



Clipper Group

# CSR Report

## Contents

<b>CEO STATEMENT</b>	<b>3</b>
<b>CLIPPER GROUP CSR POLICY</b>	<b>4</b>
<b>STRUCTURE OF REPORT</b>	<b>4</b>
<b>CLIPPER BULK</b>	<b>4</b>
<b>CLIPPER BULK BUSINESS MODEL</b>	<b>5</b>
<b>KEY CSR RISKS AT CLIPPER BULK</b>	<b>7</b>
<b>CSR WORKING GROUP</b>	<b>9</b>
<b>HUMAN RIGHTS &amp; LABOR STANDARDS</b>	<b>9</b>
<b>OUR PEOPLE</b>	<b>11</b>
<b>COVID-19</b>	<b>15</b>
<b>HUMAN RIGHT RISK ASSESSMENT</b>	<b>16</b>
<b>DATA PRIVACY &amp; IT</b>	<b>16</b>
<b>ENVIRONMENT &amp; CLIMATE</b>	<b>18</b>
<b>ANTI-CORRUPTION</b>	<b>21</b>
<b>CLIPPER DRY BULK</b>	<b>22</b>
<b>SEATRUCK FERRIES</b>	<b>25</b>
<b>SEATRUCK FERRIES BUSINESS MODEL</b>	<b>26</b>
<b>KEY CSR RISKS AT SEATRUCK FERRIES</b>	<b>27</b>
<b>HUMAN RIGHTS &amp; LABOR STANDARDS</b>	<b>29</b>
<b>ENVIRONMENT &amp; CLIMATE</b>	<b>30</b>
<b>ANTI-CORRUPTION</b>	<b>30</b>
<b>SEATRUCK</b>	<b>31</b>

## CEO STATEMENT

2021 was the second year where everybody's daily life and routines were disturbed by Covid-19 and Companies have had to rethink how to protect the well-being of their employees. We have in this report described some of the steps we have taken to assist our employees to come safe through the crisis. On a more pleasant note 2021 was also the year where we initiated a new CSR work group with members from across the organization. I am pleased to see the commitment and enthusiasm that is displayed in this working group and are looking forward to continued valuable input from the group. Input that will help us in our constant efforts to improve the mark we are setting on our surroundings. Whereas we have several focus areas our main focus for 2022 will be to play an active role in battling the challenge of female underrepresentation in the shipping industry and to seek ways to participate in the important decarbonization agenda. Finally, I am pleased to confirm that we remain committed to support UN Global compact and its ten principles.

A handwritten signature in blue ink that reads "Amrit Kalsi". The signature is written in a cursive, flowing style.

Amrit Kalsi  
Group CEO  
Clipper Group

## **CLIPPER GROUP CSR POLICY**

We strive to make a positive impact.

As a maritime player with a global presence at sea and on shore, we recognize our social, environmental, and ethical responsibility. We wish to push for a positive development by running our business in a responsible manner and by promoting sustainable business behavior in our network. We are committed to and do build our efforts on the 10 principles of UN Global Compact. We are setting measurable goals within the areas where we believe our efforts may have the greatest impact and are under our current goals for 2020-2022 focusing on diversity, safety, reducing emission and fighting corruption.

## **STRUCTURE OF REPORT**

Clipper Group is a family-held international shipping group dedicated to global dry bulk shipping via Clipper Bulk and Ro-Ro services on the Irish Sea via Seatruck Ferries. Seatruck Ferries is fully owned by the Danish company Clipper Group A/S. Clipper Group and Clipper Bulk are headquartered in Denmark whereas the headquarter of Seatruck Ferries is in England.

The nature of the two business divisions do, however, differ from each other and due to a large extent operate independently. Our report is therefore divided in two main sections, separately focusing on Clipper Bulk and Seatruck respectively.

This report serves as both our statutory reporting for Clipper Group A/S according to the Danish Financial Statements Act and our communication of progress for 2021 to UN Global Compact for Clipper Group Ltd.

## CLIPPER BULK BUSINESS MODEL

Clipper Bulk operates around 65 handysize and supramax vessels. We have long-term partnerships with clients, investors, technical- and commercial managers and we take pride in the fact that many of our partnerships go back more than 20 years.

