

# Navigator Gas CSR Update



# Highlights

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### New Strategy & Dedicated CSR Team

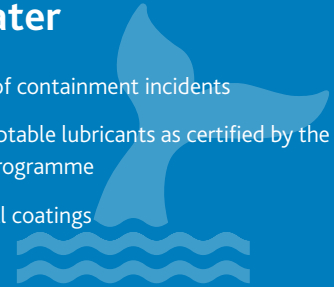
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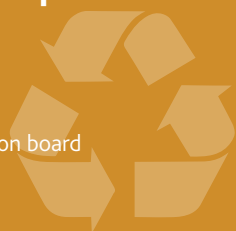
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# Introduction



## CEO Statement

At the very heart of our company are a fleet of versatile gas carriers and a team of dedicated and diverse professionals on our vessels and in our offices ashore. We have refreshed our strategy and created our Three Pillars: Safety, Reliability and Efficiency. These pillars are the bedrock of our business, and they help us achieve an important mission: to help our customers transport cargo to consumers to enable them to cook their food, heat their homes, grow their crops and live their lives safely and comfortably. To be successful in our mission, we need to manage our business sustainably and to take responsibility for our impact on society and the environment.

When we embarked on our CSR voyage in 2020, we decided to align our business strategy with the United Nations Sustainable Development Goals (SDGs). A key waypoint on that voyage is the creation of our first-ever CSR report. Here, we will share our progress and chart our course towards the future.

In this report, we have set out some of the changes that have taken place at Navigator Gas, from the formation of a dedicated CSR team and a CSR working group to the alignment of our strategy with the SDGs. We have chosen five of the 17 SDGs to focus on initially, and this report covers some of our activities under of those five goals. Towards the end of this report, we have covered the measures we have taken to reduce GHG emissions and reported emissions data for 2020. The final section covers our community investment initiatives. We have been able to support a number of charitable organisations whose work align with our five priority SDGs.

Finally, I am pleased to confirm that Navigator Gas has joined the United Nations Global Compact. As the CEO, I have committed to implementing the Ten Principles of the UN Global Compact, to take action in support of the SDGs and to submit an annual Communication on Progress at Navigator Gas. I hope you find this report an informative, insightful and enjoyable read.

A handwritten signature in black ink that reads "Harry Deans". The signature is written in a cursive, flowing style.

**Dr Harry Deans**

Chief Executive Officer

## SECTION 1

# Introduction

## Navigator Gas

Our company, Navigator Gas LLC, is a subsidiary of Navigator Holdings Ltd – a public limited company formed on the Isle of Man in 1997. Originally beginning as a five-vessel ethylene-capable liquified gas carrying company, we have experienced exponential growth over the last 24 years. As of 2021, we are now the owner and operator of the world’s largest fleet of handysize liquified gas carriers. With our 38 seagoing ships, we provide seaborne transportation and regional distribution of liquified petroleum gas (LPG), petrochemical gases and ammonia for energy companies, industrial users, and commodity traders. Through consistent and reliable transportation of critical liquified gases across the globe, we are proud to boast an average vessel utilisation of 93%, demonstrating our strong chartering and operational performance.

Alongside the growth in fleet size, we have also begun to explore new business ventures, the most recent being the joint-venture with Enterprise Products Partners to build and operate a ‘first-of-its-kind’ ethylene marine export terminal at Morgan’s Point, Houston, Texas. Through combining Enterprise’s vast pipeline infrastructure and our technical and commercial capabilities, we have unlocked additional value in the supply chain.

The products that we transport have a positive and substantial impact on our livelihoods. LPG, for example, is a clean and efficient energy source that has the lowest carbon footprint of any off-grid fossil fuel. Commonly used in developing countries, cooking stoves fuelled with LPG rather than wood or charcoal improves air quality, reduces respiratory illnesses and ultimately helps to save lives. Ammonia, a key component of fertilisers, is another example of a product we transport. Using fertiliser is essential for food production and contributes significantly in the fight against world hunger. The petrochemical products we transport are integral to modern life and have applications ranging from medical equipment manufacture, production of solar panels all the way through to thermal insulation in buildings.

We do this with safety, reliability and efficiency at the forefront of our minds, as we live up to our commitment: connecting the world today while creating a sustainable tomorrow.



