



**SHIPOWNERS**

SECURITY FOR SMALL & SPECIALIST VESSELS

# Corporate Responsibility Report 2022

THE SHIPOWNERS' CLUB



**“Responsibility and accountability have always been at the core of what we do at the Shipowners’ Club. Our Corporate Responsibility strategy is the way in which we seek to identify and address the corporate responsibility issues and opportunities we encounter, with the aim of having a more positive impact on our staff, stakeholders, the environment and society at large.”**

**Louise Hall**  
 Director of Loss Prevention/Corporate Responsibility



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[+ Read more in the report](#)

[➔ Read more online](#)

[📷 See our Glossary of Images](#)





# Foreword



Every policy or strategic initiative instituted by the Board and implemented by management is done in the best interest of the Club's Members.

A key part of the Club's profile is the unique and specialist nature of its Members' operations undertaken in every corner of the globe. Our aim has always been to offer products and services which are relevant to our Members' operations, and which meet the exacting demands of our ever-expanding Membership. Every decision of the Club's Board and management upholds the Club's Core Values, Mission and underpinning Vision of – Ensuring Peace of Mind.

It is with this in mind that the Club is proud to present its first Corporate Responsibility (CR) Report. The Report details the Club's journey so far and highlights the progress that has been made to establish and ensure the foundations of an Environmental, Social and Governance (ESG) framework are integrated into our CR strategy, business processes and governance framework to sustain the business into the future. This ethos is reflected in one of the Club's key guiding principles:

'We will strive to incorporate and embrace a CR strategy that focuses on the long-term sustainability of the Club whilst adding value to its business activities for the benefit of our Membership.'

We truly strive to achieve a CR strategy that will add value to our organisation's activities by ensuring that our operations not only avoid having a negative effect but in fact benefit the environment, society and the economy. We have been working closely with our stakeholders to create a positive impact by establishing and maintaining a proactive approach that will further our interests and those of the wider society, whilst always being guided by the fundamental principle of keeping the unique operations of our Members at the front and centre in all that we do.

The Club's CR journey has only just begun and as we look to its development, we will continue to be transparent, engage with our stakeholders, and seek opportunities to create value for the benefit of all as we embrace a more sustainable future.

**Donald A. MacLeod KC**  
Chairman

**Simon Swallow**  
Chief Executive

**"We will strive to incorporate and embrace a CR strategy that focuses on the long-term sustainability of the Club whilst adding value to its business activities for the benefit of our Membership."**

**Donald A. MacLeod KC**  
Chairman

**Read more online**  
[Our Board of Directors](#)

## GRI Series

100

**Universal Standards**



**Read more**

[GRI Content Index](#)



**Read more online**

[UN Sustainable Development Goals \(SDGs\)](#)

## UN SDG

16

PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



## At a Glance



### Governance

When embarking on the Club's sustainability roadmap, ensuring the appropriate CR Governance was in place was a priority and this has led to the establishment of robust internal systems.

# A rating

ESG impact of the Club's investment portfolio.

Trust & Satisfaction of Members, Risk Management, Transparency & Reporting, Sustainable Operations, Decarbonisation, Health & Wellbeing of Staff and Seafarers and Equality, Diversity & Inclusion have been identified through a materiality survey as priorities for the Club and all stakeholders.

# 0

amount of monetary losses associated with bribery or corruption.

[+ Read more on Governance](#)  
page 7



### Environmental

Minimising environmental impact, including decarbonisation, is a global concern. Engaging and learning from our Membership, in conjunction with industry bodies, is fundamental in ensuring we continue to offer insurance solutions and services that support our Members into the future.

# 1,369.65 tonnes CO<sub>2</sub>e

total emissions emitted by the Club's operation in 2019.

# 97%

of applicable vessels whose flag state require a Carbon Intensity Indicator (CII) rating.

Dedicated 'emission reduction' platform on the Club's website to ensure Members are kept up to date on industry measures, regulation and technological advancements.

[➔ Read more online](#)  
[Reduction on emissions](#)

[+ Read more on Environmental](#)  
page 16



### Social

When considering the Club's responsibility to society, three communities have been identified; namely the Club's employees, the seafaring community and the local community in relation to its office locations.

# 23.4 hours

the average time each employee spent on learning & development.

# 90%

employee retention rate.

# 3,400 downloads

of the ISWAN App since launched.

[+ Read more on Social](#)  
page 20



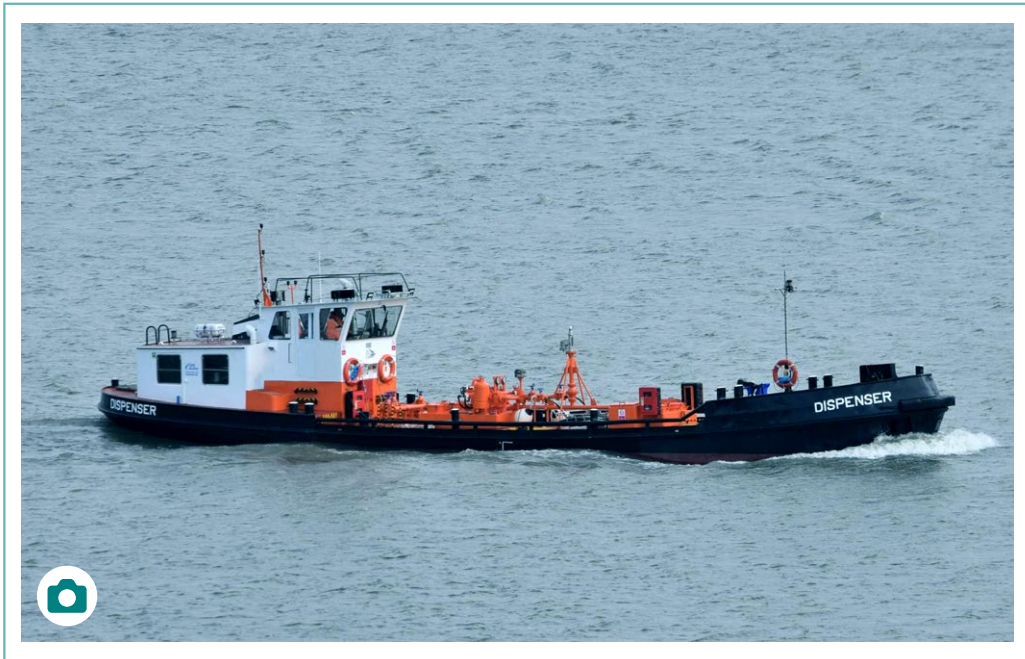
# The Club's Corporate Responsibility Journey

## In 2019, the Club commenced the development of its CR strategy.

In line with its mutual ethos, this work has been undertaken against the backdrop of always ensuring that any related task:

- is transparent to all stakeholders;
- is proportionate, fit for purpose and complements the Club's business model rather than destabilising it; and
- is of benefit/value to its Membership.

These CR principles have ensured that the Club's strategy has retained its focus, assisted by the engagement of subject matter experts to provide guidance when the need has arisen. This included the Club engaging with specialists from the University of Birmingham to assist in the development and implementation of a robust CR strategic roadmap. The resulting work informed the Club's short, medium and long term rolling CR strategy plans, based on ISO 26000's seven core subjects of social responsibility. These fluid plans remain in place, adapting on a continuous basis so that they continue to develop as the Club progresses on this journey.



## Seven core subjects of social responsibility



### Organisational governance

Decisions are to be made in consideration of the expectations of society. Accountability, transparency, ethics, and stakeholders should be factors in the organisation's decision-making process.



### Human rights

All humans have the right to fair treatment and the elimination of discrimination, torture, and exploitation.



### Labour practices

Those working on behalf of the organisation are not a commodity. The goal is to prevent unfair competition based on exploitation and abuse.



### Environment

The organisation has a responsibility to reduce and eliminate unsustainable volumes and patterns of production and consumption and to ensure that resource consumption per person becomes sustainable.



### Fair operating practices

Building systems of fair competition, preventing corruption, encouraging fair competition, and promoting the reliability of fair business practices help to build sustainable social systems.



### Consumer issues

The promotion of just, sustainable, and equitable economic and social development with respect to consumer health, safety, and access is the organisation's responsibility.



### Community involvement

The organisation should be involved with creating sustainable social structures where increasing levels of education and wellbeing can exist.





# Environmental, Social and Governance



The Shipowners' Club Board and management team are committed to Corporate Responsibility.

It is with this in mind that the management team have been mandated by the Club's Board to implement an appropriate strategy to add value to its organisation's activities and to ensure that its operations have a positive impact on the Environment, Society, and the economy through strong corporate Governance (ESG).

The Club works with stakeholders to achieve this goal by establishing and maintaining a proactive approach through various actions to address the interests of the Club, its communities and those of the wider society.

**“Companies have the incredible capacity of creating wealth for their stakeholders, while at the same time eradicating inequality, injustice, and environmental pollution.”**

**Dr. Yves Wagner**  
Director of the Association

[Read more online](#)  
[Our Board of Directors](#)







## Governance

**“The Corporate Responsibility of the Club needs to be reflected in all that we do. We have the ability to invest in the future by ensuring environmental and social sustainability.”**

**Rev. Canon Stephen Miller**  
Director of the Association

[Read more online](#)  
[Our Board of Directors](#)



### GRI Series

**100**

**Universal Standards**

**200**

**Economic Disclosures**

### UN SDG



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## Governance

# CR Governance

When embarking on the Club's sustainability roadmap, ensuring the appropriate CR Governance was in place was a priority and this has led to the establishment of robust internal systems.

A sample of some of the measures that have been undertaken/implemented include:

- The Club's operational processes were aligned with the Global Reporting Initiatives (GRI) framework (Appendix I). In addition, the UN Sustainable Development Goals (SDGs) have been reviewed to identify the Club's target areas. These have been highlighted throughout the report, where appropriate.
- CR was incorporated into the key guiding principles of the Club's 2021 business plan 'We will strive to incorporate and embrace a CR strategy that focuses on the long-term sustainability of the Club whilst adding value to its business activities.'
- The Club's operating policies and procedures were reviewed from a CR perspective.
- An internal governance framework was developed. This included a defined reporting structure, the appointment of a Director responsible for CR and the adoption internally of CR specialists (Appendix II). This is further enhanced with the formation of the CR Advisory Committee (CRAC) (Appendix III), comprised of managers and executive level staff from all areas of the business, to facilitate internal stakeholder engagement.

- CR was added to the Club's risk register.
- Staff were kept apprised of progress against the CR strategy and a dedicated area on the Club's intranet was developed to ensure transparency.
- Environmental, Community and Equality, Diversity and Inclusion (EDI) Committees (ECE) were established to support the Club's CR strategy.
- The Club's Code of Conduct was developed. The Code of Conduct is built on the foundation of an effective corporate governance framework. The Club also has policies in place on modern slavery, antibribery, sanctions, data protection, money laundering and whistle blowing. To ensure familiarity with the set down requirements, mandatory, annual training is undertaken by all staff.
- The Club is a member of several associations which serve as a platform to keep abreast of industry developments while representing our diverse Membership (Appendix IV).
- The creation of a bespoke CR brand for the Club. This iconography is utilised, including within this report, to enable the reader to identify which ESG area the matter being discussed falls under.