Clipper Bulk's customer base spans from large commodity houses to single commodity producers and end-users. We transport alumina, cement, coal, grain, logs, steel and wood pellets and our customers benefit from our strong focus on risk management and cost-effective coverage. With an increased focus on short term contracts and spot fixtures, we monitor the market closely and use analytics to support our decision making. Governed by our strong values, our talented people focus on relationships and data to make the best market calls and deliver reliable and dedicated services.

## VALUE CHAIN



## COMMODITIES





**CLIPPER**



## KEY CSR RISKS AT CLIPPER BULK

The following table provides an overview of the most significant CSR risks facing Clipper Bulk and how we mitigate them. It is not an exhaustive risk overview.

CSR TOPIC	RISK	MITIGATION
<b>Diversity</b>	The shipping industry has difficulties in attracting female employees which reduces the talent pool.	Clipper Bulk is setting goals for increasing number of female employees and managers and are taking various steps to meet those goals.
<b>Corruption</b>	Clipper may encounter corruption and illegal behavior from our downstream value chain and service providers in our global presence.	Clipper Bulk has implemented an anti-corruption policy and conducts anti-corruption training of staff.  Clipper Bulk is also an active member of the Maritime Anti-Corruption Network, taking part in several anti-corruption initiatives as we realize, that corruption is only fought efficiently in partnerships.
<b>Seafarers' human rights on vessels</b>	As operator, Clipper Bulk may not be aware of potential human rights violations or poor working conditions for the crews onboard vessels chartered in.  Covid-19 affects seafarers in terms of their well-being, safety and health and local restrictions have made crew changes difficult.	We strive to include a clause in our Charter Party agreements stipulating fair working conditions and respecting the seafarers' human rights in accordance with ITF (International Transport Workers' Federation), the Maritime Labour Convention or similar organizations.  Clipper Bulk has taken actions to protect the well-being of crew members best possible and to facilitate crew changes even though it in some circumstances has entailed a deviation from the commercially preferred route entailed.

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**Human rights in conflict areas**

When sailing to destinations all around the world there is a risk that we will be asked to call conflict areas and unknowingly become involved in human rights violations.

We are monitoring the situation carefully when transporting goods to conflict areas to ensure that we are not actively or indirectly participating in violation of international sanctions or human rights. Clipper conducts sanctions check.

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**Decarbonization**

If Clipper Bulk do not stay on top of new requirements and expectations from clients to participate in decarbonization, there is a risk to lose out on business opportunities.

Clipper has increased focus on the area, established a working group, and participates in forums and engage with stakeholders to ensure that we stay on top on new developments.



## CSR WORKING GROUP

A CSR working group has been established as a natural next step in Clipper Bulk's continued focus on CSR. The working group has members from management and the organization and is dedicated to work with the many subjects relating to CSR that the organization is being faced with.

The key function for this workgroup is firstly to engage stakeholders internally in the Company, learn from different departments and ensure awareness within the organization. The CSR workgroup follow up on ideas and challenges which are met by the business, and ensure that we improves where it is possible and further that Clipper encourage all employees to take active part in the company's CSR efforts in their daily work.

## HUMAN RIGHTS & LABOR STANDARDS

We are of the opinion that a sustainable future entails global respect of Human Rights. We are conscious of our responsibility as a company trading globally, and we want to endeavor that Clipper has a positive impact on a sustainable future where Human Rights are respected.

### Human Rights

"Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.

Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more.

Everyone is entitled to these rights, without discrimination."

*Source: United Nation*

# OUR PEOPLE



## OUR PEOPLE

Clipper Bulk employed 65 people by the end of year 2021 and wishes to be an attractive workplace. We believe the retention rate provides an indication of employee satisfaction and engagement. The retention rate for Clipper Bulk was 95% for 2021. Our goal that the retention rate shall be above 90% has therefore been met for second year in a row.

### DEVELOPMENT OF EMPLOYEES

Clipper Bulk's working culture is characterized by empowerment, responsibility, and growth from day one. Investing in employees is essential to Clipper's strategy and we treasure initiative and wish to promote a growth mindset where employees take increased levels of responsibility and drive personal and professional development. We empower employees to continuously develop their qualifications. Activities range from inhouse knowledge sharing, participation in a variety of schooling and courses with external educational institution whith the overall aim that the learning shall be relevant to Clipper's strategy and support current and future tasks and responsibilities.

