



# ANNUAL SUSTAINABILITY REPORT | 2023



**STEAMSHIPS**  
TRADING COMPANY LIMITED



## ABOUT THIS REPORT

Steamships Trading Company Limited (“Steamships”, “STC”, “the Company”) is a limited company incorporated and registered in Papua New Guinea. It has its registered headquarters at @345, Stanley Esplanade, Port Moresby, Papua New Guinea. Steamships is publicly listed on the Australian Securities Exchange (ASX) and the Port Moresby Stock Exchange (PNGX).

The Annual Sustainability Report 2023 is published as a counterpart to the Company’s financial Annual Report 2023. Both reports are published on 31 March 2024. This Report relates to Steamships, its subsidiaries, and its operating businesses. It does not include joint venture operations that are outside the Company’s management control.

Steamships has reported the information contained in this Report with reference to the updated standards of the Global Reporting Initiative as specified further in the GRI content index at the end of this report. The reporting period is 1 January 2023 to 31 December 2023.

Questions regarding this report, reported information, or sustainability at Steamships should be directed to the Company’s Sustainable Development team at [sustainability@steamships.com.pg](mailto:sustainability@steamships.com.pg).



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# FOREWORD

Steamships' commitment to Sustainable Development was underpinned in 2023 by the resolution of the Board of Directors that the Company will achieve net zero emissions across all three scopes by 2050. This is an ambitious target for a diverse conglomerate operating in an emerging market, but one that we see as imperative as we support PNG to achieve its corresponding national development goals.

Work is now underway to ensure that our business is equipped to adapt to the risks and opportunities presented by climate change, to take practical steps to decarbonise our operations, and to develop ambitious science-based targets for net zero by 2050 and interim steps along the way. For the first time, we have successfully offset a total of 627.38 tons of CO<sub>2</sub>e associated with 2023 business travels. This milestone was made possible through our partnership with Cathay Pacific's Green Flyer programme. Additionally, we continue our efforts to improve our environmental stewardship on a day-to-day basis, such as introducing a recycling programme at our head office, removing single-use plastics from our hotel operations, and trialling recycled fuel product on our vessels in a bid to contribute to the circular economy. The expansion of our in-house sustainability team sets us up well to continue to embed sustainable business practices across all levels and functions of our organisation in 2024 and beyond.

With zero fatalities recorded across our operating businesses in 2023, the Company is focused in sustaining this standard in alignment with our "Target 2" strategy (which aims to half our injury frequency rate). We dedicated our efforts to strengthening our safety capabilities through training, smart-system implementation, and crisis management. Notably, our annual safety day took place in September under the theme 'Leveraging International Standards to Improve Safety Performance', featuring interactive sessions attended by Steamships executives, safety teams, and senior management from all divisions. The event also hosted external guest speakers, who are esteemed safety leaders in their respective fields, sharing valuable insights and knowledge.

We undertook 261,000 man-training hours to supporting workforce capabilities through a comprehensive suite of training initiatives. Additionally, we embarked upon a culture survey to further understand the company's cultural landscape, and we achieved a 79% engagement rate within the Steamships Group. The survey results highlighted strengths and opportunities, which will inform strategic decision-making to further our organizational growth and development.

Steamships has sustained its commitment to local communities, with over K1.75 million donated to charitable and community causes in 2023 through our Community Grants Programme and event sponsorships. We have continued to support long-term partnerships with organisations including Buk Bilong Pikinini, Femili PNG, and the Sea Women of Melanesia, to name a few, whose work we know to be impactful in our focus areas of Health, Education, Social Welfare, and Environment. We are also delighted to extend our support to new partners looking to make a difference to the economic empowerment of people with disabilities, to implement traditional reef custodianship methods in remote island communities, and to provide WASH facilities for school pupils, amongst other worthy causes. We also maintain our sponsorship of major cultural events such as the Hiri Moale Festival, taking seriously our role as a good corporate citizen of Port Moresby and the Papua New Guinean community.

As our business grows, we are mindful of the need to manage this growth sustainably, continuing to empower our people and communities while managing our environmental impact. We remain committed to continue this journey in 2024.

**Rupert Bray**  
Managing Director

# ABOUT STEAMSHIPS

Steamships Trading Company Limited (Steamships) has been operating in Papua New Guinea for over 100 years. A committed investor and an established conglomerate in the country, Steamships is listed on both the Australian Securities Exchange (ASX) and Papua New Guinea Stock Exchange (PNGX). Steamships employs over 3,010 people across its Logistics, Property, and Hospitality divisions.

## Our Operating Businesses

### CONSORT EXPRESS LINES

Consort owns and operates a fleet of geared, multipurpose vessels and specialises in providing reliable scheduled liner shipping services connecting 16 ports across Papua New Guinea. The business offers the most extensive shipping network in the country, regularly visiting ports on the North Coast, South Coast, New Guinea Islands, Bougainville, and Western Province. It has achieved ISO certification in 3 categories, ISO 140001 – Environmental Management, ISO 9001 – Quality Management and ISO 45001 – Occupational Health and Safety.

Consort has the capability to carry a wide range of cargo including containerised cargo, general cargo, breakbulk, refrigerated cargo and project cargo. Its diverse customer base varies from domestic manufacturers and wholesalers to international liner carriers transshipping cargo. In addition to owning and operating ships, Consort manages Papua New Guinea's largest fleet of containers, offering customers easy access to a wide range of container types.

Consort also operates project and charter vessels that are purpose-built for trading in coastal and riverine waterways across Papua New Guinea. Its project and charter fleet consists of small, medium, and large landing crafts capable of carrying containers, breakbulk, and bulk fuel cargos. In addition to shallow-draft landing crafts, it also owns tugboat and barge combinations.

### PACIFIC TOWING

Pacific Towing offers a diverse range of marine services, with a reputation for excellence and reliability across the Pacific region. Core services include towage, mooring, salvage, commercial diving, and life raft sales, leasing and servicing. Pacific Towing also provides numerous services to the energy sector and is a trusted provider of innovative and customised marine project solutions.

The company has fast responder capability and operates a fleet of 22 vessels, including 12 tugs and 10 associated support vessels. Pacific Towing is midway through a re-fleeting program, aimed at modernising its fleet and enhancing its towage and salvage capacities. Vessels are stationed in five ports across Papua New Guinea including at its dedicated tug base in Port Moresby, as well as in Lae, Rabaul, Kimbe, and Madang. An additional tug dedicated to harbour towage services continues to be based in Honiara at the Company's operations in the Solomon Islands.

Pacific Towing is a full member of the International Salvage Union and the International Spill Control Organization. It has achieved ISO certification in 3 categories, ISO 140001 – Environmental Management, ISO 9001 – Quality Management and ISO 45001 – Occupational Health and Safety. The company takes pride in its extensive history of investing in training for the next generation of Papua New Guinea's seafaring professionals, with a nationalized workforce of over 250 and a 97 percent nationalisation rate. This commitment is exemplified by the implementation of two cadetship programs and other substantial training initiatives.

### EASTWEST TRANSPORT

EastWest Transport is one of Papua New Guinea's largest multifaceted transport and logistics companies, operating across a wide spectrum of transport-related activities including bulk fuel, containerised cargo, and break-bulk cargo, and provides depot services such as equipment hire, warehousing, and bonded or unbonded yard storage. It also offers a licensed customs cargo clearance service in Lae and Port Moresby with the ability to clear cargo in any location where EastWest Transport has a presence. The division capitalises on its close relationships with sister companies in shipping and stevedoring by offering specialised end-to-end logistics and project solutions for the mining, energy, and commercial sectors.

Based in Port Moresby, EastWest Transport has operations in Lae, Kimbe, Rabaul, Madang, Wewak, Alotau, and Kavieng. It has a large fleet of prime movers, heavy and light trucks, forklifts, and reach stackers ranging from 2.5 to 80 tons in capacity. All equipment is supported by localised workshop facilities, safety, and emergency response teams and vehicles. EastWest Transport has achieved ISO certification in 3 categories, ISO 140001 – Environmental Management, ISO 9001 – Quality Management and ISO 45001 – Occupational Health and Safety.