### + Read more

[Appendix I](#)  
[Appendix II](#)  
[Appendix III](#)  
[Appendix IV](#)

### ➤ Read more online

[Global Reporting Initiatives \(GRI\)](#)  
[UN Sustainable Development Goals \(SDGs\)](#)  
[Code of Conduct](#)



**“Mutuality places a greater expectation on the Shipowners' Club in respect of Environmental, Social and Governance transparency and inclusivity: we must not only behave in a corporately responsible way but we must also reflect the CR aspirations of our Members worldwide. CR must become a 'front of mind' attitude throughout the Club, informing every decision and every action.”**

**Richard Knight**  
 Director of the Association

**➤ Read more online**  
[Our Board of Directors](#)





## Governance

### Spotlight: Code of Conduct

**The Club is committed to being the partner of choice for our stakeholders by providing a high level of service and support to them when needed. We do this by striving to achieve our Vision 'Ensuring Peace of Mind'.**

**Instrumental to this ambition is our partnerships with our trusted partners worldwide. Our partners are an extension of the Club and therefore it is imperative to ensure that the standards we set ourselves are reflected in the services they provide.**

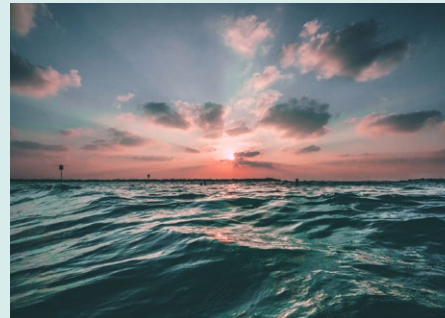
As a part of our CR activities, it is important that we ensure our ethos and ethics, that we strive to achieve, are understood by our partners and their supply chains.

We recognise that due to the many different partners we work with worldwide and given the challenges of operating in different environments under different constraints, embracing these fundamental CR principles beyond mandatory legal requirements may not be immediately possible.

However, as a Club on its own journey towards delivering a coherent CR strategy, and as part of our commitment to maintaining our required standards and values across our entire network, we have developed our Code of Conduct.

It is our expectation that our partners will make best efforts to meet or exceed the Club's Corporate Responsibility Code of Conduct which is structured around the standards we seek to achieve in all that we do.

[Read more online](#)  
[Our Code of Conduct](#)



Shipowners' Club

## Code of Conduct

### Introduction

At Shipowners Club (the "Club") we are committed to being the partner of choice for our stakeholders by providing a high level of service and support to them when needed. We do this by striving to achieve our Vision 'Ensuring Peace of Mind'. Instrumental to this ambition are our partnerships with our trusted partners worldwide. Our partners are an extension of the Club and therefore it is imperative to ensure that the standards we set ourselves are reflected in the services they provide.

As a part of our Corporate Responsibility activities, it is important that we ensure our ethos and ethics, that we strive to achieve, are understood by our partners and their supply chains. We recognise that working with many different partners worldwide, operating in different environments and under different constraints, embracing these fundamental principles, beyond those mandatory legal requirements, may not be immediately possible. However, as a Club on its own journey towards delivering a coherent Corporate Responsibility strategy, and as part of our commitment to maintaining our required standards and values across our entire network, we have developed this Code of Conduct.

It is our expectation that our partners will make best efforts to meet or exceed the Club's Corporate Responsibility Code of Conduct which is structured around the standards we seek to achieve in all that we do and is set out below.

**Our core values underpin our Code of Conduct. They are:**

**Customer & Community**  
To build relationships based on honesty and integrity.  
To provide 24/7, high quality service regardless of proximity.  
To drive welfare and safety.

**Operations**  
To protect and indemnify.  
To provide high quality products that meet our customer needs.  
To provide a disciplined underwriting approach and fairness in claims handling.

**Finance**  
To ensure stability of premiums.  
To make prudent investments.

**People**  
To expect safety, care and support for each other.  
To strive to do the best, every day.  
To provide an environment that maximises potential.

**Ensuring peace of mind**







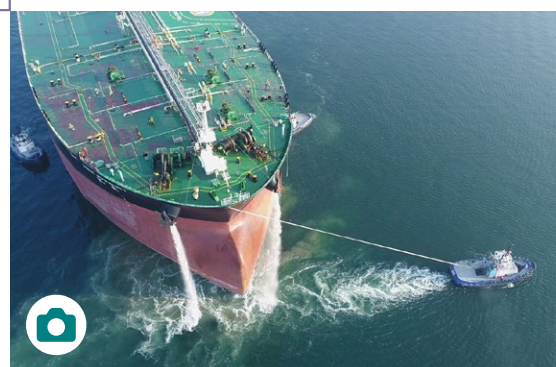
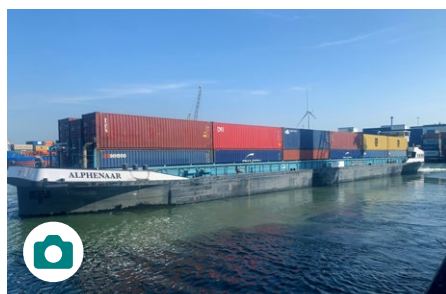
## Governance

# Global Reporting Initiative Standards

The Club has aligned itself with the Global Reporting Initiative (GRI) Standards, in both the development of its CR strategy and when reporting on related activities, including the CR Report.

The GRI Standards support broad and comprehensive disclosures on organisational ESG impacts. Elements of the Taskforce for Climate-Related Financial Disclosure (TCFD) and Sustainability Accounting Standards Board (SASB) Standards have also been considered to ensure the Club takes a practical approach and meets the requirements of a broad range of stakeholders. The Club continues to monitor the requirements of its regulators around the world such as the Commissariat Aux Assurances (CAA) in Luxembourg, Hong Kong Monetary Authority (HKMA), Prudential Regulation Authority (PRA), Financial Conduct Authority (FCA) in the UK, Bermuda Monetary Authority (BMA) and Monetary Authority of Singapore (MAS) and is responding accordingly.

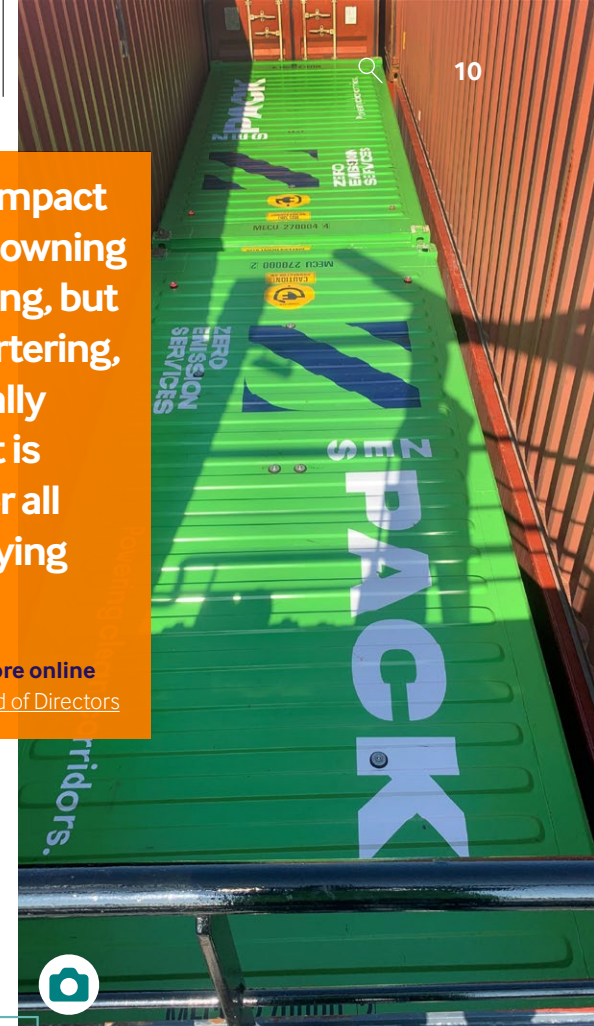
This alignment to the GRI standards, which includes a mapping exercise and the production of this report for the Club's stakeholders and subsequent workstreams (such as the undertaking of the materiality assessment), has been undertaken on a voluntary basis and therefore has not been validated externally.



“For our Members, the ESG impact is important at all stages of owning and managing ships including, but not limited to, building, chartering, crewing, bunkering and finally recycling. For us as a Club, it is crucial that we also consider all of these aspects when carrying out our business.”

**Peter Sydenham**  
Director of the Association

[Read more online](#)  
[Our Board of Directors](#)



1 The full mapping exercise is available in Appendix I.





## Governance

# Materiality Assessment

As part of any organisation's CR strategy, an important milestone is to identify the ESG issues that are most material to the organisation's long-term sustainability.

As part of the process 16 issues were identified that were relevant and considered important to the Club as an insurer and a member of the maritime industry. These issues were prioritised by the CRAC, the Club's internal stakeholder working group, in relation to the Club's sustainability as a business, as well as its ability to influence them.

When considering materiality, it is also essential for an organisation to clearly identify their key stakeholders to consider how important these issues are to them and to establish where their interests align, or not.



### + Read more

[Glossary of Terms and Images](#)

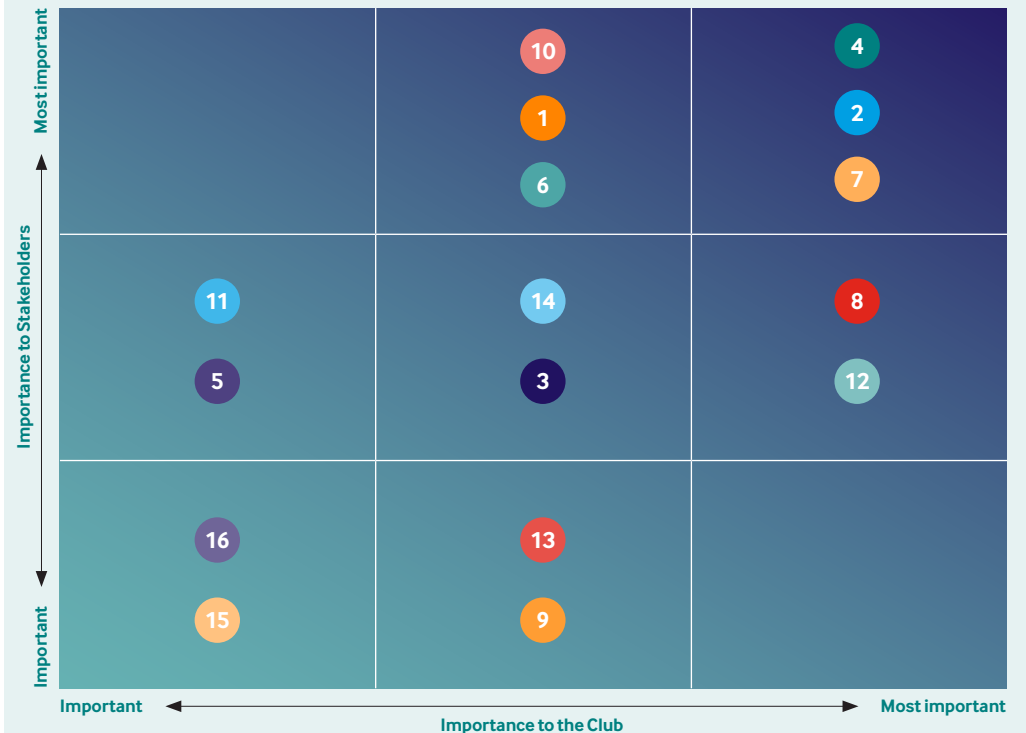
The Club's stakeholders identified for inclusion in the materiality assessment were Members, brokers, reinsurers, the Board of Directors, credit rating agencies and employees.