To continue the high focus on learning and development Clipper have created an in-house workgroup with different stakeholders which aim to find new creative ways for learning and measure employees' development both personally and professionally.

## DIVERSITY & INCLUSION

As a global shipping company, we especially pride ourselves in our international mindset. We encourage candidates with different backgrounds and of different nationalities to join as we recognize that in our current globalized world, talent is no longer confined by physical borders. We provide equal opportunities for everyone and ensure that a position is always filled with the best candidate, based on the persons capabilities and mindset.

We are of the view that offering a diverse and inclusive working environment is an integrated part of being a sustainable business. We believe that diversity is any dimension that differentiates people and enables a diverse line of thought - for example background, education, age, nationality, ethnicity, race, experience, sexual orientation, or health status.

### CLIPPER GROUP DIVERSITY POLICY

We believe that diversity at all levels of the organization gives us the largest possible recruitment base.

Diversity creates an innovative and inclusive work environment.

We want to respect and recognize the people we meet in our conduct of global trade irrespectively of cultural background.

One of the CSR goals is therefore to gather and employ minimum 10 different nationalities in Clipper Bulk. We are proud to have succeeded with this goal for the year of 2021, where Clipper Bulk employed as many as 13 different nationalities.

To continue the aim towards a diverse and inclusive workplace, we:

- Continuously review our processes and policies.
- Attend and work in network groups across the business together with Danish Shipowners where we assist with input and constructive dialogue.
- Participate in the Target Gender Equality Accelerator program arranged by UN Global Compact.
- Support Women In Shipping (WIS) which is a professional network with the aim of strengthening women in shipping, share experiences and build relations. Clipper's representatives participate in the WIS initiatives to ensure the continued diversity focus in Clipper.
- Intent to carry out global leadership training in unconscious bias, diversity, and inclusion during 2022.

## **FEMALE EMPLOYEES & FEMALE MANAGERS**

Female underrepresentation is a challenge not only for Clipper Bulk, but for the entire shipping industry. We have joined the charter for more women in shipping established by the Danish Shipping industry organization and have set goals for increasing percentage of female employees and number of female managers with people responsibilities.

To achieve these goals, we have ensured, that in all recruitment processes, we select relevant female and male candidates for interviews. We also want to ensure that there are no barriers within Clipper that hinder women from joining or being promoted due to their gender. We have set a goal that 33 percent of all employees in Clipper Bulk shall be female at the end of year 2022. Clipper succeeded with achieving this goal for second year in a row with 35% of the employees being female. The number of female managers with people responsibility is three and the number has not increased from previous year.

## **FEMALE BOARD MEMBERS**

Clipper Group A/S have a recruitment policy for board members, which in accordance with Danish legislation, includes a goal for female board representation. According to the policy, Clipper Group A/S board of directors should have at least one female board member elected by the shareholders before end 2022. The board currently consists of 4 male board members. The policy also stipulates that the chairman of the board shall propose at least one female candidate for vacant board positions.

Due to recent years' challenging conditions and restructurings, it has been a priority for the board to maintain continuity as well as current knowledge and expertise and thus, no board positions have become vacant in 2021. The target of one female board member has therefore not yet been met. The chairman of the board has, however, throughout the target period had meetings with potential female candidates in order to be better able to propose a female candidate for the shareholders once a board position becomes vacant.

The board of Clipper Group A/S's subsidiary Seatruck Ferries Holding Ltd. consists of six board members of which one is female.

