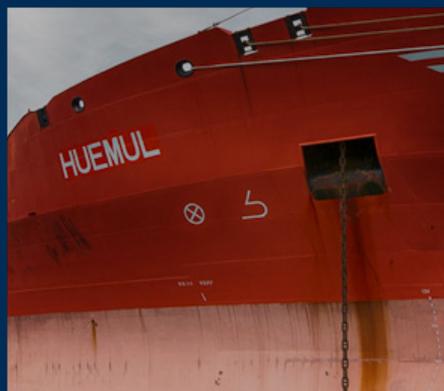
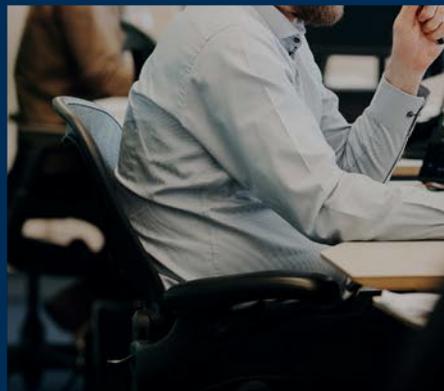


# ULTRANAV INTERNATIONAL APS SUSTAINABILITY REPORT 2022



A partner  
you can  
trust



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This sustainability report constitutes the statutory statement of social responsibility, cf. section 99a of the Danish Financial Statements Act, and it covers UltrNAV International ApS and all its subsidiaries.

# INTRODUCTION

Ultranav International ApS ("Ultranav") is a fully owned subsidiary of Naviera Ultranav Dos Ltda, Chile – a major owner and operator of a diverse fleet of vessels that has been operating regionally and globally for more than six decades.

Over years of diversification and international growth, Ultranav has had a value-based culture and we always strive towards acting in an ethical manner in every aspect of what we do. It is deeply rooted in our DNA to aspire to be 'a partner you can trust'.

Shipowners and operators today face a complex trading landscape. In recent years we have had to navigate crisis after crisis, such as war, a deadly global pandemic, geopolitical instability, energy crises, economic fragility, supply chain disruptions and much more. We are indeed living in the age of volatility.

All of this on top of accelerated long-standing trends such as digitalisation and sustainability. Meanwhile, the increasing climate focus leads to increasing pressure by regulators to reduce emissions, but the zero carbon technologies are not yet scalable to meet the decarbonisation goals. We need to look at dual fuel solutions; first transition fuels such as LNG and LPG, and the later methanol, ammonia, etc.

Ultranav has invested substantially and taken numerous actions aimed towards minimising our operational footprint. Ultranav is also active in various committees and working groups in Danish Shipping, incl. the Technical Committee, the Climate Change Advisory Board, the Innovation Committee and the Commercial Committee in order to actively participate in setting the direction for the industry.

We offer efficient, safe and environmentally friendly maritime transportation services and we aspire to be a partner you can trust.

Corporate governance is an important tool to drive sustainability and stable growth by amongst others encouraging the use of best practices, the empowerment and integrity of staff, and adopting fundamental safeguards in the management of all activities.

## CHANGES TO COMPANY STRUCTURE

During 2022, the Ultranav holding company in Chile, Naviera Ultranav Dos Ltda., has moved a number of assets to the Danish holding company, Ultranav Denmark ApS, which soon after changed names to Ultranav International ApS to reflect the new scope of businesses.

As a result, this 2022 sustainability report will, for the first time, include a number of new businesses, namely Ultratank, CPTA, Cape Tankers, Horizon and International Shipowning. We will not be able to provide historical data for these new entities.

Furthermore, the 2022 sustainability report will not include any activities of Ultragas or any of its subsidiaries as these companies are now fully merged with Navigator Gas.

## SUSTAINABLE DEVELOPMENT GOALS

Ultranav is inspired by the 17 UN Global Goals for Sustainable Development, and throughout this sustainability report, we have highlighted which SDGs are relevant for each topic within the context of shipping and Ultranav activities in particular. Shipping as an industry has great potential to impact some of the global challenges we face as society, while also taking climate change into consideration.



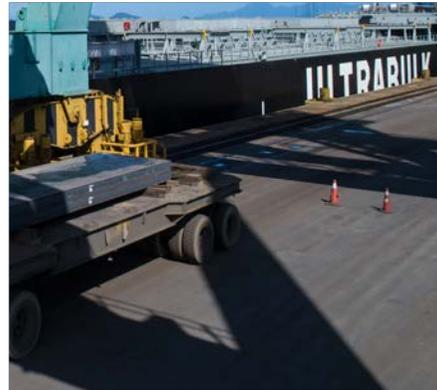
# WHO WE ARE



Horizon is a leading dry bulk operator in the West Coast South America, specialised in the transportation of concentrates, such as copper and zinc.



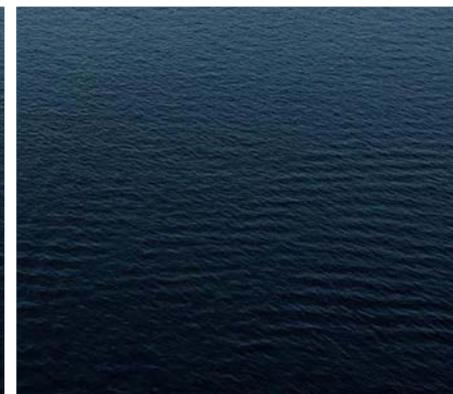
Ultrabulk is a leading global dry bulk operator, servicing customers within the Panamax, Supramax, Handysize, MPP and Parcel segments.



Austral Product Tankers is a specialist in the MR tanker segment with a clear focus on the Americas.



Ultratank operates a modern fleet of chemical carriers, mainly in the East and West Coasts of South America and the Caribbean.



Cape Tankers offers niche services in the transportation of crude oil and fuel oil, servicing customers worldwide but with strong focus in the Americas.



International Shipowning owns and manages vessels chartered out to various Ultrana operating businesses, particularly in the tanker segments.