### JOINT VENTURE PORT SERVICES

Joint Venture Port Services (JVPS) operates stevedoring businesses throughout the country including in the principal ports of Port Moresby and Lae, ports elsewhere on the mainland and on Bougainville, New Ireland, and New Britain. The core businesses offer a full range of stevedoring and handling facilities. With a fleet of specialist equipment, the businesses handle all types of containers, as well as project cargo, break-bulk, RO-RO, LO-LO, grains, and cement.

# ABOUT STEAMSHIPS

The companies are joint ventures between Steamships and local landowner groups at the respective ports around the country. Each joint venture employs a local workforce and is structured in a manner so that a significant share of earnings is returned to the community in which the joint ventures operate. The business continues to work hard to provide a seamless logistics solution for customers in Papua New Guinea drawing on the combined strengths of Swire Shipping, Consort and EastWest Transport.

JVPS is the only group of stevedoring and handling companies in Papua New Guinea to be ISO accredited for quality, safety, and environment (ISO 9001 – Quality Management and ISO 45001 – Occupational Health and Safety. ISO 140001 – Environmental Management.

## PACIFIC PALMS PROPERTY

With over 180 properties and 300+ customers nationwide, Pacific Palms Property (PPP) is one of Papua New Guinea's largest property development and management companies. It covers the commercial, industrial, retail, and residential sectors properties and land assets in many of the country's main urban centres, including Port Moresby, Lae, Mt Hagen, Goroka, Madang, Rabaul, Arawa, and Wewak. PPP continues to expand its portfolio with its new developments, in the likes of Portside Business Park and Harbourside South.

Having achieved the Pacific Islands first Level 1 EDGE (Excellence in Design for Greater Efficiency) green building design certification in 2022, PPP now has Level 1 EDGE certification submissions pending for its latest mixed-use development, Harbourside South, demonstrating its commitment to energy efficient building design.

PPP is actively pursuing EDGE Certification for multiple projects including the Dobel Commercial Development in Mount Hagen and the Grand Papua Hotel. By aiming to have as many of its properties EDGE certified as possible, PPP is aligning with Steamships Sustainability Goal for Net Zero 2050.

Furthermore, to show PPP's commitment to sustainability in its day-to-day activities PPP has achieved ISO certification in three categories, ISO 14001 – Environmental Management, ISO 9001 – Quality Management, and ISO 45001 – Occupational Health and Safety.

## CORAL SEA HOTELS & ENZO'S

Coral Sea Hotels is the country's largest hotel group, comprising: Grand Papua Hotel, Gateway Hotel and Apartments, Ela Beach Hotel and Apartments, and Whittaker Apartments in Port Moresby; Huon Gulf Hotel in Lae; Highlander Hotel and Apartments in Mt Hagen; Bird of Paradise Hotel in Goroka; and Cassowary Hotel in Kiunga. The division also operates twenty-five food and beverage outlets including the pizza chain ENZO's, Ela Beach Bakery, Harbourside Bakery and Bonjour Café in Deloitte Tower. 2023 saw a review of the service offering and staff training across all hotels. Additionally, major rejuvenation works commenced on Grand Papua Hotel in Port Moresby.

# ABOUT STEAMSHIPS

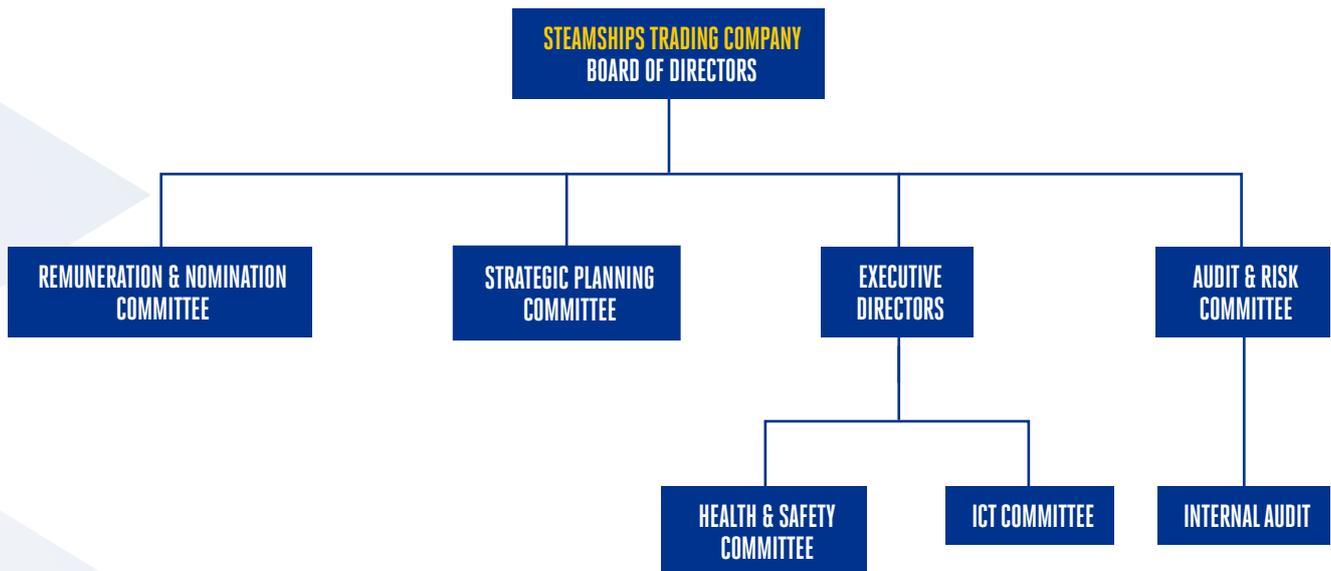
## CORPORATE GOVERNANCE

Steamships is committed to adopting and implementing rigorous corporate governance practices across all its activities and divisions. The key principles of the Company's corporate governance approach are:

1. Lay solid foundations for management and oversight
2. Structure the board and its sub-committees to add value
3. Instil a culture of acting lawfully, ethically and responsibly
4. Safeguard the integrity of corporate reports
5. Make timely and balanced disclosure
6. Respect the rights of security holders
7. Recognise and manage risk
8. Remunerate fairly and responsibly

These principles, which are published in full at [www.steamships.com.pg/about-us/corporate-governance](http://www.steamships.com.pg/about-us/corporate-governance) are underpinned by company policies and subject to oversight by the Board of Directors and its Committees.

Steamships has adopted the following governance structure:



# SUSTAINABILITY AT STEAMSHIPS

Steamships’ approach to sustainable development is guided by our THRIVE sustainability strategy and its five key focus areas of Climate, Waste, Water, People and Communities.

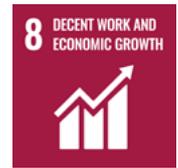
2023 saw Steamships Board of Directors pass its Net Zero and Climate Risk Resolution, committing to achieve net zero GHG emissions across scopes 1, 2, and 3 by 2050 and to assess and mitigate our exposure to climate risk. Work is now underway to make this commitment a reality.

