer “facilitation” or “grease” payments, which are payments made to a government official to secure or speed up routine, non-discretionary, legal government actions or services, such as issuing permits, vessel and customs clearance, etc. Any request for facilitation payments by a government official must be promptly referred to the Legal & Compliance Department.

If the demand is made onboard or in respect of a vessel managed by EPS, it must be resisted, denied and immediately reported to the vessel’s operations department.

We should never be involved in any form of bribery directly or indirectly through any intermediaries, agents or other third parties. Any act that contravenes our policy could be considered a criminal offense under the relevant jurisdiction and could also lead to the immediate termination of your employment. We take any breach in this matter very seriously and any allegation of breach will be promptly investigated.

### Reporting Information

- Should there be any doubt as to whether a payment is considered improper, employees should seek advice from the Legal & Compliance Department.



## ACCURATE REPORTING AND RECORDS

### Our Commitment

Any information or data which we prepare must be accurate. This includes financial records such as invoices, expense reports, claims, or non-financial records such as operational reports, meeting minutes, time sheets and other relevant business reports. Honest and accurate reporting is not only a requirement under the law but also part of our obligations and duties to EPS.

### Our Safeguards

Any falsification, unauthorized destruction, or misstatement of EPS’ records are a violation of EPS’ Policies. We must ensure that all of our financial statements and documents reasonably and accurately reflect the reality of our business. We must comply with all applicable laws and policies when creating, maintaining, retaining or destroying documents. We must not:

- (a) distort the true nature of any transaction;
- (b) falsify any document; or
- (c) enable another person’s efforts to evade taxes, launder money or evade other laws.

We must all act with complete integrity in our expense claims and ensure that they are legitimate business expenses. All submissions of expense claims or any payments (including cash payments) must be accompanied by an official receipt or supporting documents.

### Reporting Information

If you suspect that any documents have been falsified, destroyed or otherwise altered, please speak to your line manager and contact the Legal & Compliance Department immediately. Alternatively, use the independent whistleblowing service.



# GOVERNANCE

## CONFLICT OF INTEREST

### Our Commitment

A conflict of interest arises when our private interests interfere with our duties and obligations to EPS. We are committed to conducting our business without conflicts of interest and endeavour to avoid situations which may lead to an actual or perceived conflict of interest.

### Our Safeguards

We should not be involved in any activity that would be in conflict with the interests of EPS or alter our judgment in performing our duties. There are numerous ways that conflicting interests can arise and, if in doubt, we should disclose the potential conflict of interest to the relevant personnel. For example, our family member's business activity may result in a conflict between our personal interest and that of EPS if our family member owns a company that supplies vessel parts to EPS. In such instances, the potential conflict of interest has to be disclosed.

External activities, including external employment or affiliation, serving as officers or directors of another company, or having an ownership interest in suppliers or counterparties that engage in regular business with EPS, could result in potential conflicts of interest. Prior to our commitment to such external activities that may give rise to actual or apparent conflicts of interest, we must seek written approval from management and the Legal & Compliance Department.

Actual or apparent conflict of interest can be resolved in a manner that is acceptable to both EPS and the employee. However, it is important to first disclose the potential conflict of interest in an honest manner.

### Reporting Information

Any potential conflict of interest should be disclosed to your line manager and the Legal & Compliance Department.

## ANTI-MONEY LAUNDERING

### Our Commitment

Money laundering is the process of disguising illegal funds as legitimate earnings. It also includes the use of money from a legitimate source to support terrorism. We must never be involved in any money laundering scheme, whether directly or indirectly.

### Our Safeguards

We conduct thorough due diligence on all our counterparties before we engage or conclude any transactions with them. Subject to a limited number of exceptions, it is compulsory for all our counterparties to be registered on our Counterparty Registration and Management System ("CRMS") before we transact with them and before any payments can be processed to them. As part of the CRMS registration process, counterparties are required to provide information such as their corporate registration details, directors' information and bank account details. Payments to counterparties should only be made to bank accounts held in the name of that counterparty and not a bank account held by a third party. We do not give or receive endorsed money orders or cheques, and any payments in cash must be fully supported by official receipts or other supporting documents.