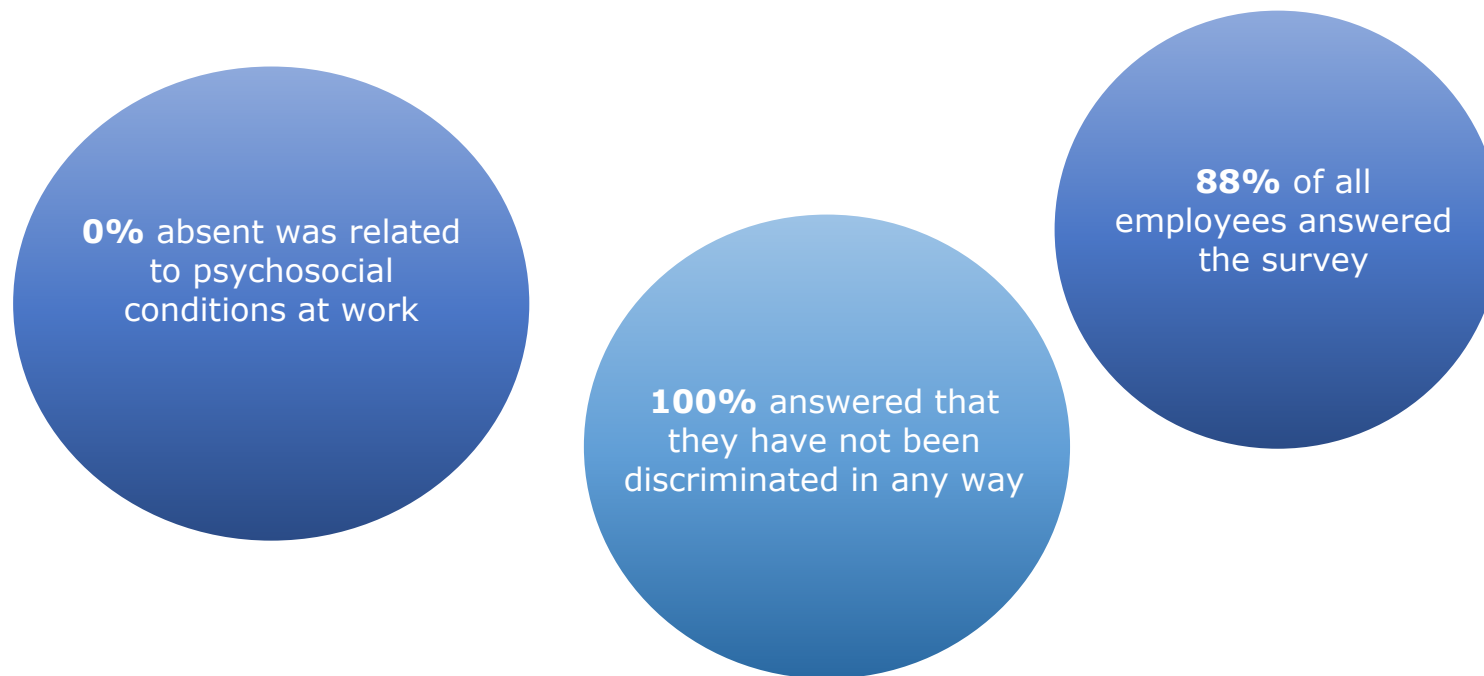
## **ORGANIZATIONAL SURVEY**

Clipper frequently carries out organizational surveys on all locations to get input on Employee satisfaction, engagement, and loyalty. Employee responses are anonymous and all data from the Organizational data is handled by an external vendor.

In 2021, 100% of employees stated that they have not experienced any bullying, sexual harassment, or other discrimination in Clipper within the last 12 months.

98.2% of employees have not experienced long-time sickness due to stress within the last 12 months. Clipper is consistently focusing on employee health and wellbeing; therefore, the global leadership team will be specific trained in stress awareness.

The Physical and mental wellbeing of employees will continue to be a focus area for Clipper in 2022 and aims to be an attractive employer that offers a safe, healthy, inclusive, and engaging working environment in which all employees have equal opportunities to realize their potential.



## **GUIDELINE AND LOCAL WORKING CONDITIONS**

Clipper Bulk has a global policy guideline that applies to all employees in Clipper Bulk supported by local working conditions for all our offices around the world. In totality, these documents serve as a code of conduct for all Clipper Bulk employees with the purpose of ensuring that human rights and fundamental working conditions are observed by all.

The Danish working environment authority did in 2021 carry out an unannounced visit and assessment of Clipper Bulk's working environment in Copenhagen. It was concluded that all regulations and requirements were met, and a green smiley was issued to Clipper Bulk.



## **COVID-19**

The Covid-19 pandemic laid pressure on the entire international community and has had an enormous impact for our society and the global trade, a historic event which we in Clipper will endeavor to learn from. Covid-19 have had and continues to have enormous impact on working conditions and Human Rights, both the employees within Clipper and the entire value chain were affected.

### **LOCAL REGULATIONS IMPOSED DURING COVID-19**

The Company ensured that local regulations were followed in all offices around the world and supported the organization in familiarizing themselves with applicable regulations and recommendations.