## Our priorities with reference to the Sustainable Development Goals

<p><b>3</b> GOOD HEALTH AND WELL-BEING</p> 	<ul style="list-style-type: none"> <li>• Overriding importance of occupational health and safety of our employees</li> <li>• Support staff health, hygiene, and wellbeing</li> <li>• Provide safe, secure work environments</li> <li>• Public security is constantly monitored and staff kept informed</li> </ul>
<p><b>5</b> GENDER EQUALITY</p> 	<ul style="list-style-type: none"> <li>• Representation of women in senior leadership and management positions</li> <li>• Increased participation of women across operations</li> <li>• Equal treatment of women and men in equal roles</li> <li>• Zero tolerance to gender-based violence</li> </ul>
<p><b>6</b> CLEAN WATER AND SANITATION</p> 	<ul style="list-style-type: none"> <li>• All staff, tenants, and guests are provided with access to clean water</li> <li>• Introduce potable water filters across properties and vessels</li> <li>• Responsible management of effluents</li> <li>• Collect and use rainwater as appropriate</li> </ul>
<p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p> 	<ul style="list-style-type: none"> <li>• Support PNG national electrification and renewable energy transition goals wherever possible</li> <li>• Work to reduce reliance on diesel-powered generators</li> <li>• Explore opportunities for cleaner fuel transition</li> </ul>
<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> 	<ul style="list-style-type: none"> <li>• Recognise our responsibility as a corporate citizen and a large employer</li> <li>• Provide decent employment with fair wages and terms</li> <li>• Train and develop staff and support career progression</li> <li>• Contribute to national economic growth</li> </ul>
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<ul style="list-style-type: none"> <li>• Maintain ISO-compliant waste management processes</li> <li>• Monitor our waste output to improve waste management plans</li> <li>• Seek to reduce waste and divert from landfill where possible</li> <li>• Dispose of hazardous waste responsibly</li> </ul>
<p><b>13</b> CLIMATE ACTION</p> 	<ul style="list-style-type: none"> <li>• Support national climate-related sustainable development goals</li> <li>• Work toward setting science-based emissions reduction targets</li> <li>• Meaningful and productive engagement with public, private, and civil society stakeholders working towards climate goals in PNG</li> </ul>

# OUR PEOPLE

Steamships firmly believes that its people are its greatest asset. We strive to ensure that employees are afforded every opportunity to build strong, rewarding, and successful careers in an environment of safety, trust, fairness, and respect.



Our commitment to our people means that:

- We provide a safe and secure work environment for all employees.
- We promote healthy and wellbeing amongst our staff and in our communities.
- We are an equal opportunity employer that treats all employees with dignity and respect.
- We empower women and encourage their inclusion at all levels of the workforce.
- We provide development opportunities and rewarding careers.

## Safety

The health and safety of our people is our top priority in all aspects of our business operations. Steamships uses the Integrated Management Systems (IMS) standards as the Safety Management System to guide daily operations.

Five of our six operational divisions are currently ISO Certified for three key standards:

- ISO 45001:2018 for Occupational Health and Safety
- ISO 9001:2015 for Quality Management
- ISO 14001:2015 for Environmental Management

The remaining division, Coral Sea Hotels, is working towards certification by early 2024. Furthermore, our shipping and tug towage businesses comply to the ISM and ISPS Code, while Coral Sea Hotels is HACCP accredited for food safety.



# OUR PEOPLE

## Performance against Target 2

Target 2 strategy aims to halve accidents and incidents every month, with a comprehensive approach consisting of 5 pillars:

1. **Leadership:** We integrate safety into our leadership teams so that they can drive authentic and felt leadership through Just Culture.
2. **Training:** We enhance the capabilities of senior management, managers, key operational staff, and front liners through training in investigation tools and safety leadership courses.
3. **International standards:** We certify to the highest international standards and benchmark our safety practices against them.
4. **Smart systems:** We utilize an Australian management system called Riskware to effectively manage, analyse, and report all safety and environmental data, empowering senior management to make informed decisions.
5. **Quality:** Our mission is to embed quality at the core of all our businesses to drive a quality service provision. This involves continuous monitoring of customer feedback across our various businesses and making improvements based on this feedback.

## Safety Day Forum

The 2023 Safety Day Forum was a significant event held at the Gateway Hotel on September 1st. With the theme 'Leveraging International Standards to Improve Safety Performance', the forum saw participation from top management and key operational and health & safety personnel from Steamships. The morning session featured esteemed guest speakers such as the HSSE Director at TotalEnergies, the HSE Manager at ExxonMobil, the Safety Coordinator at John Swire & Sons, and the Enterprise Account Manager at PAN Software, focusing on leadership, culture, and the implementation of international standards such as One-MAESTRO, OIMS, ISM Code, HACCP, and various ISO standards. The event also included a Q&A session on the Riskware software tool offered by PAN Software.



Pacific Towing crew at work

In the afternoon, workshops delved into specific operational risks and risk mitigation tools with representatives from Joint Venture Port Services, Consort Express Lines, and Pacific Palms Properties. The day concluded with a wrap-up presentation from the Managing Director, Mr. Rupert Bray, emphasising the importance of being genuinely 'curious', yet confident to challenge authority and apply a STOP WORK approach in unsafe work environments. It is through this approach that we foster a culture that enables **Everyone to Participate** in continuously **Improving Safety Performance** throughout Steamships.

## Safety at Steamships is Everyone's Responsibility

### Building Safety Capabilities

With Target 2 being the focus, we developed 3 key objectives centered around training, smart systems, and crisis management. Our training efforts included professional development for 42 staff members in the Investigation Cause Analysis Method (ICAM) course, certification of senior and safety managers in the IOSH Managing Safely course, and training extended to the Board of Directors. In terms of smart systems, we are in the process of transitioning to a cloud-based application known as Risk Cloud. This move is anticipated to enhance data accessibility, particularly for remote locations, thereby empowering senior management with the capability to make well-informed decisions for workplace improvements. Our crisis management initiatives encompassed successful completion of an annual exercise aimed at refining emergency processes for senior management, managers, and key operational staff, along with media spokesperson training to bolster crisis communications. These efforts collectively underscore a comprehensive and proactive stance toward elevating safety standards across our businesses.



PPP project managers on site

# OUR PEOPLE

## 2023 Work-related incidents

2023 incident statistics are based on 5,817,146 hours of work. Incident rates were calculated based on 200,000 hours worked. The main types of work-related injury recorded were Laceration/Cut, Sprain/Strain, Bruising, Crush/Fracture and Hygiene related.

	2023 Total	2023 Target	2022 Total
<b>Incidents recorded</b>			
Fatalities	0	0	0
Lost Time Injury	9	1	2
Minor Injury	19	11	25
Near Misses	1,646	2,500	1,858
LTIs involving discipline	2	0	0
<b>Management data</b>			
Number of hours worked (hrs)	5,817,146	-	-
Number of employees (qty)	34,894	-	-
<b>Incident rate</b>			
Lost Time Injury / 200,000 hrs	0.31	0.04	0.08
Minor Injuries / 200,000 hrs	0.65	0.50	2.17
Near Misses / 100 employees	4.72	8.79	7.59

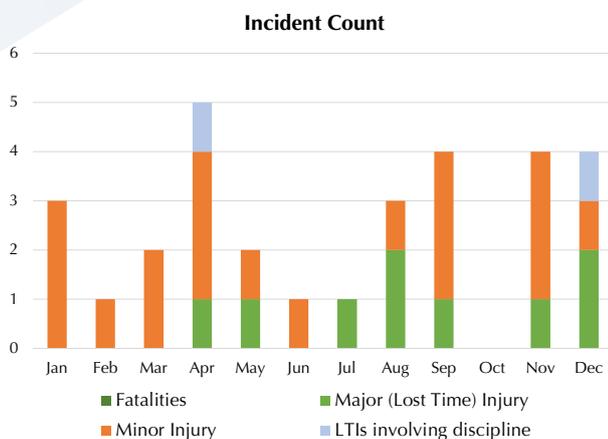


Figure 1: Graph showing HSE incidents performance recorded in 2023 per month.

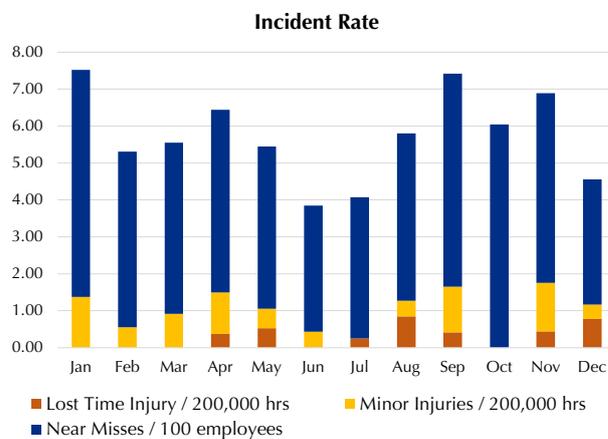


Figure 2: Graph showing HSE performance recorded in 2023 for Loss Time Injuries, Medical Treatment Injuries and Near misses.