### Reporting Information

Please contact our Legal & Compliance department if you are aware of any suspicious transactions or activities.





# GOVERNANCE

## DATA SECURITY, PROTECTION & PRIVACY

### Our Commitment

We may obtain confidential information during the course of our employment with EPS. Confidential information is information that is generally not available to the public. Examples of confidential information include personal information of our staff members, private information of our counterparties, EPS' financial data and business plans or other sensitive internal/external documents. We respect the privacy of individuals and are committed to handling personal data in a lawful, ethical and professional manner. We aim to keep all personal data in confidence and take reasonable efforts to maintain confidentiality for as long as necessary.

### Our Safeguards

We must not abuse or disclose confidential information that we obtain during our work to any third parties except as required by law or with the consent of the information provider and with approval from management and the Legal & Compliance Department. This duty of non-disclosure survives even after employment with EPS terminates. Failure to properly safeguard confidential information could lead to dismissal or prosecution. Prior to obtaining or exchanging confidential information with the third parties (for example a prospective business partner in the context of a new project or a joint venture), a non-disclosure agreement or a confidentiality agreement must be signed. Please request the Legal & Compliance Department to prepare such an agreement.

We should not solicit confidential information from a competitor's employees, former employees, or customers. The use of any confidential information must only be for our business purposes, for the benefit of EPS and not for our personal benefit.

Personal data means information relating to an identified or identifiable individual. During the course of our employment, the Company will collect and process our personal data. We may also come into contact with data or information that is personal to other employees (prospective, current and/or ex-employees), or our counterparties such as charterers, suppliers or agents.

We should only collect, process, disclose, transfer and otherwise deal with personal data in accordance with EPS' policies. Generally, we should not collect, use or disclose personal data unless:

- (A) the relevant individual has given informed consent to the processing of his or her personal data;
- (B) the relevant individual is deemed to have consented to the processing of his or her personal data; or
- (C) the processing of the data is required or authorised by law.

### Reporting Information

If you have any concerns or wish to report any personal data and privacy breach, please contact the Data Protection Officer / Data Protection Lead, and the Legal & Compliance Department. If you are aware of or suspect a cybersecurity data and security breach, please contact the Cybersecurity Response Team (this is EPS IT team).



Courtesy of: Capt. Andriy Vovkogan

# GOVERNANCE

## ANTITRUST & FAIR COMPETITION

### Our Commitment

We support free enterprise and seek to compete freely and ethically within the framework of applicable anti-trust and competition laws.

### Our Safeguards

Competition and antitrust laws prohibit any agreements or conduct that restricts fair trading and competition between businesses such as the formation of cartels, price fixing or bid rigging. Such laws serve to promote and safeguard competition and to deter and punish anti-competitive behaviour. All applicable anti-trust and competition laws must be strictly complied with. As such, we must not share any commercially sensitive information with competitors, for example our pricing, costs or business strategies.

We must be cautious when meeting our competitors personally or through any trade associations. Under no circumstances are we allowed to disclose or discuss any matter that may appear to be inappropriate information sharing. Improper communications with competitors may result in allegations of anti-competitive behaviour, exposing us to reputational damage and the risk of severe penalties and sanctions.

### Reporting Information

Please consult the Legal & Compliance Department if you have any questions about our anti-trust and fair competition practices.

## HARASSMENT & DISCRIMINATION

### Our Commitment

We are an equal opportunity employer. We aim to provide a workplace free of harassment, discrimination and bullying so that all staff are free to undertake their work and grow and develop to improve not only themselves, but the organisation.

### Our Safeguards

Our employment practices are undertaken without regard to age, disability, race, religion or belief, sex, sexual orientation or gender identity, marital status, social class, political belief or political party membership.