Homework became the new daily routine for all employees in Clipper during 2020 and 2021 All employees were working from home, and steps were taken to secure the safety and health of the employees, both physical and mental. Clipper did further provide an in-house testing program for the employees that wanted to engage conducted by an external professional third party in accordance with guidelines for such service provider.

The organizational survey for 2021 included questions addressing how the Covid-19 situation had been handled and the results showed that the covid-19 related measures introduced were highly appreciated by our employees.

## **WORK-LIFE BALANCE AND HYBRID WORKING**

The experience under Covid-19 has set new standards on how much employees value flexibility in their working life and the employees now have the opportunity to combine office work with two working-from-home days a week.

## **HUMAN RIGHT RISK ASSESSMENT**

We wish to carry out a human rights risk assessment to ensure that we have the right base for making decisions that could have an impact on human rights. The purpose of such assessment is to identify whether there are any risks that we as an organization imposes or are linked to and whether potential findings have any actual or potential negative impacts on human rights throughout our value chain.

Findings from the human rights assessment will be analyzed and actions put in place in order to stop, mitigate and prevent such potential negative impacts. The assessment will be followed up by continuously phases of actions, tracking, communication, and proper engagement of stakeholders. The assessment is scheduled to take place in 2022 after dedicated employees have engaged in various working groups and forums to deepen knowledge about the subject and the process e.g., UN Global Compacts networking group with focus on Human Rights and due diligence in this regard throughout the value chain.

## **DATA PRIVACY & IT**

We take our employees' right to privacy seriously and it is important to us that our employees, no matter where they are located, know that we take every measure possible to protect their personal data from being misused. Thus, our group policy on data protection and privacy also applies to employees located in countries where there are no prevailing data protection rules or regulations like GDPR. Our policy includes specific instructions on the processing of personal data, and provides information on basic rights, such as the right to information on stored data and its deletion.

Clipper are continuously updating our IT systems to ensure that we offer our employees and customers the best service and security.

Clipper Group A/S is according to section 99 D of the Danish Financial Statements Act obliged to account for any policy on Data Ethics or explain why a policy has not been adopted. We wish to actively manage any risk relating to our use of data and to protect the interests of our employees and our business partners and are in process of reviewing our overall IT strategy. We will in connection with this review prepare a separate policy on Data Ethics, which we expect will be adopted during 2022.



# ENVIRONMENT & CLIMATE





### CLIPPER GROUP ENVIRONMENTAL POLICY

Clipper Group maintains a precautionary approach to the environment and will continue to invest in smarter shipping technology to further improve environmental and financial performance

We always strive to keep abreast of new regulation and aim to comply with national and international regulations at all times

We continuously work to promote environmentally conscious local initiatives in Clipper offices.

### DECARBONIZATION

We want to meet the environmental challenges with collaboration and bright ideas for the future, which is one of the reasons that Clipper Bulk has formed a committed workgroup of different stakeholders within the company, including the CEO, to deal with decarbonization.

The workgroup explores as many aspects relating to decarbonization as possible. We acknowledge that we cannot lift the challenge by ourselves and seek to find partnerships We are, furthermore, in dialogue with the Danish shipping community, technical forums as well as legal specialists about how we can ensure Clipper's role and how we best possible can contribute to a more sustainable future for the maritime industry.

### COMPLIANCE REVIEW OF OWN FLEET

In the Fall of 2021 Clipper conducted a review of the owned fleet in relation to the new legislation concerning EEXI to establish whether the vessels will be complying. This exercise was conducted in close cooperation with the fleet's technical managers. It was concluded that the vessels indeed will comply, based on implementation of Engine Power Limitation, which means that the service speed will not be reduced.

## CHARTERED VESSELS

Clipper Bulk's business model includes that we always will have a fleet of chartered in vessels. We wish to measure and report on environmental impact these vessels have, via its GHG rating with RightShip.

### GHG Rating

Clipper has a partnership with the world's biggest thirdparty maritime due diligence organisation, RightShip. The due diligence service provided is a rating on a vessel's greenhouse gas emission, GHG rating.

The GHG rating compares a vessel's theoretical CO<sub>2</sub> emission with vessels of similar type and size. This means that vessels are assigned a rating based on how its vessel design index compares to the average score for vessels of a similar type and size.

