

SOCIAL – SAFEGUARDING OUR PEOPLE



Keeping our people and operations safe Driven by our leadership, safety is a fundamental value and personal responsibility for all GULFNAV employees, Partners and contractors.

We strive to create and maintain an injury-free work environment and to apply robust operating and maintenance practices across our vessels and work places.

The continued success of our company is embedded in our commitment to health and safety and our dedication to providing a work environment in which everyone is treated fairly and has the opportunity to maximise their potential.

OCCUPATIONAL HEALTH & SAFETY

GULFNAV aims to prevent any loss of life and unnecessary risk to human health in its business operations, as well as to ensure environmental safety and proper cargo-handling and management.

To do so, GULFNAV has its own Quality, Health, Safety, Security and Environmental (QHSSE) policy, in line with applicable requirements defined for international shipping:

- International Convention for the Safety of Life at Sea (SOLAS) – Emergencies, Fire Prevention, Life-saving Appliances, Safety of Navigation, Carriage of Cargoes,

International Safety Management (ISM) and International Ship and Port Facilities Security Codes (ISPS)

- International Convention for the Prevention of Pollution from Ships (MARPOL) – Environment, Chemicals, Waste and Air
- Standards of Training, Certification and Watch-keeping (STCW) – Standards of qualification for the Master, officers and crew on seagoing merchant ships
- Maritime Labour Convention (MLC) – Working conditions on ships, including conditions of employment, health protection, medical care and social security protection

KEEPING OUR PEOPLE AND OPERATIONS SAFE

Having our people return home safe and well at the end of every work day and enabling them to end their working life fit and healthy is central to everything we do. Regardless of where our people are located or the type of work they undertake, we strive to create a working environment that is free from occupational illness and injury.

This is reflected in the processes and controls we have in place throughout our organisation. Our principles and requirements

for safe, reliable and compliant operations are part of our QHSSE against which all GULFNAV operations are required to align. Our operations are also required to have systems in place to identify, manage and effectively respond to foreseeable crises and emergencies. Collectively, these requirements are designed to enable our operations to safely return to full function as soon as possible.

TAKING CARE OF OUR EMPLOYEES

We are dedicated to ensuring our employees have a conducive, respectful and safe work environment and are supported in their professional and personal development.

