

Capital Ship Management Corp.

Social Responsibility Policy

CAPITAL SHIP MANAGEMENT CORP. operates in a socially responsible manner, ensuring the safety of people and the environment, through transparent and ethical behavior, respecting the following principles:

- Accountability for the organization's impacts on society and the environment;
- Transparency in the organization's decisions and activities that have impact on society and the environment;
- Ethical behaviour at all times;
- Respect, consider and respond to the interests of the Company's stakeholders and employees;
- Respect international norms of behaviour, while adhering to the principle of respect for the rule of law;
- Support of free enterprise and competition in a fair and ethical manner;
- Aim for a good balance between business opportunities/ financial results and corporate, social and environmental concerns;
- Respect of national and international human and labour rights as set forth in the United Nations, ILO Conventions, IMO Conventions and MLC 2006;
- No discrimination based on race, colour, religion, gender, age, national origin, sexual orientation or any other characteristic protected by applicable laws regarding recruitment, development and advancement of employees;
- Zero tolerance of any form of harassment, discrimination, intimidation or any other behaviour that may be regarded as disrespectful, threatening or degrading;
- Sensitivity to all local customs and recognition of intrinsic value of the various cultures in which we operate, while at the same time no acceptance of any violation of basic human rights or our own business practices;
- Sensitivity to changes in society's general expectations of acceptable business behaviour and evaluation/ adjustment of our own practices when necessary;
- Support to the community through donations to alleviate those in need and to preserve the environment through reforestation programs.

The Company addresses the following core subjects in order to identify the issues and priorities that are relevant for the organization: Organizational governance; Human rights; Labor practices; Environment.

Our commitment to this objective is underscored by the daily actions of our employees and their dedication to the numerous programs and practices we have implemented.

We aim to integrate sustainable thinking and corporate social responsibility into all our business processes and business relationships. Employee skills and competencies are developed by continually raising awareness and impartment of training.

We recognize that our operations have a global influence. With this in mind, we work diligently with our employees, local communities and internationally recognized bodies to ensure that social factors are integral to our business principles.

We promote continual improvement as a principal driver by knowledge-sharing practices and the timely review of our management systems while always meeting or exceeding all applicable legislative and regulatory requirements.


Managing Director

Date: 24/01/2024