# HOW WE WORK

Our core values are the DNA of the company, guiding us in our approach, making us a partner our customers can trust.



## INTEGRITY

We act in an ethical manner, focused on sustainability and safeguarding our reputation.

We encourage personal and professional development and a fair balance between work and private life.

We promote team spirit in a multicultural environment, without discrimination of any kind.



## PASSION

We believe that personal commitment and work well done makes a difference.

We challenge ourselves to create value and to exceed customers' expectations.

We are passionate about our work and our company.



## EXCELLENCE

We seek to contribute to competitiveness to our customers by anticipating and meeting their needs.

We encourage creativity and innovation, introducing solutions that are beyond the ordinary.

We strive to continuously improve the quality and effectiveness of services rendered.



## SAFETY

We are committed to developing and stimulating a safe working culture onboard ships and ashore.

We place safety first, to keep health, life, environment, cargoes, and assets free of risks.

We consider safety an integral part of our mindset and key to our business success.

A partner  
you can  
trust

# OUR BUSINESS

Combining vessels and cargo...

## VESSELS

**Owned**  
In-house ship management

**Chartered - Long term**  
6 months-10 years

**Chartered - Short term**  
< 6 months

**Pool vessels**

...on different types of contracts...

## CARGOES

**Bulk**  
Coal, fertilizer, minerals, pellets, petcoke, grain, steel

**Gas**  
LPG, ethylene, petrochemicals

**Chemicals**  
Organic, inorganic, vegetable oils, base oils, diesel, ethanol, molasses

**Clean Petroleum Products**  
Gasoline, gasoil, diesel

**Dirty Petroleum Products**  
Crude oil, fuel oil

... transporting our customers' goods all around the world.

## CONTRACTS

**COAs - Long term**  
1-10 years

**COAs - Short term**  
< 1 year

**Time Charter Out**

**Spot**

## MARKETS

**Global trades**

**Regional trades**  
Mainly Americas, Europe

# CLIMATE

It is estimated that the shipping industry accounts for transporting 85% of global trade, while being responsible for 2.5% of the global GHG emissions. (IMO)

## INDUSTRY REGULATIONS

Since 1958, international shipping has been regulated through the International Maritime Organisation (IMO), therefore aligning regulations in all international waters. This UN-body has, for a decade, been limiting the carbon intensity of any newbuilding through the implementation of a so-called Energy Efficiency Design Index (EEDI) and introduced additional requirements of an energy management plan on board every ship. The EEDI has been adjusted downwards up to three times, now being 20% less polluting compared to 2013. As per 2023, this requirement will also apply to existing vessels, called the Energy Efficiency of existing ships Index (EEXI). This will in practical terms require energy efficiency improvements and/or speed reductions in order for vessels to comply.

Additionally, an international Data Collection System (DCS) was introduced in 2019, obligating ship owners to report their emissions every year. As per 2023, this will be the basis for the rating of individual ships on their yearly emissions. Non-compliance to the so-called Carbon Intensity Index (CII) requires the submission of an action plan to re-issue the class certificate that is required to trade the ship.

The CII is a simple calculation with far stretching implications.  $CII = \text{emissions} / (\text{deadweight} * \text{distance})$  where the deadweight is the maximum cargo (in terms of weight) a vessel can load, therefore this is a supply-based operational metric. Idle times have a negative impact on the index, because an idle vessel consumes bunkers but is not adding distance to the equation. However, waiting times are generally a terminal matter and outside the circle of influence of the commercial operator. Another major downside of this indicator is that it favours vessels that navigate long hauls without cargo (in ballast condition), because the index is assuming the vessel is always in laden condition, however consumptions (and therefore emissions) are lower when sailing in ballast condition. This effect contradicts the traditionally used Energy Efficiency Operation Index (EEOI), which is a demand-based operational index that uses cargo transported instead of the theoretical capacity of the vessel.

The company will of course strictly comply with the IMO regulations, while trying to also reduce the emissions of tonne-mile of cargo transported, which is so far not regulated but the base for the 2050 ambitions of the IMO to be cut by half in 2050 compared to 2008 levels.



## RISKS

- GHG emissions have a negative impact on the climate.
- Excess/unnecessary consumption of bunkers/energy will have a negative impact on climate and the environment.

## RESULTS

2022	Cape CPTA/				
	Tankers	APT	Horizon	Ultrabulk	Ultratank
EEOI	13.2	16.0	7.4	9.2	18.4
No. of hull cleanings	47	27	63	107	18
No. of updated speed and consumption tables	44	33	N/A	112	34
No of weather optimised voyages	387	50	N/A	1137	49
No. of speed optimised voyages	387	419	N/A	663	761

\*International Shipowning is not mentioned separately in above results, as vessels are operated by pool and therefore included in the results of CPTA, Cape Tankers and Ultratank.

Hull cleaning results also includes inspections and dry docks.

Auxiliary engine consumption:  
Total of 1865 MT CO2 emissions reduced due to auxiliary engine optimisation in 2022 (fully implemented only in September and only for Ultrabulk).

# CLIMATE

## CLIMATE TARGETS

- By 2030, UltranaV is committed to reducing the carbon intensity of the fleet by 50% compared to 2008.
- By 2045, UltranaV aims to have a zero-emission fleet in domestic commercial operations.
- By 2050, UltranaV is committed to having a zero-emission fleet in international commercial operations and to be climate neutral.

UltranaV has developed a decarbonisation strategy that is based on 8 pillars:



## 1. Energy efficiency

The first and very important pillar points towards reducing consumption. There is a direct relationship between the ship's speed and the consumption. Even though we have invested in energy saving devices and procedures to improve the efficiency of our fleet, the strong recent market has caused the fleet to speed up and therefore emit more than the year before. Without these measures, emissions would have been even higher.