# Our History



**2020**

30,000m<sup>3</sup> tank successfully constructed, completing phase 2 of the ethylene export terminal, maximising throughput capacity to 1.0 million tons per annum. BW Group Ltd buys Invesco's stake in Navigator Gas, thereby becoming the largest shareholder.

**2019**

Commercial operations of the ethylene export terminal commenced following the completion of phase 1 of the construction



**2016**

Navigator Gas moved into the mid-sized market, commissioning newbuild ethylene vessels with increased capacity accommodating the needs of the Company's business partners

**2017**

Navigator announced an intention to develop an ethylene marine export terminal

**2018**

Navigator and Enterprise announce location and construction underway of the ethylene export terminal



**2013**

Initial Public Offering at \$19 per share on the New York Stock Exchange (NVGS)

**2012**

The Company acquired 11 handysize gas vessels from Maersk Tankers for US\$470 million and gained the position as the world's largest owner of handysize gas vessels

**2011**

Invesco, the Company's largest shareholder, made their first investment by acquiring 2.5 million shares, later becoming majority shareholder in 2012 following their acquisition of the Lehman Brothers shareholding



**1997**

Navigator Holdings formed with the purpose of building and operating a fleet of five semi-refrigerated, ethylene-capable gas carriers

**2000**

The Company's initial vessels came into operation in 2000

**2006**

Navigator Holdings' entire ownership and management changed following the Company's emergence from Chapter 11

# Our Vision & Mission

## Our vision and mission

At Navigator Gas, our vision is connecting the world today and creating a sustainable tomorrow. We play a vital role in the global liquified gas supply chain, and we use our assets to create a floating pipeline, helping to connect producers of cargo with their customers and end users.

We see it as our mission to:

- Connect our customers with their markets worldwide
- Deliver a safe, reliable and efficient service
- Innovate through creative, viable and original development
- Lead the way to a truly sustainable tomorrow.

## Our values

Everything we do at Navigator Gas, to achieve these aims, is underpinned by our ANCHOR values. These values are our guiding principles, and they set out how we conduct our business. Integrating these values helps us to deliver a safe, reliable and efficient service to our customers as we chart our course towards a sustainable tomorrow.



**Connecting the world today**  
creating a sustainable tomorrow

- Connect our customers with their markets worldwide
- Deliver a safe, reliable and efficient service
- Innovate through creative, viable and original development
- Lead the way to a truly sustainable tomorrow

**ANCHOR values**

- Authentic
- Nurture
- Collaborative
- Honest
- Ownership
- Resourceful

**Our Pillars**

- Safety
- Reliability
- Efficiency

## SECTION 1

# Our Vision & Mission

## ANCHOR values



### Authentic

Doing business lawfully, legitimately and transparently in a way which engenders trust and accountability.



### Nurture

Fostering a sustainable way of doing business by contributing to a sustainable tomorrow, cultivating innovation and creating a caring and supportive working environment.



### Collaborative

Working collectively with our customers, shareholders, the community, suppliers and our people towards building a sustainable tomorrow.



### Honest

Being genuine, truthful, transparent and respecting the rule of law.



### Ownership

Taking responsibility for our impact on the world.



### Resourceful

Drawing upon our collective talent, drive and creativity to deliver a safe, reliable and efficient service.

## Our Three Pillars



### Safety

Safety is a personal commitment at all levels of Navigator Gas. We have a shared responsibility to create a safe working environment. This means that we conduct our business by working in ways that prevent workplace injuries and ill health and promote health and well-being.

In our line of work, we deal with complex systems and infrastructure in the harsh environment of the open oceans. To do this safely our committed crews, ashore and afloat, use cutting-edge modern technology to transport and care for the cargo we carry.



### Reliability

Reliability and dependability go hand in hand. As an industry leader in the LPG shipping sector, we use advanced maritime technologies to deliver a best-in-class service. Our technical and engineering experts collaborate to harness that technology and to develop innovative, reliable solutions for our customers and partners.

The maintenance strategies we adopt for our assets assure mechanical integrity, reduce risk and enhance safety. These are essential and indispensable elements of reliability.



