

# DIS' ESG 2022

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*d'Amico*  
INTERNATIONAL SHIPPING S.A.





# DIS' CORE VALUES.



## Long term vision

Guided by the values of family tradition, we build our success on long term planning and turning our promises into actions.



## Reliability

We strive to maintain a positive relationship, an open dialogue and a transparent way of doing business with all our stakeholders. Our ethical values are essential to the running of our business and an inspiring principle in the behaviour of our resources.



## Passion and commitment

We are passionate about shipping and the people who make up the company. Success is achieved through encouraging involvement and commitment.



## Teambuilding and multiculturalism

As a global operator, at all levels of the organisation, we embrace the spirit of teamwork and multicultural integration, both in our offices and on board our vessels.



## Focus on the environment and safety

We do not compromise when it comes to environmental concerns. Care and attention, prudence and respect for the environment are qualities imbedded in our daily operation. We aspire to prevent any human injury, to avoid damage to the environment and we pursue a policy of zero incidents and zero spills at sea.



## Professional excellence

We reach excellence by encouraging our employees to be responsible, flexible and professional. For that reason we prioritise the importance of developing their skills along professional growth.



## Social responsibility

Our strong sense of social responsibility towards cultural, environmental and solidarity-related issues is an added value for our business and is valued highly by our stakeholders.



## Identification

Our daily work and our success are characterised by a strong sense of belonging between the company and its staff.







# DIS' ESG Key figures.

<b>GOVERNANCE RESPONSIBILITY</b>	<b>2022</b>
Cases of corruption, bribery or anti-competitive behavior	0
Instances for which fines were incurred	0

<b>ENVIRONMENTAL RESPONSIBILITY</b>	<b>2022</b>
EEXI Compliant ships (as at year-end)/ Eco ships	78.6%
EEDI - Pre-EEDI (%) (as at year-end)	7.1%
EEDI - Phase 1 ships (%) (as at year-end)	14.3%
EEDI - Phase 2 ships (%) (as at year-end)	60.7%
EEDI - Phase 3 ships (%) (as at year-end)	17.9%
EEDI/EEXI (g Co2/dwt tonne* miles)	(1.7%) from 2021
IMO classed fleet % (as at year-end)	78% vs 45% industry average
Fleet age (years)	7.6 vs 12.8 industry average
Fleet certified for the use of Biofuel blends up to B30 (%) (as at ye	21%
Fleet with installed water ballast treatment system (%) (as at yea	100%
EEOI (g CO2/tonne* miles) (Spot employed)	(8.1%) from 2021
CO2 emissions per nautical mile (tCO2/ Nautical Mile)	(4.8%) from 2021
SOx emissions per nautical mile	+1.2% from 2021
Total waste per vessel (m3/vessels)	(15.4%) from 2021
Accident and spills	0
Number of marine casualties	0
Fresh water used	(2.8%)

<b>SOCIAL RESPONSIBILITY</b>	<b>2022</b>
Onshore personnel (as at year-end)	24
Seagoing personnel (as at year-end)	593
Seagoing personnel (overall during the year)	1,120
Nationalities within the personnel (as at year-end)	19
% of female employees onshore (as at year-end)	41.7%
Expenses on training for onshore and seagoing personnel (US\$)	+75.0% from 2021
Work-related injuries	0





# DIS' ESG – Environment and Safety

## DIS seeks to be an industry leader on environmental and safety issues:

- Among the first fleets worldwide compliant with Monitoring Reporting and Verification criteria for CO2 emissions.
- Since 2011 DIS has a fleet performance monitoring department to optimize vessel efficiency.
- Health and safety goal reached on board: 0 injuries in 2022.
- Environmental goal reached: 0 accidents and spills in 2022.
- Digitalization of onboard record books.
- Implementation of condition based maintenance, enabling it to achieve the highest level required by the TMSA 3.
- Environmental certification ISO 14001.
- Energy efficiency certification ISO 50001.
- Occupational Health and Safety certification ISO 45001.
- Quality certification ISO 9001.



- First in Italy to obtain the prestigious RINA Best 4 Plus: compliance certification for main maritime standards in force.
- Selection of suppliers according to quality and environmental certifications.
- Approved by the main oil-majors for long-term period contracts, of up to 5 years.
- Participation with leading roles in international organizations, such as INTERTANKO.
- US\$ 755 million invested between 2012 and 2019 in 22 newbuilding Eco product tanker vessels (10 MRs, 6 Handys, 6 LR1s) all delivered between Q1'14 and Q4'19.
- 79% of DIS' owned and bareboat fleet is 'ECO' (industry average: 30%), as at December 31, 2022.

Member of CISQ Federation



CERTIFIED MANAGEMENT SYSTEM

ISO 9001 - ISO 14001  
ISO 45001 - ISO 50001



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# DIS' ESG – Environmental KPIs.