- **Speed optimisation.** We are working with internal and external tools to optimise voyage results. This implies that ships should never unnecessarily navigate at speeds higher than required and therefore reduce consumption. It must be noted that while no carbon levy exists, there are no commercial incentives to further reduce emissions.
- **Hull cleaning policy.** As a minimum a regular inspection and hull cleaning policy is followed, added with reactive policies to respond to overconsumption that follow from performance analyses.
- **Auxiliary engine consumption.** The load distribution of the electricity generation on board is essential to safe fuel, not running with more generators than strictly necessary. Reports are actively monitored.
- **Performance reviews + accurate vessel description.** On a monthly basis, the performance of every individual vessel on long-term charter or owned is reviewed and action is taken.
- **Cargo heating optimisation.** A heating strategy reduces the use of fuel to heat cargo (tankers only).
- **Weather routing.** Avoiding bad weather and optimising speeds along a route to prevent high consumption.



## OUTLOOK

UltranaV aims to be a fast follower of new technology and is dedicated to join forces with clients to construct the first ships driven by future fuels.

To improve the typical coastal voyages of Ultratank and CPTA, a joint development project with GTT was started to improve the weather routing to reduce consumption even further by making smart use of currents, waves and winds.

Auxiliary consumption remains a focus area and continuous efforts to drive down generator consumptions consist of (online) tracking, inspections and feedback to the crew.

Substantial investments in all segments on energy saving devices were initiated in 2022 and will be continued into 2023 and onwards, aligned with newbuilding deliveries and dry docks. Some technologies that are applied and will continue to be applied are: silicon paint, CPP optimisation, VFDs, ducts, boss cap fins, deratings, engine upgrades, ultrasonic equipment and more. We recently reached a breakthrough with many of our tonnage providers to upgrade the long-term chartered fleet with new energy saving technologies, which will help reduce emissions and fuel costs, and to better comply with international emission regulations.

UltranaV is continuously keeping track of CII rating developments of all owned and operated ships.

UltranaV will actively look for innovative ways to reduce the carbon footprint and will support new technology where applicable and possible.

# CLIMATE

Additionally, several energy saving devices were installed, e.g.; PBCF, ducts, silicon paint and 18 ships were equipped with auto-logging where sensors on board register automatically parameters like speed, consumption, power etc. High frequency data using sensors instead of the conventional noon reports allow an improvement of performance management and reduce emissions.

## 2. Partnerships

Ultranav officially became a Mission Ambassador to the Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping, with the goal to support the important work the center is doing on decarbonising shipping.

Ultranav continues as active member of Danish Shipping, Green Ship of the Future and the Getting to Zero Coalition; the initiative by the Global Maritime Forum that promotes commercial zero-emission ships by 2030.

Ultrabulk became a Climate Protection Partner at the largest German reforestation project, PLANT-MY-TREE, as a natural extension of our lumber business in the region.

## 3. New Technology

In order to reach our 2045 and 2050 targets, we are actively looking for alternative technologies and fuels that can achieve net zero propulsion, such as propulsion based on carbon-free fuels like ammonia, hydrogen. Synthetic hydrocarbons in combination with carbon capture and direct air capture are transition fuels that could be used in the transition towards net zero and are also under revision.

Proven technologies which we are applying at scale in the fleet include: high-grade anti-fouling, VFDs for pumps and fans, led lights and electric heaters to heat bunkers.

## 4. Shared responsibility with our customers

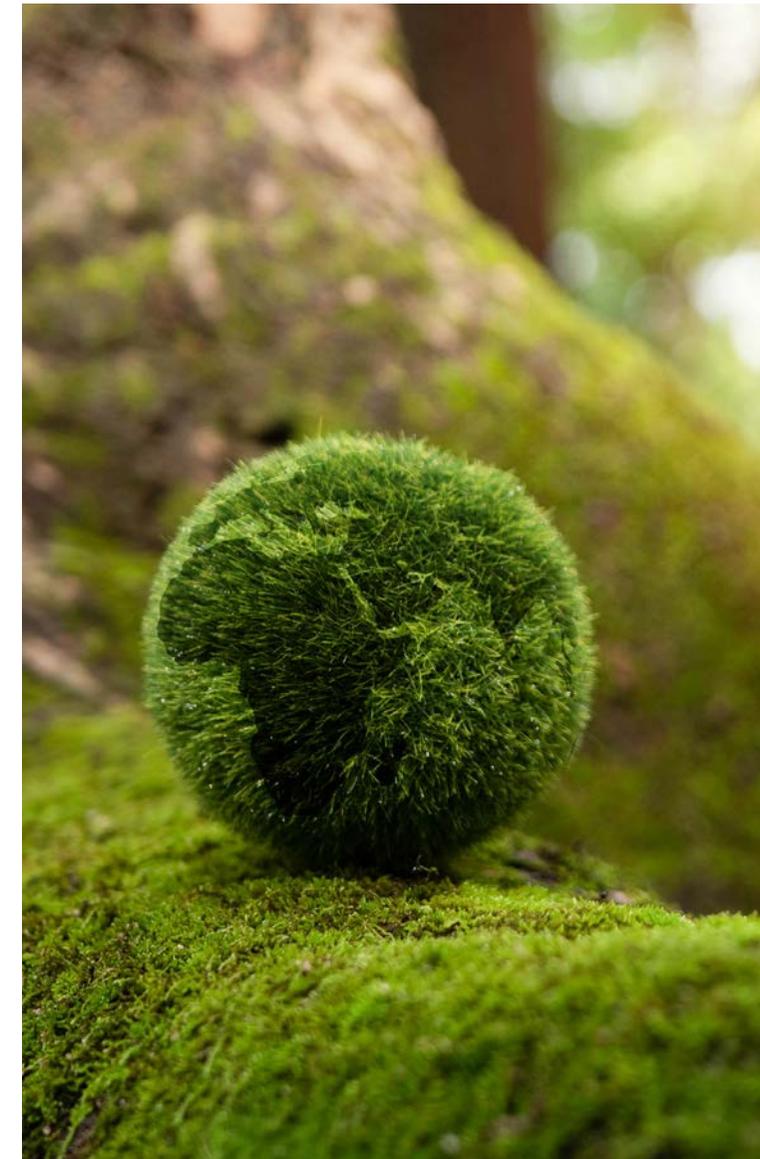
As a vital part in the logistics of our customers, we are looking for ways to effectively reduce their scope 3 emissions. By actively sharing emission figures and alternatives, like reducing speeds, we aim to propose alternatives that are less polluting. This requires accurate ships descriptions and contractual flexibility that is only possible with a good cooperation.

