



TIGM
TOP GLORY MARINE

ESG Profile

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VISION

Becoming the environmentally responsible leading waste management company of choice in the shipping industry and beyond.

MISSION

TGMs objective is to drive sustainability throughout the waste management process and generate viable efficiencies for its customers and suppliers in a fully transparent, measurable and sustainable manner.

INTRODUCTION

Founded in 2013 in Oldenburg Top Glory Marine Service is the first platform provider for ship's waste management worldwide. The platform connects waste disposal companies, ship owners and ship managers. As TGM, we are aware of our responsibility towards our employees, our supplier network and our customers with regard to sustainable corporate governance. A significant influence on our actions and the design of our environmental and quality management system are the UN sustainable development goals.

Environment

As an ISO 14001 certified company, we emphasize sustainable operations, both in the ports by our suppliers and in our own offices.

It is our concern to consider the complete waste management cycle and to identify and involve the necessary actors.

We take care of a high environmental and quality standard of our services as well as our offices.

We are communicating our zero spill and anti-pollution policy to our supplier network as Key Performance Target.

Beyond our day-to-day business, we strive to develop additional business models that support and expand our existing approach to sustainability.

Our supplier network is global and aligned with our customers' main transport routes. The TGM Suppliers shall acknowledge the importance to protect the environment and will be guided through our Supplier Code of Conduct. We encourage our Suppliers to commit to the principles stated in our Supplier Code of Conduct not only when conducting business with TGM but generally in all their business operations.

Main focus for the TGM Suppliers shall be to operate in an environmentally responsible and efficient manner with regards to:

- + Minimize adverse impacts on the environment
- + Comply with all applicable environmental laws and regulations
- + Reduce the environmental impact of all services provided
- + Set and review targets and objectives for the protection of the environment
- + Continuously improve their environmental performance and environmental management systems
- + Train their employees in all relevant matters of environmental protection
- + Focus on CO2 reduction, and recycling material back into the production



We as TGM serve ship managers and shipowners who participate in global trade with seagoing vessels of all kind and also have the requirement that the services for their fleet are of a sustainable nature. In order to provide maximum support to customers in the specific field of waste management in terms of sustainability around our service, our portfolio also covers the following points:

- + **Support the customer in monitoring their waste streams via TGM-developed software Enviro Fleet Cloud (EFC)**
- + **Train the customer in using EFC for their own analysis**
- + **Offering customized solutions for EFC customer accounts with regards to customized KPIs**
- + **Encourage and guide customers to reduce waste production especially plastic waste on board their vessels**
- + **List of measures to reduce waste especially plastics**

Furthermore, we are in active exchange with our customers in order to expand our portfolio in this area.

Social

The social aspect is very important to us at TGM. We depend on responsible and highly motivated employees in the team. We respond to the needs and ideas of our employees to promote our open working culture. This includes our understanding to be a role-model employer, emphasizing not only on avoiding discrimination in any form. Our aim is to be a diverse company throughout all hierarchy levels offering a good work-life-balance for our team and aiming for a low employee turnover rate.

We are committed to keeping our hierarchy levels flat to encourage our employees to contribute their own ideas for the development of the company and for their own development.

Our office is centrally located and therefore easily accessible for all employees. We encourage our employees to mainly use public transport when commuting to work.

Further acknowledging our social responsibility, we regularly support maritime non-profit associations.

Our suppliers and customers are also expected to live up to their social responsibility and commit to the following standards, as we do:

- + **Be in compliance with all applicable laws regarding wages, working hours and conditions as well as the prohibition of child labour,**
- + **Not engage in discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards and access to training**
- + **Provide a safe and healthy working environment for their employees**
- + **Maintain and enforce anti-drugs and alcohol policies**

Corporate Governance

As a company, we have committed to the following main points in order to meet the expectations of our stakeholders and shareholders:

- + **Ensure an independent and transparent management**
- + **Operating with a supervisory board that advises and monitors the executive board**
- + **Commitment to international anti-corruption and anti-bribery laws**
- + **Frequent conduct of internal as well as external audits to maintain ISO 9001 and 14001 standards**
- + **Be in compliance with International Industry Standards of the shipping and waste disposal industry and frequent monitoring for any changes**

Additionally, we require our suppliers and customers to comply with all applicable international anti-corruption and anti-bribery laws. Suppliers must not give or offer to give, anything of value, or make any improper payments, directly or indirectly, to any government official, employee of a government-controlled company, or political party, customer or private third party, in order to obtain any improper benefit or advantage.

CONTACT

TOP GLORY MARINE SERVICE GMBH & CO. KG, MARIE-CURIE-STR. 1, D-26129 OLDENBURG / E. info@topglorymarine.de / www.topglorymarine.de