This assessment was undertaken in several ways with all Board members and staff invited to complete a short survey to understand how important these issues were to them personally. A further survey was sent out to a targeted selection of Members, based on a variety of vessel types, trading areas and operation size to understand the impact to them as a business. In addition, a desktop analysis of the Sustainability Reports of the Club's other stakeholders was performed.

All the issues will have an influence on the Club's sustainability and therefore are incorporated into its CR strategy. The results of the materiality assessment continue to inform the Club's priorities going forward. Trust & Satisfaction of Members is at the forefront of all of the Club's operations, including its CR activities, and so is rated with high importance for the Club and its stakeholders. This is supported by a commitment to Transparency & Reporting. Unsurprisingly as an insurer, Risk Management is also ranked highly as it is crucial to the Club's sustainability especially as new risks, such as sustainable operations, decarbonisation and the impacts of climate change emerge. Finally, people are vital to the industry's long-term success so Health & Wellbeing of staff and seafarers and Equality, Diversity & Inclusion have been identified as priorities for the Club and all stakeholders.

## Materiality Matrix

The results are set out in the 2022 Materiality Matrix which maps the 16 issues and their impacts for the Club and its stakeholders:



- 1 Health, Wellbeing & Safety of Seafarers
- 2 Risk Management
- 3 ESG Investments
- 4 Trust & Satisfaction of Members
- 5 Climate Change
- 6 Carbon Emissions & Decarbonisation
- 7 Health & Wellbeing of Staff
- 8 Transparency & Reporting

- 9 Financial Crime
- 10 Sustainable Operations
- 11 Managing Marine Resources
- 12 Equality, Diversity & Inclusion
- 13 Modern Slavery & Human Trafficking
- 14 Responsible Incident Response
- 15 Community Work
- 16 Waste & Ship Recycling







## Governance

## KPIs

A key output of the Club's CR strategy is Key Performance Indicators (KPIs) that can be used to measure its CR activities, its impact on society and the environment, and identify how these change over time.

To ensure meaningful KPIs were developed, an expert in this field, Biggar Economics, was engaged to perform an impact assessment. As part of this process, the required impact and outcomes were pinpointed which drove the identification of the inputs and activities required to achieve these. This process resulted in the development of the Club's Logic Model. This in turn defined the quantitative summary of activity in the form of KPIs that covered the Club's internal and external operations based on areas such as health and wellbeing of staff and seafarers, diversity in the workplace, productivity, stakeholder ethics and trust and satisfaction of Members. The resulting KPIs can be viewed throughout this report based on a measurement date of 31 July 2022, as well as comparison values from the prior year measured as at 31 July 2021.

 [Read more online](#)  
[Biggar Economics](#)

### Shipowners' CR Strategy – Logic Model

#### Inputs

Corporate  
Responsibility  
Strategy

#### Activities



Organisational governance



Human rights



Labour practices



Environment



Fair operating practices



Consumer issues



Community involvement

#### Outputs

##### • Internal Operations

- Carbon emissions
- Suppliers' conduct
- Productivity
- Diversity in the workplace
- Community projects
- Health and wellbeing of staff

##### • Investments

- Monitor ESG factors in Investment Approach

##### • External Operations

- Carbon emissions from insured activities
- Trust and satisfaction of Members
- Health and wellbeing of seafarers
- Stakeholders' ethics

#### Outcomes

1

Improved health and wellbeing

2

Improved global environment

3

Higher productivity and business performance

4

An increasingly ethical business

#### Impact

Long term viability of the Shipowners' Club





## Governance

# Our Business

Our business is an area that incorporates all elements of ESG. However, the underwriting of the Club's tonnage and its risk appetite initially falls within corporate governance.

The Club's underwriting is governed by a structured framework of procedures and controls that ensures the vessels entered within the Club are of a mutual benefit to all Members.

During 2022, areas of risk which may be perceived to have implications from a CR perspective were identified by considering vessel type, operation, cargo type and overarching industry issues such as decarbonisation and scrap towage. By undergoing this exercise, it enables the Club to monitor the associated developing landscapes and to ensure the Club engages with its Members and the wider maritime industry to ensure it continues to support its Membership towards a sustainable future.

One area of collaboration is the ongoing work with industry to explore ways in which the Club can support its fishing Membership whilst encouraging implementation of sustainable practices. The Club is additionally a signatory and sponsor of The Insurance Industry's Statement Against Illegal, Unreported and Unregulated Fishing (IUU Fishing).



### Read more online

[The Insurance Industry's Statement Against Illegal, Unreported and Unregulated Fishing \(IUU Fishing\)](#)

## Spotlight: Ship Recycling



### As a mutual P&I insurer one of the Club's main aims is to keep Members' vessels operating in the current challenging environment.

We understand that our diverse and global Membership trades in many jurisdictions with differing regulatory requirements. This backdrop is relevant when considering marine operational matters and advising Members of the risks that may be faced including those associated with performing a scrap tow or recycling the vessel itself.

Aside from the legal risks, Members should be aware of the possible reputational risk relating to CR. Ship recycling can have a negative impact on the local community both from an environment and a health and safety point of view.

With no current overarching regulation in force globally, the emphasis is on the stakeholders involved with the scrapping to seek responsible ship recycling options to ensure this is not undertaken to the detriment of the local geographical area and at a cost to human life.

An increasing number of yards are now opting to comply with the Hong Kong Convention (HKC) standards, even though they are not a current legal requirement. In addition where it is not a regulatory requirement, Members may ensure their vessels are prepared for scrapping by developing an Inventory of Hazardous Materials (IHM), even if going to a yard that is not HKC compliant. It is by taking these extra measures that the standards associated with ship recycling will improve.

In relation to scrap tow operations, it is understood that Members may not always be able to influence the final destination of the vessel concerned. However, it will only be possible to improve standards and assist in protecting human life and the environment if ship operators seek to encourage the use of compliant yards or those already complying to the HKC due to the country of location ratifying the standard. By doing this, non-compliant yards will be inclined to make more responsible choices to sustain their business in the future.

### Read more online

[Inventory of Hazardous Materials \(IHM\)](#)







## Governance

# Risk Management

**Risk is the potential for loss or failure to meet the Club's corporate objectives as a consequence of internal or external events.**

Effective risk management is fundamental to the operation of the business, and is embedded through Board-level commitment, management buy-in, understanding and defining what is required of the Managers and staff, continuous improvement through effective monitoring and risk reporting, and cross-process communication.

The Club's policy is to identify all realistic significant risks faced in implementing the business strategy and record them in its risk register.

CR and business sustainability presents both risks and opportunities to the Club and its Members, brokers and broader stakeholder communities. Looking forward, the Club will need to ensure that the impact of CR and sustainability on its operations and activities are well understood and managed across governance, risk management, scenario analysis and disclosure. To that end, CR has been formally added to the Club's risk register.

In addition to the identification, measurement, mitigation, monitoring, management and reporting of the existing risks logged in the Club's risk register, the Club's emerging risk working group meets on a quarterly basis to consider emerging risks and their potential impact on the Club.

Going forward, work will need to be undertaken to understand, in particular, climate risk, and its potential impact on the Club. To that end, the Club has completed an initial exposure assessment to identify potential areas of susceptibility within the Club's operations to physical and/or transition risks, associated with achievement of the Paris Agreement (2015) carbon reduction targets. This assessment has been conducted through the dual lens of the Club's financial statements i.e., balance sheet and income and expenditure line items, and the Club's risk register.

Given that climate related financial risk is in the relatively early stages of being explored by global regulators our work is ongoing.

**“Our risk management framework gives us the tools to identify, measure, mitigate, monitor, and manage the CR and business sustainability risks we face as a Club. It also provides us with a lens through which to evaluate the opportunities that transition to a net-zero economy brings to the Club and its stakeholders.”**

**Marcus Tarrant**  
Chief Actuary



**0.11%**

proportion of entered vessels detained following a Port State Control Inspection.

**0**

amount of monetary losses associated with bribery or corruption.

**+ Read more**  
[Our KPIs](#)

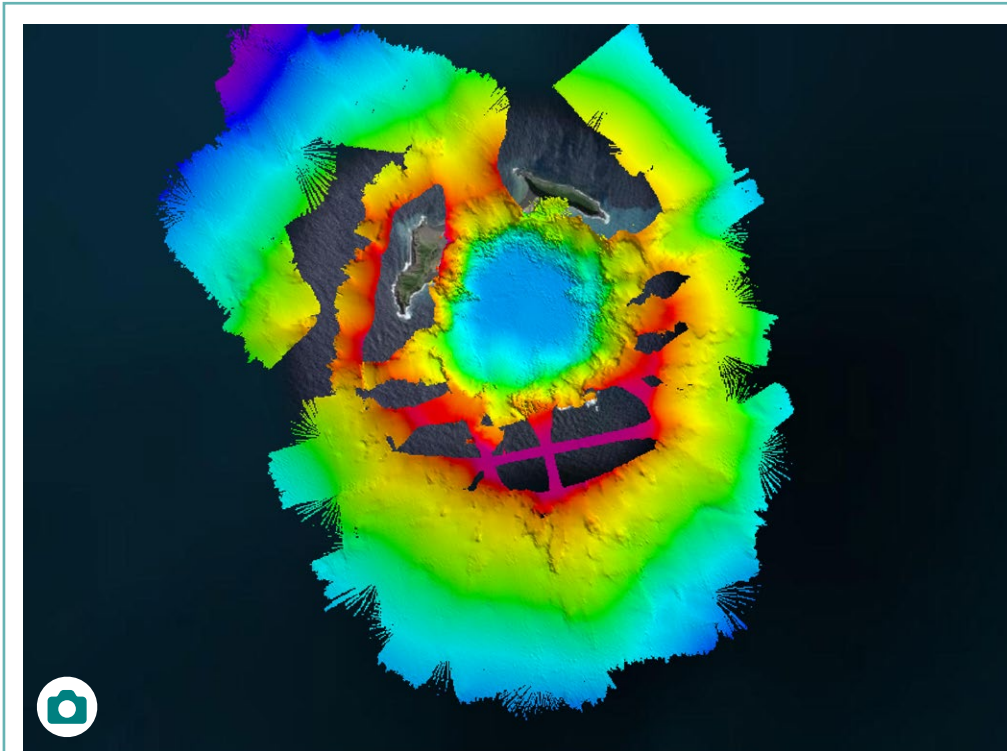




## Governance

# Investments

During the course of 2022 the Club's Board received a report on the ESG credentials of the Club's investment portfolio. This report was prepared by the Club's investment advisor, Bergos AG. Bergos AG have utilised the work of a world leading research firm in assessing the ESG positioning of the portfolio.