### Efficiency

A natural consequence of working safely, reliably and productively is efficiency. Through data-driven decision making, lean process optimisation and effective cross-functional collaboration we can create value in the energy supply chain. Doing so enables us to manage and reduce the impact we have on the environment as we fulfil our vital role in transporting cargo where it is needed most.

SECTION 1

# Our Strategy

Throughout our transition from a five-vessel company to the market leader in handysize liquefied gas transportation, we at Navigator Gas have also undergone a new and important voyage in reshaping our fundamental principles. The world at present has an urgent need to tackle critical issues such as extreme poverty, inequality and injustice, and climate change. We recognise and understand the importance of global cooperation in the fight to solve these issues, which is why we are proud to align ourselves with the United Nations Sustainable Development Goals (UN SDGs).

The UN SDGs outline 17 strategic goals that aim to tackle the world's most pressing issues. While we at Navigator Gas strongly support all 17 SDGs, we believe that Navigator Gas will be able to set an example to industry stakeholders by selecting the SDGs that we are able to contribute to most effectively. Therefore, it was put to our CSR Working Group, which is an interdisciplinary group of individuals from all parts of the business, to identify the SDGs that we can align our compass to. As a result of careful analysis, the following priority SDGs were selected:

- SDG 3** Good Health and Well-being
- SDG 4** Quality Education and Lifelong Learning Opportunities
- SDG 12** Responsible Consumption and Production
- SDG 14** Life Below Water
- SDG 16** Peace, Justice and Strong Institutions

The objective of selecting these five priority SDGs was to harness our resources, market position and workplace demographic to create meaningful change within our organisation and hopefully create an incentive for other companies to engage in the same progressive policies.

At Navigator Gas, we have appointed an internal 'Champion' for each of these goals. Our Champions come from various parts of our business, and their role is to act as internal ambassadors – seeking out opportunities for our business to add value and to create a sustainable tomorrow.

## SUSTAINABLE DEVELOPMENT GOALS





## Data and business intelligence

The case for using data to improve decision-making is well made and, as a modern business, we use an array of business systems to help us deliver our services. These systems all produce representation of facts, observation and occurrences. Transforming these 'raw materials' into information, a form that is intelligible, requires context. With the correct context in place, we can create knowledge by using information to solve problems and challenges. By empowering our people to use knowledge in their decision-making, we hope to be able to transform knowledge into action.

To help us to do this, we have developed a business-wide strategy to take data from disparate sources and make them accessible centrally. In modern parlance, we would call this a 'data lake' or a 'data warehouse'. This process of transforming data into information provides us with the building blocks we need so that we can derive insights, create reports and generate knowledge.

Having this capability will enable us to obtain richer insights into our company performance and our impact on society. It will help us to identify better ways of setting targets, improving efficiency and maintaining our reliability.



# Good Health & Well-being



Chris  
SDG 3 Champion

Safety is personal at Navigator Gas. This means that we put safety first in all that we do. Our safety mindset combined with our sense of ownership helps us to create the right environment for zero incidents. Last year, 2020, was a very challenging year for everyone at sea and ashore. However, our crew and our shore staff have shown their commitment to the Navigator ANCHOR values. We are very proud of the fact that in 2020, there were no Lost Time Incidents in the Navigator Gas in-house managed fleet.

We have a committed team responsible for assuring that we have the support and means in place to ensure we create safe systems of work at all Navigator Gas locations. Our Safety Pillar, one of the three solid foundations of our company, is a requisite element in our sustainable future.

We use an Integrated Management System covering the full range of occupational health, safety and quality management across the organisation covering both office and vessel operations. Our procedures and processes are certified by DNV GL as meeting ISO45001, ISO14001 and ISO9001 standards.

## OUR CURRENT ACTIVITIES

### Health

The unique challenges posed by the COVID-19 pandemic have compelled us to bring together a wide range of skills and expertise from across the organisation. Doing so enabled us to put measures in place in our offices and on board our vessels to ensure that everyone working on or visiting our vessels or offices is safe.