We must always treat others with respect and avoid situations that may be perceived as inappropriate. We should ensure that no employee is subject to any intimidating, hostile or discriminatory behaviour. Inappropriate behaviour will lead to disciplinary action being taken by EPS and could result in dismissal.

### Reporting Information

Please notify your line manager, HR or management immediately if you or somebody around you are subjected to harassment, discrimination, bullying or abuse. You can also raise a grievance through the process set out in Grievance Resolution Procedure, or make a report using the independent whistleblowing service.

## FINANCIAL INTEGRITY

Financial integrity is a cornerstone of EPS. We have a set of comprehensive check and balance systems in place that serve as safeguards for employees, partners, clients, and vendors. We opt into these practices as they serve as safeguards for our employees, partners, clients, and vendors. They demonstrate that we hold ourselves to a high standard of transparency, honesty, and integrity.

To maintain this standard, we carry out several measures that ensure our financial records are accurate, true and fair.

### Our Safeguards

Periodic external audits are conducted by independent qualified auditors to obtain reasonable assurance about whether EPS financial statements are free from material misstatement, whether due to fraud or error. The audit evaluates the effectiveness of EPS' internal controls; the integrity of clearly defined areas of authority and responsibility; proper authorisation procedures; adequate documentation; segregation of incompatible duties; and, independent checks on performance and physical safeguarding of assets.

The audit also includes substantive procedures to determine the validity, completeness and accuracy of the financial statement balances using analytical procedures and tests of transactions and balances.

## OBJECTIVES AND KEY RESULTS

Every year, EPS' CEO and senior management, gather for strategy sessions where the past fiscal year is reviewed and goals are set for the upcoming year and beyond.

EPS uses the Objective and Key Results (OKR) methodology to define and track these goals and their outcomes. This framework allows the organisation to define how to achieve objectives through concrete, specific and measurable actions.

OKRs are set at organisational level and then each department is assigned its own OKR to help achieve EPS' overall goal. Department heads then work with their respective teams on developing actionable plans to realize individual and departmental goals.

This methodology aligns every person in the organisation and allows them to work with a sense of purpose and direction.





## SUSTAINABILITY, QUALITY & VETTING

As an organisation, EPS conducts regular inspections, audits and trainings to ensure the health and safety of our seagoing colleagues and those who can be affected by our actions. We comply with the International Convention for the Safety of Life at Sea (SOLAS), International Convention for the Prevention of Pollution From Ships (MARPOL), International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), International Safety Management Code (ISM Code) and other relevant conventions by the International Maritime Organization (IMO).

In addition, our managed fleet of 19 million dead-weight tonnes are certified by classification societies which are members of the International Association of Classification Societies (IACS).

A quarterly management review is conducted to report to management on various quality, health & safety issues that have been identified followed by appropriate planning and implementation of a mitigation plan.

### IN THIS SECTION

- Quality, Health & Safety Policy
- COVID-19 Policy
- Drugs and Alcohol Policy
- New Tonnage Policy
- Ship Visit Policy

We operate and manage our vessels in a **safe and environmentally friendly** manner that meets our customer's needs and requirements.



# SUSTAINABILITY, QUALITY & VETTING

## QUALITY, HEALTH & SAFETY POLICY

It is the policy of Eastern Pacific Shipping to operate and manage vessels in a safe and environmentally friendly manner, meeting customers needs and requirements. We shall exercise our individual responsibility for quality, health and safety in all our activities and strive for continuous improvement in the level of services provided.

### OBJECTIVES:

- To provide ship management services consistent with customer satisfaction.
- To provide safe and efficient cargo transportation services in accordance with applicable international legal requirements.
- To assess all identified risks to the ship, personnel and the environment and establish safeguards and an emergency response system.
- To prevent ill health, human injury or loss of life by providing a safe and healthy working environment and adopting safe working practices.
- To prevent marine pollution and damage to property.
- To maintain a competent and motivated work force through training and continuous improvement of quality and safety management skills.
- To ensure safe and healthy working conditions for each employee at sea and onshore.