# A rating

ESG impact of the Club's investment portfolio.

[+ Read more](#)  
[Our KPIs](#)

In assessing the ESG impact of a portfolio, the approach considers each aspect of:



## Environmental

including carbon emissions, biodiversity and land use, water stress, toxic emissions and waste.



## Social

including product safety & quality, supply chain labour, health & safety and labour management.



## Governance

including privacy & data security and corruption.

This approach results in a 7 point rating scale, as follows:

Letter Rating	Leader/Laggard	Range
AAA	Leader	8.57 – 10.00
AA	Leader	7.14 – 8.57
A	Average	5.71 – 7.14
BBB	Average	4.29 – 5.71
BB	Average	2.86 – 4.29
B	Laggard	1.43 – 2.86
CCC	Laggard	0.00 – 1.43

The Club's portfolio was assessed using this model and, as at 24 June 2022, the overall portfolio rating was 6.5, which reflects a strong A rating.

The Club's directors have noted that this rating could potentially improve over time due to:

- Active steps being taken by the Club in the investment approach; and
- Active steps being taken to address underlying issues in their business approach.

The directors will continue to monitor the Club's portfolio in light of this.







## Environmental

**“Minimising environmental impact, including decarbonisation, is a global concern. Engaging and learning from our Membership, in conjunction with industry bodies, is fundamental in ensuring we continue to offer insurance solutions and services that support our Members into the future.”**

**Steven Randall**  
Chief Executive, Singapore



### GRI Series

**300**

**Environmental Disclosures**

### UN SDG



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Club Cover and Incident Response	19







## Environmental

# Carbon Impact Assessment

As part of the Club's alignment to the GRI, a scoping exercise to the Greenhouse Gas (GHG) Protocol was undertaken.

To assist with this workstream, experts from OurCarbon were engaged to measure the Club's GHG emissions as a result of its operations against this global framework and to assist with the development of a carbon reduction plan.

For the carbon impact assessment, it was decided that data from the 2019 financial year (01/01/19 – 31/12/19) would be used as this was the last year of operation prior to, and therefore not influenced by, COVID-19. This data will act as the baseline year for future carbon impact reporting.

In this report, prepared in accordance with ISO 14064-1, the total emissions associated with the Club's operation has been assessed utilising a wide variety of criteria against Scope 1, 2 and 3 ([Appendix VI – Green House Gas \(GHG\) Protocol Scoping Exercise](#)).

The assessment calculated that the Club's global annual operations emit 1,369.65 tonnes CO<sub>2</sub>e. To manage uncertainty in the carbon calculations, the quality and accuracy of the data submitted to the Club's third-party expert was assessed.

It is of note that an overall score of 4.86 out of 5 (5 being the target score) was assigned to the Club's submission resulting in only 73.965 tonnes CO<sub>2</sub>e being added to its carbon impact score.

Energy consumption for Scope 1 and 2 emissions are fully attributable to the Club's offices of which 48.541 tonnes CO<sub>2</sub>e derives from renewable energy sources.

When assessing Scope 3 emissions, all 15 Scope 3 categories were considered. However, the image highlights those applicable to the Club's operation.

As illustrated, most of the Club's emission impact falls within business travel. In 2021, the Club's Business Travel Policy was reviewed to reflect the CR strategy and the new way of working post COVID-19, such as the use of technology instead of travel where applicable.

Going forward, the Club will further engage with its travel partners to understand alternative options that may be available to assist in reducing the Club's impact in the future.

**1,369.65**  
**tonnes CO<sub>2</sub>e**

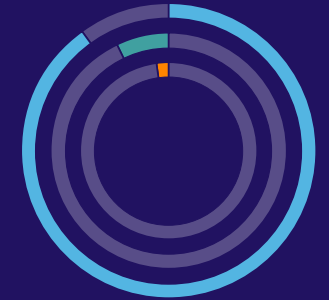
total emissions emitted by  
the Club's operation in 2019.

**+** Read more  
Our KPIs

**➔ Read more online**  
[OurCarbon](#)

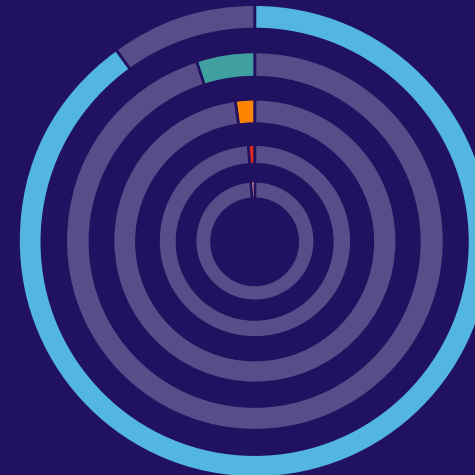
## Total emissions

Scope	2019 Emissions (tonnes CO <sub>2</sub> e)	%
Scope 1 (Direct emissions)	30.63	2.24
Scope 2 (Indirect emissions)	98.74	7.21
Scope 3 (Other indirect emissions)	1,240.28	90.55
<b>Total emissions</b>	<b>1,369.65</b>	<b>100</b>



● Scope 1 – Direct emissions  
● Scope 2 – Indirect emissions  
● Scope 3 – Other indirect emissions

## Scope 3 emissions



✈️ **Business travel** **97.32%**  
🛒 **Purchased goods and services** **2.18%**  
💰 **Capital goods** **0.47%**  
🗑️ **Waste generated in company operations** **0.02%**  
🚲 **Employee commuting** **0.01%**





## Environmental

# Decarbonisation

As a service provider, the Club acknowledges its impact and responsibility along the value chain. As shown in the materiality assessment, decarbonisation ranked as high importance with the Club's stakeholders.

With this in mind, the Club strives to assist its Membership where possible with their own emission reduction journeys to meet applicable targets. This is achieved in several ways such as:

- The development of policies to assist in embracing technological developments. For example, the specialist policy that was developed to meet the liability insurance needs of owners and operators of autonomous vessels.
- Liaising with Members to keep informed of the measures they are taking and any challenges they may be facing as the economy moves towards decarbonisation. This engagement informs the work the Club undertakes with the wider maritime industry when representing, and providing a voice, for our unique Membership.
- The provision of a dedicated 'emission reduction' platform on the Club's website to ensure Members are kept up to date on industry measures, regulation and technological advancements, such as the guidance produced by the University College London on alternative low emission fuel for the maritime industry.



**“The Club must play an active role in supporting our Members in their journey towards sustainable low carbon shipping.”**

**Jan Vermeij**  
Director of the Association



**Read more online**  
[Our Board of Directors](#)



**Read more online**  
[Alternative Fuels](#)

**97%**

of applicable vessels whose flag state require a Carbon Intensity Indicator (CII) rating.



**Read more**  
[Our KPIs](#)



**Read more online**  
[Carbon Intensity Indicator](#)







## Environmental

# Club Cover and Incident Response



The Club is a member of the International Group of P&I Clubs (IGP&I) which represents over 90% of the world's ocean-going tonnage.

Being part of the IGP&I means that members participate in common reinsurance programmes and share the costs of larger claims over US\$ 10 million.

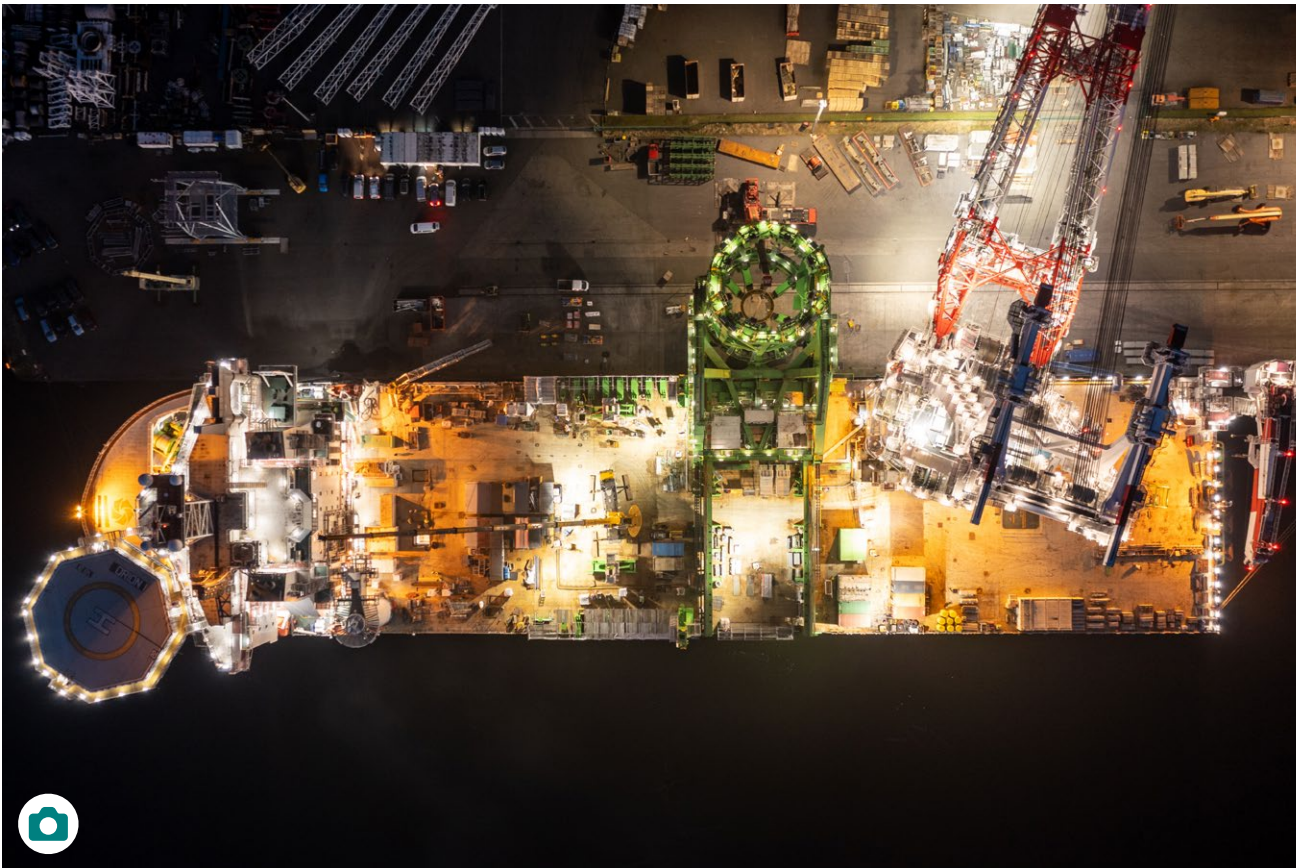
This therefore enables industry stakeholders, such as operators and port authorities, to have peace of mind that effective and adequate insurance cover is in place in the event of an incident.