OCCUPATIONAL HEALTH & SAFETY PERFORMANCE FOR 2022

0 Number of Fatalities

0 Oil Spills

0 Number of high-consequence work-related injury

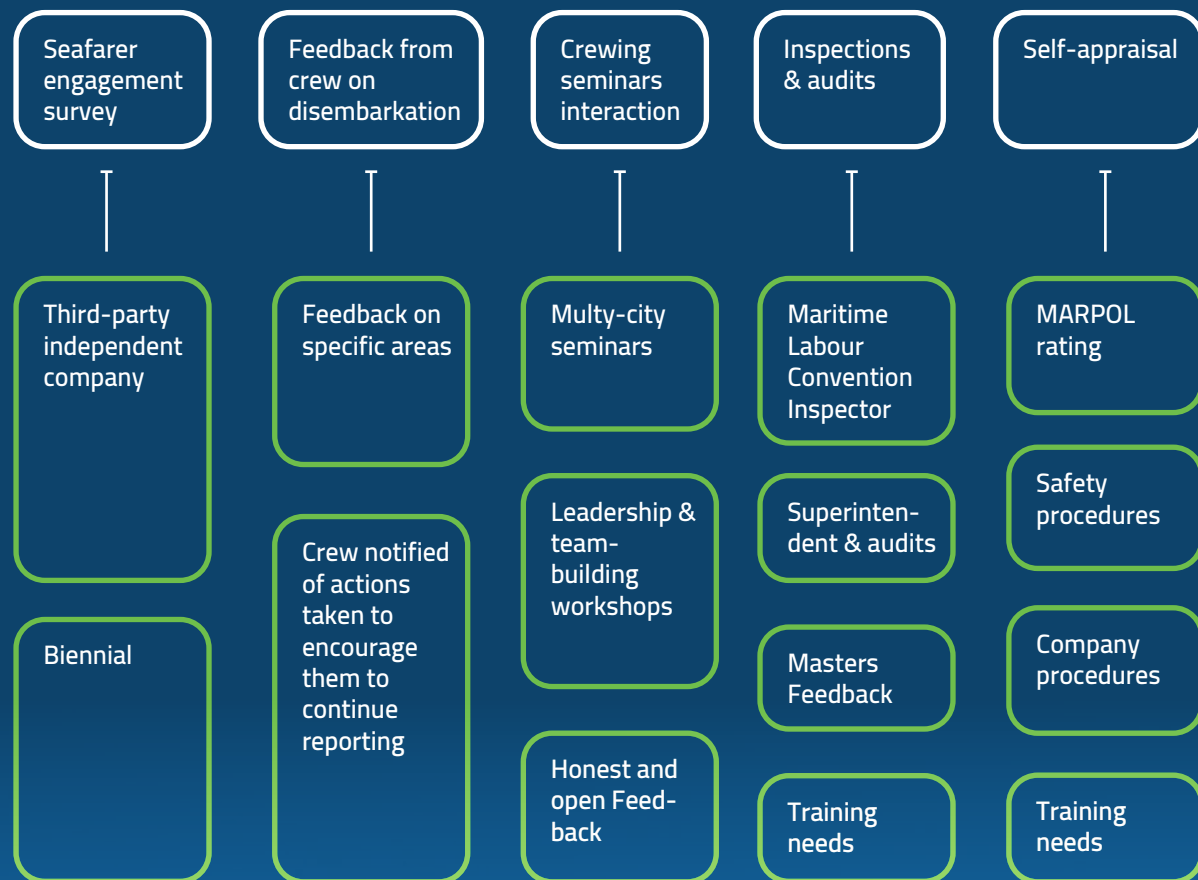
4 Number of recordable work-related injury

(Above figures are based on OCIMF Injury Reporting Guidelines)

HEALTH & SAFETY OBJECTIVES

Aspect	Issue	Objectives	Target	Status
Accidents	Personnel Injury	To monitor and prevent accidents	Monitor TRCF and LTIF. Identify training needs	Ongoing
Safety Culture	Near Miss reporting	Reduce no. of accidents	To get majority of sea staff involved in near miss reporting	Ongoing
Safety Review	Office Safety Awareness	To carry out safety review and evacuation drills in office	At least once a year	Ongoing
Safety onboard	Safety Awareness	Introduce safety training onboard	Conduct safety training onboard GULFNAV fleet starting from Q2 2021	Ongoing
Promotion of Safety Onboard	Safety awareness onboard GULFNAV fleet	Ensure ongoing awareness and continual improvement of safety aspects onboard.	Conduct annual safety campaign	Ongoing

INTERNAL PROCESSES SUPPORTING SAFETY ON BOARD



DIVERSITY & INCLUSION

Diversity is a strategic and competitive business advantage. Therefore, we strive to maintain a workplace that is inclusive, by building a more diverse workforce to seize opportunities from sharing innovative ways of thinking, which contribute to informed decision making, and enhanced reputation.

As a result, we seek out employment candidates from diverse backgrounds to provide us with the depth of talent, skill and potential to meet our goals.

We are continuously assessing the implementation of more flexible work schedules to improve female employment. We provide employees with equal opportunities for progression and have an internal grievance procedure in place. This provides a pathway for employees and other external stakeholders we engage with to raise concerns related to any perceived discrimination which stands against our commitments to uphold diversity, equal opportunity, and non-discrimination.

An employee is entitled to file a complaint under GULFNAV's grievance procedure if they have been treated in any way that contradicts applicable legislation, their employment contract, the HR policy or have been subjected to prejudicial treatment. The grievance procedure has defined steps that are communicated to all employees. Based on the case, the HR department and Senior Management may get involved.

Diversity of Workforce

Nationalities

1. UAE
2. Jordan
3. Palestine
4. Philippines
5. India
6. Pakistan
7. UK
8. KSA
9. Libya
10. Sri Lanka
11. Bangladesh

11

Nationalities Represented.

18%

women representation in the workforce