

CORPORATE SOCIAL RESPONSIBILITY POLICY

The Monjasa Group integrates Corporate Social Responsibility (CSR) in its strategies and lives up to the highest standards of business ethics.

Our business adheres to United Nations (UN) Global Compact by respecting its fundamental principles in the areas of human rights, labour standards, protection of the environment and the fight against bribery and corruption. It is of utmost importance to our business that employees, suppliers acting on our behalf and customers working with us conduct their business in a socially responsible and ethical manner. We believe on building business relationships through honesty, trust and respect values that we strive to incorporate in everything we do.

Human Rights & Labour Standards

Human Rights

We support and respect the protection of all internationally proclaimed human rights across our business. If human rights are not being protected, we will take necessary steps to ensure we are in no way involved in these situations and that the appropriate regulators are informed.

Labour standards

We commit to and respect all international labour laws, including those for freedom of association. We reject all forms of business involving illegal, forced, or compulsory labour and oppose child labour.

Diversity and Fairness

We aim to have a diverse workplace, both at sea and on land. We are a multicultural organisation and we encourage job applicants regardless of sex, age, religion, ethnicity and sexual orientation.

Health and Safety

We are accredited to OHSAS 18001:2007 for Health and Safety and have a strong commitment to providing a safe working environment for all our employees, whilst also ensuring the safety of those who work with us.

Ethics & Business Conduct Standards

Anti-Corruption

It is prohibited for any employee across the Group to engage in any type of bribery and/or corruption. We provide 100% of our employees with training to ensure they understand their responsibilities within our business and the risks associated with being involved in such crimes.

KYC/Sanctions

We run adequate due diligence and background screening on all our counterparties and their vessels, to ensure we are always compliant with international sanctions and to make sure we are not complicit in human rights abuses.

Environment and Product & Service Quality

Environment

We are accredited to ISO 14001:2015 for Environmental management. This is at the top of our risk management framework and we take all reasonable precautions to ensure our business activities cause minimal impact, including but not limited to zero oil spills, zero improper waste of garbage, prevention of air pollution, recycling and energy management.

Animal Rights & Welfare

We have Zero tolerance towards the harm of wild animals, including the illegal wildlife trade. In addition, we expect those who work with us (customers and suppliers) moving animals (livestock), to transport them in a way which will not cause them injury or suffering.

Product & Service

We have a strong commitment to providing the highest level of product and service quality. We take all appropriate steps to ensure that we fulfil our customers' requirements. We are accredited to ISO 9001:2015 Quality Management and aim for continual improvement through use of our customer satisfaction surveys and customer interviews.

The Monjasa Group Executive Management, June 2017