

## Sustainability Policy Statement 2022



This commitment is guided by our core values of fellowship, craftsmanship, stewardship and entrepreneurship. In order to ensure global prosperity for the next generations and to keep the earth habitable with an ever-increasing world population, it is essential that we use the water and the seabed not only productively, but also as responsibly as possible.

Our dedication to our environmental, social and economic responsibilities includes working within the spirit of the law and voluntarily exceeding legal requirements. We seek to be innovative and to demonstrate leadership on the aspects of sustainability that are important to us and our stakeholders.

We design, manufacture, repair, and service maritime solutions which enable us to have positive outcomes for our employees, clients, local communities and suppliers while preserving our oceans.

### It is therefore our commitment to:

### Embed sustainability principles in everything we do by:

- · Getting all our employees engaged;
- Developing a strong and compliant organization, through our supply chain;
- Measuring our efforts and being transparent to our internal and external stakeholders.

### Make our business operations sustainable by:

- · Ensuring safe and healthy working conditions for all those involved in our activities;
- Reducing our environmental footprint;
- · Giving back and having a positive impact on the communities near our yards.

### Develop sustainable maritime solutions that:

- Offer a pathway to net zero emissions by using renewable energies and alternative fuels;
- Integrate the principles of circular design;
- · Innovate, integrating the latest (digital) technologies that enable sustainability.

'Our objectives are closely linked to the United Nations' Sustainable Development Goals (SDGs), demonstrating our commitment to active participation in the UN's 2030 agenda. Senior management will review these goals every year and we will publicly report on our annual progress."

Arnout Damen June 2022







Contributes to:



### **Sustainable organisation**

Becoming the most sustainable shipyard means transforming the Damen organization now so that it will be responsive in the future. It means building a strong organisation where the principles of sustainability are fully embedded across all our businesses. To do this we focus on communication to make sure that all employees are aware not only of our ambition and expectations, but also of how they can contribute directly or indirectly to our goals. It is also about making sure that our efforts take place within an efficient framework that allows close monitoring and reporting of our performance. Damen is also committed to creating a diverse team with special attention paid to gender equality and the integration of the next generation into what is still a male-oriented and conservative industry. Damen must represent the society around us and that includes embracing diversity and being committed to a sustainable future.

# **ا**ک

#### **Employee commitment**

Providing the skills, knowledge and opportunity to create a sustainable organization and influence people around us. As well as cooperating with educational establishments to provide students with learning opportunities, Damen offers on-the-job training throughout the group.



### Legal and Compliance

Increasing equality in the maritime world. Damen is committed to gender equality in terms of hiring, career development and salary scales, at all levels of the organization.



### **Performance Monitoring**

Developing a strong and compliant organization, through our supply chain. Damen is committed to providing good working conditions, fully compliant with international regulations, wherever it operates around the world. Our work building on location ensures the development of sustainable industry in the communities in which we operate, leading to increased employment prospects.



### **Sustainable business operations**

Being aware of the impacts that we make as a company on the people and the environments in which we operate is all part of what we call keeping our house in order. We cannot expect our employees to involve themselves in sustainability if we are not making sure that we are operating in ways that are aligned with our ambitions. Therefore we are committed to reducing our impact on the environment, keeping our people safe, providing good working conditions, and of course engaging with the local communities around us. We aim to stimulate local business through our employees, suppliers and co-makers. So when we invest in the local communities we always have the feeling of also investing in the Damen family, enforcing our aim to be one Damen.



### **Occupational safety**

Protecting the health of our people and communities. In our operations, safety and well-being of personnel is paramount. Damen has robust processes in place to ensure incident avoidance and the control of hazardous materials.



### **Environmental footprint**

Optimizing our production processes to avoid waste, limit water consumption and reduce CO2 emissions to a minimum. Circular principles are being advocated to our production yards, with strict requirements for waste segregation and handling.



### Local communities

Giving back to society through strong partnerships. All our yards have specific projects underway that are aimed at giving back to the communities around them. Through both large and small actions, we aim to build strong partnerships that give back to the community.



### **Design for sustainability**

It is the nature of our business that our products and services have a significant impact on the world around us. This is because of the materials we use, the extended lifetimes of our products and their end of life. That's why we believe in integrating sustainability as early as possible in the design of our vessels and taking the transition to the circular economy seriously. We need to be responsible for the products that we are putting on to the market and with our new division we are doing just that: keeping ownership and responsibility, offering maritime solutions as a service to our customers and stimulating the transition to new technologies by making them the obvious choice.

Damen vessels are a sign of quality and we believe a sustainable company is one that innovates. That's why we invest in our internal Research and Development team, and work in partnership with different companies from start-ups to well-known leading businesses.



#### Zero emission

Building efficient vessels using clean energy.

We are working towards the tandardization of efficient solutions, so we can present the market with affordable cleaner solutions.

Cooperating towards innovation and infrastructure improvement.

Damen's work as an integrator – a complete maritime solutions provider - means our work goes beyond just the vessel. We are working in partnership with our co-makers and suppliers to develop innovative solutions.

Designing solutions that limit their impact on local communities.

Zero emissions public transportation improves the quality of life around the areas in which they operate. Our Customer Finance options improve our clients' access to cleaner technologies.



#### Cradle to cradle

### Building our vessels from cradle to cradle.

We are integrating responsible production and consumption practices into our design and manufacturing processes, and finding ways to objectively measure our performance.



### Innovation

### RD&I for future proof designs.

Our research work has ensured that our next generation of vessels will be capable of making a positive contribution towards climate action. Our products are increasingly drawing upon renewable and zero emissions technology.

Design, production and product performance are optimized towards low impact on life below the water surface.

Our R&D and Innovation team is focused on minimizing our impact on underwater life. This includes reducing products' noise and emissions.



