

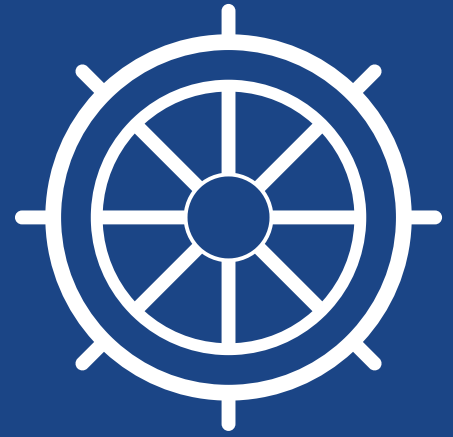
# 5. Social



## Value creation

Our business success is strengthened by our ability to attract and retain a workforce of talented and engaged employees onboard and ashore, who aspire company's vision and values.

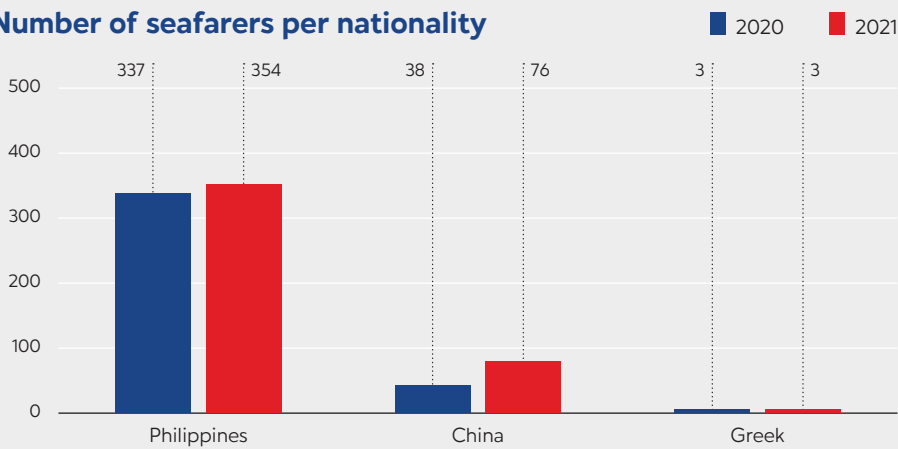
# Our seafarers



The welfare and dedication of our crew is considered as a cornerstone of our business success. We, at Aegean Shipping, recognize the importance of our crew development and invest on the increase of our pool with experienced seafarers. During 2021, the total number of male seafarers we employ grew by 14.6% compared to 2020.

The majority of our seafarers are Filipinos, while we also employ crew members from China and Greece. The average age of our seafarers as of December 2021 was 39 years old.

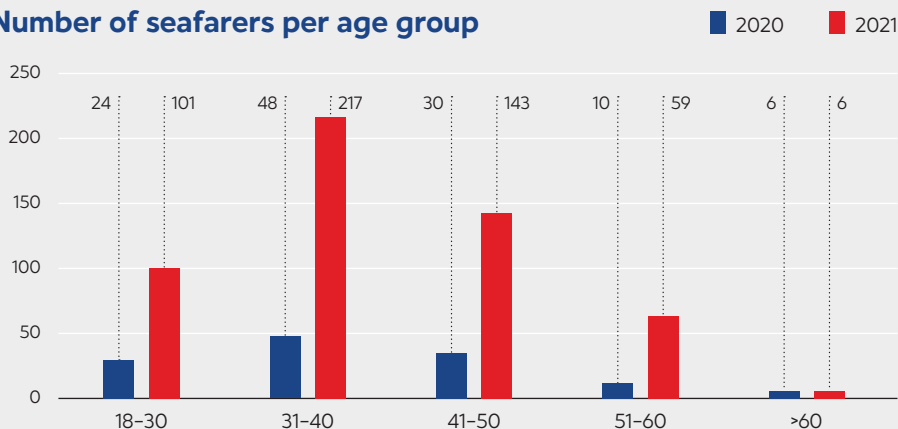
Number of seafarers per nationality



**433**

total seafarers in 2021

Number of seafarers per age group



**39**

average seafarer age



# Crew development and welfare



**W**e are providing fulfilling working conditions and unique opportunities for career growth and personal development, to all our seafarers. In 2021, our crew retention rate was 99.8%, reflecting the level of satisfaction of our onboard employees.

We offer our seafarers with a competitive remuneration, based on their skills and experience.

We promote equal opportunities for career and skills development.

We offer a continuous training program that assists our staff in developing key skills and achieving their personal goals, consciously investing on their upskilling process.

During 2021, we implemented new trainings and e-learnings to enhance and provide quality educational content to our seafarers. The total number of trainings days were 692, approximately 52% more than in 2020.

**99.8%**

retention rate

**35**

crew promotions

**692**

total training days

**388**

total training programs



# Our employees ashore

**97.2%**  
retention rate



**32**  
employees ashore

**62.5%**  
of our employees are women

**27.3%**  
of our senior management positions are held by women

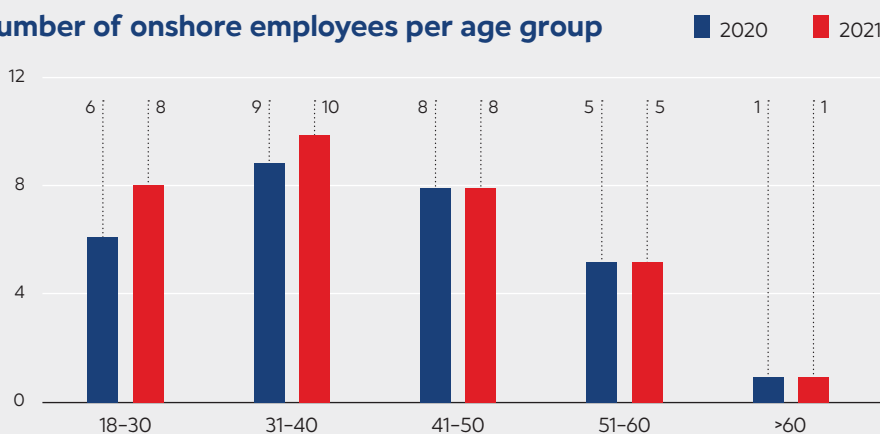
**3**  
new hires in 2021

**O**ur experienced and high-skilled employees ashore are responsible for keeping our ships and business on track. Their professionalism and experience allows us to provide our clients with services of the highest quality. The total headcount for the year ended December 31, 2021 was 32 employees under full-time contracts.

