



SUSTAINABILITY & SOCIAL RESPONSIBILITY POLICY

The purpose of this policy is to define the ways that Sustainability & Social Responsibility is integrated into the culture of Diaploous, as well as determining the Stakeholders of the Company's line of business, their relationship, and the ways Diaploous can be held accountable to them. Finally, the Company will recognize its impact, the interests, and the expectations regarding Sustainability & Social Responsibility.

1. Terms & Definitions

- **Sustainable Development:** Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.
- **Corporate Social Responsibility:** Corporate social responsibility (CSR) is a self-regulating business model that helps a company be socially accountable—to itself, its stakeholders, and the public. It contributes to Sustainable Development of the company.
- **Stakeholder:** Individual or group that has an interest in any decision or activity of an organization.
- **SDGs:** The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The [17 SDGs](#) recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

2. Sustainable Development & UN Ten Principles

Diaploous is committed in contributing to the SDGs and the [Ten Principles](#) of the United Nations Global Compact, through integration of the latest sustainable targets in its business strategy, culture, and daily operations. We aspire to protect and promote values regarding Anti-Corruption, Human Rights, Environment, Well Being, Innovation, Fair Labour, Peace, Equality & Inclusivity and Partnership for the Goals by applying Best Management Practices and comply with respective legislation.

We also commit to share our targets, actions, and results with our Stakeholders (when applicable) using our primary channels of communication, in order to initiate a dialogue regarding best and emerging practices.

It is important to note that an effective Sustainability Plan includes both usual and out-of-usual-business that doesn't conflict society's, environment's and stakeholder's best interests. Thus, Diaploous is investing in educating the office personnel on CSR culture while focusing on making every operation viable in order not to jeopardize the future of the next generations.



3. SDGs

The board above is picturing the UN SDGs. Each of the goals is divided to targets, in order for the implementation to be more realistic and approachable. All office personnel are expected to be gradually familiarize with the concept of the goals.

Diaploous is already contributing to most of the SDGs by various business operations (ie Procedures Certified by ISO) and plans to contribute even more essentially and strategically.

4. Sustainable Ocean Principles Endorsement

Being committed to the SDGs naturally puts Diaploous on the map of a leading Sustainable Development Plan. As such, it is of high importance to become part of a community of businesses and organizations protecting all the values mentioned above by pursuing a holistic approach.

Taking into consideration that our operations are mainly focused on ocean business, we are responsible for also endorsing the UN **Sustainable Ocean Principles**. As described in Sustainable Development **Goal 14 on Life Below Water**, there is an urgent need to protect and restore the health of the ocean, which is rapidly deteriorating due to increasing temperatures, acidification, depletion of natural resources and pollution from land and sea. Businesses have a shared responsibility, alongside Government and civil society, to take necessary actions to secure a healthy ocean. These Sustainable Ocean Principles provide a framework for responsible business practices across sectors and geographies.

5. Stakeholders

The following diagram concerns the Stakeholders of Diaplous Maritime Services:



By recognizing its Stakeholders, Diaplous can develop effective organizational governance, including sustainable development into its core subjects. The expectation/ impacts ratio in Company's relationship with Society can be balanced. Also, Company's impact to Stakeholders can be shifted according to our chosen sustainability strategy.