We recognise the need for a healthy workforce, and we promote health and well-being throughout our organisation. A key measure we have put in place is a vaccination programme for our Filipino seafarers. Together with our partners Northern Marine Management and local stakeholders, we have secured enough doses of the Moderna COVID-19 vaccine for us to

offer the vaccine to all pre-joining sea staff from June 2021 onward. At the time of writing, Filipino seafarers have still not been internationally recognised as key workers. This vaccine programme will provide essential protection against the ill effects of COVID-19 and the potential transmission to others on board. All other seafarers and shore staff are currently covered by their respective national vaccination programmes.

For our shore staff, we promote a healthy lifestyle. We have onsite gym facilities and secure bicycle parking facilities to encourage the use of environmentally friendly modes of transport to commute to work. We also provide flu vaccinations free of charge.



SECTION 2

Good Health & Well-being



Our workspaces are ergonomically designed to promote comfort and safety, and we carry out routine ergonomic assessments of workstations and more detailed risk assessments when needed.

Other benefits we provide for our employees is a comprehensive insurance package covering health, life and income protection. For our London colleagues, this cover is available in addition to NHS provisions. For our Polish colleagues, the benefits exceed the requirements of the Polish Labour Code. For our Latvian colleagues, this is covered through private health insurance. These facilities provide our employees with that much-needed safety net in the event of ill health. Additionally, we have a 24-7 Employee Assistance Programme allowing any member of our shore team to consult with trained advisors who can provide practical advice on a range of issues.

Our partners at Northern Marine Group have also engaged in targeted initiatives that contribute to SDG3. By implementing a reformed well-being committee, they have created a dedicated team to support their shore staff and seafarers. Alongside this committee, Northern Marine have also engaged in numerous charitable activities that aim to improve the well-being of those most in need. For example, they used a bake sale to fundraise for Dementia UK, and a 'Kiltwalk' to support the Cash for Kids charity. It is a result of the many positive initiatives they have introduced that Northern Marine Group were awarded a Healthy Working Lives Bronze Award.

## SECTION 2

# Good Health & Well-being



## Safety

The maxim that you cannot monitor what you do not measure holds true for some aspects of health and safety. We gather measurements and statistics because we believe that it is everyone's right to return home safely at the end of every working day and after every voyage. Our dedicated team uses technology, data and analysis techniques to identify how effectively health and safety is being managed throughout the organization.

Safety performance statistics and trend analyses drawing from a broad range of data points are gathered monthly. Clear, easy to understand and informative reports are created using this data so that everyone in Navigator Gas can gain an insight into how well we are doing and where more work is needed.

An important source of data we use comes from our near-miss reporting programme. A near-miss is an undesired and unplanned event which did not result in harm but had the potential to do so. We use this data to help us identify where potential gaps might exist in our systems. Near-misses also provide a valuable learning opportunity, as we are able to make proactive decisions to take action before an incident has occurred. Our vessels report near-misses as they occur, and we have recently expanded the programme to include all of our shore offices and establishments.

We take pride in recognising and acknowledging safety excellence at Navigator Gas. Our Safety Star programme helps us identify individuals who have contributed extraordinarily to improving the working environment on board their vessel. This could be through raising awareness by reporting near-misses or making use of their Stop Work Authority. We ask each of our vessels to nominate their Safety Stars, and from these nominations, we choose three winners every month. To share their success and help others benefit from their improvements, we have a section in our quarterly company newsletter, *The Sextant*, dedicated to our Safety Stars.

Our newsletter, published by our ship management team, started life as a short and simple newsletter. Over time, it has grown into an informative, engaging and entertaining read for our seafarers. We use *The Sextant* as a key communications channel on a range of subjects including technical articles sharing best practices, safety tips and general interest topics. Each issue contains a 'Fleet Flash' and 'KPI Flash' infographics which provide a visual overview of key safety and technical performance measurements.

## SECTION 2

# Good Health & Well-being



## Environmental

Our interaction with the environment has a direct influence on our health and well-being, and those around us. We ensure we minimise the impact of our operations on the environment by preventing pollution and reducing our energy consumption. To understand our impact, our technical experts gather and monitor environmental performance data. The focus of the data is on vessel engine emissions, garbage management and marine pollution prevention.

As data is becoming richer and more sophisticated, we are presently trialling a real-time reporting solution using sensors providing accurate, uninterrupted and secure data. This provides us with a foundation for increased situational awareness and data transparency, and increased reliability and efficiency.

