

EMPLOYEE RELATIONS

2025 target	2024 progress	2024 targets
High focus on diversity and gender equality in recruitment and under service	Continued focus on diversity and gender equality during crew seminars and in our internal policies	High focus on diversity and gender equality in recruitment and under service
Secure recruitment for existing fleet as well as new vessels for delivery 2026, Secure a strategical platform for growth	Done by keeping focus on quality training and maintaining good working conditions	Recruiting, educating and retaining a skilled workforce
Systematic on-the-job training trough Living The Vision programme	Done	Systematic on-the-job training trough Living The Vision programme
Secure a working atmosphere where our core values Mutual Respect-Team Spirit and Quality are well understood and recognized by all employees onshore and offshore	Continued during seminars, dialogue with vessel, HOP training etc.	Implement a good understanding of revised values (Mutual Respect, Quality and Team Spirit)
Continue to develop highly skilled crew in all ranks to maintain existing fleet as well as handle growth	Continued by focusing on quality training as pr company & vessel need	Increase focus on job specific training / competency enhancement
Continue focus on developing own officers in all ranks from cadet level when possible to secure a good loyalty and understanding of company culture and processes	Implemented by HOP training during the year for ship and shore as well as other training	Career development, communication/ leadership development
Use trainee positions on all possible vessels to secure internal growth. This being cadets of various ranks, trainee officers etc to secure future need.	Due to sale of vessel and maintenance need we had cadets on appr 90 % of our vessels	Use trainee positions on all vessels /cadets/ junior officers/trainees to secure future recruitment need

DIVERSITY AND INCLUSION

2025 target	2024 progress	2024 targets
Select minimum 20% female cadets deck and engine as well as focus on gender equality and diversity in recruitment of other ranks also	15 % strictly due to available candidates in our selection	Select 20-30 % female cadets during our initial selection
Actively promote diversity in our recruitment and rotation	Done	Actively promote diversity in our recruitment and rotation
Target minimum 2 female per vessel when using femal crew	Done, with some exemptions due to sudden changes in rotation due to medical and other reasons	Target minimum 2 female pr vessel when using femal crew

UN SDG: United Nations Sustainable Development Goals
SDG 3: Good health and well-being
SDG 4: Quality education
SDG 5: Gender equality
SDG 7: Affordable and clean energy
SDG 8: Decent work and economic growth

GRI: Global Reporting Index
403-6 Promotion of worker health
403-7 Prevention and mitigation of occupational health.
403-2 Hazard identification, risk assessment, and incident
401-1 New employee hires and employee turnover

COMMUNITY ENGAGEMENT

2025 target	2024 progress	2024 targets
Provide access to LPG as a clean source of energy and ammonia as a potent fertilizer	Done	Provide access to LPG as a clean source of energy and ammonia as a potent fertilizer
Continue our support to local communities where we operate , select new CSR partners for more hands on effect on our support	Done, we supported various projects and organizations in 2024	Support the communities where we operate
Arrange officer and crew conferences in Stavanger and Manila	Done spring 2024 and Nov 2024	Officer and crew conferences in Stavanger and Manila
100 % compliance in Living the Vision programme	Done	100 % compliance in Living the Vision programme
Live up to our mission statement	Done	Live up to our mission statement

HEALTH AND SAFETY

2025 target	2024 progress	2024 targets
Work systematically to ensure the health, fitness and safety for all crew and employees, both at work and home, in cooperation with external partners	Done via various projects such as Re-Start and other health initiatives	Work systematically to ensure the health, fitness and safety for all crew and employees, both at work and home
Zero LTI	Zero LTI	Zero LTI
Sick leave Solvang; Sea less than 1 %, shore less than 3 %	0.17 % sea and 3 % shore. Shore high due to a few long-term sickness cases	Sick leave Solvang; Sea less than 1 %, shore less than 3 %
100 % compliance in Living the Vision program	Done	100 % compliance in Living the Vision program
Keep systematic training of galley personnel to secure a healthy and nutritious diet onboard.	Done by introducing O-Serv as partner in galley training and victualing for all vessels	Secure common platform for competence for galley personnel handling food/nutrition
Keep focus on securing a good health prior to joining by using strict requirements in line with P&I club standards and NIS Flag. As well as securing good health while onboard via internal initiatives	Done by having high standards on medical before joining	Continue strict focus on premedical screening before serving onboard for all nationalities
Secure a good platform for health insurance and pension plan for all seafarers	Done	Health insurance and pension for all seafarers
Participate in Shell safety program	Done	Participate in Shell safety program

ESRS/CSRD references

S2 8.1 Working conditions
 S2 8.2 Equal treatment and opportunities for all
 S2 8.3 Other work-related rights
 S3 9.1 Communities' economic, social and cultural rights
 S3 9.2 Communities' civil and political rights
 S3 9.3 Particular rights of indigenous communities