# OUR PEOPLE

## Health

Steamships actively participates in voluntary health promotion initiatives and programs throughout the year, at business unit and head office levels. The primary objective is to address lifestyle diseases and common health issues affecting our staff. In 2023, awareness forums and toolbox sessions covered a range of topics including tuberculosis, HIV & Aids, drugs and alcohol abuse, malaria, hepatitis, smoking, mental health, and cancer. Staff are strongly encouraged to attend these sessions, which are conducted at work sites with attendance records maintained. Despite the reduction in COVID measures, the company continues to proactively provide self-test kits for voluntary staff testing.

Special emphasis is dedicated to addressing gender-based violence (GBV) and family sexual violence (FSV), prevalent issues in the community. Steamships maintains an ongoing partnership with Bel Isi PNG, a skilled local NGO in this area, to offer support services for its staff and extend support to other charitable organizations through its community engagement program.

Health forms a key component of Steamships' Community Engagement strategy. Alongside internal events and training initiatives designed to promote health awareness among our staff, we also engage in external events coordinated by partners, such as blood donation drives for Port Moresby General Hospital and first aid trainings with St John Ambulance Services.



World Aids Day 2023 marked by Steamships Logistics



Consort team participating in cancer awareness walk in Lae



Staff participation in the PwC Corporate Challenge

# OUR PEOPLE

## Working Culture

In 2023, Steamships conducted its third Working Culture Survey across head office and all operating businesses.

The Working Culture Survey measures six themes that we believe are integral to our organization's work culture. They are as follows:

- Purpose
- Opportunity
- Success
- Wellbeing
- Appreciation
- Leadership

From the survey, we achieved a 79% engagement rate, reflecting the active engagement and participation of our workforce. The survey results revealed both strengths and opportunities within the organization, and Steamships is committed to using this information to make informed decisions that contribute to our ongoing growth and success.



*PPP win the mens' Rugby 7s competition*



*Head office team in 2023 staff uniform*



*Consort vs EastWest Transport in the 2023 company netball tournament*

# OUR PEOPLE

## Training and development

The Human Resources team remains steadfast in its commitment to enhancing the training and development of our workforce. We are pleased to announce that in 2023, a total of 261,000 man-training hours were dedicated towards building capabilities.



*Graduate Development Programme*

Throughout the year, our comprehensive suite of training programs continued to help enhance leadership skills, deliver short-term technical and soft-skills training, and behavioural programs such as policy refreshers and awareness sessions.



*Frontline Leadership Development Programme graduation*

## Feature: Women in Maritime Programme

In 2023, the Women in Maritime programme celebrated the graduation of 8 young Papua New Guinean women as 'Officers of the Watch,' marking the second and third intakes of the initiative under Australia Awards PNG. The programme, a collaboration between Pacific Towing (PacTow), the Australian Government, Consort Express Lines, and Swire Shipping, aims to promote gender diversity in the maritime industry. The graduation ceremony, held on December 4 aboard Steamships' vessel 'Moresby Chief,' was attended by notable guests, including representatives from the Australian High Commission and Swire Shipping.

The graduates, all former cadets at PacTow, are now qualified to lead on future vessels, contributing to the professionalization of Papua New Guinea's shipping and marine services sector. PacTow's General Manager Neil Papenfus commended the initiative as a pioneering effort in training the next generation of seafaring professionals in Papua New Guinea. The graduates also gained international exposure with valuable sea time on Swire Shipping's advanced vessels, visiting various ports in Asia and Oceania. The Women in Maritime program has successfully trained 18 female cadets, with 6 more set to commence in 2024, contributing to a more inclusive maritime industry in Papua New Guinea.



*Graduation Ceremony onboard Steamship's Moresby Chief*

# OUR PEOPLE



## Feature: Meri Save Trades (Women Know Trades) Programme

Meri Save Trades is an 18-month initiative implemented by the International Finance Corporation (IFC) in partnership with the PNG Business Coalition for Women (BCFW) that aims to support women's employment in trades in PNG. The program will equip firms with the know-how to strengthen recruitment, promotion, and retention of women in technical and trades positions and build safe and respectful workplaces for all.

Steamships attended a one-day workshop to introduce the programme to company representatives, facilitate peer learning, and build capacity and knowledge amongst key stakeholders. The workshop discussed innovative practices from the region and worldwide and addressed how to meaningfully integrate gender concerns into company operations.

The programme's five main commitment areas are: women in leadership; women in trades and non-traditional jobs; Safe & Respectful workplaces; Healthy & Family Friendly workplaces; and Leadership on Gender Equality. Participants discussed examples for practical action relating to each of these areas, with a focus on two commitments on behalf of the company for the next 18 months: Recruit & Retain Women in Trades and non-traditional jobs; and Build a Safe & Respectful Workplace.

Steamships is now in the process of developing an action plan under the Meri Save Trades programme.

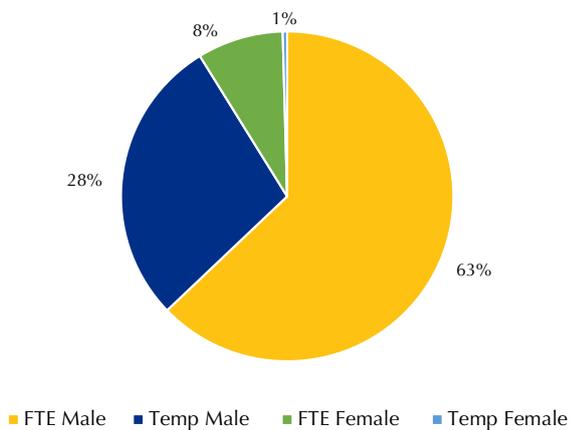
# OUR PEOPLE

## Employment statistics

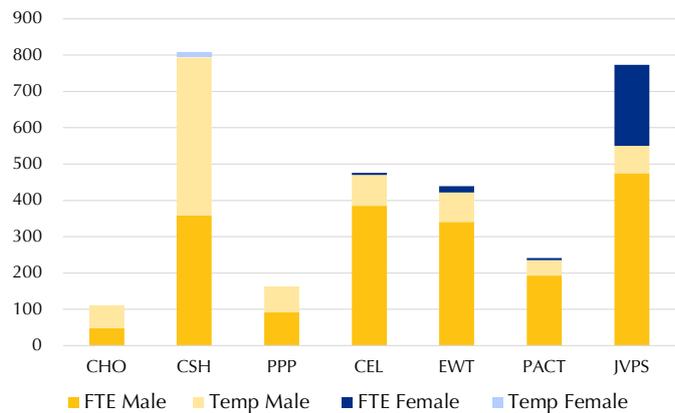
The largest concentration of Steamships staff is in Port Moresby, the capital of Papua New Guinea, followed by Lae, which serves as the country's main port location. Additionally, we have workforce engaged in logistics operations, as well as property and hotel management across several other ports along the country's coast, in the Highlands and Western province.

	Total	CHO	CSH	PPP	CEL	EWT	PACT	JVPS
<b>Port Moresby</b>								
FTE Male	735	44	274	86	15	145	133	38
FTE Female	549	63	328	66	9	41	38	4
Temp Male	114	0	0	0	0	0	6	108
Temp Female	13	0	13	0	0	0	0	0
<b>Lae</b>								
FTE Male	821	4	12	2	364	123	27	289
FTE Female	168	0	24	2	73	30	3	36
Temp Male	138	0	0	0	6	17	0	115
Temp Female	0	0	0	0	0	0	0	0
<b>Other Locations</b>								
FTE Male	336	0	73	3	6	73	33	148
FTE Female	136	0	83	4	3	10	1	35
Temp Male	0	0	0	0	0	0	0	0
Temp Female	0	0	0	0	0	0	0	0
<b>Total Headcount</b>	<b>3,010</b>	<b>111</b>	<b>807</b>	<b>163</b>	<b>476</b>	<b>439</b>	<b>241</b>	<b>773</b>