As part of its offering as a liability insurer, the Club has occasionally faced incidents which damage, or threaten to damage, the marine environment.

This can include oil or chemical pollution, damage to a reef or marine sanctuary or shipwrecks. The Club's ethos is to handle such claims with sensitivity to reduce the impact the incident can have on the marine environment. Whilst, as claims handlers, the Club is unable to prevent an incident from occurring, it can work towards ensuring that steps are taken to minimise environmental impact.

[Read more online](#)  
[International Group of P&I Clubs](#)

**IGP&I** International Group of P&I Clubs







## Social

### GRI Series

400

Social Disclosures

### UN SDG



### In this section

The Club's Employees and its Local Communities	21
ECE Committees	24
The Club's Seafaring Community	25





## Social

# The Club's Employees and its Local Communities

When considering the Club's responsibility to society, three communities have been identified; namely the Club's employees, the seafaring community and the local community in relation to its office locations.

The Club's working environment and culture is underpinned by core guiding principles and values such as:

- To expect safety, care and support for each other.
- To provide an environment that maximises potential.

To assist in these areas, the Club has instigated a Wellbeing Programme that aims to provide security, care and support for staff by helping maintain and improve personal, financial and mental wellbeing. Throughout the year, events have been held including sessions on meditation, self-defence, mental health, pension advice and children's wellbeing.

The Club also provides a 24/7 free, confidential advice service to use on a range of topics and a personal benefit allowance to claim back on a variety of areas including wellbeing activities.

In addition to the Wellbeing Programme, the Club provides a wide range of learning and development opportunities which support employee development, ensuring they have the technical knowledge and skills to undertake their roles effectively. Our high performance culture combines comprehensive technical development opportunities with a more holistic approach designed to give employees the opportunity to grow their careers with us.

To give all staff the opportunity to provide feedback on how the business operates and their experience of the working environment, regular staff surveys are undertaken. Listening to colleagues not only helps the Club to share the successes of the things it does well but also helps to identify any areas of improvement that can be considered and implemented with the overall aim of providing Members with the best possible service.



In addition to the My Voice survey, in 2021 the Club ran its first internal Diversity & Inclusion Poll. Understanding the Club's demographic is an integral step in being able to attract talent and retain staff, ensure the company reflects its stakeholders and their values, and create an environment of diverse backgrounds to ensure a workplace that encourages everyone to be able to share their own perspectives, ideas and experiences. The Club believes that a diverse workforce can improve its resilience and service. The collection of data enables the Club to conduct trend analysis, measure against prior findings and identify movement for different segments and/or disparities by demographic.

This voluntary survey which investigated areas such as gender balance, ethnicity, religion and/or beliefs, sexuality and disabilities achieved a 66% engagement rate. The results identified areas of opportunity to focus on within the year ahead such as the development of the Club's ED&I statement, the utilisation of an even broader range of recruitment channels to ensure any opportunities reach a diverse pool of potential candidates and informed some of the activities undertaken by the ED&I committee.



## 23.4 hrs

the average time each employee spent on learning & development over the course of a year (target for 2022 was 20hrs).

[+ Read more](#)  
[Our KPIs](#)







## Social

### The Club's Employees and its Local Communities continued

#### Spotlight: ED&I statement



We recognise the business benefits of having a diverse and inclusive community. We all have something unique to bring to the table and by embracing those differences we seek to build and maintain an environment which attracts and values diversity and where everyone can develop their talents and be themselves. For us, Diversity and Inclusion go above and beyond focusing on protected characteristics – we want all our colleagues to bring 100% of themselves to work. With a happy and engaged workforce we all strive to work together to be the best that we can be for the mutual benefit of ourselves and our Members.

The My Voice survey and the D&I survey were repeated in 2022, each achieving an engagement rate of 91% and 80% participation, respectively, which shows an increase in employee participation. As part of this exercise, staff are asked to submit opinion on six statements that assesses the Club as a place to work. In 2022, 71% of staff agreed or strongly agreed with the six core statements compared to 72% in 2021.

#### The six statements are:

- 1 I can maintain a healthy work-life balance.
- 2 I have sufficient opportunity to participate in community and environmental activities.
- 3 I have sufficient opportunity to participate in social events or activities with my colleagues.
- 4 I feel that the Club values Diversity & Inclusion and is committed to promoting it.
- 5 I am proud to work for the Club.
- 6 I believe employee wellbeing is a priority at the Club.



This reflects and acknowledges the Club's continued focus in these areas and the positive impact being felt across the Club. This is further reiterated by 89% of staff who undertook the My Voice survey who agreed with the statement 'I am treated fairly, equally, and with respect'.

When considering the submissions of staff participating in the D&I survey, it is of note that:

- 2% of staff consider they have a disability. The Club continues to utilise a broad range of recruitment channels to ensure it provides opportunities for prospective applicants with disabilities.
- The Club's diverse work force have identified with nine different religions or beliefs.
- 5% of staff have identified as LGBTQ+.

# 90%

employee retention rate.

[+ Read more](#)  
Our KPIs

# 33%

the proportion of the senior management team that are women.







## Social

### The Club's Employees and its Local Communities continued

The Club's global gender split was 58% female, 42% male at the time of performing this assessment. There is a gradual reduction in the proportion of roles occupied by females as the level of seniority increases, with 83% of junior and administrative roles being filled, compared to 20% of executive leadership positions. At executive and manager level the Club is close to equal representation of male and females with this balance improving in recent years.

The Club is not required to report the UK gender pay gap due to its size, however, it has voluntarily engaged with a consultancy to produce this report for the Club this year. Gender pay differs from equal pay. Equal pay considers the pay difference between men and women who carry out the same or similar jobs or conduct work of equal value. The gender pay gap shows the differences in the average pay between male and females and can be influenced and caused by many factors including a higher representation of females in more junior or administrative positions.

For UK based employees, the report tells the Club that the mean (average) gender pay gap is 36.8% and the median (mid-point wage for each gender grouping) gender pay gap is 43.8%. During the reporting period, 85.2% of males and 91% of females were paid a bonus. The gender split in pay quartiles broadly tracks the Club's gender distribution.

The Club continues to promote equality in the workplace to ensure all staff, regardless of their demographic including ethnic background, country of origin, physical or mental ability, gender or sexual orientation are offered the same opportunities.

#### Gender Distribution by Seniority

##### Support



##### Management



##### Executive Leadership/Directors



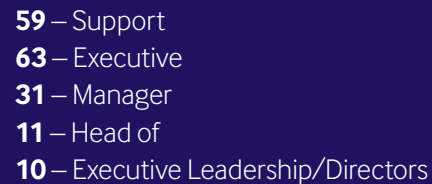
##### Executive



##### Head of Department

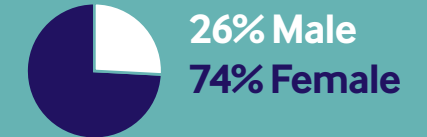


##### Total Staff

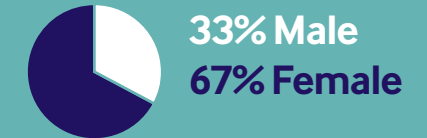


#### Gender Split in Pay Quartile

##### Lower Quartile



##### Lower Middle Quartile



##### Upper Middle Quartile



##### Upper Quartile





## Social

# ECE Committees

In 2020, the ECE (Environmental, Community and Equality, Diversity & Inclusion) Committees were established to provide a platform for staff where all voices and concerns are heard and to raise awareness of related issues to build a more sustainable and inclusive workforce.

### Spotlight: Charity of the Year



The Club's 2022 global charity of the year, voted for by staff, is Crisis, the UK national charity for homeless people. One fundraising initiative is the annual step challenge which involves competing teams, over a period of eight weeks, undertaking activities that are then converted to steps. This is a fun way of raising money for the Club's nominated charity whilst encouraging cross department and geographical location teamwork.

[Read more online](#)  
The Club's charity of the year, Crisis

The committees themselves are made up of staff (volunteers) from all office locations. Initiatives undertaken by the ECE committees include:



### Raising awareness

Marking recognised days to raise awareness on important topics such as mental health, stress and wellbeing, recycling, and environmental matters and those supporting the Club's stance on ED&I.



### Training

Internal training initiatives on topics such as Diversity & Inclusion.



### Event participation

Participation in events promoting the work of the committees including litter picks, charity events and a variety of initiatives to mark Black History Month.



### Working in the community

Engaging with the local community by working with educational facilities, charities and outreach programmes.





## Social

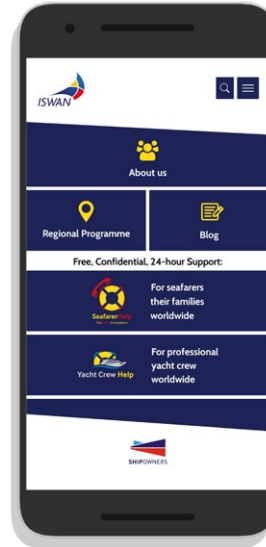
# The Club's Seafaring Community

The Club fully understands and appreciates the importance of seafarers' health and wellbeing.

This is in accordance with the Club Rules and terms of entry as it ensures that these are safeguarded through different means at every phase of the seafarers' employment, either pending their embarkation, whilst they are on board, after they have been disembarked and repatriated, and/or even when they have been abandoned by the shipowner. This assistance is in alignment with the requirements of the Maritime Labour Convention 2006.

Seafarers' health and wellbeing remains a key priority for the Club not only from a business viewpoint, (as a significant number of crew illness related claims continue to be reported) but also from a CR perspective. To address these concerns, the Club has developed its own Medical Enhancement Scheme for Seafarers (Medisea), which begins with an enhanced pre-employment medical examination.

However, Medisea also makes additional considerations to ensure the positive mental health and wellbeing of seafarers. These additional tests make the Medisea examination a comprehensive and extensive medical examination. Once on board, it is equally important that the Club engages with industry to provide seafarers with the support they need.