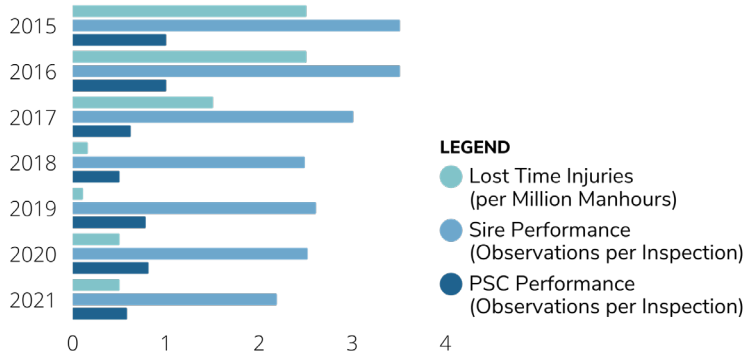
Our objectives shall be achieved by maintaining a management system based on the requirements of ISO 9001, OHSAS 18001, and IMO's ISM Code and by taking into account all applicable codes, guidelines, and standards recommended by IMO, Flag States, and other maritime industry organisations.

EPS is committed to achieving the highest management standards. Particular emphasis is placed upon marine safety, safe working practices, health and the protection of the marine environment with the target of zero accidents and incidents.

EPS is committed to provide the necessary resources and training in support of our policy and objectives and complying with all applicable national and international rules and regulations.

EPS is committed to continually improve the effectiveness of its quality management system.

## SAFETY RECORD Lost Time Injury • Sire Performance • PSC Performance





## COVID-19 POLICY

The health and safety of the EPS Community remains our top priority. To combat the new variants of COVID-19 impacting the world, EPS has put in place robust standard operating procedures that will ensure the safety of all sea staff, especially during scheduled crew changes.

These include strict adherence to local government requirements such as quarantine and vaccination guidelines, travel history checks, and more. Our Fleet Personnel Department also ensures that added precautions such as travel bubbles, the donning of full personal protective equipment, face masks, and safe distancing are practiced from departure of a sea staff's home country to embarkation of an EPS managed vessel.

A dedicated shore staff monitors the status of each ship staff and communicates with the team onboard through a daily monitoring and reporting system. As soon as vaccines were rolled out worldwide, EPS facilitated vaccination drives at ports whenever possible. Since August 2021, sea staff were required to be fully vaccinated in order to sail. EPS now has a 90% vaccination rate fleetwide.

## COVID-19 TEST KITS DISTRIBUTED ACROSS SEA AND SHORE

To protect our people, EPS procured 16,000 COVID-19 test kits for our vessels and shore offices. With a shelf life of 12 months, the World Health Organisation approved Antigen Rapid Test Kits can deliver results in just 20 minutes.

These kits provide an additional layer of protection by enabling our colleagues to screen essential visitors prior to them boarding a vessel or visiting an office.

EPS has retained expert medical practitioners to provide immediate assistance when required. All EPS managed vessels are equipped with additional medical equipment and supplies to support our ship staff in case of medical emergencies as well as manage fluctuating levels of COVID-19 and its variants.

# COVID-19 Test Kits

## Available Fleetwide and at Shore Offices

Test Kits Approved by:



World Health  
Organization



Abbott  
Panbio™  
COVID-19 Ag

15 min

C T



# SUSTAINABILITY, QUALITY & VETTING

## DRUGS AND ALCOHOL POLICY

It is the policy of Eastern Pacific Shipping to provide and maintain a safe, healthy, and productive working environment for all employees. EPS recognises that alcohol or drug abuse by employees will impair their ability to perform properly and as a result will have serious adverse effects on the safety, efficiency, and productivity of other employees and EPS as a whole.

### ACCORDINGLY:

- The misuse of legitimate drugs or the use, possession, or distribution or sale of unlawful or unprescribed substances is strictly prohibited in EPS' premises, ashore or on board vessels.
- At no time shall any employee be under the influence of alcohol which shall be defined as a blood alcohol content of 40mg/100ml or greater.
- EPS runs "ALCOHOL FREE" ships. Possession, use,

distribution or sale of alcoholic beverages on EPS vessels is prohibited.

- Substances maintained on board for medical purposes shall be controlled. Issuance and disposition of such substances shall be carried out in accordance with defined procedures.
- Non-compliance with the above requirements shall be considered a serious offense and grounds for termination of employment.

All offshore employees are required to undergo medical examination including drug and alcohol tests prior to joining, and will be subject to unannounced searches for drugs and possession of alcohol and random annual drug and alcohol testing.

All employees are encouraged to report violation of EPS' Drug and Alcohol Policy to [dpa@epshipping.com.sg](mailto:dpa@epshipping.com.sg).

## NEW TONNAGE POLICY

EPS is continuously adding new tonnage to its fleet, and a majority of this tonnage comes from newbuild projects.

EPS only selects ISO and OSHA certified shipyards that pass a rigorous internal vetting process which verifies it can complete the project to our specifications. The shipyards must also adhere to our Environmental Protection and Quality, Health & Safety Policies, as well as international regulations, such as the International Labour Organization.

This includes, but is not limited to, the ethical procurement of materials, the consideration of environmental risks, proper safety plans and contingencies in place, and a focus on the safety and health of the shipyard workers.

To ensure these requirements are being met, it is our policy to place EPS employed superintendents on site at the shipyard for the entirety of the project.

When increasing tonnage through acquisitions, EPS ensures the vessel complies with our environmental policy and operates in an efficient manner as to limit our overall environmental impact.

## SHIP VISIT POLICY

Part of our commitment to Quality, Health & Safety is ensuring that all persons onboard EPS managed vessels comply with our safety instructions and policies. This includes our sea and shore staff, suppliers, contractors, guests, and any other person. Visitors are required to liaise with their EPS person of contact to obtain specific policies, forms, and instructions before boarding.

At a minimum all persons going onboard an EPS managed vessel must undergo a safety briefing upon embarkations and wear the following basic personal protective equipment when walking about designated areas of the ship: safety shoes, hard hats, goggles and gloves.

For suppliers and vendors who are carrying out works onboard, or sailing with the vessel, they must complete and sign the relevant forms and obtain the appropriate permits such as the Common Permit to Work, Enclosed Space Entry Permit, Hotworks Permit, and the Mandatory Safety & Shipboard Familiarisation Checklist.





# SOCIAL

The EPS Community is comprised of a #5000strong workforce across sea and shore. These dedicated and talented people are the driving force behind our company and we remain committed to their long term physical and mental wellbeing. We are also conscious of the people who are our clients, vendors, and those who live in the communities where we operate.

We aim to create an environment where everyone can collaborate, bond and grow together.

## IN THIS SECTION

- Life at Sea Programme
- EPS Cares Initiative
- EPS CEO Joins Board of Singapore Maritime Foundation
- The Fittest EPS'er Challenge 2021
- Social Media Policy
- Equal Employment Opportunity

### LIFE AT SEA PROGRAMME

The majority of EPS' #5000strong workforce are seafarers, and their well being is one of our top priorities. The Life at Sea Programme is designed to improve the long term physical and mental wellbeing of our seafarers.

#### Reimagined Accommodations

The new spaces are aimed at creating an inclusive and collaborative experience onboard. The first wave of modifications has already begun while the completely new designs has been rolled out since Q42020.

#### State-of-the-Art Gyms

Our vessels are fully equipped with state-of-the-art gyms to promote an active lifestyle, which is proven to have an array of physical and mental benefits.

#### Culinary Upskilling

A dedicated Culinary Consultant works with our Captains and ship cooks to create healthy and delicious menus for our seafarers. In addition, EPS has partnered with the Hyatt Regency hotel in Gurgaon, India to provide our cooks with additional culinary training from experienced Executive Chefs that specialise in various cuisines.

#### Pizza Ovens

In line with our vision to deliver a world-class culinary experience to the EPS Community onboard, EPS has procured high end professional-grade pizza ovens to be installed onboard all vessels fleetwide. Pizzas are delicious and the process of making them can be a perfect way to bring people together. Ship staff onboard can get together to make the perfect pizza dough, get creative with pizza toppings and more.





# SOCIAL

## Hydroponics

EPS has been exploring sustainable ways to grow nutritious greens onboard. To kick this off, our colleagues onboard M/V Mount Hermon embarked on a trial with a state-of-the-art hydroponics system in May 2021. During the trial, the team onboard took turns to nurture seedlings into full-grown lettuce and celebrated their first harvest with a taste test. We are now looking to make this available fleetwide following the successful trial.

## Increased Connectivity

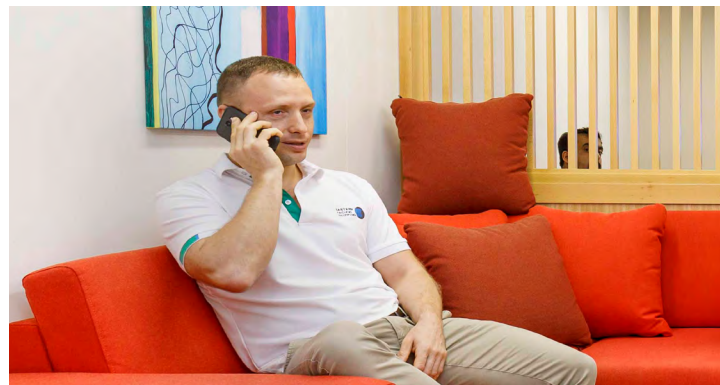
All EPS managed vessels will provide seafarers onboard with two hours of free wifi per day in the common areas and free monthly data packages.

## Internal Social Network

EPS launched a digital social network that will help our sea and shore teams foster a robust, interactive and engaging community.

## Professional Mental Health Support

EPS understands that long periods away from families, loved ones, along with heightened restrictions due to COVID-19, can all take their toll. This is why EPS has engaged a team of professional clinical psychologists with a deep and comprehensive understanding of the maritime industry. They provide a 24/7 helpline, bespoke campaigns on specific issues such as coping with stress, depression, employee conflict, fears, and anxieties.



Courtesy of: Capt. Igor Savarynyuk



# SOCIAL

## EPS CARES INITIATIVE

Over the past 60 years, Eastern Pacific Shipping has grown to be one of the industry's leading tonnage providers. Our growth is attributed to our people, our partners, and the communities where we operate. To show our gratitude, we have launched the EPS Care Initiative as a way to give back. This corporate social responsibility (CSR) programme supports people and communities through donations, fundraising, and volunteer work.

At EPS, we are committed to decarbonisation to preserve the environment for future generations. That's why we focus our charitable efforts towards causes that support environmental preservation, education, and the wellbeing of children.



## THE EPS SCHOLARSHIP FUND PRESENTED BY THE IDAN AND BATIA OFER FAMILY FOUNDATION

EPS is committed to developing the next generation of maritime leaders through scholarships, such as partnering with the Singapore Maritime Foundation for the MaritimeONE scholarship, and internship programmes.

In April of 2021, EPS announced the launch of a S\$600,000 scholarship fund that aims to award full and mid-term scholarships over the next three years to Singaporeans pursuing a career in the maritime industry.

This will create awareness around maritime and inspire students to consider a career in one of the World's most dynamic industry. EPS values diversity in the maritime sector at large and is excited that three of our four scholars are women.



**THE EPS SCHOLARSHIP FUND**  
presented by  
THE IDAN & BATIA OFER  
FAMILY FOUNDATION



**THE EPS SCHOLARSHIP FUND**  
presented by  
THE IDAN & BATIA OFER  
FAMILY FOUNDATION



# SOCIAL

## EPS AROUND THE WORLD FUNDRAISER 2022: SAMMY OFER'S CENTENNIAL CELEBRATION



**EASTERN  
PACIFIC  
SHIPPING**



A special edition of EPS's annual fundraiser was organised to commemorate our late founder Sammy Ofer, and raise S\$1 Million for The Mission to Seafarers.

Sammy Ofer KBE (1922 -2011) was a shipping magnate, seafarer advocate, philanthropist, and a family man. He was recognised by his iconic goggle-like glasses but known for founding a closely-knit international shipping group. His contributions to the maritime industry and seafarer wellbeing has been felt for over three generations.

February 22, 2022, would have been Sammy Ofer's 100th birthday. To celebrate his life, legacy, and contributions to the

maritime industry, Eastern Pacific Shipping hosted its annual Around the World Fundraiser in Sammy's honour. The Sammy Ofer Centennial Celebration called on the EPS Community, partners, sponsors, friends, and family across sea and shore to collectively walk, run or cycle 100,000 kilometres.

By going more than twice around the world, the fundraiser paid tribute to a passionate man who was deeply loyal, devoted, and loved by countless people around the world — all while raising essential funds for a well-deserved cause near to Sammy Ofer's heart.

## MERCY SHIP'S CARGO DAY

Mercy Ships is an NGO operating the world's largest civilian hospital ship, serving in the poorest countries in the world.

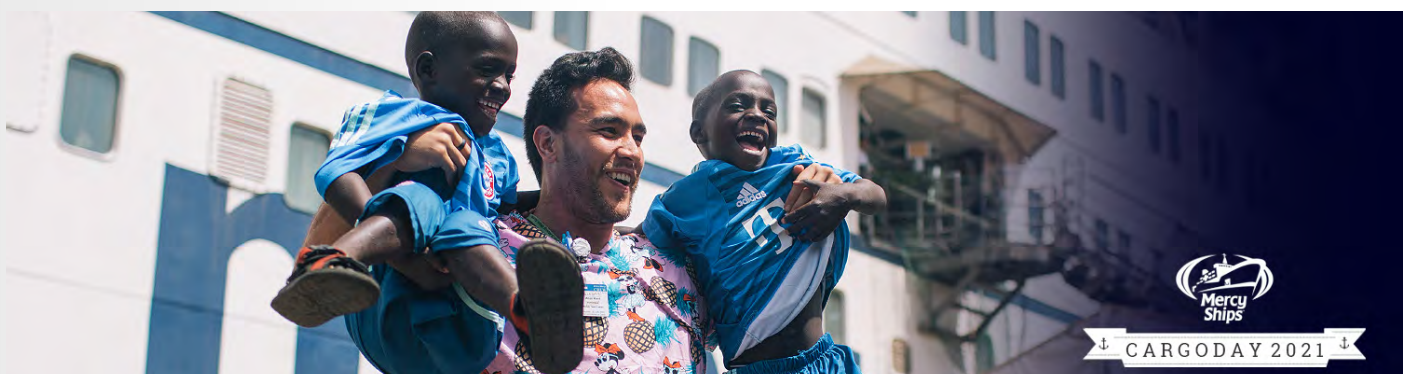
With the support of the maritime industry, Mercy Ship's annual Cargo Day has raised over \$4 million to date since its launch in 2016. Funds raised goes towards providing life-changing surgeries that improves the lives of millions of patients in rural or remote areas of the continent, training support for medical professionals and more.

EPS is proud to support this this life-changing initiative as the largest independent donor in 2020 and 2021. EPS looks forward to supporting Mercy Ships for years to come.

**EASTERN  
PACIFIC  
SHIPPING**



**RAISING FUNDS TO SAVE LIVES**





# SOCIAL

## EPS CEO CYRIL DUCAU JOINS BOARD OF SINGAPORE MARITIME FOUNDATION (SMF)

SMF is a non-profit established by the Maritime and Port Authority of Singapore (MPA) in 2004 to forge dialogue and collaborations between private and public maritime stakeholders. SMF partners with the industry to promote Maritime Singapore in overseas markets and to attract talent to the maritime sector.

