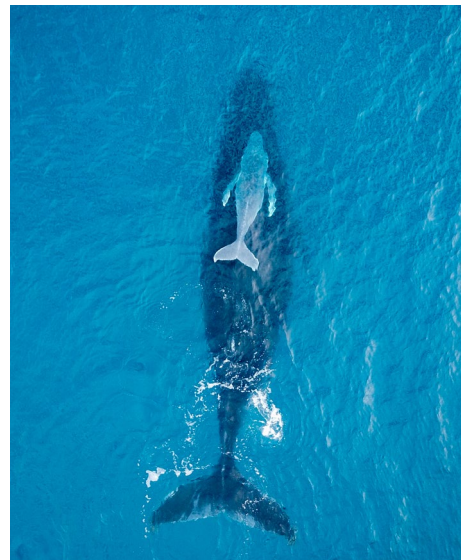


PROPELLING THE WORLD FORWARD

Drew Marine | ESG Report 2022-23



Our Commitments

UN Global Compact

We are proud to join the United Nations Global Compact as part of our commitment to being a responsible company. This commitment is to operate responsibly, in alignment with universal sustainability principles, take actions to support society, and report to the UN Global Compact annually on our ongoing efforts.

As part of our commitment to sustainable and responsible business practices, Drew Marine has embedded the Ten Principles of the United Nations Global Compact into strategies and operations, and has committed to respecting human and labor rights, safeguarding the environment, and working against corruption in all its forms.

WE SUPPORT



**THE
CLIMATE
PLEDGE**

The Climate Pledge

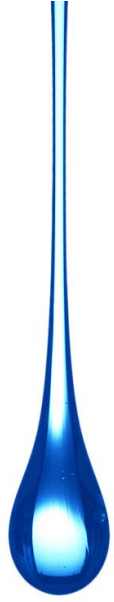
At Drew Marine, we are also proud to announce our unwavering commitment to The Climate Pledge. We understand the urgent need to address the pressing challenges of climate change. By joining The Climate Pledge, we pledge to take bold actions and prioritize sustainability across all aspects of our business operations. Our commitment is not just a mere promise; it's a concrete road map that will guide our decisions and actions towards a more sustainable and greener future.

The Climate Pledge is a commitment initiated by Amazon and Global Optimism to address the urgent need for climate action. Drew Marine joins companies from various industries in the collective effort to achieve net-zero carbon emissions by 2040, ten years ahead of the Paris Agreement's goal. Signatories of The Climate Pledge commit to implementing sustainable practices, reducing their carbon footprint, and investing in renewable energy sources. The initiative aims to drive innovation, collaboration, and transparency among businesses worldwide to combat climate change and create a sustainable future for all.

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We are proud to present our inaugural Environmental, Social, and Governance (ESG) report on behalf of the global community of Drew Marine colleagues. As a leading supplier to vessels vital in the global exchange of goods, we understand the importance of reducing environmental impact and promoting sustainability. Our commitment to colleague health and safety, ethical supply chain management, and positive community engagement drives us to continuously improve our performance and reduce our global carbon footprint.

At Drew Marine, our strategy and commitment are guided by the United Nations Global Compact. Our purpose is to prioritize social impact, innovation, global influence, safety, excellence, and customer focus. By aligning this purpose with the Ten Principles of the UN Global Compact on human rights, labor, environment, and anti-corruption, we further strengthen our commitment in our strategy, culture, and day-to-day operations.

We recognize that we are not alone on this journey. As the transportation and supply chain sectors evolve, we embrace our role as a collaborative participant, sharing common values. Grounded in reliability, performance, compliance, and dedication to social impact and a customer focus, we strive to positively impact our colleagues, customers, communities, and the planet.

Embedding ESG practices is a significant step towards transparency. This transparency extends to our operations, innovative and safety-conscious products, and investments in people and communities. Initiatives such as IMO 2020, CREW CARE®, H DREW O, and our ISO 14001 certification demonstrate our unwavering commitment to global impact and responsible business practices.

Let's propel the world forward together towards a more prosperous and sustainable maritime future.

Sincerely,



Scot R. Benson
CEO, Drew Marine



“As a leading supplier to vessels vital in the global exchange of goods, we understand the importance of reducing environmental impact and promoting sustainability.”

Introduction

Drew Marine has been providing the maritime industry with technical services and solutions for almost a century. Today, our global team brings the same dedication, expertise, and innovation to our services and products to help our customers find success in their own businesses.

Our company is filled with talented individuals from around the world who work together to earn the trust of our customers. Drew Marine is ready to take on our customers' challenges and stands apart from our competition.

Mission Statement

At Drew Marine, our mission is to shape the future of the maritime industry by providing unparalleled, sustainable solutions. We are rooted in reliability, aiming to be a trusted partner consistently delivering superior products and services. We're committed to driving positive global change by empowering local communities, enhancing safety, and championing excellence. Compliance is the cornerstone of our operations, as we adhere to global specifications, local industry regulations, and government legislation, ensuring efficient and safe operations for our customers' vessels and offshore assets.

Placing our customers at the center of everything we do, our goal is to exceed expectations demonstrated through performance characterized by accuracy, speed, and the pursuit of excellence, all while ensuring regulatory compliance. We foster an environment of honesty, respect, and accountability, guided by our dedication to the highest ethical standards. Our journey is defined not just by the goals we achieve but by the socially responsible and environmentally friendly means we employ to reach them. Our ultimate goal is to optimize performance and provide peace of mind for our customers, thereby securing their operational success and forging a path towards a more prosperous and sustainable maritime future.

At the heart of our operations are our Core Values. These serve as our guiding principles that inspire every action we take, shape the way we operate, and contribute to society. Our commitment to Social Impact, Innovation, Global Impact, Safety, Excellence, and Customer Focus reflects our dedication to responsible business practices, industry advancement, and the creation of a sustainable future.



Core Values

Social Impact

We drive positive social change by partnering with 67 organizations worldwide and offering our expertise on 17 global boards.

Innovation

We continuously innovate to propel the maritime industry into a sustainable future with solutions like IMO 2020.

Global Impact

Our introduction of global initiatives like, IMO 2020, CREW CARE, and H DREW O, underline our commitment to fostering economic growth and a sustainable future.

Safety

We prioritize safety and maintain high standards in all operations, safeguarding our colleagues, our customers, and communities.

Excellence

We strive for superior performance, drive innovation and efficiencies, and establish ourselves as a leader in the marine industry.

Customer Focus

We are committed to exceeding customer expectations, fostering long-lasting relationships, and advancing our industry.

Company Overview

With an extensive global footprint and a vast network of offices worldwide, Drew Marine is uniquely positioned to cater to over 1,100 ports. This extensive reach enables us to support diverse marine markets, including, cruise, container, military, tanker, bulk carriers, and more. We are dedicated to providing exceptional solutions and services to our customers in every corner of the world, meeting their unique needs, and ensuring their success in the maritime industry.

Drew Marine has achieved remarkable milestones as a leading technical maritime solutions provider, propelling the industry forward with our cutting-edge products, commitment to colleague growth and development, dedication to customer excellence, and ongoing efforts to positively impact our global community through responsible business practices.

In 2022, we introduced the H DREW O Drinking Water System Complete, a state-of-the-art filtration system that provides fresh, clean, and mineral-enriched drinking water for crews at sea. This innovative product aligns with our commitment to sustainability and enhancing the well-being of our maritime community.



Drew Marine's Global Port Locations



Certifications and Memberships

Active participation in industry-leading organizations such as Green Marine, ISWAN, BEMA, IMPA SAVE, and certifications for ISO 9001 and 14001, exemplify our dedication to collaborating with like-minded partners and adhering to rigorous standards. These affiliations and certifications underscore our commitment to sustainable practices, continuous improvement, and delivering exceptional solutions that meet the highest industry standards.



Drew Marine's Differentiators

Our People

Simply put, our people are the core to our success. They are the driving force behind our achievements and the catalysts for innovation and growth.

We prioritize the growth and development of our team, providing opportunities for them to excel and reach their full potential. We foster a culture of inclusivity and respect, while celebrating each individual's unique perspectives and contributions.

Together, we form a powerful community united by a shared purpose – to revolutionize the maritime industry. Drew Marine colleagues are part of a global team that propels the future of maritime solutions.

Together, we inspire change and achieve greatness.



Our Innovation

At Drew Marine, we take immense pride in our role as a leading technical maritime solutions provider. We are driven by innovation and propelled by our commitment to make a positive impact on the industry and the world.



Our portfolio of cutting-edge solutions is designed to optimize the performance of our customers' ships and drive sustainability forward. We offer:

- Cost-effective water treatment programs that ensure efficient equipment operations while preserving this precious resource.
- Fuel additives that boost engine and fuel efficiency, reducing emissions and contributing to cleaner air and a healthier environment.
- Biodegradable and bio-based sanitation and cleaning products that promote responsible practices on board vessels.
- Compressed gases, including refrigerants with low global warming potentials, that play a vital role in refrigeration systems while minimizing their environmental impact.
- Refrigerant reclamation and recycling programs that minimize waste and support circular economy principles.

- IMO approved tank cleaners and MARPOL Annex V compliant cargo hold cleaners, ensuring compliance with international environmental regulations.

In addition to our innovative product offerings, we prioritize the well-being of crews and the preservation of our environment. Through strategic programs, we focus on:

- CREW CARE accommodation cleaning and disinfection program, delivering clean and hygienic living spaces for crew members while minimizing plastic waste and energy consumption associated with transportation.
- Potable water management program, including the H DREW O shipboard drinking water filtration system, which enhances the drinkability of on board water, reduces reliance on plastic water bottles, and contributes to a healthier marine environment.