Employment statistics by gender and contract type – total

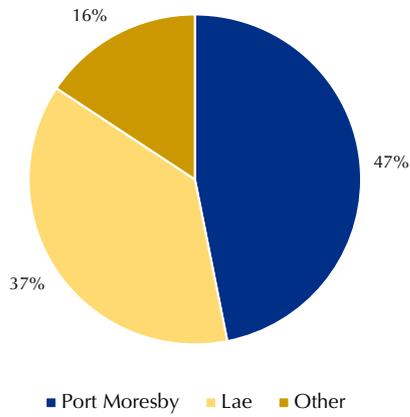


Employment statistics by gender and contract type - divisions

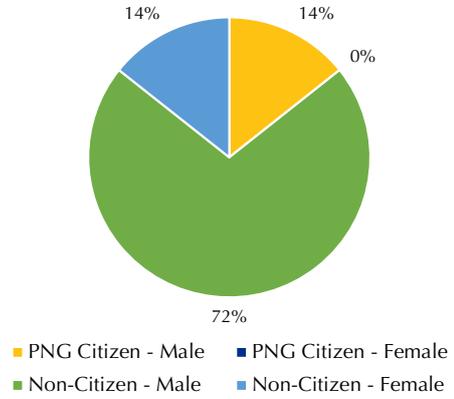


# OUR PEOPLE

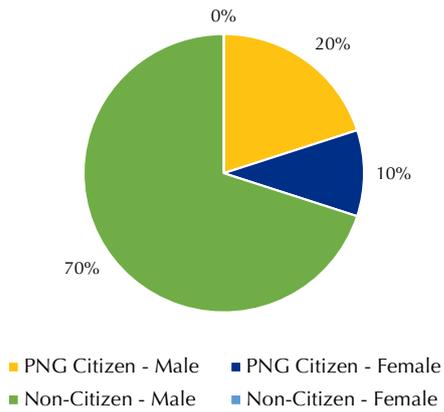
Geographic locations of STC staff



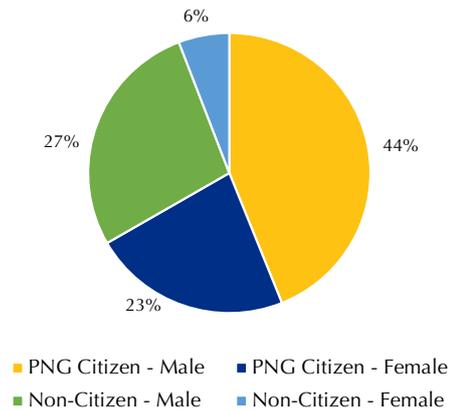
Diversity of highest governing body (Board of Directors) by gender and citizenship



Diversity of executive management by gender and citizenship



Diversity of employees with TRP over PGK 100k by gender and citizenship



# OUR COMMUNITY

For over 100 years, Steamships has considered Papua New Guinea home. The Company understands that every business must maintain its right to operate and believes that having a positive impact within the communities in which it operates is key to this. Steamships continues to engage with our community as a significant local stakeholder to address the social issues which Papua New Guineans face daily. A sustained commitment to community engagement is central to our position as a responsible corporate citizen and private sector partner for sustainable development in Papua New Guinea.



## Community Engagement Strategy

The Steamships Community Grants Programme (CGP) serves as our primary charitable channel, aiming to back impactful, measurable, innovative, and sustainable initiatives benefitting the people of Papua New Guinea. Through the CGP, Steamships offers financial grants and in-kind support to groups improving local community wellbeing. Award allocation involves a formal application process and committee review. Additionally, one-off donations, sponsorships and in-kind donations are made throughout the year.

In 2023, Steamships' pillars of community engagement included social welfare, education, health, and environment, aligning with national development goals and the Sustainable Development Goals to address significant local issues.

- **Social Welfare** focusing especially on a) women's empowerment and b) supporting the most marginalized people in society, particularly the disabled and children. The focus on women recognises that when women and girls are safe, healthy, educated, employed, and empowered, communities flourish. Ensuring a focus on the most vulnerable demonstrates that Steamships is a proud member of the local community and is committed to assisting those who might otherwise fall between the cracks. This is high priority for Steamships' staff.
- **Education** focusing on a) increasing literacy and b) improving the quality of education. This continues to be a challenge in Papua New Guinea and is of high priority for communities and the government. Literacy and access to quality education are also essential in improving every aspect of a person or community's wellbeing, which includes health, women's empowerment, law and order, and income generation. Steamships values education and remains committed to assisting with sustainable education practices which continue to develop local talent.
- **Health** activities focusing on combatting both communicable diseases (those that can be spread from person to person such as TB, measles or malaria) and non-communicable diseases (those that cannot be spread such as cancer or diabetes). The diseases mentioned are amongst the leading causes of death in Papua New Guinea. From Steamships' point of view, they also impact staff wellbeing. Steamships will also support organisations that offer innovative approaches to responding to preventable illnesses and injury – another significant area of concern for Steamships employees.
- **Environment** focusing on community awareness, conservation, and education to improve community understanding of environmental issues and management. Encouraging efforts to protect the environment and change attitudes towards creating clean, healthy and sustainable environments.

# OUR COMMUNITY

## Community Grants Programme Awards

### Sea Women of Melanesia

First year of three-year sponsorship commitment: PGK 200,000



Corporate Affairs Manager, Denika Seeto, observing Sea Women of Melanesia train new recruits at Fisherman's Island, Port Moresby

The Sea Women of Melanesia (SWoM) assist coastal communities in the Coral Sea and Eastern Coral Triangle, an area of world-renowned marine biodiversity, to create and manage marine protected areas that enhance biodiversity and sustain fisheries. A robust network of locally managed marine reserves gives the coastal people the best chance of sustaining the output of their fisheries, and the Sea Women of Melanesia have found that empowering local women to support and facilitate these marine conservation projects delivers the best outcomes. Its approach is to provide indigenous women with skills training and expertise needed to create and monitor marine reserves, raise community awareness, and contribute to quality-of-life improvements in partner villages.

The organisation has received a three-year grant award from Steamships to provide administration and logistics support to allow it to continue to scale its operations and impact around PNG. Throughout 2023, SWoM have collected over 10,000 reef survey images from more than 40 sites. Marine conservation operations are now underway in Milne Bay, Central, West New Britain, and Manus Provinces, which include training activities for local women and humanitarian aid deliveries for partner communities. The team were also able to identify and implement the first ever Crown of Thorns Seastar control measures in Kimbe, saving thousands of mature breeding corals. Capacity Development and Training was a large focus, as target communities are increasingly acknowledging the importance of establishing Locally Managed Marine Areas to foster sustainable fisheries and deliver tangible benefits to the community. 2023 also saw the SWoM receive the Commonwealth Secretary General's Innovation for Sustainable Development Award, recognising the marine conservation work being done in the Coral Triangle by the Sea Women of Melanesia.

### Conflict Island Conservation Initiative

Grant award PGK 54,868

The Conflict Island Conservation Initiative (CICI) conducts marine conservation work in the Conflict Island Atoll in Milne Bay. In 2023, the group continued their conservation and monitoring program on Tewatera island, as well as expanding to a new community – Kimutia Island. The marine conservation programme is a continuation of the 2022 activities which includes training community members in turtle conservation techniques, tagging techniques, data collection, nest collection and nest trans-location where necessary. The CGP allowed for the CICI to establish a marine debris programme, which involves weekly beach clean ups, removing almost 300 kilograms of debris from the Conflict Islands and its surrounds in December 2023 alone. The team have engaged with data collection apps, which have enabled them to identify and monitor marine debris items that are impacting certain areas of the Conflict Atoll.



Conflict Island Conservation Initiative Volunteers distributing signage in LLCs

# OUR COMMUNITY

## Tok Stret Consulting, The Lost Tribe Project

Grant Award PGK 250,000

The Lost Tribe Project is a pilot project based in Lae, Morobe Province, run by Tok Stret Consulting. The aim is to assist and support People With Disabilities (PWD), equipping them with the financial tools and skills to be self-sufficient and make meaningful contributions within their community. The pilot project is run over a twelve-month period and consists of a three-month training programme, as well as the creation of a 'hub store' under the umbrella of the Lost Tribe brand that provides structure, oversight, and fortnightly salaries for participants. Funding was provided to assist the pilot project in its start-up phase, with the objectives of creating more community awareness and respect for PWD as a marginalised community within PNG and of providing a safe and protective network for participants.