We believe that equality and diversity are key drivers of

success and innovation. Throughout the years, we have developed a diverse, highly skilled, and experienced shore-based team, founded on mutual respect and ethical behaviour. In 2021, 62.5% of our onshore personnel were women, presenting a slight increase of 2.5% since 2020. Moreover, we achieved our target to maintain our onshore retention rate above 85%, with our retention rate being 97.2% for 2021.

## Number of onshore employees per age group



**2**  
promotions in 2021

**100%**  
of employees completed the annual evaluation process

Training and professional development are the key components of maintaining our staff's competitive advantage. We provide our staff ashore with opportunities to develop their career development and enrich their skills based on various topics covered through the trainings performed. The training courses and programs conducted in 2021 included the following areas:

- Health & Safety practices & policies
- Environmental and Energy Management System Awareness
- Cybersecurity
- On-the-job trainings
- Team working skills
- Regulatory requirements

In addition, the Company finances training programs or certifications provided by external training centers for the enhancement of employee's technical skills.

Our Performance Management System remains a key tool in motivating our people to strive for the best business results possible. Based on it, a consistent, quantitative, and periodical assessment of our staff's performance is performed. Through this process, we encourage the exchange of two-way feedback between managers and employees and allows us to measure and display their individual impact towards company's goals. Additionally, we discover new synergies and better understand the professional development needs of our staff, helping us reach the maximum of our professional potential.

**During 2021, all employees successfully completed the annual performance evaluation process.**



# Promoting sustainable procurement practices

**W**e aim to collaborate with reliable and qualified suppliers. We ensure that our suppliers comply with the requirements of ISO 9001:2015 or equivalent and that all supplied products, goods, parts conform to our purchase orders, contracts, agreement requirements. Our structured supplier selection and evaluation process is fundamental in ensuring that our suppliers conform to our strict environmental and social standards.

Business practices, contingency measures, environmental certifications (ISO 22301, ISO 14001) and practices (packing material), as well as policies or processes for environmental impact monitoring and reduction are duly assessed when selecting suppliers. To this end, 32 suppliers were evaluated during 2021.

To effectively assess our suppliers, we use various factors such as the size and the structure of the company, certification policies in place (including environmental policies), and a wide range of evaluation criteria. These include but are not limited to pricing, payment terms, timely and accurate quotations, timely and quality of delivery, "end-users" satisfaction, accurate invoicing, use of recycled cardboard boxes and biodegradable bags, "after sales" support as well as business continuity capabilities.

Stores and provisions are consolidated and shipped on board every three months. Separate deliveries are rare and placed only in urgent situations.

In 2021, the total number of delivered orders was 1,667 and the consolidated shipments (spare parts) were in total 218, recording a significant increase from last year.

## 2,856

delivered orders in  
2021

## 218

consolidated shipments  
of spares



# Supporting the community



**S**ocial responsibility towards the communities which we operate in is a core component of our company's strategy. Giving back every year, to the community in which we live and work in is fundamental, hence we are actively contribute to the society and support relevant initiative. In 2021, we provided support to the following:

- Scholarships for the University of the Aegean, a public, multi-campus university located in Lesvos, Chios, Samos, Rhodes, Syros and Lemnos.
- Supporting Synenosis, the Greek Shipowners' Social Welfare Company that was created as a collective platform of the maritime community for the development of social support and responsible initiatives that contribute to the country.
- Supporting SOS Children's Villages and Kivotos Tou Kosμου by continuing to provide medical supplies for COVID-19 prevention.
- Supporting the Church of Greece and The smile of a child non profit organization
- Providing supplies and materials to the fire brigade during the 2021 Attica wildfires.



UNIVERSITY OF THE AEGEAN



Παιδικά Χωριά SOS Ελλάδος



KIBOTOS TOY KOSMOY



•HELMEPA•

In addition, we supported voluntary environmental initiatives to protect our planet. On October 3rd, 2021, we gathered with the common goal of collecting and documenting the trash found in the coastline, as part of the World Voluntary Coastal Clean-up movement that took place from 18 September to 31 October. More than 14 million people took part in the Global Voluntary Coastal Clean-up. As a result, over 100,000 tonnes of waste were collected, in an event which is considered to be the largest voluntary event of its kind in the world. It is an initiative of Ocean Conservancy, coordinated in Greece by the Hellenic Association for the Protection of the Marine Environment (HELMEPA).

We, at Aegean Shipping Management, chose to be part of this voluntary movement, with many staff members actively participating. We care about our planet and our future and proudly renew our commitment to the Global Voluntary Coastal Clean-up.



Above all, we believe that as individuals we have the potential to make a big difference. By doing our part working toward a sustainable planet, we provide others with inspiration and a good example to follow.

**Until the release date of the this report, we have become a Member of the Hellenic Marine Protection Association (HELMEPA): the pioneering voluntary commitment of Greek seafarers and ship owners to safeguard the seas from ship-generated pollution.**