We are committed to pushing boundaries and propelling the maritime industry forward. We constantly strive to deliver solutions that optimize vessel performance, promote sustainability, and create a brighter future for all.

Together, we navigate the seas of innovation, embrace the challenges, and help shape an efficient, sustainable, and prosperous maritime world.

Let's set sail towards a brighter future!



Propelling the World Forward



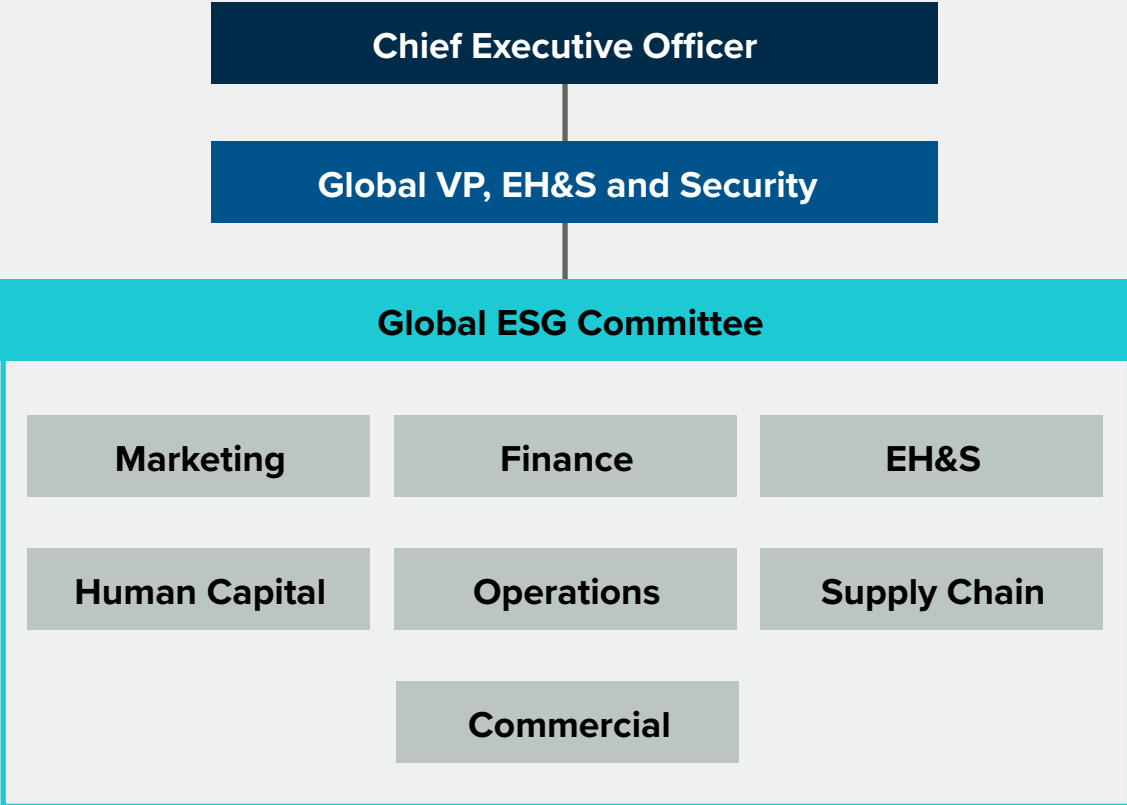
Led by our Chief Executive Officer, in the fall of 2022, we formed a cross functional committee to drive our strategy. We completed our first double materiality assessment with input from key stakeholders to gain an in-depth understanding of what matters most to them. Their feedback gave us an understanding of where to focus the impact on our business as well as on society and the environment.

The result of our assessment identified 10 key performance indicators (KPIs) where we believe we can have the most impact. In turn, these have been mapped to the UN Sustainable Development Goals. Throughout this report, you will learn about our progress to date and aspirations.

Further, we understand our capabilities and recognize the importance of measuring our carbon footprint. As such, we sought the assistance of 3rd party assessor Green Project Technologies, Inc. to collaborate with our team to measure the Scope 1 & 2 Greenhouse Gas (GHG) Emissions for all of our facilities, including our operating facilities around the world.

We realize that ESG is complex and ever-changing. Therefore, our team is committed to further assess our efforts, including a review of the EcoVadis Assessment, which resulted in continuous improvement areas and alignment with the Global Reporting Standard (GRI).

Drew Marine’s Global ESG Committee



About This Report

This report highlights our work to date in the context of a long history of sustainable and ESG related practices and outlines some of our priority ambitions. Further, this report contains information about Drew Marine's ESG strategy and performance.

Of note, this report covers our establishing baseline data metrics for the year ending December 31, 2022, and highlights our ESG efforts through publication of this report on September 1, 2023.

Key highlights of our ESG journey to date, include:

2022

- Scope 1 & 2 GHG Emissions
- Colleague data
- ISO 9001 & 14001 Audits

Meaningful ESG Progress in 2023

- ESG Strategy Formalized
- Double Materiality Assessment
- Physical Climate Risk Screening
- United Nations Global Compact Commitment
- The Climate Pledge Signatory
- ISO 9001 & 14001 Audits for 2023
- EcoVadis Assessment

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standard and recommendations of the Sustainable Accounting Standards Board (SASB) industry guidance. Further, this report identifies the United Nations Sustainable Development Goals (SDGs) that best align with the insights from our double materiality assessment of stakeholders.

Double Materiality Assessment

Our Approach

Activating our purpose—Propelling the World Forward—is highlighted by our commitment to align with what matters most to our stakeholders.

As a global organization, we are aligning with the upcoming European Sustainability Reporting Standards (ESRS), brought in by the Corporate Sustainability Reporting Directive (CSRD). We established a list of relevant issues by carefully considering our ESG strategy and expectations of our stakeholders. We analyzed ESG standards and frameworks such as GRI, SASB, Taskforce on Climate-related Financial Disclosures (TCFD), and United Nations SDGs.

We also recognize the role we play in helping our customers achieve their ESG goals and commitments. Accordingly, we engaged with our customers and investors to understand their material initiatives and carefully considered SASB industry sector specific material topics.

Engaging our Stakeholders

Our double materiality assessment was conducted in the spring of 2023 in collaboration with an independent third party, ethOs, a Holmes Murphy subsidiary.

We used quantitative and qualitative data collection methods to measure the importance of a variety of topics by stakeholders including our colleagues, investors, customers, and industry members.



- | | | | |
|--|--|--|---|
| <p>General</p> <ul style="list-style-type: none"> 1. Innovative Green Solutions 2. Value to Colleagues 3. Business Growth 4. Value to Customers 5. Customer Satisfaction | <p>Environmental</p> <ul style="list-style-type: none"> 6. Greenhouse Gas (GHG) 7. Our Suppliers Environmental Impact 8. Energy Management 9. Waste and Water Management 10. Waste, Hazardous Material, and Recycling Management | <p>Social</p> <ul style="list-style-type: none"> 11. Diversity, Equity, and Inclusion 12. Colleague Engagement 13. Career Development and Growth 14. Human Rights Protection 15. Nondiscrimination and Workforce Misconduct 16. Colleague Safety & Well-being | <p>Governance</p> <ul style="list-style-type: none"> 17. Physical Impacts of Climate Change 18. Data Privacy 19. Business Responsibility 20. Anti-Corruption 21. Business Ethics 22. Critical Incident Risk Management |
|--|--|--|---|

Our ESG Priorities



Environmental

We're committed to a sustainable future through rigorous waste and water management, and energy efficient strategies.

- Energy Management
- Waste and Water Management
- Innovative Green Solutions
- Hazardous Material and Recycling Management



Social

We focus on colleague well-being, human rights protection, and robust community relations strengthens our social impact.

- Human Rights Protection
- Colleague Safety & Well-being
- Colleague Engagement



Governance

Through stringent risk management, anti-corruption measures, and high ethical standards, we ensure robust governance within our organization.

- Critical Incident Risk Management
- Anti-Corruption
- Business Ethics

Alignment with the United Nations Sustainable Development Goals

Our SDG Focus

In 2015, the United Nations, and all UN member states adopted 17 Sustainable Development Goals (SDGs) as a universal call to action to address the world’s most important economic, social, and environmental challenges. The SDGs have been widely adopted by companies, organizations, individuals, and governments as a unifying focus on ending poverty, protecting the planet, and ensuring peace and prosperity for all by 2030.

Guided by the material priorities that emerged in our Double Materiality Assessment, Drew Marine has adopted 11 SDGs as our targets where we believe we can make the most difference.

More information on our work toward each objective can be found in the following pages of this report.

SUSTAINABLE DEVELOPMENT GOALS

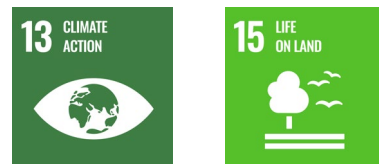


Aligning Our Priorities with the SDGs

Our ESG priorities align to the following Sustainable Development Goals, which Drew Marine believes will propel the world forward towards a more prosperous and sustainable maritime future.

