

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

## ***Sustainability Policy***

**TOBA SHIP MANAGEMENT CO LTD.** puts sustainability at the heart of its business strategy through our industry leadership role, our operations and services we provide.

Our sustainability principles:

1. **A society for our future:** Inspiring the next generation, investing in communities, developing sustainability competencies and creating a healthy & safe workplace
2. **An environment with a future:** Low carbon economy, environmental respect through resource efficiency, preventing pollution and protecting ecosystems
3. **A responsible business of the future:** Promoting sustainable economic growth with strong governance and ethos, while recognizing the responsibility of providing to local communities, without compromising future generation's business needs.

We do this by:

1. Adjusting our expectations and requirements in relation to the UN Sustainable Development Goals and by understanding how Global Societal Megatrends will affect our business globally and locally
2. Implementing controls to ensure compliance with relevant legislation
3. Improving resource efficiency, including use of water, energy and raw materials and by improving natural capital and increasing biodiversity
4. Understanding climate change and by assessing/addressing relevant risks
5. Valuing diverse skills and contributions by improving diversity and equality and by developing strategies beneficial to human health and wellbeing
6. Improving and assessing our environmental performance effectively and by ensuring the suitability of our suppliers and monitoring their performance
7. Monitoring our sustainability performance against objectives and targets and by adhering to the Company's Policies.

All employees, crews and contractors working on our behalf must share these commitments.

Everyone is empowered to ensure that our commitments are met.

Date: 06/12/2021

**General Manager**

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