**19%**  
illness related  
claims files  
opened in the  
last 12 months.

**3,400**  
number of downloads  
of the ISWAN app  
since it was launched.

**+ Read more**  
[Our KPIs](#)

**94%**  
of seafarers  
passed the  
Medisea  
examination.

**Read more online**  
[ISWAN partnership](#)  
[Seafarers Assistance App](#)  
[ISWAN for Seafarers App video](#)

The Club has endeavoured to do this by undertaking activities such as:

## Seafarers Assistance App

In partnership with ISWAN, the Club developed a Seafarers Assistance App, which provides guidance and a link to the 24hrs crew helplines. In addition, the partnership provides free access to the 'Wellness at Sea Awareness Campaign' tools for on board physical and mental wellbeing via podcasts, posters, and other related articles published under the campaign.

## Sailors' Society's 'Wellness at Sea Awareness Campaign'

The Club supports the Sailors' Society's 'Wellness at Sea Awareness Campaign' which promulgates mental and physical health and wellbeing to seafarers, their families, and shore-based managements of shipping companies.

## The Club's Correspondents Network

Maintaining a global network of correspondents ready to assist the Club's Members, ensuring that high quality and prompt medical care is provided to seafarers when needed, including repatriation.

An important aspect of Club cover is ensuring that seafarers are properly protected in case of their abandonment by the shipowners. This is provided to crew members under the Club Rules, covering their repatriation costs, outstanding wages, and the cost of providing supplies/provisions on board.

## Spotlight: Charitable Giving Policy



The Shipowners' Club, as part of its commitment to CR, endeavours to support its near, and marine, community where possible and appropriate by providing a charitable giving fund. Past recipients of monies from the fund include Maritime London Officer Cadet Scheme and FISH Safety Foundation. Re-Fish is an initiative, ran by the FISH Safety Foundation, dedicated to the safety of fishers. It was established to collect donations of re-usable fishing and safety gear from developed countries which are then serviced and sent to small scale fishing communities in Bangladesh, where these items are in short supply, making a real difference.

**Read more online**  
[Maritime London Officer Cadet Scheme](#)  
[FISH Safety Foundation](#)  
[Re-Fish](#)







## Social

### Spotlight: Health, Safety and Wellbeing of Seafarers

**The Club understands and appreciates the importance of the seafarers' health and wellbeing and ensures that crew are safeguarded through different means at every phase of their employment.**



One of the various dimensions included in this strategic plan was the development of products and/or product features that incentivise health, safety, and/or environmentally responsible actions and behaviours.

This would also include products and features akin to the seafarers' health and wellbeing, considering that seafarers lie at the heart of shipping and are the operating power of the Club's Members' vessels.

# 21%

**The increased number of products and/or product features that incentivise health, safety, and/or environmentally responsible actions and/or behaviours have increased.**

[+ Read more](#)  
[Our KPIs](#)

These illustrate the wide spectrum of actions the Club has taken to address issues related to seafarers' health and well-being. These initiatives evidence the Club's understanding and appreciation of the importance of the seafarers' health and wellbeing and ensures that crew are safeguarded through different means at every phase of their employment. Measures include promoting the importance of mental health at work, ensuring that seafarers are properly protected in case of their abandonment by the shipowners and ensuring that Members comply with the Maritime Labour Convention (MLC) and the Collective Bargaining Agreement (CBA) requirements in relation to their obligations to provide medical care to seafarers.



# Appendix



## UN SDG



## In this section

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Corporate Responsibility Advisory Committee (CRAC) 2021/2022	32
Membership of Associations	33
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Green House Gas Protocol Assessment	35
Glossary of Terms and Images	36





## Appendix I:

### GRI Content Index

GRI indicator	Disclosure Title	Reference
<b>GRI 102: General disclosures</b>		
<b>102-1</b>	Name of the organisation	The Shipowners' Protection Ltd
<b>102-2</b>	Activities, brands, products, and services	<a href="#">Annual Report 2021</a> / <a href="#">Club Covers</a>
<b>102-3</b>	Location of headquarters	Registered/Head office – The Shipowners' Mutual Protection and Indemnity Association (Luxembourg) Appointed Representative of the Club – The Shipowners' Protection Limited (London)
<b>102-4</b>	Location of operations	<a href="#">The Shipowners' Club office locations</a>
<b>102-5</b>	Ownership and legal form	<a href="#">Board of Directors</a> / <a href="#">Annual Report 2021</a> <a href="#">Key dates for Members</a>
<b>102-6</b>	Markets served	<a href="#">Annual Report 2021 (p.4)</a>
<b>102-7</b>	Scale of the organisation	<a href="#">Annual Report 2021</a>
<b>102-8</b>	Information on employees and other workers	CR Annual Report 2022 / Social / The Club's Employees The Club's Seafaring community
<b>102-9</b>	Supply chain	CR Annual Report 2022 / Governance / <a href="#">Code of Conduct</a>  55% of the Club's direct suppliers have now received the Club's Code of Conduct
<b>102-11</b>	Precautionary principle or approach	CR Annual Report 2022 / Governance/ Risk Management  <a href="#">Solvency and Financial Condition Report 2021 (p.10)</a>
<b>102-12</b>	External initiatives	CR Annual Report 2022 / Social The Club's Seafaring Community
<b>102-13</b>	Membership of associations	CR Annual Report 2022 / Appendix IV
<b>102-14</b>	Statement from senior decision-maker	CR Annual Report 2022 / Foreword

GRI indicator	Disclosure Title	Reference
<b>102-16</b>	Values, principles, standards, and norms of behaviour	<a href="#">The Clubs Vision, Mission and Values (p.12)</a>
<b>102-17</b>	Mechanisms for advice and concerns about ethics	Dedicated <a href="#">Code of Conduct</a> reporting email address <a href="mailto:codeofconduct@shipownersclub.com">codeofconduct@shipownersclub.com</a>  0 reported non-compliances with the Code of Conduct
<b>102-18</b>	Governance structure	<a href="#">Board of Directors</a> / <a href="#">Annual Report 2021</a> <a href="#">Key dates for Members</a>
<b>102-19</b>	Delegating authority	CR Annual Report 2022 / Governance Environmental, Social & Governance
<b>102-20</b>	Executive-level responsibility for economic, environmental, and social topics	Corporate Responsibility Working Group, Appendix II, and Corporate Responsibility Advisory Committee, Appendix III
<b>102-21</b>	Consulting stakeholders on economic, environmental, and social topics	CR Annual Report 2022 / Governance Materiality Assessment
<b>102-22</b>	Composition of the highest governance body and its committees	<a href="#">Board of Directors</a> / <a href="#">Key dates for Members</a> <a href="#">Annual Report 2021 (p.25)</a>
<b>102-26</b>	Role of highest governance body in setting purpose, values, and strategy	<a href="#">About us</a> / CR Report 2022 / Governance
<b>102-29</b>	Identifying and managing economic, environmental, and social impacts	CR Annual Report 2022 / Environmental, Social & Governance
<b>102-40</b>	List of stakeholder groups	CR Annual Report 2022 / Governance Materiality Assessment
<b>102-42</b>	Identifying and selecting stakeholders	CR Annual Report 2022 / Governance Materiality Assessment





## Appendix I:

### GRI Content Index continued

GRI indicator	Disclosure Title	Reference
<b>102-43</b>	Approach to stakeholder engagement	CR Annual Report 2022 / Governance Materiality Assessment
<b>102-44</b>	Key topics and concerns raised	CR Annual Report 2022 / Governance Materiality Assessment
<b>102-45</b>	Entities included in the consolidated financial statements	<a href="#">Annual Report 2021 (p.30)</a>
<b>102-47</b>	List of material topics	CR Annual Report 2022 / Governance Materiality Assessment
<b>102-50</b>	Reporting period	01/08/21 to 31/07/22
<b>102-52</b>	Reporting cycle	Annually
<b>102-53</b>	Contact point for questions regarding the report	<a href="#">Louise Hall – Director Loss Prevention/Corporate Responsibility</a>
<b>102-54</b>	Claims of reporting in accordance with the GRI Standards	CR Report 2022 / Global Reporting Initiatives (GRI)
<b>102-55</b>	GRI content index	CR Report 2022 (GRI Indicators Annex I)
<b>102-56</b>	External assurance	CR Report 2022 not externally assured
<b>GRI 103: Management approach</b>		
<b>103-1</b>	Explanation of the material topic and its Boundary	CR Annual Report 2022 / Governance Materiality Assessment
<b>103-2</b>	The management approach and its components	CR Annual Report 2022 / Governance Materiality Assessment
<b>103-3</b>	Evaluation of the management approach	CR Annual Report 2022 / Governance Materiality Assessment
<b>GRI 201: Economic performance</b>		
<b>201-1</b>	Direct economic value generated and distributed	<a href="#">Annual Report 2021 (p.30)</a>

GRI indicator	Disclosure Title	Reference
<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	CR Annual Report 2022 / Governance / Risk Management CR Annual Report 2022 / Governance / Investments
<b>GRI 205: Anti-corruption</b>		
<b>205-1</b>	Operations assessed for risks related to corruption	CR Annual Report 2022 / Governance / <a href="#">Code of Conduct</a> CR Annual Report 2022 / Governance
<b>205-2</b>	Communication and training about anti-corruption policies and procedures	CR Annual Report 2022 / Governance
<b>205-3</b>	Confirmed incidents of corruption and actions taken	None reported
<b>GRI 302: Energy</b>		
<b>302-1</b>	Energy consumption within the organisation	CR Annual Report 2022 / Environmental Green House Gas Scoping Exercise
<b>302-3</b>	Energy intensity	CR Annual Report 2022 / Environmental Green House Gas Scoping Exercise
<b>302-4</b>	Reduction of energy consumption	CR Annual Report 2022 / Environmental Green House Gas Scoping Exercise
<b>GRI 305: Emissions</b>		
<b>305-1</b>	Direct (Scope 1) GHG emissions	CR Annual Report 2022 / Environmental Green House Gas Scoping Exercise
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	CR Annual Report 2022 / Environmental Green House Gas Scoping Exercise
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	CR Annual Report 2022 / Environmental Green House Gas Scoping Exercise
<b>305-4</b>	GHG emissions intensity	CR Annual Report 2022 / Environmental Green House Gas Scoping Exercise



## Appendix I:

### GRI Content Index continued

GRI indicator	Disclosure Title	Reference
<b>305-5</b>	Reduction of GHG emissions	CR Annual Report 2022 / Environmental Green House Gas Scoping Exercise
<b>GRI 401: Employment</b>		
<b>401-1</b>	New employee hires and employee turnover	90% employee retention rate
<b>401-3</b>	Parental leave	For the reporting period; 108 women and 73 men where entitled to parental leave, 8 women and 4 men took parental leave and 3 women and 2 men returned to work after taking parental leave
<b>GRI 403: Occupational health &amp; safety</b>		
<b>403-2</b>	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Lost Time Rate 0.70% Sickness Frequency Rate 70.6%
<b>403-6</b>	Promotion of worker health	(Internal) Wellbeing programme, 24/7 free, confidential advice service (External) Insurance cover, Loss Prevention Initiatives and Medisea
<b>403-9</b>	Work related injuries	None reported
<b>403-10</b>	Work related ill health	None reported
<b>GRI 404: Training and education</b>		
<b>404-1</b>	Average hours of training per year per employee	23.4 hours per employee
<b>404-3</b>	Percentage of employees receiving regular performance and career development reviews	All Shipowners' Club employees are engaged in a structured high-performance programme which includes an annual review with an integrated moderation process to ensure fairness across all disciplines