Environmental

Energy Management



Waste and Water Management



Innovative Green Solutions



Hazardous Material and Recycling Management



Social

Human Rights Protection



Colleague Safety & Well-being



Colleague Engagement



Governance

Critical Incident Risk Management



Anti-Corruption



Business Ethics



01 // ENVIRONMENTAL

Energy Management

Overview

Energy Management encompasses strategies and initiatives aimed at optimizing energy use, reducing greenhouse gas emissions, promoting the transition to renewable and sustainable energy sources, fostering environmental stewardship, and mitigating climate change.

UN SDG Alignment



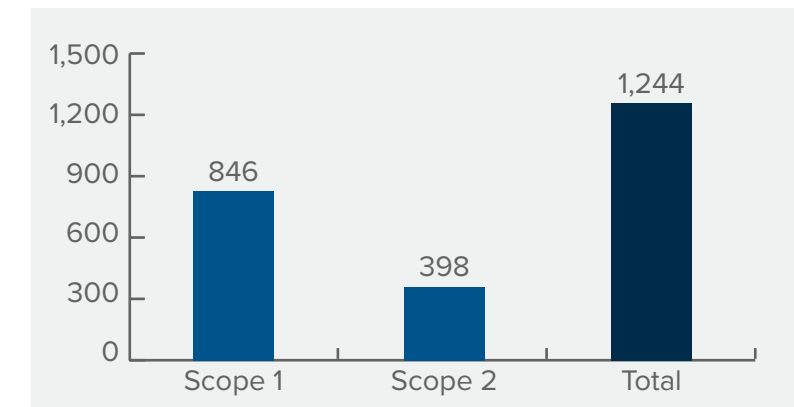
We are fully committed to our planet, actively embracing the challenges of climate change, and taking responsibility for reducing our environmental impacts. Additionally, we recognize the vital role we play in our customers' value chain.

In 2023, aligned with our commitments, we began measuring our carbon footprint and established our baseline. We collaborated with third party assessor, Green Project Technologies to measure Scope 1 & 2 greenhouse gas (GHG) emissions for all operating facilities worldwide. As we accelerate our efforts into 2024, we have implemented Visual Lease, an ESG reporting and sustainability management tool.

Additionally, as part of our ongoing efforts to address climate change and assess its impact on our business, we initiated a physical climate risk assessment of our operating facilities. This assessment was conducted by Nova Group GBC (Nova). Nova utilized climate scenario data provided by Munich Re to give a preliminary evaluation of vulnerabilities and opportunities. Our next priority is to gain a deeper understanding of the risks associated with our operations and their dependencies on adjacent factors. We aim to align our guidance with the recommendations of the Task Force on Climate-Related Financial Disclosures.

We continue to seek insights and adopt strategies to enhance the resilience of our manufacturing and supply chain in the coming years.

Greenhouse Gas Emissions in CO2e Metric Tons



Scope 1 & 2 MT CO2e Green Project Technologies

Taking Action

Drew Marine is moving towards net zero emissions in collaboration with key stakeholders in the maritime industry. We do so as a shared value partner uniting with more than 400 organizations as signatories of The Climate Pledge.

Signatories of The Climate Pledge agree to:

- Regular reporting: measuring and reporting greenhouse gas emissions on a regular basis.
- Carbon elimination: implementing decarbonization strategies in line with the Paris Agreement through real business changes and innovations, including efficiency improvements, renewable energy, materials reductions, and other carbon emission elimination strategies.
- Credible offsets: neutralize any remaining emissions with additional, quantifiable, real, permanent, and socially beneficial offsets to achieve net-zero annual carbon emissions by 2040.

Waste and Water Management

Overview

Our Waste and Water Management focuses on minimizing waste generation through waste reduction, recycling, and responsible disposal practices, while also optimizing water usage and implementing conservation measures to ensure the sustainable use of this critical resource.

UN SDG Alignment



Waste management plays a crucial role in Drew Marine’s commitment in maintaining environmental sustainability. Effective waste management involves the collection, transportation, treatment, and disposal of waste materials. Our goal is to minimize the impact of waste on the environment and human well-being. Sustainable waste management practices include recycling, on-site treatment, and reuse. By implementing comprehensive waste management strategies, communities can reduce pollution, conserve resources, and promote a circular economy.

Water management is another critical aspect of sustainable development, particularly in the face of growing water scarcity and population growth. Effective water management involves the responsible use, treatment, and distribution of water resources. This encompasses strategies for water conservation, wastewater treatment, and water reuse. At Drew Marine, we ensure that water discharged from industrial processes undergoes appropriate purification to prevent pollution and protect aquatic ecosystems. Additionally, water reuse initiatives promote the safe and controlled recycling of treated wastewater for non-potable purposes, such as industrial processes. By adopting comprehensive water management approaches, societies can safeguard water resources, promote sustainability, and ensure access to clean water for future generations.

In our ongoing commitment to transparency and continuous improvement, we have included charts in this report that establish a baseline for our performance in 2022. While we are pleased with the progress made, we are dedicated to further enhancing our efforts and setting higher benchmarks for future reporting. These charts serve as a starting point from which we will continue to measure and improve our environmental, social, and governance performance, driving positive change and creating a more sustainable future for our business and stakeholders.



ISO 14001:2015 Certification

Our ISO 14001:2015 certification is a globally recognized standard for Environmental Management Systems (EMS) that emphasizes our commitment to sustainable practices, regulatory compliance, risk management, and improved environmental performance.

This certification serves as a strategic framework for effectively managing environmental aspects and impacts throughout our operations. It involves setting specific environmental goals aligned with our sustainability objectives, such as reducing energy consumption, minimizing waste generation, conserving water resources, and lowering greenhouse gas emissions. By implementing clear targets and action plans, we continuously strive to improve our environmental performance and minimize our ecological footprint.

The attainment of ISO 14001:2015 certification is a significant milestone in our sustainability journey, showcasing our dedication to environmentally responsible practices and providing assurance to stakeholders. Throughout the certification process, we underwent comprehensive internal audits and engaged external certification bodies to assess our compliance with ISO 14001:2015 requirements.

To ensure the success of our certification, we established a cross-functional team responsible for overseeing the implementation and ongoing maintenance of our EMS. This team regularly reviews our environmental performance, monitors progress towards our goals, and identifies areas for improvement.

We aim to enhance our environmental performance, mitigate risks, and promote sustainable practices across our organization. This certification relies on the commitment and engagement of all our colleagues, as they play a vital role in achieving our environmental objectives and maintaining a safe and healthy workplace. Through effective communication, training programs, and continuous monitoring, we strive to foster a culture of environmental responsibility and safety awareness, making a positive impact on our organization and the communities in which we operate.

Innovative Green Solutions

Overview

Innovative Green Solutions is the development and implementation of creative and sustainable approaches, technologies, and practices that address environmental challenges, promote resource efficiency, and contribute to the overall sustainability of operations and products.

UN SDG Alignment



Sustainable Innovation

When Drew Marine claims to be a leading technical maritime solutions provider, we fully stand by our claims. Drew Marine offers a full complement of technical product and program offerings that optimize the world's merchant ships. Our portfolio includes:

- Cost-effective water treatment programs and solutions that enable equipment efficiencies.
- Fuel additives that improve engine and fuel efficiency while reducing greenhouse gas and particulate matter emissions that contribute to acid rain and smog.
- Biodegradable and bio-based sanitation and cleaning products.
- Compressed gases, including refrigerants recognized as having acceptable global warming potentials.
- Refrigerant reclamation and recycling programs.
- IMO approved tank cleaners and MARPOL Annex V compliant cargo hold cleaners.

From an operations perspective, to deliver these products to our customers' vessels that call in over 1,100 ports around the world, we have incorporated Lean Six-Sigma principles in our work processes to continually optimize our global supply chain operations from manufacturing to warehousing and delivery. We've introduced strategic programs to our customers that focus on crew welfare and their impact on the environment.

CREW CARE

One such program, our CREW CARE accommodation cleaning and disinfection program, incorporates super-concentrated, bio-based formulations that are easily diluted with water on board using a custom dispenser, for safe and accurate cleaning chemical management, into reusable plastic bottles. The program reduces the number of small plastic bottles that must be handled as recyclable waste. The program was designed to deliver clean, hygienic living spaces on board ships to benefit crew members. An added benefit of utilizing concentrated product formulations is to drastically reduce the amount and energy required in delivering product, versus less concentrated products, through the Drew Marine global logistics network.

H DREW O

Another example of a strategic initiative focusing on crew welfare and the environment is our potable water management program. Drew Marine recently added a shipboard drinking water filtration system to our portfolio as a solution for making the potable water generated on board more drinkable. The new shipboard drinking water system, H DREW O, not only makes potable water more drinkable, but it also reduces the reliance on plastic water bottles, which are typically loaded in cases by the pallet while ships are in port. This solution couldn't come sooner as the maritime industry, along with an increasing number of countries and international regulatory agencies, seek to ban plastics from sea and more specifically plastic bottles used for drinking water. Our H DREW O filtration system complements our established potable water management programs which are used by our customers to monitor the quality of drinking water on board their ships. The investment made by ship operators in H DREW O will help to maintain a healthier crew on board at the same time reducing costs and improving the environment.

Hazardous Material and Recycling Management

Overview

Hazardous Material and Recycling Management entails implementing effective systems and processes to safely handle, store, and dispose of hazardous substances, while also emphasizing the responsible recycling and reuse of materials to minimize environmental harm.

