



E.R. OFFSHORE

United Nations Global Compact

Communication on Progress (CoP) 2015
Reporting Period 2014/04 - 2015/03

This Communication on Progress is valid for E.R. Offshore GmbH & Cie. KG. The report refers to the company as E.R. Offshore or as company.





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Statement of continued support of the UN Global Compact

E.R. Offshore and its management board confirm and renew their commitment to continuously support the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour Standards, Environmental Protection and Anti-Corruption.

Within the entire international commodity trade the biggest proportion of transportation is seaborne. Therefore shipping is an important participant in globalization processes and also a beneficiary of the same.

As a consequence E.R. Offshore recognizes and appreciates its economic, ecologic and social responsibility at both national and international level.

This first annual Communication on Progress documents the measures and results of E.R. Offshore in the aforementioned four areas of the Ten Principles of the UN Global Compact since the company joined the initiative in June 2014. It also describes aims in this regard for the upcoming reporting period. The report will be made accessible to all stakeholders of the company.

E.R. Offshore and its management board are committed to further incorporate the Ten Principles into its business strategy and to continuously develop and enhance respective objectives and measures.

Kai Naumann
Managing Director



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E.R. Offshore – Overview

E.R. Offshore is a ship management company with 2 anchor handling tug supply vessels and 11 platform supply vessels in worldwide service. This diversified fleet makes E.R. Offshore a strategic partner of the world's leading Oil and Gas companies, platform operators and the offshore industry.

The company's founder Erck Rickmers, established E.R. Offshore in 2006. The Rickmers family has been active in the shipping business for five generations.

About 440 employees on shore and at sea are committed to provide safe, environmental friendly and reliable ship management operations to its clients.

In addition to mandatory certification according to the International Safety Management Code (ISM-Code), the Maritime Labour Convention (MLC) and to the International Shipboard and Port Facility Security Code (ISPS-Code) E.R. Offshore developed an integrated management system certified to the following standards:

ISO 9001:2008 (quality management),

ISO 14001:2009 (environmental management) and

BS OHSAS 18001:2007 (occupational health and safety management).

This management system is established and maintained both on board of the operated fleet and ashore and audited by an external independent third party on an annual basis.



I – Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure they are not complicit in human rights abuses.

E.R. Offshore and its management board are committed to support and to protect the International Bill of Human Rights within their sphere of influence and throughout their business activities.

It is further the declared company's policy neither to permit nor to tolerate but to prevent any kind of discrimination and/or harassment of its employees on board or ashore on the grounds of race or the ethnic origin, gender, religion or belief, disability, age or sexual orientation.

Within its management system E.R. Offshore has established a reporting procedure that enables and encourages all employees to report any non-conformity or complaint in regard to the Maritime Labour Convention and other applicable national, international or internal rules and regulations. The latter also includes the declared company's policy statements available on the website of E.R. Offshore.

E.R. Offshore recognizes and appreciates its social responsibility and is or was engaged in the following activities within the reporting period of 2014 in this regard:

The seafarers on board of our vessels are away from their families and homes for several months. It is therefore important for them during their time limited port stays to be able to visit places where they feel welcomed and somehow also at home.

For the seafarers to be able to communicate with their family and friends while at sea all vessels in the E.R. Offshore fleet have been provided with internet access for all crew members since the year 2008.

In 2014 E.R. Offshore participated through its group of companies in a donation of USD 119.000 to the Sailor's Society. The Sailor's Society is an international support charity. It cares for the personal, professional and spiritual needs of merchant mariners around the globe. The Society works in many countries to assist multinational seafarers of all faiths to enrich and enhance their well-being, both in port and whilst away at sea.

Also through its mother company E.R. Capital Holding, E.R. Offshore was involved in the donation of EUR 5.000 to the "Stiftung Mittagskinder". In October 2014 the employees of the E.R. Group which is including the employees of E.R. Offshore, were requested to propose and to vote for a social organization in Hamburg to receive this donation. The "Stiftung Mittagskinder" is a foundation which aims at providing socially disadvantaged children better chances in managing their way of life. Doing so the foundation provides every day for about 200 children regular and healthy free meals, help with their homework as well as professional socio-pedagogical support.

Social commitment attracted also physical support amongst the staff of E.R. Offshore: Same as in the previous years, around forty employees participated in the summer of 2014 in a four kilometer charity run in the City of Hamburg, the "HSH-Nordbank Run".



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The aim of each runner and also of the entire team was to raise money for the initiative "Children Help Children".



II – Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

It is the declared policy of E.R. Offshore that all employees both on board and ashore shall be treated in a fair, just and correct manner based on relevant international and national rules and regulations and applicable working terms and conditions.

The company has established a grievance procedure which clearly defines the right of any seafarer to file a complaint arising from an alleged violation of his contractual or any other rights.

Conditions of contracts of employment for crew members on board of E.R. Offshore managed vessels are based on collective bargain agreements and are in accordance with the Maritime Labour Convention of 2006 (MLC 2006) and other applicable rules and regulations.

The aforementioned MLC 2006 governs the minimum requirements for seafarers to work on a ship and the conditions of employment, the accommodation and recreational facilities as well as food and catering on board, the health protection, medical care, welfare and social security protection of seafarers. The effective implementation of the MLC 2006 into the company's management system has been verified through an audit by a recognized third party on board of every vessel under the management of E.R. Offshore in 2013. The effectiveness of the system is continuously monitored through annual internal audits on board of each vessel since then.

External crewing agencies are also audited by E.R. Offshore on an annual basis. These audits include the verification of their compliance with the MLC 2006 as well.

Under-aged seafarers are never employed on board of E.R. Offshore managed vessels. Personnel documents are being reviewed during various steps of the initiation of employment and also by the Master as a representative of the company on board.

E.R. Offshore is committed that all identified risks to its personnel are being assessed and appropriate safeguards are established in order to ensure that no unacceptable or avoidable risks are taken.

To fulfill this commitment procedures to identify critical shipboard operations and to control substances hazardous to the health of employees are established within the management system of the company. Proper implementation of these procedures is



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being reviewed during internal and external audits on board and in the office ashore as part of the verification process related to companies Occupational Health and Safety Assessment Series (OHSAS) certification. The verification in the office was carried out during the reporting period of this Communication on Progress.

E.R. Offshore has trained its seagoing personnel in these occupational health and safety procedures in 2013 and 2014 during so called Fleet Officer Meetings in Hamburg, Germany, in Gdansk, Poland and Split, Croatia. More than 200 Officers were participating in these events.



III- Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

E.R. Offshore is assessing all identified environmental risks that may emerge within its sphere of influence or through its business activities.

Further, E.R. Offshore is committed to continuously improve its employees' skills and abilities not only but also in regard to environmental protection.

The company has issued instructions and procedures which ensure the safe operation of all vessels in regard to environmental protection. These instructions and procedures are established in the integrated management system which is certified in accordance with the ISO 14001:2009 standard. The verification audits for the certification took place during this reporting period on board of several vessels of the fleet and in the office of E.R. Offshore.

One of the most important aims which were actively pursued through the year of 2014 with great efforts of crews on board and staff in the office was to reduce fuel consumption and with that also CO₂-Emissions of the vessels managed by E.R. Offshore.

In 2014 the implementation of a management plan on board of every vessel in the fleet was successfully completed as planned. Such plan includes procedures for inspecting, maintaining and cleaning the vessels hulls and other areas which are susceptible for marine growth and fuel efficiency. Controlling marine growth on the vessels is aiming at the prevention of alien species invasions between different ocean regions and also at reducing fuel consumption.

In addition a procedure was established to reduce fuel consumption and running hours for auxiliary engines in consideration of load balance for various operation modes.

Special attention was paid to the CO₂ emission of newly leased company cars with conventional combustion engines. This has led to a 10 % reduction of CO₂ emissions in 2014 caused by the company car fleet.

The company also offers to all employees subsidized monthly passes for public transport within the metropolitan area of Hamburg, in order to encourage employees to use environmental friendly transportation for commuting between home and work.



IV – Anti Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

E.R. Offshore is committed to counteract fraud, extortion and bribery or any other form of corruption within its sphere of influence.

The company has implemented an internal control system that ensures that business activities are checked on a regular base.

Any secondary employment or additional business of employees of E.R. Offshore must be reported to the company and is subject to approval in order to reduce possibilities of contradictions of interest. Salaries paid by E.R. Offshore are ensuring that employees are able to support themselves without the need of an additional income.

E.R. Offshore has established rules and regulations governing acceptance and granting of presents, corporate hospitality and other invitations and stipulating in which cases employees have to report to the company if such benefits are offered to them by third parties that uphold or are about to enter into business relations with E.R. Offshore or its related companies.

Any new employee who joined E.R. Offshore in 2014 has signed these rules within his contract of employment.