

Varuna Marine Services B.V.

- Corporate Social Responsibility Policy

Varuna Marine Services B.V. is committed to conducting business in an ethical and responsible manner and is dedicated to making a positive impact on society and the environment through our operations and business practices. We recognize that corporate social responsibility (CSR) is essential to our long-term success and is a key driver of sustainable growth for our company. We are committed to being a responsible corporate citizen and upholding the standards of corporate social responsibility.

Our CSR policy includes the following commitments:

- 1. Environmental sustainability:** We are committed to reducing our environmental impact and promoting sustainable practices. We will work to minimize our carbon footprint, reduce waste, and conserve resources through effective management of our operations.
- 2. Labor and human rights:** We are committed to promoting fair labour practices and ensuring the rights of all employees, including equal opportunities and a safe and healthy work environment.
- 3. Ethical business practices:** We are committed to conducting business with integrity, transparency, and accountability. We will comply with all applicable laws and regulations and strive to maintain the highest standards of ethical conduct.
- 4. Community engagement:** We are committed to being an active and engaged member of the communities in which we operate. We will work to improve the lives of our neighbours and support local organizations and causes that align with our values.
- 5. Continuous improvement:** We are committed to continually reviewing and improving our CSR policies and practices. We will identify opportunities for improvement and measure our progress in achieving our goals.
- 6. Supplier and vendor responsibility:** We are committed to working with suppliers and vendors who share our values and commitment to CSR. We will engage with our suppliers and vendors to promote ethical and sustainable practices and will regularly evaluate their performance and compliance with our CSR policies.
- 7. Transparency and reporting:** We are committed to transparency and will regularly report on our CSR performance, including our progress in meeting our commitments and any challenges we face. We will make this information available to stakeholders through our website and other communication channels.
- 8. Stakeholder engagement:** We recognize the importance of engaging with our stakeholders and will seek to understand their expectations and concerns related to CSR. We will work to build strong relationships with our stakeholders and will engage with them regularly to understand their views and concerns.
- 9. Employee engagement:** We recognize that our employees are a critical part of our CSR efforts and will engage with them to understand their views and concerns. We will provide training and resources to support our employees in understanding and implementing our CSR policies and practices.
- 10. Compliance:** We are committed to complying with all applicable laws and regulations related to CSR. We will conduct regular internal audits to ensure compliance with our CSR policies and will work to address any non-compliance identified.

This CSR policy serves as a framework for our CSR efforts, and we will regularly review and update it to reflect changes in our business and society. We are committed to making a positive impact on society and the environment, and we look forward to working with all our stakeholders to achieve our CSR goals.