## 5. Education and awareness

The awareness on all pillars of the decarbonisation strategy has been an ongoing process. This has been done by means of workshops, presentations, newsletters and more.

## 6. Transparent reporting

Since 2018, emissions figures and KPIs are shared via the Ultranav websites and the annual reports. Green House Gas (GHG) Emissions are measured based on the fuel consumed, centralised in a consistent and auditable manner, and transparently reported. We keep track and follow total emissions of CO<sub>2</sub> and monitor shipping efficiency via EEOI/CII in all business units continuously and evaluate them on a quarterly basis. Next to sharing requested data for signatories of the Sea Cargo Charter, Ultratank started to proactively share emission data with charterers. Since this year, emission figures are voluntarily audited according to ISO14064-1.



# CLIMATE

"For us at UltranaV, contributing actively with concrete steps aimed at achieving a transition to zero emissions in the shipping industry is a significant part of our decarbonisation strategy." Jan Vermeij, CEO at UltranaV

## 7. Regulations

As described previously, the CII will play an important role in the years to come. Several reports show that identical ships can either have an excellent (A) rating or a poor (E) rating, depending on the ship's trade. During 2022, dashboards and insights were created to comply with the upcoming regulations. On our owned ships, preparations were made for the compliance to the EEXI coming into force 1st January 2023.

## 8. Carbon credits

As shipping will be part of the EU ETS, preparations have been made to trade carbon credits. Voluntary carbon credits were purchased on small scale as we believe this might be a catalyst in the transition to a permanent carbon-free solution.

## LAND-BASED DECARBONISATION

A part of our emissions also comes from our land-based operations. While this is only a small fraction compared to our fleet emissions, a strategy was developed for the decarbonisation of the land-based operations to ensure no stone is left unturned.

Our scope 2 emissions mainly stem from the generation of purchased electricity, and in 2022 we have signed renewable energy supply contracts for two of our busiest offices: Santiago and Copenhagen, and the rest of the offices are investigating similar initiatives.

UltranaV has also commenced collecting the necessary information for the calculation of scope 3 emissions such as business travel, employee commuting, transmission and distribution losses and waste disposal.



## ASSOCIATIONS



GLOBAL  
MARITIME  
FORUM

Unleashing the  
potential of the global  
maritime industry

UltranaV has joined the Getting to Zero Coalition, an industry-led platform for collaboration organised by the Global Maritime Forum, the Friends of Ocean Action and the World Economic Forum.

The ambition of the Getting to Zero Coalition is to have commercially viable Zero-Emission Vessels operating along deep sea trade routes by 2030, supported by the necessary infrastructure for scalable zero-carbon energy sources.



**Mærsk Mc-Kinney Møller Center**  
for Zero Carbon Shipping

In 2022 UltranaV also joined Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping as a Mission Ambassador. The center aims to be a "visible and significant driving force in the global decarbonization journey".

With this partnership we agree on a 3-years collaboration, obtaining first-hand information on relevant topics and getting access to projects that may support us in our decarbonization challenge.

# ENVIRONMENT

"We have the willingness to invest in and transition our business to take advantage of the huge opportunity that the environmental transition offers." Hans-Christian Olesen, CEO at Ultrabulk

## OIL SPILLS

Vessels owned by UltranaV are employed in international and regional trades. They are either carrying oil and petroleum products or using them for various purposes on board and thereby potentially posing a risk to the environment in case of a spill.

The vessels are technically managed by in-house companies or by third party managers, but irrespective of this, UltranaV is committed to supporting the international convention for the prevention of pollution from ships (MARPOL) and other environmental requirements.

Proper procedures to prevent oil spills and/or to handle potential oil spills are provided on board as well as ashore, and crew members are thoroughly trained, including via drills to act accordingly. In addition, UltranaV, guided by expert advisors, conducts annual emergency exercises covering oil spills involving vessels and relevant third parties.

## SHIP RECYCLING

UltranaV is strictly following the Hong Kong Convention, EU Ship Recycling Regulation and other applicable regulations in relation to health, safety and environmental issues when it comes to ship recycling.

Although during 2022 no vessels belonging to UltranaV have been recycled, in previous cases UltranaV has been auditing the recycling facilities in order to verify proper compliance.

## WASTE MANAGEMENT

Garbage from vessels is sorted out and disposed of in accordance with international regulations and local legislation in the host ports. UltranaV endeavours to land garbage ashore in ports for recycling, wherever facilities are available and in compliance with local regulations. UltranaV also encourages the 'reduce, reuse, minimise and recycle' concept which includes specific initiatives implemented on board and with suppliers.



## RISKS

- Oil spills disrupt the local marine eco system.
- Incorrect handling of ship recycling has a negative impact on environment and safety.
- Waste not disposed of correctly has a negative impact on environment.

## RESULTS

**Oil spills:** 1. During loading operation in Mexico, due to an involuntary mistake, a tanker reported a minor oil spill of est. 100-200 liters of fuel oil. Proper measures to control the incident and avoid any damage to the environment were swiftly taken. A thorough investigation was carried out and preventive actions taken in order to avoid the occurrence of any similar incident in the future.

**Ship recycling:** 0

**Waste disposals:** 0

**PSC inspections:** 4 deficiencies out of 14 inspections

## OUTLOOK

Continuous reduction in bunker consumption, which will lead to a reduction in NO<sub>x</sub> and SO<sub>x</sub>.

Continue to aim for zero Port State detentions due to BWMP violations and max 4 Port State deficiencies.

Aim for 0 oil spills and waste disposals into the water, or any other kind of violation.

Continue the implementation of electronic Oil Record Books on board vessels of the Company fleet.

# ENVIRONMENT

Slops generation is always monitored, and efforts are taken to reduce same. The disposal of slops is handled in strict compliance with MARPOL and local regulations. For transparency purposes and better control, the implementation for entries in an electronic Oil Record Book is currently underway on board vessels of the Company fleet.

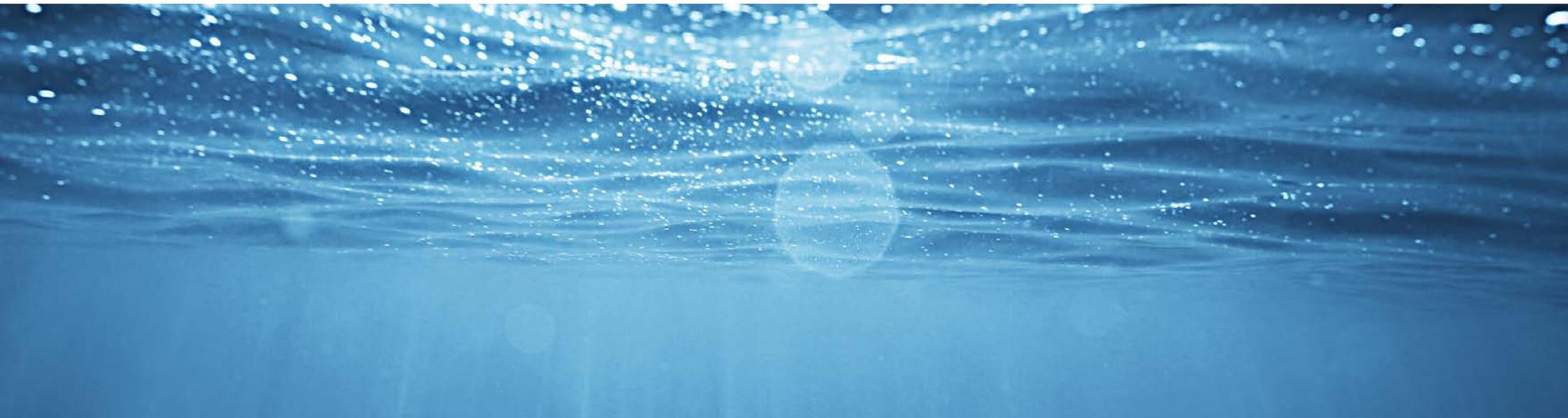
Preventing the impact on biodiversity by the carriages of external species between ecosystems is being accomplished by equipping vessels with Ballast Water Treatment Systems, in many cases ahead of the mandatory deadlines set by international and local regulations.



## ASSOCIATIONS



Ultranav has invested in Upteko, who has developed an automated and unmanned aerial system, efficiently solving critical challenges in harsh environments, especially for the maritime industry. The drones performs fire hazard inspcetions, dry dick inspections, search and rescue, oil spill detections and much more.



# HUMAN RIGHTS

With integrity being one of our core values, we support the protection of human rights and believe that all persons shall be treated with dignity and respect.

## RESPECT FOR PEOPLE

Ultrana's Code of Conduct states that we adhere to internationally recognised labour and human rights standards as defined in the principles of the UN Global Compact. Ultrana respects people's rights and is against any type of discrimination. It also prohibits any act of physical violence or aggression, either verbal or written, in the workplace.

Ultrana respects people's rights and is against any type of discrimination (either due to age, sex, religion, social origin, ancestry, etc.) and conduct that offends people's rights. It also rejects any conduct manifesting psychological, physical and moral harassment and any abuse of authority. It is the duty of all the people who work at Ultrana to contribute to a workplace free of discrimination, treating each other with total respect and cordiality so all relations are in a pleasant and safe environment. The same conduct expressed above must be undertaken with external people and/or entities with whom the people who work at Ultrana engage.

Ultrana recognises the right to work in an environment free of violence and threats, so it prohibits any aggression,

physical, verbal or written, committed by an employee against another or against any person with whom it has contact on carrying out its responsibilities.

## DIVERSITY & INCLUSION

In our experience a diverse working environment contributes to enhanced decision-making, problem-solving, productivity, innovation and positive atmosphere. Shipping is inherently a multicultural industry and we take great pride in being represented by more than 30 nationalities across 17 countries.

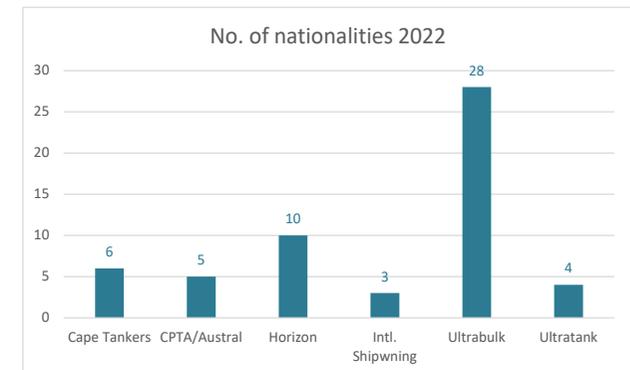
During 2022, Ultrabulk offered a workshop for all female employees under the topic 'career development for women' to enhance awareness of differences in communication styles and gender cultures, and how they affect opportunities and perception. The outcome was an enlightened and motivated female staff equipped to start changing the gender dynamics. This taps in to our ambition of ensuring equal opportunities for men and women in the shipping industry.



## RISKS

- A uniform staff may show a lack of competencies, limited perspectives and limited role models.
- Harassment negatively impacts the working environment.

## RESULTS



# HUMAN RIGHTS

Furthermore, Ultrana signed a contract with WISTA Chile to finance part of their incorporation fee and agreed to let them use office premises for their activities. WISTA is the Women's International Shipping and Trading Organisation. This year, the WISTA Chile President works in Ultrana.