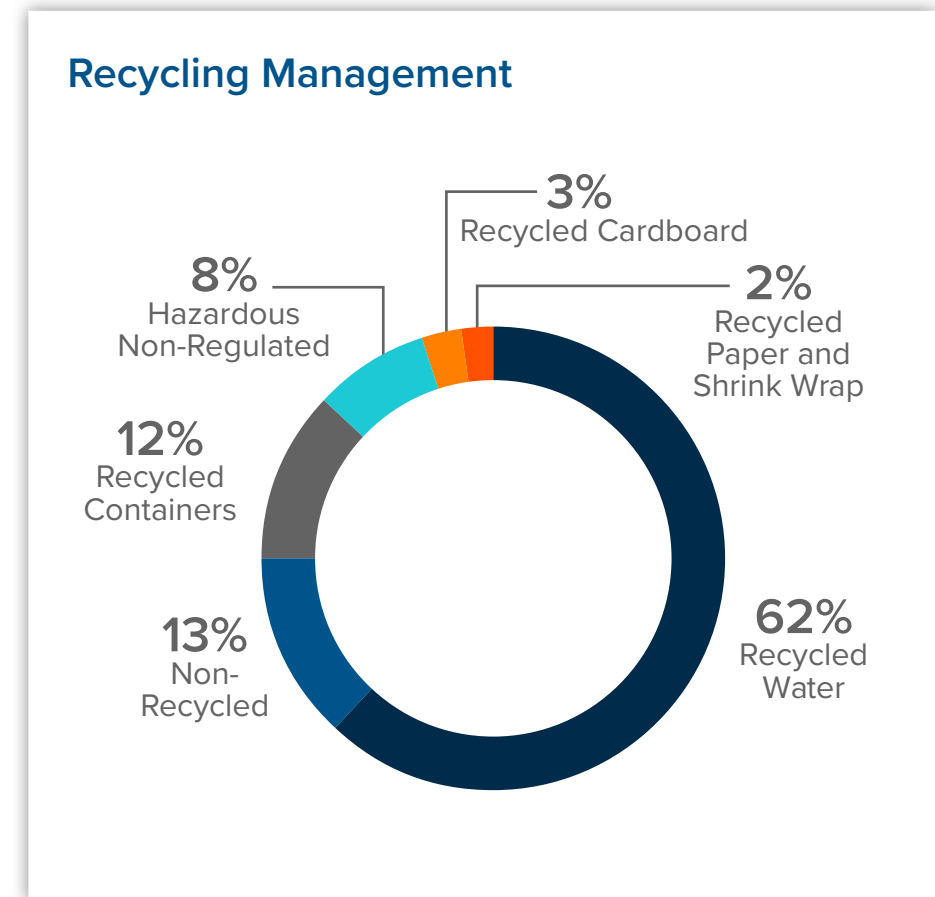
UN SDG Alignment



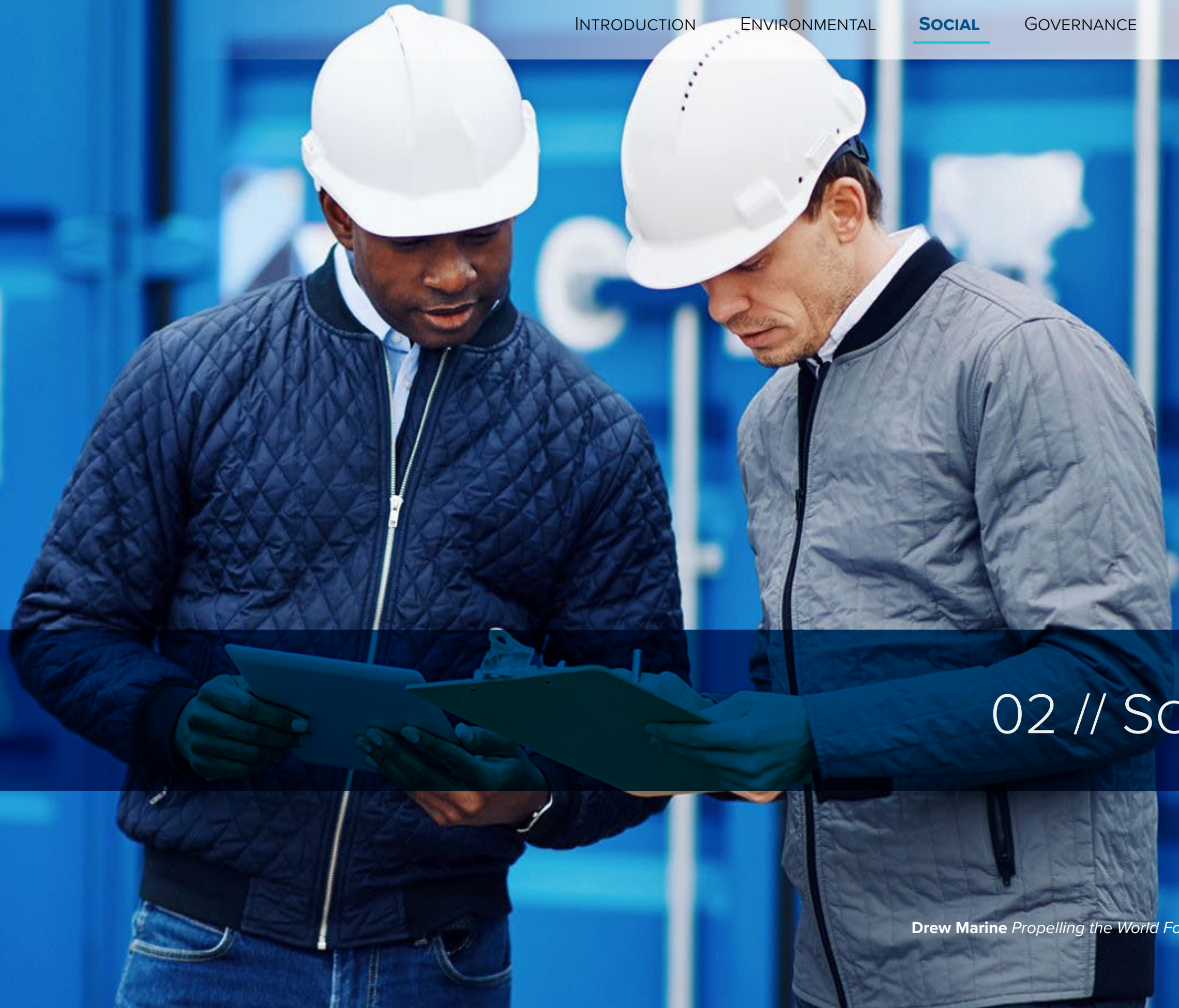
Hazardous material and waste management is a critical aspect of environmental protection as it involves the identification, handling, storage, transportation, and disposal of materials that pose a significant risk to the environment. These materials encompass a wide range of substances, including toxic chemicals, radioactive materials, flammable liquids, infectious agents, and electronic devices. All Drew Marine colleagues who handle the disposal processes are trained in the appropriate handling and disposal of both hazardous and regulated waste.

Effective management of these materials requires comprehensive regulations, guidelines, and best practices to minimize potential hazards and prevent accidental releases. To reduce the risk of exposure, proper storage and handling techniques are crucial, including the use of secure containers, labeling, and colleague training. Furthermore, the disposal of regulated and hazardous waste must adhere to rigorous standards to ensure containment and prevent contamination of soil, water, and air. Overall, meticulous management of hazardous materials and waste is essential to safeguard the environment from their potential adverse effects.

Recycling management is a top priority for Drew Marine, and we follow the ISO 14001:2015 standard to guide us and set our key performance indicators (KPIs). Our current goal is to recycle 60% of our global waste, including water, cardboard, paper, metals, containers, and wood. Regulated waste is typically sent to a trash-to-energy plant, while office trash is disposed of in accordance with local regulations and is considered non-recyclable.



We continuously evaluate every waste stream to identify opportunities for enhancing our recycling program.



02 // SOCIAL

Human Rights Protection

Overview

Human Rights Protection involves ensuring that a company's operations, supply chains, and business practices respect and uphold fundamental human rights principles, including non-discrimination, fair labor practices, and the right to a safe and healthy work environment, while actively working to address and mitigate any adverse impacts.