<b>CO2 Emissions (owned and bareboat)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Var 2022/21</b>	<b>Var 2022/20</b>
CO2 per nautical mile [tCO2/ Nautical Mile]	0.31127	0.32049	0.30518	-4.8%	-2.0%
CO2 per transport unit [tCO2/tons]	0.03956	0.03913	0.0384	-1.9%	-2.9%
AER [g CO2/dwt tonne*miles]	6.44	6.16	6.39	3.7%	-0.8%
EEDI/EEI [g Co2/dwt tonne* miles]	4.96	4.7	4.62	-1.7%	-6.9%
EEOI [g CO2/tonne* miles] (TC-OUT)	14.18	13.37	14.6	9.2%	3.0%
EEOI [g CO2/tonne* miles] (SPOT)	16.64	19.1	17.56	-8.1%	5.5%
<b>SOx emissions (owned and bareboat)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Var 2022/21</b>	<b>Var 2022/20</b>
SOx per nautical mile [tSOx/ Nautical Mile]	0.00083	0.00083	0.00084	1.2%	1.2%
SOx per transport unit [tSOx/tons]	0.000106	0.000101	0.000106	5.0%	-
<b>NOx emissions (owned and bareboat)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Var 2022/21</b>	<b>Var 2022/20</b>
NOx per nautical mile [tNOx/ Nautical Mile]	0.00566	0.00551	0.00556	0.9%	-1.8%
NOx per transport unit [tNOx/tons]	0.00072	0.00067	0.0007	4.5%	-2.8%
	<b>Pre-EEDI</b>	<b>Phase 1</b>	<b>Phase 2</b>	<b>Phase 3</b>	
EEDI compliant ships (owned and bareboat) (%)	7.1%	14.3%	60.7%	17.9%	
	<b>2020</b>	<b>2021</b>	<b>2022</b>		
EEXI compliant ships (owned and bareboat) (%)	-	70.0%	78.0%		
% of fleet certified for the use of Biofuel blends up to B30	0%	21.0%	21.0%		
Fleet with installed water ballast treatment system at year-end (%)	85.3%	93.0%	100.0%		

**DIS' fleet modernisation and constant focus on efficient fuel management has led to a significant improvement in CO2 emissions in 2022, relative to the previous year.**





# DIS' ESG – Corporate Governance

**DIS is listed on the most demanding segment of the Milan stock exchange (the Star), and has therefore adopted a first-class corporate governance framework:**

- Incorporated in Luxembourg, it is organized and governed in compliance with Luxembourg laws
- Listed on the STAR segment of the Italian Stock Exchange (Euronext Milan) since 2007 and compliant with the principles and recommendations of the Borsa Italiana Corporate Governance Code
- DIS' high corporate governance standards include:
  - Internal committees entirely composed by independent directors with a major influence on the Board of Directors' decisions.
  - Constantly updated Code of Ethics and Organizational and Control Model;
  - Regulation of important and significant transactions and of transactions with related parties
  - Regulation of the Board of Directors
  - Regulation of Shareholders' meetings
  - Nomination and Remuneration Committee regulation
  - Control and Risk Committee regulation
  - Supervisory Committee regulation
  - Internal Dealing Code
  - Internal regulation governing inside information and the set-up of a list of persons who have access to insider information
  - General Remuneration Policy
  - Internal Control Guidelines
  - Internal Auditor Mandate
  - Organizational Management and Control Model pursuant to Decree 231
  - Code of Ethics
  - Privacy regulation
  - Diversity policy
  - Assignment of Powers and Delegations Regulation
  - Whistleblowing policy and respective procedure
  - Sanctions Policy.
  - Long-term incentive based remuneration scheme;





# DIS' ESG – Social responsibility

**DIS seeks a diverse and inclusive work environment, where team work is highly valued. The high levels of employee satisfaction result in high retention rates.**

- 24 onshore personnel as at 31 December 2022;
- 593 seagoing personnel as at 31 December 2022;
- 92% retention rate for onshore personnel in 2022;
- 92% retention rate for seagoing personnel in 2022;
- Cultural diversity in workforce with 19 nationalities represented (onshore and seagoing) as at the end of 2022;
- Balanced gender mix with women representing 41.7% of our onshore employees as at the end of 2022;
- 114 hours of training ashore personnel and 30,486 hours of training onboard personnel in 2022.