In 2022, Ultrana made an agreement with Teletón in Chile aiming towards hiring more people with some type of disability. We are currently working on finding the right person and if necessary equip and prepare our Santiago office to receive this person.

## CONTRIBUTIONS TO THE COMMUNITY

Ultrana supports charities and non-profit organisations in various ways, focusing especially on the well-being and health of children.

Teletón is a charity event held in Chile on a yearly basis since 1978. Apart from our employment agreement mentioned above, we have also completed a charity campaign, where Ultrana doubled the donations offered by employees as well as supported a group of employees who visited the institute and the kids there.

Other initiatives in favour of children include working closely with the foundation "Desafío Levantemos Chile". At Christmas all our Chile-based employees committed to one kid from a vulnerable area in Chile and bought a Christmas gift. During the year, 16 volunteers from our company taught children from the "José Agustín Alfonso School" in Santiago mathematics and English.

During 2022, Ultrabulk initiated a new annual charity programme, inviting employees to nominate eligible humanitarian charity organisations, and finally letting the employees vote for the charity organisation closest to their hearts. The two organisations Save The Children and Mercy Ships won the vote and received USD 75,000 and USD 25,000, respectively. Ultrabulk will repeat the charity programme next year, planning to expand the criteria to also include environmental organisations.

Employees from Santiago also volunteered to clean up the beach in Quinteros where they removed more than 200 kg waste.

The outcome of these specific initiatives is to help ensure access to education, access to proper medical treatment and ensure children's rights where we can, as well as contributing to the protection of the environment. By involving the employees, especially through voluntary activities, we are able to support the communities while also providing an opportunity to the employees to take part in this important task while spending some quality time with colleagues.

## MODERN SLAVERY ACT

Ultrana supports the UK Modern Slavery Act and its objective to eradicate forced labour and human trafficking. We strive to live up to this responsibility by insisting on honesty, integrity and fairness in all aspects of our business and we expect the same in our relationships with all those with whom we do business.



## OUTLOOK

To continue to have a diversified staff composition.

Focus on bringing more inclusion in our working culture.

Ultrabulk plans to establish initiatives to increase cultural awareness with almost 30 nationalities working in our offices in 8 different countries.

To have a balanced selection of men and women for all vacancies.

Evaluate how to bring more diversity in the management group.

Define relevant actions to attract and retain more women in shipping based on initiatives defined by Danish Shipping.

# SOCIAL & LABOUR



A strong focus on safety in our daily operation is consistently promoted as part of the corporate values.

## SAFETY

During 2022, UltranaV continued to display the UltraSafe programme on its managed vessels with the aim of anchoring an integral safety concept within its culture. UltraSafe shares safety processes, behaviours, tools and methods creating a strong and resilient safety culture. The key is trust in each other's commitment and accountability, while taking care of oneself and the team.

UltranaV also continued the execution of the Safety Delta concept, which was implemented in 2018 across the owned fleet and is embedded as part of the regular routine on board. Generally, two Safety Delta cycles are run during the year on board UltranaV vessels. The experience in the application of the Safety Delta concept has shown an improvement in the leaders' ability to point out clear directions in terms of safety. As a result of this, an open and direct dialogue has contributed to an improved execution of tasks and a decrease of accidents.

## EMPLOYEE WELL-BEING

As a result of the corona pandemic there has been a worldwide shift regarding flexibility in the workplace. It became evident that flexibility and the opportunity to work

from home is of great value to employees and improves well-being and work/life balance. For our shore-based staff we have introduced a hybrid working model, giving the opportunity to work for up to 2 days per week from home/ outside the office premises and in general we offer a much more flexible work life.

During 2022, Ultrabulk hosted a workshop with our health care provider to inform employees about the benefits of the new Health Package offered to employees. The Health Package included new services in the form of online health consultations.

We make sure to offer a variety of employee benefits at the offices to ensure a healthy and inclusive work environment. Some activities also include the families of employees.

## RETENTION

UltranaV invests in the educational and personal development of all employees to maintain a motivated and skilled staff and to ensure a high retention rate. Main focus areas include performance evaluation, career programmes and promotions, training and labour inclusion.

## RISKS FOR CREWS

- Unsafe working procedures may result in fatalities or injuries happening to crew on board vessels.
- Insufficient and undefined safety culture ashore and at sea may present a safety risk.
- Lack of rest may result in reduced concentration which may result in accidents and incidents.
- Greater risk of accidents or incidents on board vessels if crew is under the influence of drugs or alcohol.
- Unqualified staff may lack proper safety behaviour and may cause accidents and incidents.

## RISKS FOR STAFF

- Without a healthy working environment it can be difficult for the Company to retain and keep high-quality talent.
- A high turnover may lead to unmotivated staff and lack of productivity.
- Employees may feel unmotivated if they are not offered the opportunity to develop on a professional as well as a personal level.
- Employees without the proper educational background, training and experience may show lack of competencies and limited perspectives.

# SOCIAL & LABOUR

By maintaining an attractive working environment, continuous personal and professional development opportunities and a proper remuneration system, UltranaV seeks to retain its valuable staff. As part of a global shipping group, we are able to offer career opportunities in different geographical areas.

A large part of the staff has more than 10 years of seniority, and we are also monitoring the retention rate on newly hired employees (1-2 years' seniority).

## EDUCATION & TALENT ATTRACTION

UltranaV encourages its staff to participate in courses and seminars on relevant topics, as well as joining business schools/business programmes including MBA courses. Training varies from master classes and leadership courses to courses targeted towards a specific skill such as Accounting, Chartering, Operations, Bills of Lading Masterclass, etc.

During 2022, UltranaV offered 6 soft skills trainings for UltranaV employees. We also offer language courses.

Over the years, Ultrabulk has developed and fine-tuned its intensive two-year trainee programme consisting of

theoretical studies at the Danish Shipping Academy and hands-on training in different departments. Each year, Ultrabulk employs new trainees, and they are often offered a full-time position when they graduate. From 2022, Ultrabulk will not only hire trainees for one specific location, but instead search worldwide for keen and ambitious candidates and with an interest in shipping.