*The Lost Tribe Project participant operating stall at the Lae Market.*

## Gateway Childrens Fund

Grant Award PGK 110,000

The Gateway Childrens Fund, in partnership with Gateway Church PNG, provides free education and further support such as clothing, food and medical assistance to some of Port Moresby's most disadvantaged children. The Gateway Church has expanded this service into the Highlands, establishing itself in Goroka 15 years ago. Through the CGP, the Gateway Childrens fund has been able to establish and equip a preschool in Goroka, which will open in time for the 2024 school year.



*Completion of a new classroom for the preschoolers at The Gateway Children's Fund*

## Anglicare PNG Inc.

Grant Award PGK 100,000

Anglicare's initiatives support the National Department of Health and the Government of Papua New Guinea on the effective service delivery of health and social development issues affecting Papua New Guineans. Anglicare was awarded funding to procure and erect a new health centre to diagnose and treat sexually transmitted diseases in the Highlands. Through the CGP, Anglicare will improve health and sanitation for a health service providing facility, increase access to health care due to improved infrastructure, reduce overcrowding at current Key Population building, and offer sufficient space for field officers and peer workers to improve service delivery.

## ATprojects

Grant Award PGK 165,580

Based in Goroka, Eastern Highlands Province, ATprojects undertakes projects through Papua New Guinea with the aim of making meaningful contributions to sustainable development within disadvantaged communities. ATprojects was awarded a CGP grant to undertake a WASH project covering 3 high schools and 1 college in Goroka. The project objectives are: provide access to clean water and sanitation facilities throughout the school year; to provide access to hygiene facilities and menstrual products to females within these schools; and to provide inclusive infrastructure ensuring people with disabilities can access WASH facilities with ease.

# OUR COMMUNITY

## Eco Custodian Advocates

Grant Award PGK 38,500

The Eco Custodian Advocates is an organisation based in Milne Bay, within the extremely biodiverse Coral Triangle, that encourages coastal communities to place a customary 'gwala' around their reefs. If a reef has a 'gwala' placed around it, it is protected by the landowners, whereby no one is to fish or disturb the natural environment to allow for reef restoration and encourage the generation of more fish. The project educates local communities on gaining food security day-to-day from the spill-over of fish and shellfish stock into fishing areas generated from the implementation and management of 'gwala' based on ecological recovery of the closed, 'tambu' on reefs.

## Other community activities

In addition to the Community Grants Programme, Steamships supports and participates in a wide range of community activities, activity days, and event sponsorships, including the annual Hiri Moale cultural festival in Port Moresby.

Steamships has a long-term partnership with Buk Bilong Pikinini, an organisation offering children the free access to early learning education. The organisation aims to improve literacy rates, preparing children to enter primary school with the ability to read and write. The Company has supported Buk Bilong Pikinini with several initiatives throughout the year, including celebrating World Mangrove Day, International Women in ICT Day and partaking in the Buk Bilong Pikinini reader series "When I grow up, I want to be a ....", showcasing to children a multitude of aspirational career paths such as those that exist across our diverse businesses. Additionally, in 2023, Steamships opened a Library Learning Centre in Baruni, which saw 55 pioneers graduate, progressing to Primary School.

Other long-term partners include Femili PNG and The Salvation Army, whereby Steamships, through Pacific Palms Property, offers in-kind support, providing a safe house and HIV/AIDS drop-in centre.

2023 also saw Steamships support the Karim Belle Foundation, raising funds for the Port Moresby General Hospital Labour Ward through its sponsorship of the annual Opera Under the Stars event. Meanwhile, the company donated over 1,000 t-shirts to schools within Steamships' areas of operation for the Trukai Fun Run auction, supporting Team PNG to raise funds for the 2023 South Pacific Games.

The Company regularly encourages employees to partake in supporting charitable fun runs, walks and fundraising initiatives for a multitude of causes in line with the Community Engagement Strategy. In 2023, Steamships contributed approximately K250,000 towards charitable events and initiatives.



*Planting mangroves for World Mangrove Day with Buk Bilong Pikinini*



*Hiri Moale Festival 2023*



*Group HSSEQ Manager, Carol Aigilo, judged a secondary school innovation competition on solutions to beat plastic ocean pollution, organised by UNDP and CEPA as part of Environment Week*

# OUR ENVIRONMENT

Steamships acknowledges the scientific consensus on climate change and is committed to understanding, reporting, and improving its environmental impact, with decarbonisation the overriding objective. To this end, in 2023 the Board of Directors of Steamships passed a Net Zero and Climate Risk Resolution. This commits the Company to achieving net zero emissions across scopes 1, 2, and 3 by 2050, and to evaluating and mitigating the potential climate risks and opportunities facing its operations. Work is underway to ensure that the Company can deliver on this commitment.



Our environmental objectives are as follows:

- To reduce our carbon footprint and develop a pathway to net-zero emissions by 2050.
- To take adequate steps to build our resilience to climate change.
- To reduce the volume of waste generated in our operations, divert waste from landfill, and identify opportunities for circular waste management.
- To use water responsibly and sustainably and protect our watersheds.
- To be a good steward of the natural resources under our influence.

With marine fuels being the largest source of emissions across Steamships, an internal working group has been established with the aim of decarbonising our marine fleet operations. Meanwhile, work continues to transition to renewable energy sources across our property and hotel portfolio, within the bounds of the local regulatory and infrastructure landscape. Our first on-site solar generation is due to commence in 2024 as part of PNG Power's rooftop solar pilot project. We wholeheartedly believe in the importance of supporting national energy transition goals. We are also committed to sustainable building design, with multiple new EDGE certifications targeted.

We continue to seek improvements to our ISO-compliant waste management systems. 2023 has seen a focus on identifying opportunities to reduce waste output, divert waste from landfill, and contribute to a circular economy. In Q4 2023, Consort vessel Bougainville Coast commenced a trial of fuel extender, a recycled oil product, through a partnership with Dunlop. The target is to use approximately 30% fuel extender on the vessel in 2024. Coral Sea Hotels phased out single-use plastic cutlery across its food and beverage outlets and replaced mini toiletries bottles with shampoo and soap dispensers in its guest bathrooms. Q4 saw the commissioning of a water purification and bottling installation on site at Gateway Hotel in Port Moresby. We aim to remove over 85,000 plastic bottles per year from Gateway hotel alone because of the system, which will in due course also supply our other Port Moresby Hotels. We have worked to establish a recycling programme at Corporate Head Office and aim to roll this out across other sites in 2024.

Papua New Guinea is endowed with abundant water resources. However, water security challenges are prevalent with communities facing difficulties accessing clean water and sanitation. We continue to monitor our water usage and aim to better understand and reduce our water intensity.

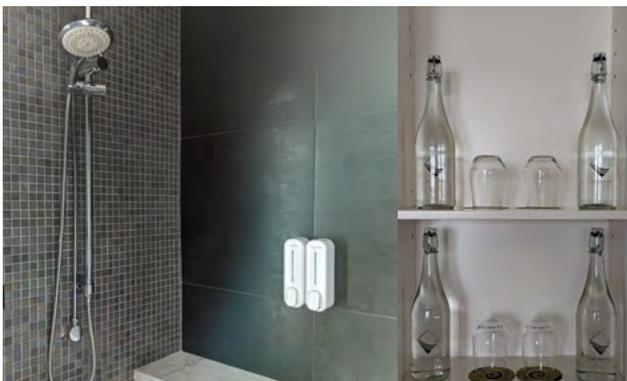
# OUR ENVIRONMENT

## External engagement

Steamships seeks to engage with other private, public, and development stakeholders sharing its sustainable development priorities to make a meaningful difference within PNG. In 2023, the Company continued its support of the PNG Biodiversity and Climate Fund (BCF).