## SECTION 2

# Good Health & Well-being



## Quality

Our team of safety professionals ensures that our procedures and processes are aligned with our business strategy. The team identifies every opportunity to improve and streamline our operations. This contributes directly to our excellent safety record and helps us to meet customer needs and requirements.

Some of our safety professionals are also qualified mariners, and they have an important role in ensuring we operate our vessels in accordance with regulations, industry best practices and customer requirements. They fulfil an important role in liaising with customer-vetting departments and facilitating vetting inspections on our vessels.

Within our shore team, we have qualified health and safety professionals supporting the organisation, including Chartered members of professional bodies and institutes such as the Institution of Occupational Safety and Health (IOSH), the International Institute of Risk and Safety Management (IIRSM) and the Institute of Marine Engineering, Science and Technology (IMarEST). We provide support for all shore staff to obtain professional memberships and accreditations.



## Audits

Understanding how well we implement our systems enables us to deploy resources efficiently and effectively. Conducting internal and external audits gives us the opportunity to visit our vessels, our offices and our customers. We work together to maintain the highest standards of safety and quality throughout our operations. Within the ship management division of Navigator Gas, we have several qualified ISO lead auditors who contribute to this process.



## SECTION 2

# Good Health & Well-being



### Office health, safety and well-being

By promoting strong safety leadership throughout the organisation, and fostering safety excellence, we will create a proactive safety culture which permeates the business. We support this with a range of planned enhancements underpinned by a brand-new Safety Charter, which sets out our safety vision and strategy for 2021 and beyond.

To bring safety to the top of every meeting agenda, we always include a safety, environmental or ethics moment – a short or brief period of time at the start of every meeting dedicated to a pertinent issue. This helps us to focus everyone’s mind and embed a culture of awareness, involvement and engagement.

We have planned a suite of customised training and development packages to equip our colleagues with the skills and tools to improve risk awareness, assessment and management. This includes occupational health and safety risks, process safety risks and business risks.

For the majority of 2020, our staff were working remotely because of the Coronavirus pandemic. We provided training to all shore-based employees in setting up safe and ergonomically suitable workspaces in their homes.

Under normal operating conditions, all new joining staff members in our offices receive a comprehensive safety induction. We also perform workstation assessments and obtain specialist advice where it is needed.

## SECTION 2

# Good Health & Well-being



### Vessel health, safety and well-being

A great deal of work is already underway to promote a culture of safety excellence on each vessel. We are focusing on providing clear and efficient processes in a digital and custom-made Safety Management System. This will help to increase knowledge and competencies associated with managing occupational health and safety risks on board.

Our shore executive management team has a keen focus on safety. We have introduced a new process in which all Lost Time Incidents and serious environmental incidents are discussed at Executive Committee meetings. The Masters on board our vessels will have direct access to the Executive Committee if an incident occurs.

Building on our successful quarterly Safety Day programme, our safety teams create engaging learning materials with specific learning outcomes. This is achieved by facilitating group work and peer exchange, reflective learning and practical sessions. We will be supplementing these materials with short videos covering safety management topics such as risk assessment and risk management. Recent topics have included near-miss reporting, using personal protective equipment and using Stop Work Authority.

All of our vessels benefit from a wide range of training resources, including dedicated computer-based training systems, shore-based training and on-board drills. Several times each year, we conduct larger training exercises where we mobilise the shore emergency response team to test the effectiveness of our crisis management capabilities.

The well-being of crewmembers on board our vessels is a priority for us. Each crew member is provided with internet access free of charge. We also provide a wide range of recreational facilities on board, including gym equipment, entertainment facilities and good-quality accommodation.







Mary  
SDG 4 Champion



A commonly repeated adage goes 'give someone a fish, they can eat for a day but teach someone to fish and you feed them for life'. We believe that having access to quality education and learning opportunities is pivotal in ensuring sustainable development.

We encourage personal development, and we provide sponsorship opportunities to our employees to study and expand their competency both ashore and on board sea-going ships. Alongside external opportunities, we also have developed our internal training programmes through lunchtime seminars and safety stand-downs. Our company sponsors a well-established cadet training programme, providing us with a source of qualified and well-trained personnel for our vessels and offices.

#### OUR CURRENT ACTIVITIES

##### Lunch 'n' