

# SSM Policies and Objectives Guide



## 1. SUSTAINABILITY STRATEGY

At SIEM Shipping, sustainability is an integral part of our operational philosophy. We actively reduce emissions and embrace eco-friendly practices to minimize our environmental footprint. Between 2023 and 2024, our shore-based operations reduced CO2 emissions by 65%, from 205 to 134 metric tons. Our fleet also achieved a 2% reduction in Carbon Intensity during 2024.

We are committed to reducing pollutants such as greenhouse gases, nitrogen and sulfur oxides, and particulate matter. Our sustainable supply chain policy ensures full transparency and compliance with ethical and environmental standards across all tiers, supported by dedicated verification tools and procedures. Our goal is sustainable development in line with the highest human rights standards.

## 2. REGULATORY COMPLIANCE

SIEM Shipping strictly adheres to all international maritime regulations, prioritizing safety, environmental stewardship, and legal compliance. Our operational goals include maintaining an incident-free workplace and ensuring the safety of crews, cargo, and marine ecosystems.

In 2024, we underwent 54 Port State Control (PSC) inspections, achieving a Paris MoA deficiency ratio of just 0.44, significantly below the industry average of 3.17. Our detention rate was 0.0%, a testament to the strength of our Safety Management System and commitment to continual improvement.

## 3. GENDER EQUALITY

We uphold gender equality as a core principle. Every maritime employee at SIEM Shipping is entitled to equal rights, opportunities, and remuneration, regardless of gender. We ensure equitable treatment in all aspects of employment and promote an inclusive workplace culture.

## 4. EMPLOYEE DEVELOPMENT

Our workforce is a key strength, comprising skilled professionals from diverse backgrounds. We foster continuous development through advanced training, seminars, and conferences. Our long-standing commitment to employee growth is reflected in our 88% retention rate of long-term staff.

We offer training through the SIEM e-learning portal, covering essential topics such as anti-bribery, modern slavery, and whistleblowing. Seafarers benefit from world-class maneuvering training at the Ship Handling Research and Training Center in Łąwa, Poland. Health and well-being are also priorities, with free medical check-ups and preventive care provided for employees and their families, where possible.



## 5. HEALTH & SAFETY

Safety is a cornerstone of our corporate ethos. The Integrated Safety Management System ensures access to vital information and training across all departments. We pursue a zero-incident culture and are proactive in implementing safety protocols for both sea and land-based employees.

Regular training, preventive measures, and robust safety policies help us minimize accidents, injuries, and illnesses. The well-being of our employees not only enhances morale but also improves operational efficiency and company reputation.

## 6. ENVIRONMENTAL COMMITMENTS

Our environmental policy is designed to prevent pollution, optimize resource use, and reduce energy consumption. We meet and exceed environmental regulations, including MARPOL and ISO standards. By conducting regular audits and setting measurable goals, we ensure that all departments contribute to our sustainability objectives.

SIEM Shipping is a member of the Clean Shipping Index (CSI) and the North American Marine Environment Protection Association (NAMEPA). In 2024, we were awarded a Bronze rating by EcoVadis, further validating our environmental efforts. We go beyond compliance through our unique MARPOL Compliance Programme, encouraging proactive environmental practices fleet-wide.

## 7. COMPANY POLICIES

Our operations are guided by clear and robust policies that reflect our commitment to quality, ethics, and sustainability. We ensure:

- High service standards and client satisfaction
- Legal compliance with flag-state and international requirements
- Implementation of safe and ethical work practices

We maintain a strict zero-tolerance policy toward modern slavery, ensuring that all business dealings and partnerships uphold fundamental human rights. This includes contract clauses, risk assessments, and due diligence measures.

We also prioritize the prevention of environmental harm. Our energy efficiency strategy includes maintenance protocols, leak prevention, and adherence to MARPOL Annex VI during machinery installation.





## 8. INNOVATION & ENVIRONMENTAL SOLUTIONS

Innovation is central to our sustainable strategy. We invest in modern technologies that improve performance while reducing environmental impact. Key initiatives include:

- **LNG-Fueled Vessels:** The SIEM Confucius and SIEM Aristotle, the first LNG-powered transatlantic car carriers, were built exclusively for Volkswagen and represent a milestone in green shipping.
- **Exhaust Gas Cleaning Systems (Scrubbers):** Installed on multiple vessels, these systems reduce sulfur content in emissions from 3.5% to 0.5%.
- **Ducktail Hull Modifications:** Applied to vessels such as SIEM CURIE and SIEM COPERNICUS, these enhance fuel efficiency by optimizing water flow.
- **GRP Composite Structures:** Used on the SIEM Cicero, these lightweight materials improve fuel economy and were recognized with the JEC Innovation Award.

These advancements reflect our proactive approach to reducing environmental impact while meeting the evolving demands of the global shipping industry.