*Pacific Towing participating in World Environment Day Cleanathon*



*Phasing out single use plastics in our hotels*



*Harbourside South mixed-use development will be our second EDGE-certified building*

The BCF was established in 2022 to catalyze financial and technical resources to enable present and future generations of Papua New Guineans to restore, protect, and enhance the country's biodiversity and build resilience in the face of climate change. Currently incubated under UNDP during its start-up phase, the BCF will become an independent, national-level fund supporting conservation and climate resilience building in Papua New Guinea, which is one of the world's few megadiverse countries. To ensure the effectiveness of its programmes, the Fund aims to ensure that commitments are long-term and removed from the political process; that Papua New Guinean values, traditions, and culture are embedded in all decisions and in the Fund's operations; and that global best practice standards for accountability and transparency are met.

Steamships' Managing Director is one of two private sector representatives on the BCF's Board, and Steamships' SD Manager is a Board observer. Steamships believes that its voluntary participation is an effective way of leveraging our corporate skillset to support climate change and conservation initiatives in Papua New Guinea via contributing to the BCF's establishment, governance, and inaugural rounds of grant making. Steamships contributed roughly 44 hours of combined executive and manager time to the BCF in 2023.



*SD Officer, Patricia Tiaon, delivers training on waste hierarchy and the head office recycling programme*



*Bougainville Coast has commenced a trial of a recycled waste oil product*

# OUR ENVIRONMENT

## 2023 Environmental performance

We are pleased to have continued to enhance our environmental data collection and quality in 2023. 2023 also saw us map our estimated value chain emissions for the first time. We look forward to establishing a solid baseline in 2024 as we work towards our resolution to achieve net zero emissions across all three scopes by 2050. In the meantime, interim emission reduction targets are set for internal reference for 2024.

	2023 STC Total	2022 STC Total	2021 STC Total
<b>Energy consumption</b>			
Total direct energy consumption (GJ)	609,695.99	708,434.00	586,261.17
Fuel oil (kl)	1,939.60	9,510.03	11,794.03
Diesel (kl)	13,833.04	7,440.34	3,346.49
Total indirect energy consumption (GJ)	141,590.49	173,256.32	28,390.72
Electric power (kWh)	39,330,691.71	48,126,739.43	7,886,312.94

<b>Other resource consumption</b>			
Water (kl)	666,459.82	436,256.74	162,057.91

<b>Greenhouse gas emissions (Metric tons of CO2-e)</b>			
Direct GHG emissions (scope 1)	41,103.82	44,060.54	38,686.06
Indirect GHG emissions (scope 2)	12,107.80	15,363.90	2,961.07
Total scope 1 & 2 emissions	53,211.63	59,424.44	41,647.12
Total recorded scope 3 emissions	1,772.30	183.73	68.30

Notes on energy and resource consumption:

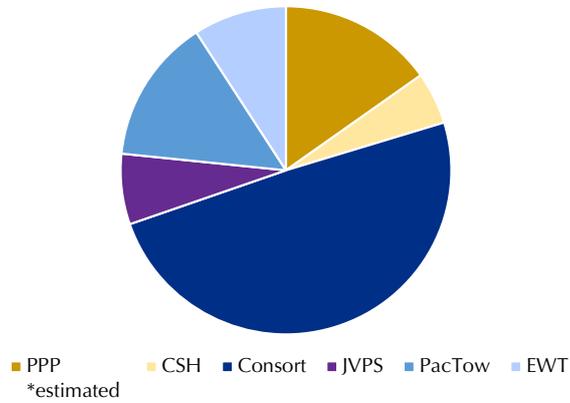
- Some energy and resource consumption data were estimated using assumed intensities. These were calculated based on a combination of partially available actual data and online benchmarks.

Notes on emissions:

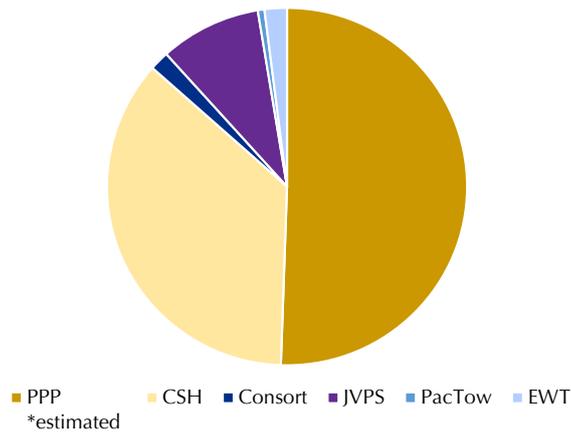
- Emissions calculations are based on the material sources named above and trace quantities of other sources.
- PPP reports emissions from downstream leased aspects under scope 2 rather than scope 3.
- Carbon dioxide (CO2) accounted for 99.05% of our recorded emissions, with nitrous oxide (N2O) and methane (CH4) accounting for 0.90% and 0.05% respectively.
- Scope 3 estimates are based primarily on secondary data.

# OUR ENVIRONMENT

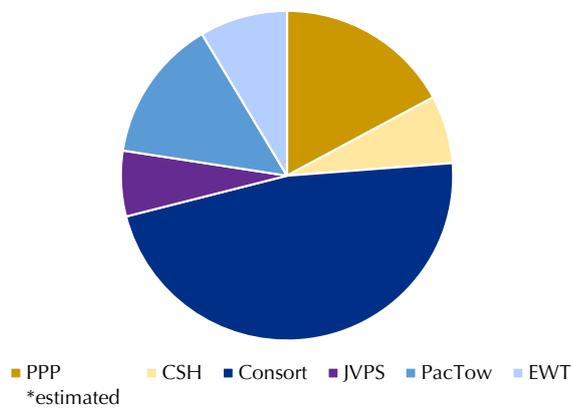
Share of recorded energy consumption (direct and indirect) by division



Share of recorded water consumption by division



Share of recorded scope 1 & 2 emissions by division



# GRI CONTENTS INDEX

<b>Statement of use</b>	Steamships Trading Company Limited has reported the information cited in this GRI content index for the period starting 1 January 2023 and ending 31 December 2023 with reference to the GRI Standards.
<b>GRI used</b>	GRI 1: Foundation 2021
<b>Related documents</b>	This report is published as a counterpart to the Company's Financial Annual Report. Where general, economic, tax, and corporate governance disclosures are not specified below, readers should refer to the Financial Annual Report.

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION, ANSWERS, &amp; OMISSIONS</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Refer to <b>About this Report</b> and <b>STC Financial Annual Report</b>
<b>Related documents</b>	2-2 Entities included in the organization's sustainability reporting	Refer to <b>About this Report</b>
	2-3 Reporting period, frequency and contact point	Refer to <b>About this Report</b> and <b>Statement of Use</b>
	2-4 Restatements of information	In 2023, there was a concentrated effort to enhance the quality and accuracy of the environmental data. Changes were made to the reporting processes and the structure of the environmental data platform, resulting in discrepancies between the 2022 environmental data references and the figures published in the corresponding 2021 report. The data presented in this report is considered to be more accurate than that in the 2021 report, and for more information, it is recommended to refer to <b>Our Environment – Data</b> .
	2-5 External assurance	This report has undergone internal assurance through the Executive Management. External assurance has not been sought.
	2-6 Activities, value chain and other business relationships	Refer to <b>About Steamships</b> and <b>STC Financial Annual Report</b>
	2-7 Employees	Refer to <b>Our People - Employment</b> . Data is extracted from our HR data management system.
	2-8 Workers who are not employees	Casual contracts are managed by individual business units. Employment data for casual contracts is not reported centrally at present.
	2-9 Governance structure and composition	Refer to <b>About Steamships - Corporate Governance</b> for an overview. Further disclosures relating to the Board of Directors and Executive Management are published in the <b>STC Financial Annual Report</b> .
	2-14 Role of the highest governance body in sustainability reporting	Sustainable Development is a standing item on the agenda for its quarterly Board meetings. The Board receives quarterly sustainability reports and biannual reports specifically focused on the Company's progress towards Net Zero.
	2-22 Statement on sustainable development strategy	Refer to <b>Foreword</b> and <b><a href="http://www.steamships.com.pg/sustainability">www.steamships.com.pg/sustainability</a></b> .
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Refer to <b>Sustainability at Steamships</b>
	3-2 List of material topics	