UN SDG Alignment



Human Rights Protection

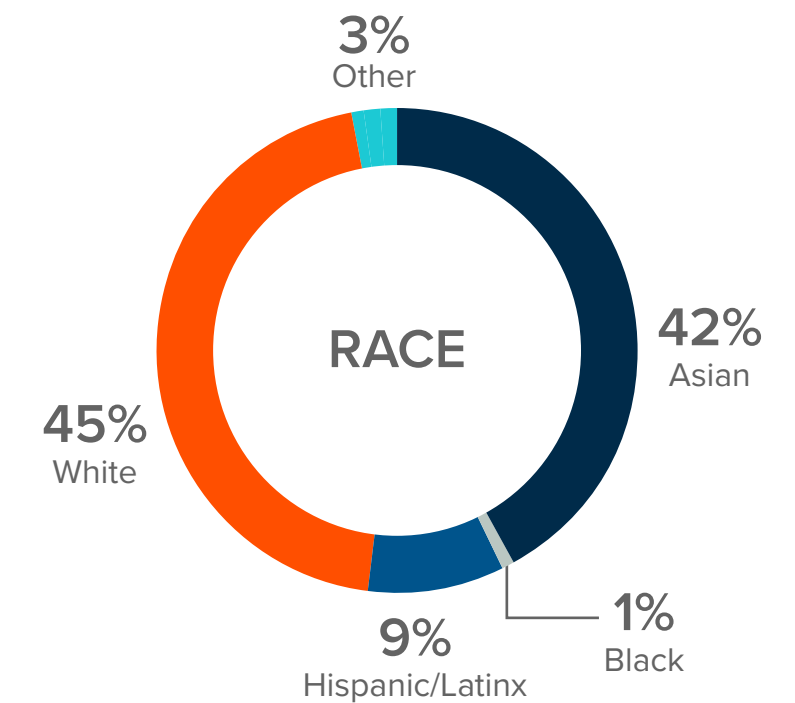
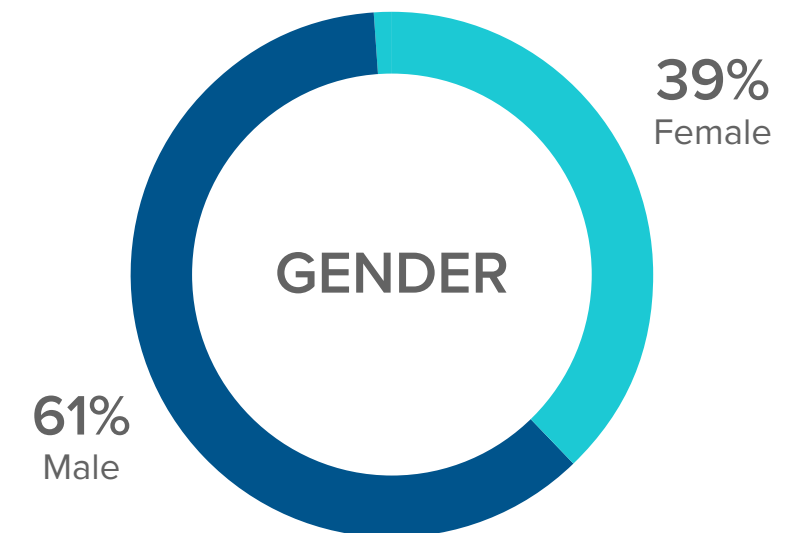
Respect for human rights is a fundamental value of Drew Marine. We are committed to conducting business in accordance with the highest ethical standards and prohibit all forms of human trafficking, forced labor, and/or child labor. Our policies are implemented with the intent to comply with all applicable local, state, federal, national, and international laws and regulations including the United Nations Declaration of Human Rights.

Diversity and Inclusion in Teamwork Training

Beginning in 2023, all Drew Marine colleagues were required to complete a Diversity and Inclusion in Teamwork training. The purpose of this training is to promote an inclusive culture within our organization and challenge the inherent biases that may exist in our society.

We believe that a diverse and inclusive workforce is not only a moral imperative but also a critical component of our continued success. Through this course, our colleagues learned how to encourage different perspectives in discussions and decision-making processes. Moreover, the training emphasized the significance of understanding our colleagues and their backgrounds. By fostering empathy and promoting open-mindedness, we strive to create an environment that embraces individual differences, ultimately leading to personal and workplace growth.

Colleague Demographics

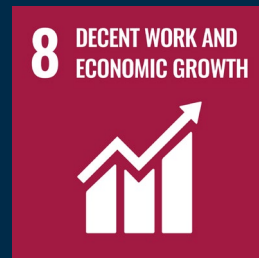


Colleague Safety & Well-being

Overview

Colleague Safety & Well-being entails prioritizing the physical and mental health of colleagues by implementing robust safety protocols, fostering a culture of well-being, providing access to resources and support, and promoting work-life balance. This ultimately creates a conducive and caring work environment that values the welfare of its workforce.

UN SDG Alignment



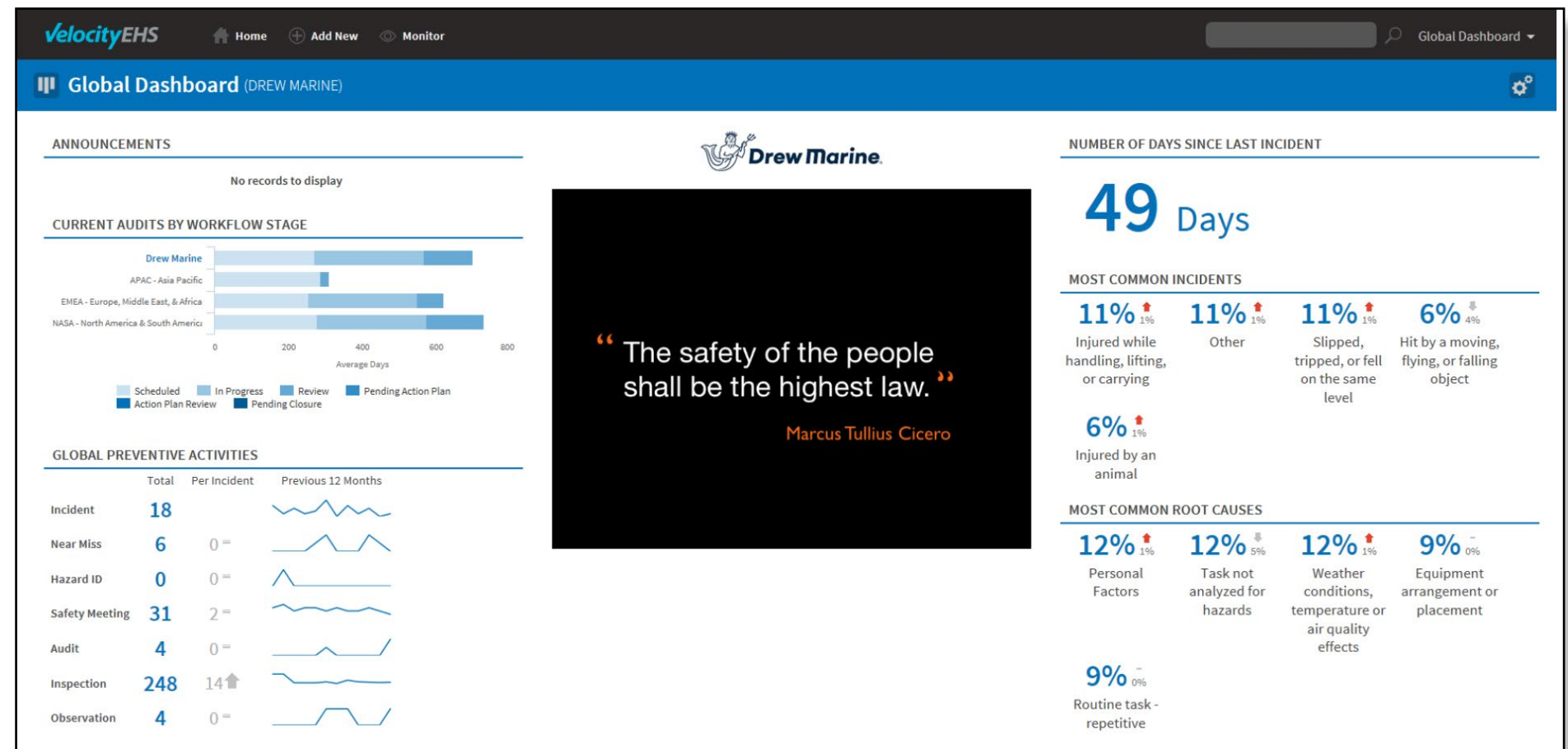
Our safety initiatives include comprehensive training programs, fostering a strong safety culture, and promoting colleague engagement through various activities such as drills, training sessions, and regular communication.

Since the safety of our colleagues is our top priority, we have implemented a range of initiatives to enhance safety practices within our organization.

Implemented Safety Improvements

VelocityEHS

VelocityEHS is the safety solution platform that gives global leaders the comprehensive support needed to tackle critical safety tasks, and the visibility into data and trends needed to deliver outstanding outcomes. We use this program to track our incidents, near misses, safety meetings, inspections, and more. This software also tracks permit renewals, workflows, and root causes.



Sample Velocity Dashboard

Spill Prevention Control and Containment Plan

We have developed and implemented a comprehensive plan to prevent spills and effectively manage any spills that may occur. This plan includes preventive measures, containment procedures, and appropriate response protocols.

Dust Collection System Installation

To improve air quality and minimize the risk of dust-related hazards, we have installed a dust collection system that efficiently captures and removes airborne particles.

ISO 9001:2015 and ISO 14001:2015 Certifications

Drew Marine is proud to have obtained ISO certifications for quality management (ISO 9001:2015) and environmental management (ISO 14001:2015). These certifications validate our commitment to maintaining high safety standards and environmental stewardship.

Intrusion Detection Surveillance System Installation

Our intrusion detection surveillance system allows us to detect and respond to unauthorized entry or suspicious activities on our campus.

DeltaV™

We have implemented the DeltaV system, a comprehensive process control system that ensures safe and efficient operations.

Campus License Plate Readers

We have installed license plate readers to ensure a secure campus. Readers capture license plate images, use OCR technology to convert the plate into text, and aid in vehicle identification and tracking.

Safety Training Programs Conducted

Stop the Bleed

Our colleagues have received training on how to respond effectively and provide immediate care for bleeding emergencies.

CPR and First Aid

We have conducted CPR (Cardiopulmonary Resuscitation) and first aid training to equip our colleagues with essential life-saving skills.

Fire Extinguisher

Training sessions have been conducted to educate colleagues on the proper use of fire extinguishers and fire safety procedures.

SWPP and SPCC Plans

Colleagues have undergone training on Stormwater Pollution Prevention Plans (SWPP) and Spill Prevention Control and Countermeasure (SPCC) plans to ensure compliance and proper response to potential incidents.