Over time, strong industry support has enabled SMF to reach out directly to the community for ideas and initiatives that strengthen the maritime ecosystem.

As a Board member, Cyril will work together with the rest of the Board and SMF team as they continue to support the local maritime community and its talent pipeline.



EPS CEO Cyril Ducau with newly appointed Board members of SMF and Singapore's Minister of Transport—Minister S. Iswaran at SMF's New Year Conversations 2022. From Left to Right: Mr Cyril Ducau, Ms Angeline Teo, Minister S. Iswaran, Mr Hor Weng Yew, Mr Lars Kastrup, and Mr John Martin

## THE FITTEST EPS'ER CHALLENGE 2021

EPS believes a strong body and mind are proven to have an array of long term benefits such as injury prevention, an increased ability to focus, and an overall sense of wellbeing.

To encourage an active lifestyle, EPS organised its inaugural fitness league spanning across six months to crown The Fittest EPS'er of 2021. EPS'ers across sea and shore pushed their physical prowess to the limit as they completed challenges involving planks, squats, wall sits, burpees and more to fight for the top spot on the leaderboard.

The challenges motivated EPS'ers to include fitness as part of their daily routines, built camaraderie among participants, and engaged the EPS Community to rally behind their fellow colleagues.



PRESENTING  
**THE FITTEST  
EPS'er  
2021**

**CAPT. DAVID TEVDORADZE**

# SOCIAL

## SOCIAL MEDIA POLICY

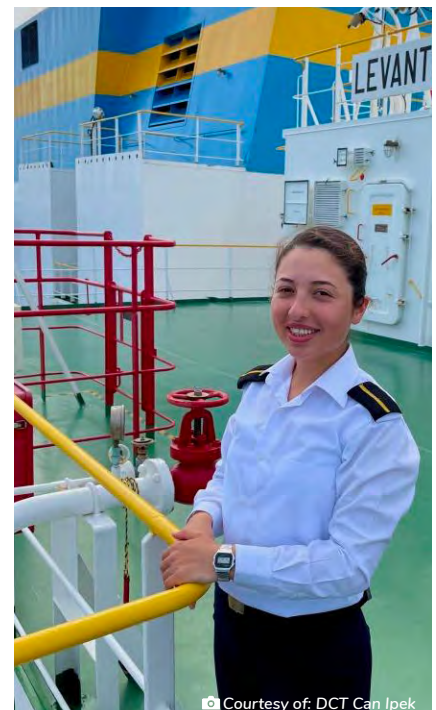
EPS is active on three social media platforms: Facebook, Instagram and LinkedIn.

The content shared on these platforms revolve around safety, environment, people, vessels and innovations. Our hashtag, #epshipping, is a tool that has helped strengthen the sense of community between our 5,000 employees. It helps bridge the gap between sea and shore and reinforces that we are one team.

EPS invites everyone to share photos, videos and other content relating to EPS and its employees by utilising our hashtag #epshipping. Those who use the hashtag must adhere to our content standards and safety policy. Please visit [www.epshipping.com.sg/others/social-media/](http://www.epshipping.com.sg/others/social-media/) for EPS' full social media policy.



#epshipping



## EQUAL EMPLOYMENT OPPORTUNITY

EPS is proud to provide equal opportunities in employment. EPS has the vision to be one of the best places in the world to work by giving each candidate an equal opportunity for employment.

Each employee is rewarded according to merit, treated with respect and given a chance to develop and grow their talents. We pride ourselves on our ability to attract, develop and retain top talent and create an inclusive work environment where employees are motivated to maximise their potential.

EPS abides by international labour laws and adopts Singapore's Tripartite Guidelines on Fair Employment Practices which promote fair and responsible employment practices.