Our trainees are also offered the opportunity to supplement their traineeship with an education in economics and business administration from Copenhagen Business School.

In 2022, all Ultrabulk employees participated in a presentation about knowledge sharing and peer training, and the principles and methods on that topic will be further developed in 2023.

## COVID-19

While COVID-19 is losing its grip in some regions of the world, other regions are still battling the pandemic. UltranaV continues to follow official recommendations and regulations, especially in the areas where it affects crew changes or the health and safety of our people.



## RESULTS

Results for shore-based staff

2022	Health insurance cases per employee	Retention rate	Harassment incidents reported	Education days per employee
Cape Tankers	1.6	85%	0	3.4
CPTA/Austral	1.0	91%	0	1.6
Horizon	1.0	94%	0	2.0
Intl. Shipowning	1.0	100%	0	2.2
Ultrabulk	3.8	95%	0	0.5
Ultratank	1.0	95%	0	1.9

Results for seafarers

2022	International Shipowning
LTIF	0
TRCF	0
No. of vessels that implemented a correct rest/working hours reporting culture onboard	all (10 vessels)
Alcohol/drug violations	0
Retention rate	95%

# SOCIAL & LABOUR



## ULTRASAFE

In the pursuit of establishing a best-in-class safety performance, UltranaV has a global safety development programme in place – the UltraSafe programme – designed in accordance with UltranaV’s core values: Integrity, Excellence, Passion and Safety, and with the aim to create a safety culture which is resilient and strong and which is respected and adopted throughout the organisation.



## THE SAFETY I'S

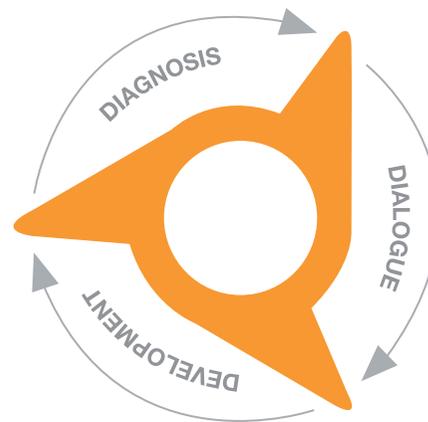
UltraSafe is based on five behavioural patterns, the Safety I's: Insight – Intervention – Influence – Innovation – Integration, which means that;

- We constantly seek and share **INSIGHT** to reach the goal of zero incidents.
- We create an environment where it is possible to **INTERVENE** and let ourselves be intervened whenever we see unsafe behaviour.
- We show strong team spirit where we positively **INFLUENCE** each other.
- We strive to be **INNOVATIVE** in the way we manage safety.
- We **INTEGRATE** safety considerations into all aspects of our work processes and behaviour.

## THE SAFETY DELTA

To ensure continuous improvement of our safety performance, especially for our crews at sea, UltranaV engages in the Safety Delta concept to build and maintain a proactive safety culture. It is a circular process of three stages based on crew perception of the safety on board;

- Crew makes a **DIAGNOSIS** of the vessels safety condition by answering a survey about safety practices on board.
- **DIALOGUE** about the report results and improvement opportunities is conducted among crew on board and between ship/shore.
- Specific **DEVELOPMENT** actions are defined, planned and executed on board to improve the safety conditions.



Source: Green Jakobsen.

## OUTLOOK

In 2023, Ultrabulk will implement preventive health initiatives in a collaboration with our health care provider.

We continue to aim for a harassment-free workplace. Initiatives will be defined in order to create more awareness about harassment and discrimination through education, onboarding and management communication.

Employees as well as management to be presented with opportunities to participate in courses that aim to develop their skills. In average each employee receives two days of education each year.

Support students in their professional development by offering opportunities such as internships and student assistant positions.

Ensure continuous evaluation of training needs for all staff and offer relevant leadership development opportunities to managers.

## ASSOCIATIONS

**port:safety**  
in the business of saving lives

UltranaV has invested in Port-Safety, the inventor of LifeLadder, an innovative safety ladder for quay walls, improving safety at ports globally. Furthermore, the carbon footprint of LifeLadder is less than 50% compared to conventional safety ladders.

# ANTI-CORRUPTION

As a member of Maritime Anti-Corruption Network (MACN), we work for a maritime industry free of corruption that enables fair trade to the benefit of society at large.

## ANTI-CORRUPTION POLICY

At UltranaV we believe in fair competition and share the widespread idea that corruption is a serious obstacle for the development of modern societies. It undermines and violates the rule of law and its institutions and is a threat to the correct operation of businesses in the current market scenarios. Corruption not only causes higher costs due to improper and corrupt payments, but also seriously distorts the right operation of businesses, thereby causing unnecessary risks and loss of opportunities. Moreover, corruption is deemed an illegal act, exposing companies that incur in it to serious legal consequences, compromising their reputation with their peers and society in general.

## FACILITATION PAYMENT, BRIBERY AND EXTORTION

UltranaV is strongly committed to a strict compliance worldwide with relevant laws prohibiting bribery. No employee at any level may offer, promise, authorise or give anything of value to any public official in any country, or to any third party in the private sector, in order to gain any improper business advantage of any kind. Nor may any employee solicit or accept any form of bribe from any person.

UltranaV continues to offer training to all employees on how to act and react if met with demands of bribery or extortion.

UltranaV continues to contribute actively to MACN with incident reports and support to the collective action campaigns. Furthermore, we participate in MACN sessions and debates related to countries where facilitation is known to occur.

## WHISTLEBLOWER PLATFORM

UltranaV has a verified whistleblower system in place in order to ensure transparency and openness as well as to give any stakeholder, be it employee, customers, suppliers or any other stakeholder a platform to raise any doubts they may have about the way UltranaV conducts its business. The platform operates with the support of Corporate Integrity, an independent consultant company which guarantees the process confidentiality. Corporate Integrity is responsible for bringing queries or complaints to the Ethical Committee who monitors, evaluates and shares with the relevant business unit.



