

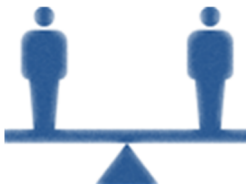
CORPORATE SOCIAL RESPONSIBILITY

PERIODIC REPORT – MAY 2016

MSC Shipmanagement Limited is committed to a socially responsible behaviour and in contributing to sustainable development. MSC Shipmanagement Limited has adopted the guidelines of ISO 26000 with the assistance of Bureau Veritas. This report of our 2015 activities is posted on the MSCCS website in order to inform and engage with the stakeholders who may be influenced by the activities of MSC Shipmanagement Limited.

DECLARATION TO STAKEHOLDERS

HUMAN RIGHTS



- NO cases of discrimination**
- NO reported cases of violation of civil rights**
- An engagement survey was carried out in 2015 and received good results. Based on the success, MSC Shipmanagement Limited received the Ship Manager of the Year Award in India and in Ukraine in 2016.**

LABOUR PRACTICES



- A concentrated campaign was carried out to improve awareness of enclosed space safety procedure.**
- An alert was sent by the Crewing & Training Department regarding Zika virus and safety-precautions.**
- LTIF for the year 2015 is 0.99. Target for 2016 is zero fatal injuries.**
- An engagement survey was carried out for both seafarers and of-fice staff. Suggestions for improvement are being reviewed.**

CONSUMER ISSUES



- No complaints were received from the Principals.**

ENVIRONMENT



- ☑ CO2 emissions were reduced in 2015 (compared with 2014) by around 4.09%
- ☑ EEOI for cargo (teu) was reduced in 2015 (compared with 2014) by around 14.98%
- ☑ Target for reduction of waste streams (ISO 14001) is 0.5%
- ☑ Target for reduction of fuel consumption (ISO 50001) is 1%

FAIR OPERATING PRACTICES



- ☑ No instances of corrupt practices were reported
- ☑ An Anti-Bribery Policy was drafted and circulated within the company.

COMMUNITY INVOLVEMENT & DEVELOPMENT:



- ☑ Leadership and other professional development courses were conducted for both ship and office staff.
- ☑ New local recruits – 13 in Cyprus, 9 in Ukraine & 11 in India
- ☑ Female employee ratio – 53% in Cyprus, 37% in Ukraine & 14% in India
- ☑ MSCSMCY organized a fund raising effort for the Chennai flood relief victims, contributing USD 46,586.20 in the process.
- ☑ Mrs. Nita Jha, Head of Group HR & Support Services spoke at the 'Promoting Women in Shipping' event on 17th March 2016. The presentation was titled Women Leadership: Key to Sustainable Growth in Maritime Industry

COMMUNICATION

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