Company Emergency Response Team Training

Otherwise known as CERT, this training prepares designated colleagues to effectively respond to workplace emergencies, improving safety, coordination, and response capabilities within Drew Marine sites during time of emergency.



Fire Warden Training

This training equips designated colleagues with the knowledge and skills to effectively conduct evacuations during emergencies and assist with fire prevention and safety measures in the workplace.



Respirator Fit Testing

Respirator fit testing ensures proper fit and effectiveness of respirators worn by our colleagues, helping to protect against airborne hazards in the workplace.

Forklift Refresher Training

Forklift refresher training reinforces safe operating practices and updates our forklift operators on regulations and procedures, promoting ongoing safety and efficiency in forklift operation.

Effective Workplace Safety Inspections Trainings

Effective workplace safety inspections trainings provide Drew Marine global safety representatives with the knowledge and skills to conduct thorough safety inspections, identify hazards, and implement corrective actions to enhance workplace safety.

Safety Culture Initiatives

Spill Drill

Regular spill drills are conducted to test emergency response procedures and evaluate the effectiveness of spill prevention and containment measures.

Fire Drills

Fire drills are performed periodically to familiarize colleagues with evacuation routes, assembly points, and proper fire safety protocols.

Loss of Ventilation Drill

These drills simulate scenarios where ventilation systems fail, ensuring colleagues are prepared to respond to such situations.

Safety Observation Pads

Safety observation pads are used as part of the safety culture initiatives, promoting a proactive approach to safety by encouraging colleagues to report safety observations, fostering a culture of safety awareness and continuous improvement.

Colleague Efforts

Daily Toolbox Talks

We conduct daily toolbox talks to address specific safety topics, provide updates, and encourage open discussions among colleagues regarding safety concerns and best practices.

Lunch and Learn Sessions

Regular lunch and learn sessions are organized to provide in-depth safety training and education on various topics.



Safety Committees

Our Safety Committees hold regular meetings to discuss safety performance, identify areas for improvement, and gather input from colleagues.

Yearly Medical Health Screening

Implementing yearly medical health screenings for colleagues helps monitor and assess their overall health, identify potential health risks or conditions, and promote early intervention and preventive measures.

Organophosphate Testing

This environmental assessment is conducted to assess the presence and levels of organophosphate compounds in the workplace, which helps monitor and mitigate potential health risks associated with these chemicals.

Lost-time Injuries

Throughout the reporting period, we had one incident resulting in a lost-time injury. This incident represents an area for improvement, and our EHS team is dedicated to analyzing the root causes, implementing corrective measures, and continuously promoting a safe working environment to minimize such occurrences.

Near Misses Reported

During the reporting period, no near misses were reported. Although this is a positive indication, we actively encourage colleagues to report any potential near misses or hazardous situations to ensure proactive identification and prevention of incidents.

Collectively, these safety initiatives contribute to creating a safe working environment and fostering a culture of safety. By implementing significant safety improvements, conducting comprehensive training programs, organizing drills, and engaging colleagues through regular communication and involvement, we aim to continuously enhance our safety practices, prevent incidents, and prioritize the well-being of our workforce.

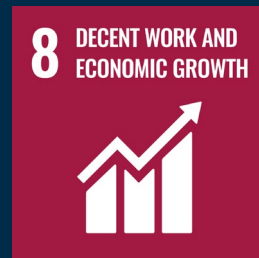


Colleague Engagement

Overview

Colleague Engagement focuses on actively involving colleagues in the company's sustainability efforts, fostering a sense of ownership and responsibility, and providing opportunities for input and feedback. This empowers colleagues to contribute to environmental and social initiatives, thereby creating a culture of shared responsibility and positive change within the organization.

UN SDG Alignment



Colleague Engagement Survey

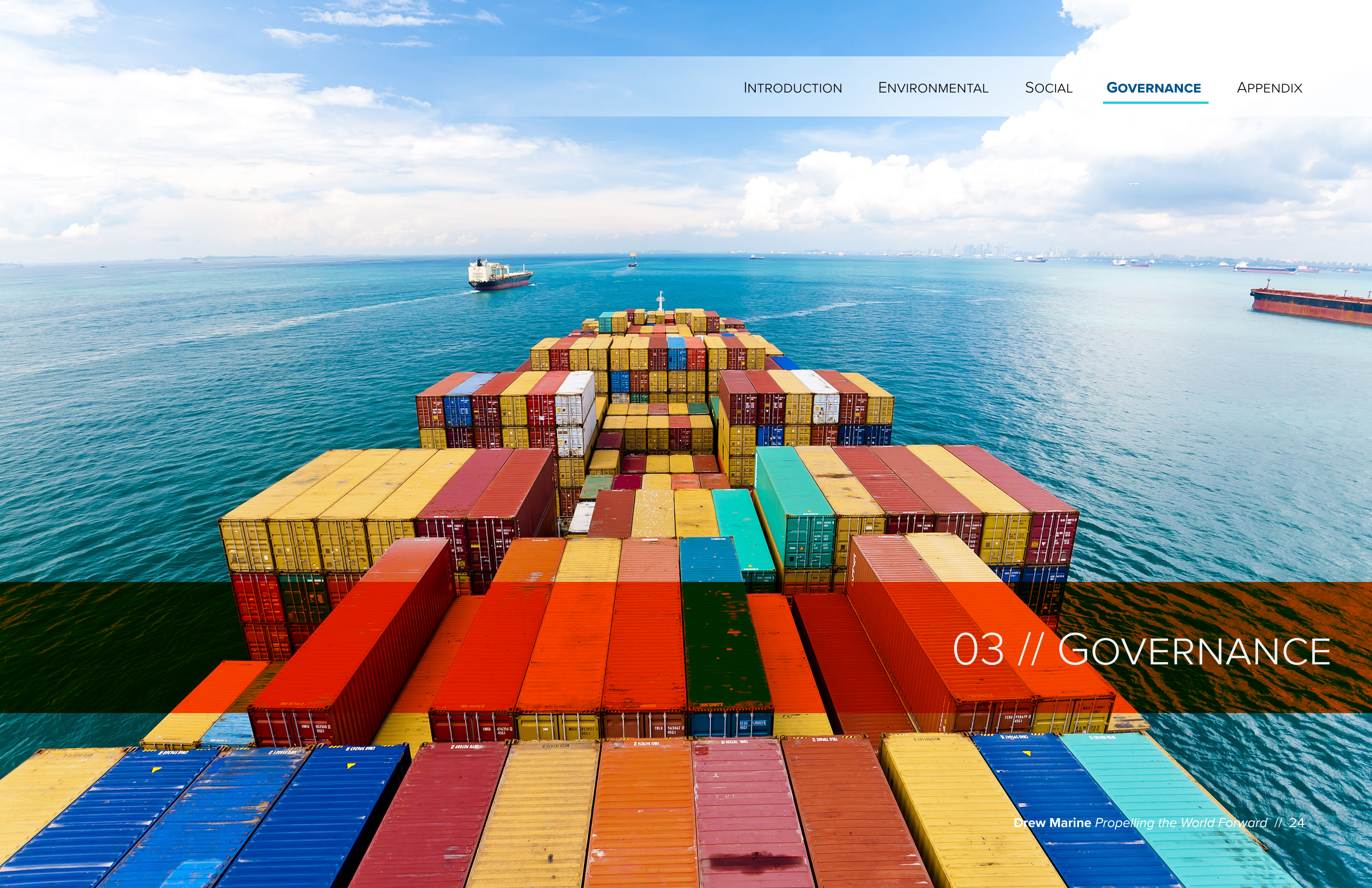
Each year, Drew Marine conducts our colleague engagement survey with the aim of gaining insights into our colleagues' work experience and taking action based on those insights. Colleagues are asked a series of questions about various aspects of their work, including their job satisfaction, relationship with their managers, interactions with peers, and the overall organizational culture.

In 2022, the survey achieved a participation rate of 68% among colleagues. Out of those participants, 69% rated our overall engagement, which serves as a measure of organizational health, as "favorable," slightly below the benchmark of 71%. Moreover, 79% of colleagues expressed positive opinions about their managers, while 73% had favorable views of their colleagues. Armed with these findings, Drew Marine focused on implementing measures to address the areas identified in the survey, such as enhancing communication channels, promoting work-life balance, and fostering professional growth opportunities. We are committed to continuously strengthening our work culture and creating a more fulfilling experience for every member of our team.

Continuing Education for Colleagues

Drew Marine is proud to cultivate an environment that encourages training and education. Any colleague working towards a bachelor's or master's degree from an accredited college or university is eligible to receive up to \$2,500 USD per calendar year towards their educational expenses. We also cover expenses for colleagues who have certain job-related memberships and certifications.





03 // GOVERNANCE

Critical Incident Risk Management

Overview

Critical Incident Risk Management involves proactive measures and strategies to identify, assess, and mitigate potential adverse events that may have significant environmental, social, or governance impacts on a company's operations, stakeholders, and surrounding communities.

UN SDG Alignment



Process Safety Management

Our production plants conduct, and regularly review and revalidate, process hazard analyses (PHA) with plant leadership and process experts. The goal of the PHA is to review the manufacturing process for changes, identify hazards, and to implement layers of protection to control risk to people and the environment arising from the production process. These layers of protection prioritize inherently safer design and engineering controls to ensure redundant systems are in place for a given risk scenario.

Fire Extinguisher Training

In September 2022, Drew Marine conducted its annual Fire Extinguisher Training. All colleagues whose roles mandated participation attended the course, achieving a 100% turnout. Additionally, 15% of colleagues not required to attend, voluntarily joined the training session. The training was facilitated by a certified fire safety expert who educated the participants on fire safety protocols and the correct utilization of fire extinguishers. Furthermore, attendees had the opportunity to practice using fire extinguishers in a controlled environment.

Drew Marine offers this training on an annual basis and promotes voluntary participation amongst all colleagues.

Fire Prevention and Safety Training

In 2022, all Drew Marine colleagues were also required to complete a Fire Prevention and Safety training module. This comprehensive course equipped our colleagues with the knowledge to identify various types of extinguishers and their respective purposes. They were also trained to discern appropriate circumstances for engaging in fire extinguishment and the vital importance of recognizing evacuation routes.

We firmly believe that both of these training courses make substantial contributions to fostering a safety culture within Drew Marine, and we are confident that the acquired knowledge has the potential to save lives.



Anti-Corruption

Overview

Anti-Corruption practices involve establishing robust policies, transparency, and accountability mechanisms to combat bribery, fraud, and unethical conduct, fostering a culture of integrity and fair business practices.

UN SDG Alignment



Required Training for All Colleagues

All Drew Marine colleagues bear the responsibility to conduct themselves in a responsible and ethical manner throughout their business endeavors. Consequently, in 2022, it became mandatory for all Drew Marine colleagues to participate in both the annual Anti-Bribery and Corruption training and the annual Anti-Money Laundering training.

The Anti-Bribery and Corruption training sought not only to elucidate the concepts of bribery and corruption and familiarize colleagues with anti-bribery and corruption laws but also to provide guidance on how to handle situations involving bribery attempts.

Similarly, the Anti-Money Laundering training aimed to raise awareness among our colleagues regarding the perils associated with money laundering, while equipping them with the necessary knowledge and tools to identify, address, and report illicit activities.

Maintaining the utmost standards of integrity and compliance holds paramount importance within our organization. Our unwavering commitment to combat financial and ethical misconduct serves as a shield, safeguarding our company from potential risks and threats.

By actively engaging in these training programs, we demonstrate our dedication to upholding ethical values and protecting the best interests of Drew Marine and its stakeholders. Together, we strive to create an environment where honesty, transparency, and adherence to legal and ethical standards flourish.



Business Ethics

Overview

Business Ethics refers to the principles and standards that guide ethical decision-making, promoting responsible behavior, honesty, and accountability in business operations while considering the impact on various stakeholders, including colleagues, customers, communities, and the environment.

UN SDG Alignment



The Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics sets forth the standards by which we conduct our business regardless of where that may be. It covers a range of subjects, from the use of corporate assets, to conflicts of interest, and the protection of corporate information. It applies to all colleagues globally setting a clear expectation the standards contained herein are to be followed in all job-related activities, regardless of business pressures.

Integrity

We conduct business with the highest ethical standards and to be compliant with applicable laws.

Customer Focus

We deliver sustainable and superior customer value through the trust and knowledge we derive and share with our core customers via our alignment and intimacy with their values, operations, challenges, goals, and objectives.

People

Our strength and competitive value is, and always will be, our people. We value each person for their skills, strengths, perspectives, and global diversity to foster an environment of team work, mutual respect, and inclusion.

Performance

We strive for excellence, are process driven, and seek continuous improvement. We do not settle for adequacy or status quo. We take personal responsibility for our actions and honor the commitments we make.

Environment, Health, and Safety

We are committed to the safety of our people, customers and protection of the environment. We believe that injuries and occupational illnesses, as well as safety and environment incidents are preventable. Our goal is zero incidents.



Human Rights Policy

Drew Marine strictly adheres to local and international laws, including human rights, and prohibits human trafficking, forced labor, and child labor. Our policy outlines the following:

Human Trafficking and Forced Labor

We prohibit all forms of human trafficking and forced labor, refusing to engage in business with non-compliant entities.

Child Labor

We strictly comply with child labor laws, ensuring no employment of individuals below the legal working age and refusing to do business with non-compliant entities.

Training

We offer thorough policy training to all colleagues upon hire, with continuous availability for review.

Compliance Hotline

We maintain an anonymous hotline for reporting policy violations and compliance concerns, ensuring thorough investigation and appropriate action.

Anti-Corruption, Bribery, Money Laundering, and Gift Policy

At Drew Marine, we stand steadfast in upholding the highest ethical standards across our global operations. Our unwavering commitment to transparency and integrity underpins our business practices and extends to every colleague within our organization.

Anti-Corruption

We foster a culture of transparency, conducting our operations with unwavering integrity, firmly adhering to all anti-corruption laws.

Bribery

In our pursuit of fair business practices, we maintain a stringent stance against bribery in all its forms.

Money Laundering

We comply meticulously with all applicable laws prohibiting money laundering, reinforcing our commitment to legal and ethical conduct.

Gift Policy

Our gift policy stipulates that gifts exceeding a market value of \$100 USD must be disclosed, ensuring ethical dealings with vendors and partners.

Training and Compliance

Through ongoing training and a robust reporting mechanism, we ensure adherence to our policy and foster a compliant, ethically driven environment. By setting and enforcing rigorous ethical standards, we demonstrate our commitment to business ethics and integrity. This policy serves as our road map for ensuring compliance and integrity in all our activities.

Honest and Ethical Conduct

Colleagues are expected to act with integrity, which includes a requirement to handle actual or apparent conflicts of interest between colleagues and professional relationships in an ethical, equitable, fair, and consistent manner. Deceit and subordination of principle are examples of behavior that are inconsistent with integrity.

Our colleagues are expected to act with integrity, observe both the form and spirit of all applicable laws, rules, regulations and accounting standards, adhere to a high standard of business ethics, accept no improper or undisclosed material, and treat each other with respect.

Anti-Harassment Policy

Drew Marine values diversity and is committed to a culture of inclusiveness. Colleagues and others acting on our behalf are entitled to work in a respectful, professional, and productive environment that is free from discrimination, harassment, or intimidation. We do not tolerate any form of illegal harassment, discrimination, intimidation, or other inappropriate behavior.



Conflicts of Interest

Every colleague has a duty to avoid business, financial or other direct or indirect interests or relationships, which conflict with the interests of Drew Marine or which divide their loyalty to us. If a colleague suspects they may be in a situation where a conflict of interest may arise, they have an affirmative obligation to disclose such circumstances to their manager or Office of Human Capital.

Confidentiality

Drew Marine colleagues are expected to maintain strict confidentiality pertaining to information about Drew Marine, its colleagues, customers, suppliers, and vendors. This information is to be kept confidential and divulged only to individuals within the company with a need to receive, and authorized to receive, such information. All colleagues are required to read, agree to, and sign a confidentiality agreement as a condition of employment.

All records and files maintained by Drew Marine are confidential and remain our property. Records and files are not to be disclosed, in whole or in part, to any outside party without the express permission of Drew Marine.

Giving and Receiving Gifts

Drew Marine colleagues should not seek entertainment or gifts for themselves or others from anyone with whom we do business, and should not accept entertainment or gifts that could influence, or appear to influence, any company decisions.

Colleagues may not accept gifts of cash or cash equivalents. This policy bans the offer or acceptance of favors, inappropriate gifts, or the promise of gifts to influence business decisions in any way. Offering, promising, or giving gifts to try to influence a public official (either domestic or foreign) is prohibited in accordance to the Foreign Corrupt Practices Act. As a condition of employment, colleagues are expected to participate in Foreign Corrupt Practices Act (FCPA) training.

Foreign Corrupt Practices Act Compliance

In general, the FCPA prohibits corrupt payments to foreign officials for the purpose of obtaining or keeping business. The Department of Justice is the agency responsible for enforcing these anti-bribery provisions. It is the policy of Drew Marine to abide by all applicable provisions of the FCPA. We provide each colleague or representative who is involved in Drew Marine's foreign business with a copy of this policy. A signed receipt acknowledging compliance with the FCPA policy is maintained in the respective colleague's personnel record.

Compliance

It's Drew Marine's policy to comply with all applicable laws, rules and regulations. It is the personal responsibility of each colleague to adhere to the standards and restrictions imposed by those laws, rules, and regulations in the performance of their duties for the company, including, but not limited to those relating to foreign corrupt practices, accounting and auditing matters and insider trading.

Generally, it is against our policy for any individual colleague to profit from undisclosed information relating to the company or any other company in violation of insider trading or other similar laws. Anyone who is aware of material nonpublic information relating to Drew Marine, our customers, or other companies may not use the information to purchase or sell securities in violation of the federal securities laws.

Communication with Competitors

Colleagues may have occasion to encounter competitors and their representatives from time-to-time at such places as trade events, symposiums and other industry-specific events. Colleagues and representatives of Drew Marine are prohibited from engaging competitors in communications regarding pricing, market share and placement, product development, or target customers.

Environmental, Health, and Safety

The health and safety of colleagues and others on our property is of critical concern to Drew Marine. We intend to comply with all environmental, health, and safety laws applicable to our business. Safe work practices and strict compliance with applicable environmental, health, and safety regulations are a condition of employment.

Colleagues should report any unsafe conditions, potential hazards, or out of compliance environmental, health and safety regulatory conditions to their supervisor immediately, even if the colleague believes they have corrected the problem.

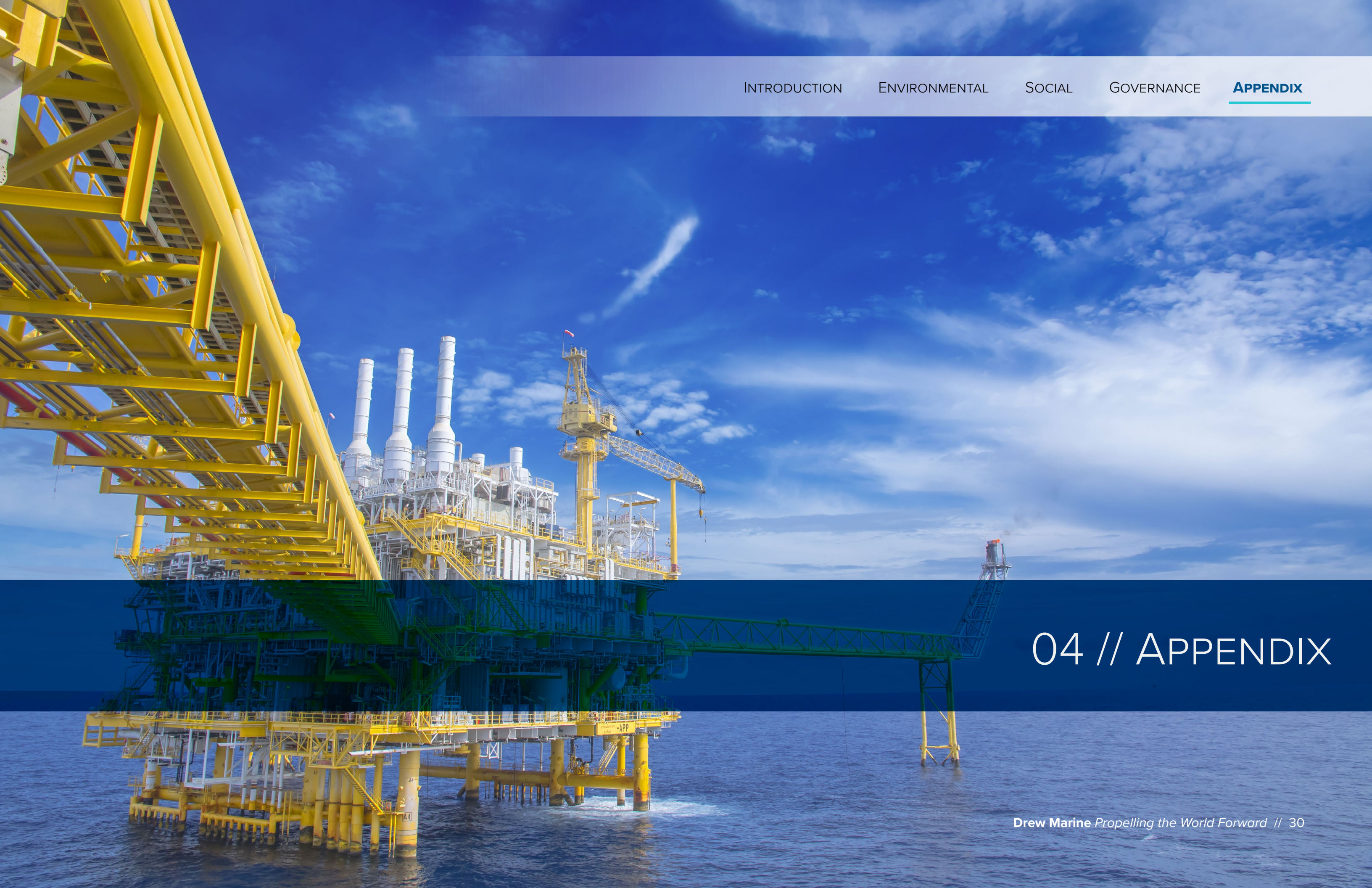
Use of Company Funds, Assets, and Information

Each colleague shall protect our funds, assets, and information as applicable to such colleague's access, and shall not use such assets, funds or information, or access to pursue personal opportunities or gain.

Every colleague, regardless of their position within the company, shall comply with all established fraud and misuse controls, including divisions of work, checks and balances, and audit controls. No colleague, by virtue of their position, may direct, entice or cause others to violate any of these established controls.

General Data Protection Regulation (GDPR)






As an organization Drew Marine is committed to ensuring data protection and privacy by adhering to the General Data Protection Regulation (GDPR). We prioritize the security and confidentiality of personal data obtained from our customers and users. Our commitment to GDPR compliance extends to any third-party data processors we engage with, ensuring that they also uphold the highest standards of data protection. By adhering to these principles, we strive to foster trust, transparency, and accountability in our data handling practices.



04 // APPENDIX

Index of UN Global Compact, GRI, and SDG Contents

UN Principles	GRI Indicators	Topics in Report	SDG
Human Rights			
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	GRI 400 Social Disclosures 403, 404, 405, 406, 408, 409, 410, 412, 413	<ul style="list-style-type: none"> • Our Values • Colleague Safety & Well-being • Human Rights Policy • Anti-Harassment Policy • Community Support • Business Ethics 	   
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	GRI 400 Social Disclosures 404, 406, 412	<ul style="list-style-type: none"> • Human Rights Policy • Business Ethics • Anti-Harassment Policy 	
Labor			
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	GRI 400 Social Disclosures	<ul style="list-style-type: none"> • Human Rights Protection • Business Ethics • Colleague Engagement • Human Rights Policy 	 
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.	409	<ul style="list-style-type: none"> • Human Rights Policy • Business Ethics 	
Principle 5: Businesses should uphold the effective abolition of child labor.	408, 409	<ul style="list-style-type: none"> • Human Rights Policy 	 

UN Principles	GRI Indicators	Topics in Report	SDG
Labor, cont.			
Principle 6: Businesses should uphold the elimination of discrimination in respect to employment and occupation.	405, 406	<ul style="list-style-type: none"> • Our People • Business Ethics • Anti-Harassment Policy 	  
Environment			
Principle 7: Businesses should support a precautionary approach to environmental challenges.	GRI 300 Series (Environmental Disclosures) 301, 302, 303, 305, 306, 307	<ul style="list-style-type: none"> • GHG Emissions • Energy Mgmt. • Waste and Water Mgmt. • The Climate Pledge Commitment • Physical Climate Risk • Innovative Green Solutions • Hazardous Material & Recycling Mgmt. 	    
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.			
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.			
Anti-Corruption			
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	GRI 205 Anti-Corruption GRI Anti-Competitive Behavior 206	<ul style="list-style-type: none"> • Anti-Corruption • Business Ethics • Code of Business Conduct 	

Commitment Letters

UN Global Compact



July 21, 2023

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Secretary-General,

I am pleased to confirm that Drew Marine fully supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. With this letter, we express our commitment to incorporating the UN Global Compact and its principles into our company's strategy, culture, and day-to-day operations. We are dedicated to participating in collaborative projects that advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Drew Marine will clearly express this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that outlines our company's efforts to implement the Ten Principles. We are steadfast in our support for public accountability and transparency and therefore commit to reporting our progress starting the calendar year following our joining the UN Global Compact. We will then report annually according to the UN Global Compact CoP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This will be separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations. This will also demonstrate our contributions to United Nations goals, particularly the Sustainable Development Goals.

Best regards,

Scot R. Benson
CEO
Drew Marine

100 South Jefferson Road - Whippany, NJ 07981, USA | Tel: +1-973-526-5700
www.drew-marine.com

The Climate Pledge



July 21, 2023

The Climate Pledge
Amazon and Global Optimism

Dear Ms. Christiana Figueres and Mr. Jeff Bezos,

We believe that climate change demands urgent and universal action. Drew Marine is proud to sign The Climate Pledge. We stand with Amazon, Global Optimism, and the other signatories of The Climate Pledge, in a commitment to be net zero carbon by 2040 at the latest across Scopes 1, 2, and 3 — ten years ahead of The Paris Agreement. In addition, as a signatory of The Climate Pledge, we will:

- Measure and report greenhouse gas emissions on a regular basis.
- Implement decarbonization strategies in line with the Paris Agreement through real business change and innovations, including efficiency improvements, renewable energy, materials reductions, and other carbon emission elimination strategies.
- Take actions to neutralize any remaining emissions with additional, quantifiable, real, permanent, and socially-beneficial offsets to achieve net zero annual carbon emissions by 2040.

To help us meet these objectives we will be instituting the following:

1. Regular Reporting
Honoring the pledge, we are committed to regular reporting of our GHG emissions.
2. Carbon Elimination
Our approach is to focus on continued efficiency improvement, materials reduction, and innovation.
3. Credible Offsets
Following the guidance of the Climate Pledge and our maritime customers, we seek collaboration on best approaches and timing for our offset strategy.

By joining The Climate Pledge, we are reinforcing our commitment to sustainability and we are excited to join a community that will share knowledge, ideas, and best practices.

We look forward to working with you on this important mission.

Sincerely,

Scot R. Benson
CEO
Drew Marine

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www.drew-marine.com

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ethOs often provides general guidance on wellness, engagement, and ESG matters but does not provide legal advice. While we regularly confer with and receive guidance from various leaders in the organizational engagement, wellness, and ESG spaces, ethOs is not a law firm and any general guidance we provide is not intended to be and should not be considered legal advice. Clients are always urged to consult with their own counsel about specific legal issues to ensure they are receiving direct legal advice that is informed by the law and all facts and surrounding circumstances of the inquiry.



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