# GRI CONTENTS INDEX

	3-3 Management of material topics	
<b>GRI 202: Market Presence 2016</b>	202-2 Proportion of senior management hired from the local community	Refer to <b>Our People - Employment</b>
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Refer to <b>Our Environment - Data</b>
<b>GRI 303: Water and Effluents 2018</b>	303-3 Water withdrawal	Refer to <b>Our Environment - Data</b>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Refer to <b>Our Environment - Data</b>
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<p>Steamships' HSE, Security, Quality and Sustainability Policy provides a high-level framework for our OHS and Safety Management System, supported by operational guidelines and procedures. Steamships uses the Integrated Management Systems (IMS) standards as the Safety Management System to guide daily operations. This includes monitoring compliance to all applicable legal and other regulations.</p> <p>These standards cover all Steamships employees/workers, activities, and sites, including our external contractors working on our behalf within the respective operating divisions/business units. All OHS professionals employed by STC are formally qualified in the field of health and safety.</p> <p>For additional information relating to <b>GRI 403 Occupational Health and Safety 2018</b> not covered in this index, refer above to <b>Our People - Safety and Our People - Health</b>.</p>

# GRI CONTENTS INDEX

	<p>403-2 Hazard identification, risk assessment, and incident investigation</p>	<p>Steamships' HSE, Security, Quality and Sustainability Policy is reinforced by additional matter-specific policies to provide a robust framework for hazard identification, risk assessment, and incident reporting. These policies are guided and supported by the ISO standards to which our operating divisions comply. STC has the following Policies in place to provide a framework for hazard identification, risk assessment and incident reporting: (1) Risk Management Policy, (2) HS&amp;E Policy, (3) Quality Policy, (4) Security Policy, (5) Stop Work Policy, (6) Drugs, Alcohol &amp; Buai Policy.</p> <p>Additionally, Steamships follows IMS hazard identification and risk management guidelines, deploying several risk assessment tools accordingly, including: (1) Group risk analysis, (2) Manager safety walk and interaction, (3) Self-inspections, (4) Safety observations (both positive/negative), (5) Job safety environmental analysis, (6) Lock Out Tag Out, (7) Permit system.</p> <p>Depending on the severity of hazard, as defined in the Group Enterprise Risk Register, hazards are reported through line of management in respective divisions and departments. Hazards assessed as significant are escalated directly to higher level of management for appropriate corrective and or preventative measures to be applied.</p> <p>IMS provides guidelines and standard operating procedures (SOPs) for routine high-risk tasks. Job safety environmental analysis (JSEA) together with formal risk assessments and permit system are used prior to the commencement of non-routine high-risk tasks. The hierarchy of controls is used within the JSEA and risk assessment process to eliminate, reduce or mitigate risks identified.</p> <p>The Quality Policy and related guidelines and SOPs provide the process by which quality checks are done via: (1) internal audit processes, (2) IMS standards/management reviews &amp; (3) competency-based assessment for staff/employees.</p> <p>The Stop Work Policy ensures protection for employees whereby the Company will fully support the decision for employees stop work and report hazards or other unsafe activities or risks that are identified and deemed unsafe. The Policy provides protection for staff/employees who initiate this process. Management will fully support the decision and will not apportion blame or fault to the person who stops the work. There will be no retribution for stopping work, provided this is initiated in good faith, even if it is subsequently deemed unnecessary. Furthermore, employees are referred to Steamships' Whistleblowing Policy under the Steamships Code of Conduct. The Whistleblowing Policy protects confidentiality and sensitivity of HSE-related issues reported, and of the reporting employee, with no reprisal.</p>
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		<p>STC uses the Incident Cause Analysis Method (ICAM) process to investigate incidents, identify root cause(s) and apply relevant corrective/mitigative actions according to the hierarchy of controls. This adheres to Standard 12 on Incident Management of the IMS. Outcomes from an ICAM investigation are reviewed at the divisional safety committee meetings or, depending on their severity, escalated to the monthly Group Safety Committee meeting. Relevant improvements are made to the safety management system after discussion at respective meeting avenues.</p>
	403-3 Occupational health services	<p>Steamships' HSE, Security, Quality and Sustainability Policy provides a high-level framework for our OHS and Safety Management System, supported by operational guidelines and procedures. Steamships uses the Integrated Management Systems (IMS) standards as the Safety Management System to guide daily operations. This includes monitoring compliance to all applicable legal and other regulations.</p> <p>The IMS defines key OHS functions including hazard reporting tools and methodologies; safety committee meetings; OHS training schedules; and provision of safe equipment and related training.</p>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Standard 6 of the STC safety management system (IMS) provides a framework on participation and consultation on OHS matters with all staff at different levels are as follows:</p> <ol style="list-style-type: none"> <li>(1) Safety toolbox meetings (daily/weekly)</li> <li>(2) Health Awareness (monthly)</li> <li>(3) Divisional safety committee meeting (monthly)</li> <li>(4) Group (STC) safety committee meeting.</li> </ol> <p>Meeting minutes and action items are shared and monitored for closure. Copies are placed on notice boards for all staff to access/see.</p> <p>Formal safety committees exist within STC as follows:</p> <ol style="list-style-type: none"> <li>(1) Divisional safety committees meet monthly, chaired by the divisional CEO or HSSEQ Manager, and the committee comprises a mixture of divisional management team and staff representatives.</li> <li>(2) STC Group Safety Committee meets monthly, chaired by the MD, and the committee comprises the divisional CEOs and the Group and divisional HSSEQ Managers.</li> </ol>
	403-5 Worker training on occupational health and safety	<p>Workers are provided with specific OHS training related to their tasks as a routine part of their onboarding and ongoing supervision in their roles. All OHS related trainings are conducted on a needs-basis for position or job types.</p> <p>Some trainings are conducted specifically for work-related hazards. Additionally, some training sessions on broader hazardous situations are delivered to staff on a periodic or generic basis.</p>

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	403-6 Promotion of worker health	<p>STC utilizes Liberty Insurance as medical cover for its employees and dependants. Employees subscribe to the service after completing 3 months of probation. This is managed by the STC Insurance team.</p> <p>Steamships engages in voluntary health promotion services and programs throughout the year, both at a business unit level and at a head office level. The main aim is to address lifestyle diseases and common health problems that affect our staff. Topics covered in awareness forums and toolbox sessions in 2023 are described above under <b>Our People – Health</b>.</p>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>The scope of the STC safety management system (IMS) covers assessment of risks pertaining to all Steamships operations, employees, sub-contractors, contractors and visitors. The IMS Risk Management Standard manages the prevention and mitigation of hazards and risks directly linked to STC operations, employees and services provided by our external contractors and sub-contractors.</p>
	403-8 Workers covered by an occupational health and safety management system	<p>STC safety management system (IMS) applies to all employees and all third-party sub-contractors and contractors whereby all our third-party service providers have a responsibility to report safety hazards and incidents and necessary corrective / preventative measures are applied. The IMS is used by external and internal auditors to audit operations and incidents involving employees, sub-contractors, contractors and visitors.</p> <p>All incidents involving STC employees, and third parties are reported and fully investigated with corrective/mitigative actions identified to prevent recurrence. STC keeps records of safety statistics from contractors and sub-contractors. However, third party statistics are not counted with STC statistics; rather, they are reported separately.</p>
	403-9 Work-related injuries	<p>Refer to <b>Our People - Health and Safety</b>.</p> <p>Third-party worker statistics are not yet reported for these purposes. Although STC keeps records of safety stats from contractors and sub-contractors, it does not report them as part of STC OHS statistics. This is an area of improvement identified in the STC HSSEQ Department and is a working improvement process.</p>
	403-10 Work-related ill health	<p>STC has had no reported case of work-related ill health sustained at any of its workplace locations. STC has a hazard ID reporting system accessible to all its staff and third-party contractors. All HSSEQ related hazards/risks are reported and monitored over a trending period of over 5 years which helps to monitor risks that may pose threat of creating work-related ill health sustained in the workplace.</p>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Refer to <b>Our People - Employment</b>
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Refer to <b>Our Community</b>





**STEAMSHIPS**  
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