# UN'S SUSTAINABLE DEVELOPMENT GOALS.

DIS' Sustainability Topics	Sustainable Development Goals	DIS' Sustainability Topics	Sustainable Development Goals	DIS' Sustainability Topics	Sustainable Development Goals
Vessel energy efficiency		Integrated management system for ongoing improvement		Ship recycling	
Innovation: Fleet efficiency and safety		Occupational health and safety		Stakeholder engagement	
High quality of services		People care		Waste reduction and material recycling	
Business ethics		Value generated and distributed		Multicultural approach	
Protection of marine biodiversity		Personnel training and development		Promoting public attention towards social, cultural and environmental topics	
Atmospheric emissions and climate change		Sustainable supply chain		Consumption of water and energy in offices	




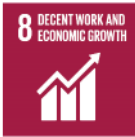

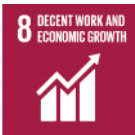






**Our approach to sustainability starts with the United Nations Sustainable Development Goals. By aligning with these goals DIS has joined the movement towards a more peaceful and prosperous planet.**







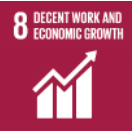
# UN'S SUSTAINABLE DEVELOPMENT GOALS.

DIS' Sustainability Topics	Sustainable Development Goals	Activity performed by DIS
Vessel energy efficiency	 	<ul style="list-style-type: none"> <li>• Renewal of the fleet with "Eco" vessels, in line with IMO directives, thanks to the implementation of innovative technologies.</li> </ul>
Innovation: Fleet efficiency and safety		<ul style="list-style-type: none"> <li>• Projects aimed at improving vessel performance from an environmental viewpoint and in terms of onboard safety and efficiency.</li> </ul>
High quality of services	 	<ul style="list-style-type: none"> <li>• Highest attention to the service offered, through qualified and updated staff, appropriate equipment, on-board inspections, process control and effective internal communications;</li> <li>• Customer engagement through: direct communications, complaints and reports, internal ship reports and feedback on service quality.</li> </ul>
Business ethics	 	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations;</li> <li>• Honesty, fairness and transparency in everyday actions, avoiding situations of conflict of interest and unfairness towards competitors;</li> <li>• Respect for personal data and confidential information;</li> <li>• Respect for the dignity of individuals;</li> <li>• Respect for the environment and the community.</li> </ul>
Protection of marine biodiversity		<ul style="list-style-type: none"> <li>• Minimum impact of activities on environmental integrity at all times and in all places;</li> <li>• Ongoing prevention of every possible form of pollution, with a zero pollution goal.</li> </ul>
Atmospheric emissions and climate change	 	<ul style="list-style-type: none"> <li>• Activities to raise awareness on climate change issues in personnel and the community;</li> <li>• Implementation of activities seeking to reduce damages to individuals caused by water and air pollution.</li> </ul>





# UN'S SUSTAINABLE DEVELOPMENT GOALS.

DIS' Sustainability Topics	Sustainable Development Goals	Activity performed by DIS
Integrated management system for ongoing improvement	 	<ul style="list-style-type: none"> <li>• Transparent statement of policies governing operations on board managed ships - in order to ensure safety and efficiency - and of the methods to respond to unscheduled events;</li> <li>• Identification of a basic reference for all the management documents needed for checking the Group's daily activities.</li> </ul>
Occupational health and safety		<ul style="list-style-type: none"> <li>• Protecting the health and well-being of employees by reducing occupational risks from exposure to hazards;</li> <li>• Preventing hazardous actions, injuries, illnesses, accidents to personnel, material and environmental damage;</li> <li>• Improving the safety of all employees by developing first of all an internal culture of safety.</li> </ul>
People care	 	<ul style="list-style-type: none"> <li>• Application of adequate remuneration and economic benefits for personnel, also to ensure adequate social protection.</li> </ul>
Personnel training and development		<ul style="list-style-type: none"> <li>• Adequate training for all personnel, allowing them to carry out their job better and increase their skills and abilities, without distinction of sex or ethnicity.</li> </ul>
Sustainable supply chain		<ul style="list-style-type: none"> <li>• Accurate supplier assessment and selection, also based on energy performance and including possible performance of inspections and controls;</li> <li>• Collection of full and clear details on purchase orders and on responsibilities.</li> </ul>







# UN'S SUSTAINABLE DEVELOPMENT GOALS.

DIS' Sustainability Topics	Sustainable Development Goals	Activity performed by DIS
Ship recycling		<ul style="list-style-type: none"> <li>Preparation of hazardous material inventories on all new buildings and on the existing fleet.</li> </ul>
Stakeholder engagement		<ul style="list-style-type: none"> <li>Stakeholder mapping and detection of needs and expectations of each category and of related actions.</li> </ul>
Waste reduction and material recycling		<ul style="list-style-type: none"> <li>Plastic-free project in the Group's offices;</li> <li>Separate waste collection in all d'Amico offices.</li> </ul>
Multicultural approach		<ul style="list-style-type: none"> <li>Cultural integration in DIS' offices and onboard all ships.</li> </ul>
Promoting public attention towards social, cultural and environmental topics		<ul style="list-style-type: none"> <li>Training activities in support of solidarity initiatives and cultural initiatives.</li> </ul>
Consumption of water and energy in offices		<ul style="list-style-type: none"> <li>Reducing travel between offices and increasing use of video conference and conference call systems.</li> </ul>



Thank you!

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