GRI indicator	Disclosure Title	Reference
<b>GRI 405: Diversity and equal opportunity</b>		
<b>405-1</b>	Diversity of governance bodies and employees	CR Annual Report 2022 / Social / The Club's Employees and its Local Communities continued
<b>405-2</b>	Ratio of basic salary and remuneration of women to men	CR Annual Report 2022 / Social / The Club's Employees and its Local Communities continued
<b>GRI 406: Non-discrimination</b>		
<b>406-1</b>	Incidents of discrimination and corrective actions taken	None reported
<b>GRI 414: Supplier social assessment</b>		
<b>414-1</b>	New suppliers that were screened using social criteria	CR Annual Report 2022 / Governance / <a href="#">Code of Conduct</a>
<b>GRI 417: Marketing and labelling</b>		
<b>417-3</b>	Incidents of non-compliance concerning marketing communications	None reported
<b>GRI 418: Customer privacy</b>		
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None reported
<b>GRI 419: Socioeconomic compliance</b>		
<b>419-1</b>	Non-compliance with laws and regulations in the social and economic area	CR Annual Report 2022 / Governance



## Appendix II

### Corporate Responsibility Working Group (CRWG)



**Louise Hall**

Director Loss Prevention/Corporate Responsibility



**Sarah Chamberlain**

Risk & Compliance  
Manager



**Olly Shelmerdine**

Underwriter  
(Americas Syndicate)



**Ellie Bailey**

Head of Marketing



**Dan Fryett**

Actuarial Manager



**Shev Algama**

Claims Syndicate  
Manager (Europe  
& Africa)



**Charlie Weatherill**

Underwriter (Europe  
& Africa Syndicate)  
CR Executive



## Appendix III

### Corporate Responsibility Advisory Committee (CRAC) 2021/2022

#### Adam Howe

Underwriting  
Syndicate Manager  
(Europe & Africa)

#### Alexander McCooke

Claims Syndicate  
Manager (Offshore)

#### Alexandra Vella

Claims Executive

#### Colin Stratton

Infrastructure  
Manager

#### Daisy Roche

Head of Legal (Chair  
– ECE Committee)

#### Dimitris Batalis

General Manager

#### Kimberley Waters

Marketing Assistant

#### Maddie Newell

Senior Marketing  
Executive

#### Marina Kinsley

Financial Manager

#### Milly Brooks

Claims Consultant

#### Neville Seet

Underwriting  
Manager

#### Nicola Dyer

Senior Claims  
Executive

#### Rebecca Mison

Head of Human  
Resources

#### Rob Cook

Underwriting  
Syndicate Manager  
(Offshore)

#### Shayne Tan

Underwriter

#### Steven John

Claims Manager  
(Injury)

#### Surani de Mel

Head of Claims

#### Valentina Brescia

Business Analysis  
Manager

#### Office location key

-  London
-  Luxembourg
-  Singapore
-  Greece



## Appendix IV

### Membership of Associations

- Association of Insurance Companies (ACA)
- Association of Reinsurance Companies (AGERE)
- BIMCO (The Baltic and International Maritime Council)
- BIMCO Documentary Committee
- British Standards Institute's Ships and marine technology – Steering committee
- Bureau Veritas – UK & Ireland Technical Committee
- CINS (Cargo Incident Notification System)
- Cluster Maritime Luxembourg
- FishSafe
- Hong Kong Federation of Insurers
- Hong Kong Shipowners Association
- Honourable Company of Master Mariners
- Indonesian National Shipowners Association (INSA)
- Interferry
- International Association of Classification Societies
- International Bunker Industry Association
- International Cargo Handling Coordination Association
- International Group of P&I Clubs
- Institute of Chartered Accountants in England and Wales
- Institut Luxembourgeois des Administrateurs (ILA)
- International Seafarers welfare and assistance network
- ITOPF (International Tanker Owners Pollution Federation)
- London Maritime Arbitration Association
- Maritime London
- Maritime Law Association of Australia and NZ
- Marine Insurance Association of British Columbia
- Maritime London Officer Cadet Scholarships
- Nautical Institute
- National Workboard Association
- Port Welfare Committee (London & SE)
- Sailors Society
- Singapore Chamber of Maritime Arbitration
- Singapore Shipping Association
- UK Chamber of Shipping
- Worshipful Company of Shipwrights



## Appendix V

### Materiality Definitions

#### Carbon Emissions & Decarbonisation

All measures taken by an organisation to reduce their carbon footprint, and identifying risks and opportunities as the world moves to a low carbon economy.

#### Climate Change

Awareness of the hazards resulting from the Climate Crisis and the urgency for action to mitigate the risks and impacts.

#### Community Work

Working with governments, regulators, NGOs (Non-Government Organisations) and other stakeholders to promote widespread action across society on ESG issues.

#### Equality, Diversity and Inclusion

Promoting Equality, Diversity and Inclusion in the workplace, ensuring a safe and protective environment for all.

#### ESG Investments

Consideration of ESG factors when selecting investments alongside the basic factors of risk and return.

#### Financial Crime

All firms are subject to legislation aimed at identifying and preventing financial crime, however, some may go beyond this to actively counter the damage done by financial crime and to protect potential victims.

#### Health & Wellbeing of Staff

Ensuring the overall mental, physical, emotional and economic health of employees. Also encapsulates businesses engaging with their employees and supporting their personal development.

#### Health, Wellbeing & Safety of Seafarers

Protection of Seafarers overall mental, physical and emotional health through good and safe employment practices.

#### Managing Marine Resources

Over exploitation is the removal, depletion, or damage to marine resources to levels that are too low for sustaining viable populations. Marine resources include fish and seafood, oil and gas, minerals, renewable energy resources and tourism potential.

#### Modern Slavery and Human Trafficking

Modern slavery is the severe exploitation of other people for personal or commercial gain. Human trafficking is the illegal movement of people. In shipping this can take the form of forced carriage, forced labour, welfare abuses, lack of contact with the outside world and abandonment.

#### Responsible Incident Response

Effectively handling maritime incidents in a sustainable and impactful manner as possible.

#### Risk Management

Assessing and controlling the risks faced by an organisation in order to maximise the chances of meeting their strategic objectives and business plan targets.

#### Sustainable Operations

Transition and implementation of more efficient operations, whilst continuing to realise business goals.

#### Transparency & Reporting

Keeping stakeholders up to date on an organisation's approach to CR and their progress in implementing their strategy.

#### Trust & Satisfaction of Members

Member faith in the Club and the Club's ethics and CR strategy.

#### Waste & Ship Recycling

Sustainably and effectively disposing of any end-of-life materials, including vessels.





## Appendix VI

### Green House Gas Protocol Assessment

Category	Description	Units	Data required
<b>Refrigerants</b>	Reports of any emission leakage from any appliances containing refrigerants (air con, refrigeration systems)	kg	Amount in kg of refrigerant GHG leakage from relevant appliances
<b>Electricity consumption</b>	Details of electricity consumed	kwh	Amount of electricity consumed
<b>Water consumption</b>	Amounts of water consumed in operations	Cubic metres (m3), litres	Amount of water consumed on the operational premises
<b>Online data storage</b>	Amount of data stored online in services	GB	Amount of data stored online
<b>Website</b>	Number of website clicks/visitors	Number	Number of website clicks/visitors
<b>Capital goods</b>	Details of fixed assets purchased in the reporting year	Number and details	Fixed asset register, or number of items purchased in the reporting year
<b>Materials</b>	Details of any materials purchased from third parties used in your business processes	Amount in number or weight (kg)	The number of or weight of any materials purchased to create products sold by your business
<b>Merchandise</b>	Details of any merchandise purchased and distributed on behalf of your organisation	Number and details	A breakdown of items manufactured
<b>Marketing</b>	Details of physical marketing purchases such as pop-up and stand-up banners	Number and type	Numbers/amounts of physical marketing materials purchased
<b>Employee events</b>	Social events involving employees where travel and other expenses have occurred	Details, numbers, distance in km	Details of any employee events including meals, entertainment and any associated transport information
<b>Other purchased goods/ services (contractors)</b>	Other purchased goods/services	Number and details	Details of any other purchased goods for the company
<b>Waste</b>	Total waste generated in operations including disposal method	tonnes (or kg)	Amount of waste generated in tonnes (or kg) and the disposal method used e.g., landfill, recycled or other
<b>Business travel</b>	Details of all business travel through third-party travel providers	Number, method of travel	List of all business travel by flight, train, sea or other rental service. Types of travel, routes, and distances
<b>Hotel stays</b>	Details of any hotel stays	Number of nights, country of hotel stays	Details of the number of hotel nights spent in each country for business travel purposes
<b>Employee commuting</b>	Details of all employee commutes	Method of travel, distance in km, miles	Method of travel and distances
<b>Investments</b>	Details of investment portfolio	Custom	ESG Investment breakdown



## Appendix VII

### Glossary of Terms and Images

#### Code of Conduct (COC)

Set of principles aligned with [the Club's](#) ethos and ethics issued to our external stakeholders. Ensuring the Club's standards are understood and reflected throughout the network of our external partners.

#### Corporate Responsibility (CR)

A broad term used to describe the Club's efforts to enhance the positive societal, environmental and economical (sometimes referred to as governance) impacts derived from the Club's activities. These efforts go beyond our legal requirements and seek to drive greater sustainability while continuing to meet stakeholder demands.

#### Corporate Responsibility Advisory Committee (CRAC)

The CRAC involves representatives from all departments/locations. This was created to ensure transparency and familiarity of the CR strategy across the business and that varied opinion/input was considered.

#### Corporate Responsibility Core Principles

The fundamental beliefs of the Club regarding Corporate Responsibility.

#### Corporate Responsibility Plan (Short/Medium/Long)

A roadmap to achieving the Clubs' CR goals. The plans are intended to move the Club to the position of having CR fully integrated into the business strategy. After which it will assist in further enhancing the Club's commitment to CR providing benefit to the company by seeking ways to ensure the sustainability of the business, society and the environment.

#### Corporate Responsibility Specialist

An individual within the business who promotes the actions of the CR plan and seeks to raise awareness and support for CR issues.

#### Direct Supplier

A supplier of goods and/or services to the Club. This includes correspondents, surveyors, office suppliers, IT suppliers etc.