GHG rating is a dynamic model which allows benchmarking of vessels.

Clipper's goal for 2021 was that our chartered-in fleet should have an average rating of 3.0 or better, where category A represents a value of 1, category B a value of 2 and so forth. The rating for 2021 arrived at 3.4. Whereas we are pleased to see that the average rating has improved with 0.2 points since last year, we acknowledge that we have not met the ambitious target of 3.0. We are starting to see the positive impact of a new fleet of eco dry bulk vessels which is becoming part of Clipper's fleet via our new promising joint ventures in Norse Maritime and Lignum Maritime.

### Greenbar Project

One area in which we can have a lasting positive effect on our operational climate impact is by improving the sustainability performance of our steel-loading shipments.

We are helping the environment to find innovative solutions with recycled and reusable rubber as dunnage for the steel instead of heated wood-dunnage which must be disposed after just one-shipment – We call it Greenbars.

## **RESPONSIBLE SHIP RECYCLING**

Clipper has a recycling policy committing us to ensure that fully owned vessels are recycled, as a minimum according to the principles laid down in the Hong Kong Convention, even though this convention is not yet ratified and in form. We will be actively involved in the recycling process and approve the recycling facility. We will inspect the recycling facility in order to ensure that the facility is able to carry out the recycling in a safe and environmentally sound manners and have adequate procedures in place.

No Clipper Bulk vessels have been recycled during 2021.



## ANTI-CORRUPTION

As an international shipping company, Clipper is exposed to corrupt and illegal practices in some of the areas where the global trade takes our vessels. The risk exposure for bribery and corruption is relatively high and we are in Clipper extremely aware of the challenge. We have a zero tolerance towards traditional bribery such as kickbacks. Facility payments (small payments for services that the company is already entitled to) are a separate challenge, which we are fighting in conjunction with the Maritime Anti-Corruption Network.

### About MACN

The Maritime Anti-Corruption Network is a global business network working towards the vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large. Established in 2011 by a small group of committed maritime companies, MACN has grown to include **over 150 companies** globally, and has become one of the pre-eminent examples of collective action to tackle corruption.



The collective action against corruption within the network of MACN has proven its worth and we have participated in contributing to some good practical results with our membership in MACN. Fighting corruption is an ongoing challenge for all stakeholders in the maritime industry and is best dealt with in cooperation between the stakeholders. We have to be aware that corrupt behavior will most likely develop with time and may moving from the "traditional" trends we have experienced in the past with facility payments etc. to become more complex and difficult to see through and identify as corruption. This adds to the reason why Clipper continuously is looking into ways where we can improve our impact in a positive way and increase awareness of the subject not only with our employees but throughout our supply chain.

At ultimo December 2021 44% of Clipper Bulk's employees had received anti-corruption training. We are proud to share that 97% of the employees have received training in Anti-corruption in the beginning of 2022.

Our goal to continue an active membership of MACN is also met.

# CLIPPER DRY BULK

Summary of focus areas and goals



Focus Area	UN SDGs	Goals 2020-2022	Progress 2020	Progress 2021
<b>Human Rights &amp; Labour standards</b>		Retention rate shall be above 90 % each year	Retention rate was 92.86% ultimo 2020	Retention rate was 95% ultimo 2021
		Carry out a human rights risk assessment of Clipper Bulk before end 2022	Human rights risk assessment has not been initiated in 2020	Human rights risk assessment has not been initiated in 2021
<b>People &amp; Diversity</b>	 	Percentage of female employees shall be 33 % at the end of 2022	The total female employees ultimo 2020 was 35%	The total female employees ultimo 2021 was 35%
		Number of female managers with people responsibility shall increase each year	The number of female managers ultimo 2020 was 3	The number of female managers ultimo 2021 was 3
		One female member shall be nominated to the board of Clipper Group A/S by the end of 2022	No female board member has been nominated in 2020	No female board member has been nominated in 2021
		Number of nationalities shall be above 10 each year	Clipper employs 13 different nationalities	Clipper employs 13 different nationalities

## Environment & Climate



The average GHG rating as defined by RightShip shall for vessels chartered in by Clipper Bulk be rated 3.5 or lower for year 2020 and 3.0 or lower for year 2021 (Category A equals 1, Category B equals 2 etc.)\*

Average GHG rating was 3.6.

Average GHG rating was 3.4.

## Anti-corruption



Ensure training of all employees

44% of employees were trained and tested in anti-corruption by 2020

44% of employees were trained and tested in anti-corruption by 2021



Continue active membership of MACN

Active member

Active member

\* measured for vessels chartered in by Clipper or associated joint ventures for periods exceeding 6 months

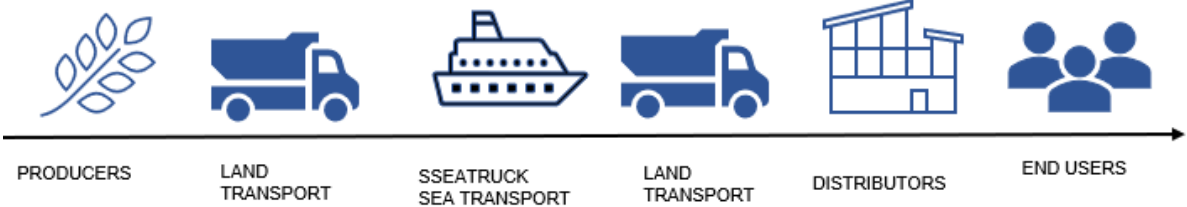


# SEATRUCK FERRIES



# SEATRUCK FERRIES BUSINESS MODEL

Seatruck Ferries is a vital part of the Irish Sea supply chain and operates high quality freight-only ferry services, with three routes. Seatruck specializes in the movement of unaccompanied trailers, which allows their owners to make more efficient use of their equipment and drivers. Using Seatruck saves customers significant road mileage and provides environmental benefits compared to the more traditional road transit through Scotland or Wales.



## KEY CSR RISKS AT SEATRUCK FERRIES

The following table provides an overview of the most significant CSR risks facing Seatruck Ferries and how we mitigate them. It is not an exhaustive risk overview.

CSR TOPIC	RISK	MITIGATION
<b>Diversity</b>	The shipping industry has difficulties in attracting female employees which reduces the talent pool	Seatruck Ferries is setting goals for increasing number of female employees and managers and are taking various steps to meet those goals
<b>Hazardous workplace</b>	Working on RoRo vessels with many moving parts are a hazardous workplace	Seatruck Ferries are continuously focusing on securing a safe workplace
<b>CO<sub>2</sub> Emissions</b>	It is a fact that CO <sub>2</sub> emissions have a negative impact on the climate	Seatruck Ferries use low Sulphur fuel and are constantly investigating how to reduce fuel consumption



## **HUMAN RIGHTS & LABOR STANDARDS**



## HUMAN RIGHTS & LABOR STANDARDS

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Seatruck Ferries respects the protection of human rights and human rights are an integrated part of our decision making. It is vital for us that our employees' human rights are protected.

### ATTRACTIVE WORKPLACE

Seatruck Ferries wish to be an attractive workplace both on the sea and on shore. We believe the retention rate indicates whether we have succeeded in this and have as a goal that the retention rate shall be above 90 percent for both on shore and off shore employees. The overall retention rate for 2021 was 91%.

### DIVERSITY

In order to ensure largest possible pool of talent we encourage candidates with different backgrounds and of different nationalities to join Seatruck Ferries. We provide equal opportunities for everyone and ensure that a position is always filled with the best candidate, based on her or his capabilities.

### FEMALE EMPLOYEES AND FEMALE MANAGERS

As is the case for many shipping companies female underrepresentation is also a challenge for Seatruck Ferries, not least on our vessels where the current percentage is 1% compared to onshore where the percentage has increased from 23 % to 25%. We are currently considering how we can make it more attractive for female employees to join Seatruck Ferries both on our vessels and in our offices.

We believe one way to attract female employees is to ensure that there are female role models in the company. We have therefore set a goal that the percentage of female managers with people responsibility shall increase each year. The percentage did increase during 2021 from 31% to 32%.

### CULTURAL DIVERSITY

We believe cultural diversity bring different viewpoints and talents to the mix, for the benefit of the company. We have set a goal to ensure that the number of different nationalities onboard our vessels and onshore shall be above 5. In year 2021 we had employees from 8 different nations.

### SAFETY

Working on a RoRo vessel – especially during loading and unloading – is a dangerous workplace and it is extremely important that solid safety procedures are in place. We are currently testing a possible new technology adding a significant extra layer of safety protection in key risk areas.

One way to ensure highest possible focus on security is to report on near misses making sure that safety observations are made in the daily work. This provides important information about what can be done to improve occupational safety in advance. We wish to increase the number of near misses each year. We are pleased to report that the yearly average number of near miss reports per vessel during 2021 were increased to 42 from 22,3 in year 2020.

We cannot compromise our employees safety and have set a goal that there shall be no fatalities for Seatruck employees and contractors working in connection a Seatruck vessel. It is with great sadness we must report that a crew member on CLIPPER PENNANT, which vessel is chartered out to P&O, were involved in a fatal incident in July 2021. The causes for the incident have been carefully investigated by the Company who also fully cooperates with the authorities.

## ENVIRONMENT & CLIMATE



We constantly seek to minimize the impact our business has on the environment and climate.

During 2020 we managed to reduce the CO<sub>2</sub> emissions from 217,936 MT to 184,536 MT on vessels operated by Seatruck. The main driver for this significant reduction is the international requirement to use low sulphur fuel or scrubbers, which became effective January 2020. We had decided to not install scrubbers and instead use low sulphur fuel, which we also believe is the overall more environmentally friendly choice. During 2021 the emissions did slightly increase to 185,071, which is due to increased number of sailings compared to 2020.

It is incredibly important to ensure that there are no leakages from our vessels and have the goal that there shall be no oil spill from our vessels. This was met during 2021.

## ANTI-CORRUPTION



Seatruck Ferries operates on the Irish Sea. Corrupt practices might not be a widespread problem in this area of the world, with United Kingdom ranking as number 11 and Ireland as number 13 on Transparency International corruption perception index for year 2020. Seatruck Ferries is covered by the Anti-Corruption policies and training program adopted by the Clipper Group and have set as a goal that all employees working onshore and ashore shall receive training in handling requests for bribe, facility payments and other corrupt practices. Seatruck Ferries are together with Clipper Group preparing the training program.

# SEATRUCK

Summary of focus areas and goals



Focus Area	UN SDGs	Goals 2020-2022	Progress 2020	Progress 2021
<b>Human Rights &amp; Labour standards</b>		Number of fatalities for Seatruck employees shall be zero	Seatruck had zero fatal incidents in 2020	Seatruck had 1 fatal incident in 2021
		Number of fatalities for Contractors' employees working in connection with Seatruck vessels shall be zero	Seatruck's Contractors' had zero fatal incidents in 2020 in connection with Seatruck vessels	Seatruck's Contractors' had zero fatal incidents in 2021 in connection with Seatruck vessels
		Number of near miss reports in average per vessel shall increase each year	Average reporting's per month of 2020 was 2,5*	Average reporting's per month of 2021 was 3,5*
		Retention rate shall each year be above 90 % for both on shore and off shore employees	The overall retention rate was 90% for 2020	The overall retention rate was 91% for 2021
<b>People &amp; Diversity</b>	 	Percentage of female crew members working ashore shall be 5 % at the end of 2022	1% of crew members working off-shore were female	1% of crew members working off-shore were female
		Percentage of female managers with people responsibility shall increase each year	31% female managers by ultimo 2020	32% female managers by ultimo 2021
		Number of nationalities shall be above 5 each year	6 different nationalities by ultimo 2020	8 different nationalities by ultimo 2021
<b>Environment &amp; Climate</b>	  	Oil spill (>1 barrel) shall be zero each year	Zero percent oil spill by ultimo 2020	Zero percent oil spill by ultimo 2021
		CO <sub>2</sub> emissions measured as CO <sub>2</sub> per ton-mile shall decrease each year	Total CO <sub>2</sub> emission measured in 2020 was 184,536 mts**	Total CO <sub>2</sub> emission measured in 2021 was 185,071 mts**
<b>Anti-corruption</b>		All employees working on shore and ashore shall have received training	Training has not been initiated.	Training has not been initiated.

\*Average miss reports per month for all vessels owned and/or managed by Seatruck (2019: 9 vessels, 2020: 9 vessels, 2021: 9 vessels) | \*\*Measured for all vessels owned and/or managed by Seatruck (2019: 9 vessels, 2020: 9 vessels, 2021: 9 vessels)



## COMPANY INFORMATION

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