

TOBA SHIP MANAGEMENT CO LTD.	INTEGRATED MANAGEMENT SYSTEM MANUAL		Issue No.: 02
	Chapter 02	COMPANY'S POLICIES AND MANAGEMENT COMMITMENT APPENDIX X: SOCIAL RESPONSIBILITY POLICY	Issue Date: 01/04/2010 Rev. No.: 04 Rev. Date: 06/12/2021 Page: 1 of 1

Social Responsibility Policy

TOBA SHIP MANAGEMENT CO LTD. operates in a socially responsible manner, ensuring the safety of people and the environment and 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 an impact on society and the environment.*
- *Ethical behavior at all times.*
- *Respect, consideration, and responsiveness toward the Company's stakeholders' and employees' interests.*
- *Respect for international norms of behavior, while adhering to the principle of respect for the rule of law.*
- *Respect for human rights and recognition of both their importance and universality.*

TOBA SHIP MANAGEMENT CO LTD. addresses the following core subjects for identifying the issues and priorities relevant to the organization:

- *Organizational governance*
- *Human rights*
- *Labor practices*
- *Environment.*

We aim to integrate sustainable thinking and corporate social responsibility into all our business processes and business relationships.

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 by knowledge-sharing practices while always meeting or exceeding all applicable legislative and regulatory requirements.

Date:06/12/2021

General Manager