#### Environmental, Community and Equality, Diversity, and Inclusion (EDI) Committees (ECE)

The Clubs ECE committees include the Environmental committee, Community committee and Equality, Diversity and Inclusion (EDI) committee which all aim to educate staff, through a range of activities such as talks and classes, about important issues such as sustainability and the benefits of diversity in the workplace.

#### Environmental, Social and Governance (ESG)

Environmental, social, and governance criteria are a set of standards which can influence and be influenced by the Clubs' business activities. Environmental factors consider how a company impacts and supports the environment. Social criteria examines how a company manages relationships with both external and internal stakeholders wherever it operates. Governance deals with a company's structure, leadership, policies, reporting and ethics.

#### Equality, Diversity, and Inclusion (ED&I)

EDI ensures fair treatment and opportunity for all. It aims to eradicate prejudice and discrimination on the basis of an individual or group of individual's protected characteristics.

#### The Financial Stability Board (TCFD)

Climate-related disclosures to promote more informed investment, credit, and insurance underwriting decisions and allow companies to incorporate climate-related risks and opportunities into their risk management and strategic planning processes.

#### Green House Gas (GHG) Protocol Scoping Exercise

Green House Gas (GHG) Protocol establishes comprehensive global standardised frameworks to measure and manage GHG emissions from private and public sector operations and their value chains. They are the most widely used greenhouse gas accounting standards. In 2016, 92% of Fortune 500 companies used Green House Gas Protocol to some degree in their reporting. Scope 1 emission are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Finally, scope 3 emissions are all other indirect emissions that occur in the value chain, both upstream and downstream.

#### Global Reporting Initiative (GRI)

Support broad and comprehensive disclosures on organisational ESG impacts and enables organisations to report the impacts of their activities in a structured and transparent way.

#### Impact Assessment

A structured process for considering the implications, for people and their environment, of proposed actions.

#### The International Organisation of Standardisation (ISO)

An international non-governmental organisation made up of national standards bodies; it develops and publishes a wide range of proprietary, industrial, and commercial standards and is comprised of representatives from various national standards organisations. As a Club our long and medium term plan incorporate the seven core dimensions of Corporate Responsibility as established by The International Organisation of Standardisation (ISO). The dimensions are derived from ISO 26000, the ISO's guidance for CR, and are considered interdependent in the undertaking of business in CR manner.

#### Key Performance Indicator (KPI)

A measurable value that demonstrates how effectively a company is achieving key objectives.

#### Materiality Survey

A method for identifying, measuring and assessing numerous potential environmental, social and governance factors.

#### Sustainability

The UN World Commission on Environment and Development defines sustainability as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

#### Sustainability Accounting Standards Board (SASB)

Focus on ESG issues that are expected to have a financially material impact on the company.



## Appendix VII

### Glossary of Terms and Images

We are grateful to the Club's Members who have shared their photographs for inclusion within this CR report. The below information provides some further details of the imagery:



#### + Front cover

**Member:** SEA-KIT International  
**Vessel:** USV Maxlimer

USV Maxlimer was the first SEA-KIT X-class USV to be built. The uncrewed surface vessel is currently being utilised to survey a subsea volcano and demonstrates how this technology is a low-risk, non-invasive solution to reach, survey and understand places that are challenging or considered unsafe for people to access.



#### + Page 5

**Member:** GPS Dispenser  
**Vessel:** Dispenser

GPS Marine Utilise Green Diesel across its entire fleet, reducing its carbon emissions by 92%. The GPS Dispenser barge was launched to refuel not only the GPS Marine tugboats, but all commercial vessels operating on the Thames, reducing emissions in the near geographical area.



#### + Page 6

**Member:** Maid of the Mist  
**Vessel:** Nikola Tesla

Nikola Tesla is an all-electric, zero-emission Niagara Falls tour boat. The vessel, which run trips that are typically about 20 minutes long, are charged using locally produced hydroelectricity, ensuring that the energy cycle for the operation of the ferry is entirely emissions-free.



#### + Page 6

The Club's Board of Directors, including the Chairman Emeritus, pictured at the Club's reception held in Athens in August 2022. Left to right: Richard Knight, Dr David Ho JP, Jan Vermeij, Reverend Canon Stephen Miller, Kathy Meads, Mark Whitaker, William Everard CBE (Chairman Emeritus), Philip Orme, Donald A. MacLeod KC (Chairman), Peter Sydenham, Ali Gürün and Dr Yves Wagner.



#### + Page 7

**Member:** Penguin  
**Vessel:** Electric Dream

Penguin International Limited is designing and building a fleet of pure electric ferries (200 pax, 21 knots) and high-powered shore chargers (2900 kVA) for Shell in Singapore. The Electric Dream ferries will ply between Pasir Panjang ferry terminal and Shell's Energy and Chemicals Park on the island of Pulau Bukom. This vessel electrification project is a first for Penguin, Shell and Singapore.



#### + Page 8

**Member:** Wightlink  
**Vessel:** Victoria of Wight

Victoria of Wight is the first hybrid energy ferry in England. The vessel combines battery power with conventional engines to sail between Portsmouth and Fishbourne, using 17% less fuel than the operators next largest ship on the same route. In addition, the vessel's lift is capable of generating electricity through kinetic energy, warmth generated by the engine heats water on board and motion sensors are used to control LED lights in lesser-used areas.



#### + Page 10

**Member:** Gisas  
**Vessel:** Gisas Power

Gisas Power is the first zero emission, re-chargeable and full electric tugboat in the world. The vessel operates with a Smart Tug Energy Management Systems (STEMS) that collects all data coming from the devices and equipment in the tugboat and stores them in the Control Center's server. It uses the related data to performance, to optimize electric power.



#### + Page 10

**Member:** Gisas  
**Vessel:** Gisas Power

As per Gisas Power description (left).



## Appendix VII

### Glossary of Terms and Images



#### + Page 10

**Member:** Alphen Container Terminals  
**Vessel:** Alphenaar

The Alphenaar is the first inland shipping vessel to use exchangeable energy containers. The energy containers – 'ZESpacks' – are standard 20ft containers filled with batteries, which are charged with green electricity. The Alphenaar sails between Alphen aan den Rijn, where the first two ZESpacks are loaded and exchanged, and Moerdijk.



#### + Page 10

**Member:** Alphen Container Terminals  
**Vessel:** Alphenaar

As per Alphenaar description (left).



#### + Page 11

**Member:** Viking  
**Vessel:** Viking Longship

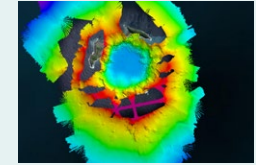
Viking's vessels operate as self-sustained entities, capable of providing electricity, water and sewage treatment facilities. In 2020, the European fleet was voluntarily certified with the Green Award for inland shipping with 26 ships now meeting this standard. Viking's river fleet has adopted the European ISO 14001 Environmental Management practices as an operating standard – an industry first.



#### + Page 14

**Member:** ©Artemis Technologies Ltd 2022  
**Vessel:** Artemis

Artemis is a multi-purpose workboat which is the world's first high-speed 100% electric foiling commercial vessel. The vessel creates minimal wake when foiling, enabling them to operate at high-speed in inland waterways, or in busy ports and harbours.



#### + Page 15

**Member:** SEA-KIT International  
**Vessel:** USV Maxlimer

Aerial view of the Hunga-Tonga Hunga-Ha'apai (HT-HH) volcano, showing new multibeam depth data overlaid on a satellite image of the islands (deep depths in blue, shallow depths in red). Credit: SEA-KIT/NiWA-Nippon Foundation TESMaP survey team.



#### + Page 16

**Member:** Ports of Auckland  
**Vessel:** Sparky

Sparky is a fully electric tug, which has a 70-tonnes bollard pull. The vessel is capable of manoeuvring even the largest of vessels and can undertake two or more assignments before being recharged, which takes just two hours.



#### + Page 18

Steven Randall (Chief Executive – Singapore), Louise Hall (Director of Loss Prevention/ Corporate Responsibility) and Bhaskar Nigam (Head of Loss Prevention – Singapore) from the Shipowners' Club visited the Maritime and Port Authority of Singapore (MPA) to discuss the Club's and the MPA's respective sustainability strategies.



#### + Page 19

**Member:** DEME  
**Vessel:** Orion

Offshore construction vessel, with dual fuel technology, which enables it to run on both liquefied natural gas (LNG) in gas mode and conventional fossil fuels in diesel mode. By facilitating the use of a cleaner fuel will lead to a reduction in the amount of NOx emissions and reduces CO<sub>2</sub> emissions in gas mode by up to 25%.



#### + Page 19

**Member:** PB Tankers SpA.  
**Vessel:** Laura Bassi

The Laura Bassi is a research vessel that provides scientific and logistical support to Italian polar missions and at the same time enables oceanographic and geophysical research and facilitates studies on aspects such as climate, glaciology, and atmospheric physics.



#### + Page 20

To recognise Stress Awareness Month, the Club organised an internal initiative asking employees across all office locations to take a picture of themselves showing how they reduce their stress levels. Stress Awareness Month has been held every April since 1992 to raise awareness of the causes and cures for our modern stress epidemic.

## Appendix VII

### Glossary of Terms and Images



#### + Page 21

Some of the Club's London office employees took part in OSCAR Dragon Boat Race 2019, an event organised on behalf of Great Ormond Street Hospital by Dragon Boat Events UK. The Club raised over £2,800 for the hospital, which cares for seriously ill children and is a pioneer of paediatric research.



#### + Page 21

Some employees from the Club's Singapore office took part in a learning and development day which involved collaboration between colleagues.



#### + Page 22

The Club's London office employees took part in raising awareness for International LGBT+ Pride Day by wearing colourful clothes, an internal initiative organised by the Equality, Diversity & Inclusion (ED&I) Committee, part of the Environmental, Communities and Equality, Diversity & Inclusion (ECE) Committees. International LGBT+ Pride Day commemorates the riots that occurred in 1969 in Stonewall, New York.



#### + Page 24

The Club ran an internal art competition for employees' children during the first COVID-19 lockdown. The competition provided some light relief for children and employees alike during what was a particularly difficult time. Children were asked to draw/paint/create a marine themed picture to enter into a competition which was judged by three Club employees.



#### + Page 24

In partnership with Mission to Seafarers, the Club's employees knitted hats which were sent to seafarers around the world to make the long cold days and nights spent on the open seas a little more comfortable.



#### + Page 24

The Club promotes collaborate working as a form of learning and development. All employees are encouraged to make use of the collaborative working spaces in their offices.



#### + Page 24

To raise money for a Singapore based charity called Willing Hearts, some of the Club's Singapore office employees took part in a cooking day, making various dishes which were donated to the charity. The charity is wholly run by volunteers apart from a handful of staff, who operate a soup kitchen feeding the elderly, the disabled, low-income families, children from single parent families or otherwise poverty-stricken families, and migrant workers in Singapore.



#### + Page 27

**Member:** DEME

**Vessel:** Orion

As per Orion description (previous page).



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