## RISKS

- Facilitation payments and bribery interfere with global trades and encourage dishonesty and criminal actions.

## RESULTS

0 bribery payments.

2022	Anti-corruption training rate
Cape Tankers	89%
CPTA/Austral	92%
Horizon	94%
Intl. Shipowning	100%
Ultrabulk	100%
Ultratank	75%

## OUTLOOK

All new employees receive proper compliance training within the first six months of employment.

We will continue to aim for no bribes and reduce facilitation payments to zero.

## ASSOCIATIONS

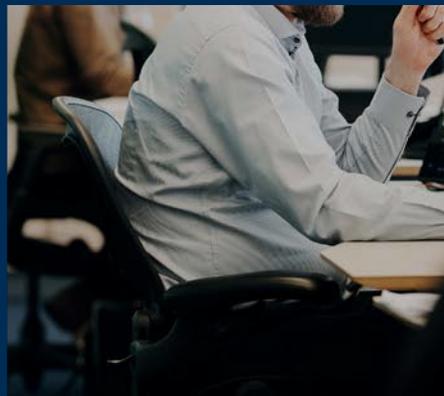


UltranaV is an active member of the Maritime Anti-Corruption Network (MACN), a collaboration of some of the world's leading shipping companies aiming to eliminate facilitation payments and other forms of corruption in the maritime industry.



Ultrabulk A/S is certified in anti-corruption and transparency by the globally recognised organization TRACE. TRACE accredits transparency in good business practices through annual certification.

# ULTRANAV INTERNATIONAL APS SUSTAINABILITY REPORT 2022



A partner  
you can  
trust



# Appendix: Accounting practices

## for non-financial KPIs

TOPIC & KPI	ACCOUNTING PRACTICE
<b>CLIMATE</b>	
EEOI - Energy Efficiency Operational Indicator	gCO2 emission per ton-mile of transport work done by the fleet is used to calculate the alignment as per the industry standard called Sea Cargo Charter. Calculation: (mass of fuel consumed * fuel to CO2 mass conversion factor) / (MT Cargo carried * total distance sailed). Includes all voyages of owned vessels and vessels taken in on time-charter where they are not sent out on time-charter again. Time-charter: when the vessel is time-chartered out we are leasing the vessel to someone else and do not have control over the usage of the vessel, therefore we do not find it relevant for our EEOI numbers.
Vessel specific & updated speed & consumption tables on long-term fleet.	No. of updated speed & consumption tables: No. of long-term vessels and no. of new tables per quarter. Only measured for the long-term fleet in Ultrabulk. Long-term vessels are defined as vessels that are in our fleet for three years or longer.
Aux engine consumption	To ensure the auxiliary engines are operated in the most optimal way and load depending on the power demand.
Hull cleaning and/or inspection frequency	Hull inspections are planned every 6 months on long-term time chartered and owned ships if performance data from the vessel indicates a change in performance.
Speed optimisation	>3-day voyages are optimized for the optimal speed if performance data from the vessel indicates a change in performance.
Weather routing	>5-day voyages that have been optimized for the optimal route. By default, the shortest route is taken, the improvement potential is negligible when the voyage is short/coastal.
<b>ENVIRONMENT</b>	
No. of spills into the water on owned vessels	No. of effluent spills in the water from Company vessels - irrespective of size.
No. of vessels recycled as per HK Convention	No. of vessels recycled vs. no. of vessels recycled as per HK Convention.
No. of waste disposals into the water	No. of waste disposals NOT disposed to shore reception facilities or incinerated.
No. of PSC inspections	No. of deficiencies / No. of PSC inspections in Company fleet.
<b>HUMAN RIGHTS</b>	
Gender equality ratio	Calculation: No. of female or male employees / the total no. of employees.
No. of nationalities	No. of nationalities across shore-based staff.

# Appendix: Accounting practices

## for non-financial KPIs

TOPIC & KPI	ACCOUNTING PRACTICE
<b>SOCIAL &amp; LABOUR (CREW AT SEA)</b>	
Lost Time Injury Frequency (LTIF)	LTIF (Lost Time Injuries Frequency) is the number of lost time injuries, where a person is away from his/her job for more than 24 hours per 1 million workhours. Measured for employees at sea only.
Total Recordable Case Frequency (TRCF)	The sum of all work-related fatalities. Measured for employees at sea only.
No. of vessels that have implemented a correct rest/working hours reporting culture onboard	Lack of rest may result in reduced concentration which may result in accidents and incidents, so all vessels must have implemented a reporting culture.
Alcohol/drugs violations	There is a greater risk of accidents or incidents on board vessels if crew is under the influence of drugs or alcohol, hence we have a zero-tolerance policy when it comes to alcohol/drugs.
Percentage of seafarers retained	Retention rate = (New hire retained / no. of hired Employees) * 100. Calculation is based on Intertanko Formula.
<b>SOCIAL &amp; LABOUR (STAFF ASHORE)</b>	
Statistics from health care provider on physical/mental issues, based on the use of our health insurance programme	No. of employees who used the insurance provided by the company. Includes only shore-based staff working out of Gentofte, DK.
Retention rate (YTD)	Retention Rate = $(1 - (\text{Resignations} / ((\text{average})\text{Total Employees}))) * 100$ . Includes only employees who have resigned, and not employees who have been asked to leave or contractors who have completed their contractual period.
No. of harassment incidents reported	No. of internal harrasment incidents reported. Harassment can be sexism, racism and other experiences of intimidation or pressure.
Average no. of education days per employee per year	No. of training days reported. Includes every training, course, seminar, any extra degree (university, college) that the company invest in (online, eLearning, face to face, etc.) for the employees to improve soft and/or technical skills.
<b>ANTI-CORRUPTION</b>	
% employees trained	No. of staff who have received anti-corruption training measured against total number of employees.
No. of bribery payments	No. of reported bribery cases. As a result of 6000+ port calls per year, we meet demands for facilitation and bribery in many areas of the world.