

Whom it may concern



**Hermann Lohmann Bereederungen
GmbH & Co. KG
Ship Management**

Corporate Social Responsibility (CSR) Policy

Hermann Lohmann Bereederungen GmbH & Co. KG

1. Introduction

At Hermann Lohmann Bereederungen GmbH & Co. KG, we understand that operating and managing general cargo and container vessels across global trade routes carries with it a responsibility that extends beyond commercial success. As a family-owned shipping company with a long-standing maritime tradition, we are committed to conduct our business ethical, sustainable, and with deep respect for people, the environment, and the communities we serve.

This Corporate Social Responsibility (CSR) policy outlines our strategic approach to environmental protection, social responsibility, governance, and community engagement.

2. CSR Vision and Commitments

We strive to be a responsible global maritime partner by:

- Reducing our environmental footprint through sustainable fleet management and innovation.
- Ensuring the safety, welfare, and professional development of our crew and shore-based staff.
- Upholding the highest standards of ethical governance and compliance.
- Supporting coastal and port communities where we operate.

3. Environmental Responsibility

The maritime industry plays a critical role in global trade, and we recognize our duty to help shape a more sustainable future for shipping.

Our Environmental Initiatives Include:

- **Fleet Optimization:** Operating fuel-efficient vessels and investing in retrofitting solutions to meet or exceed IMO emissions regulations (including MARPOL Annex VI and the IMO 2023 decarbonization targets).
- **Route Efficiency:** Utilizing digital voyage optimization tools to reduce fuel consumption and lower CO₂ emissions.
- **Waste & Ballast Management:** Implementing strict onboard waste segregation systems and compliant ballast water treatment systems to protect marine biodiversity.
- **Alternative Fuels:** Evaluating new propulsion technologies and alternative fuels (such as LNG or biofuels) for future fleet operations.

4. Social Responsibility

We prioritize the well-being of our seafarers, employees, and partners. Our people are the foundation of our operations.

Our Social Responsibility Focus Areas Include:

- **Safe Working Conditions:** Maintaining high safety standards both at sea and ashore, with regular drills, inspections, and training aligned with ISM Code and MLC (Maritime Labour Convention) standards.
- **Crew Welfare:** Supporting seafarers' mental health and quality of life onboard with fair working hours, communication access, and onboard recreational activities.
- **Training & Development:** Investing in professional development, maritime training, and cadet programs to support career growth and succession planning.
- **Diversity & Inclusion:** Promoting equal opportunities and a non-discriminatory work environment regardless of nationality, gender, or background.

5. Ethical Governance and Compliance

We conduct our business with integrity, transparency, and in full compliance with all applicable laws and international standards.

Governance Priorities Include:

- **Legal & Regulatory Compliance:** Adhering to international and national maritime regulations, including SOLAS, MARPOL, ISPS, and GDPR.
- **Anti-Corruption & Bribery:** Maintaining a zero-tolerance policy toward bribery, fraud, and unethical business practices, supported by internal training and third-party due diligence.
- **Whistleblower Protection:** Ensuring safe and confidential reporting channels for employees and partners to report misconduct.
- **Responsible Supply Chain:** Working only with suppliers and service providers who align with our ethical and safety standards.

6. Community Engagement

As a global shipping company rooted in Germany, we are committed to giving back—locally and internationally.

Our Community Engagement Activities Include:

- **Maritime Education Support:** Partnering with maritime schools and academies to provide internships, scholarships, and career guidance.
- **Charitable Contributions:** Supporting seafarers' welfare organizations, disaster relief efforts, and ocean conservation NGOs.
- **Local Impact:** Engaging with port communities to identify initiatives that support economic development, environmental protection, and youth education.

7. Transparency and Accountability

We aim for continuous improvement in our CSR performance through measurable goals, transparency, and stakeholder engagement.

Our Approach:

- Publish an annual CSR or Sustainability Report to track our environmental and social impact.
- Monitor key performance indicators (KPIs) such as fuel consumption, emissions, safety incidents, and training hours.
- Review and update our CSR policy annually to reflect new challenges, technologies, and regulations.

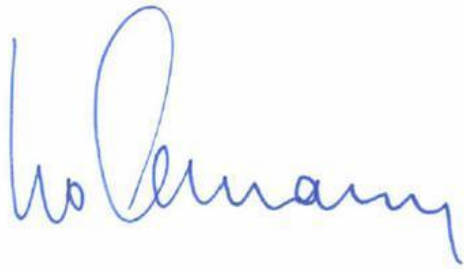
8. Conclusion

Hermann Lohmann Bereederungen GmbH & Co. KG is proud to operate on the principles of safety, sustainability, and responsibility. As we navigate the future of shipping, we remain committed to balancing operational excellence with our responsibilities to people, planet, and purpose.

Together with our employees, partners, and clients, we aim to contribute to a resilient and responsible maritime industry.

Mit freundlichen Grüßen / yours sincerely,

H. Lohmann Bereederungen GmbH & Co. KG



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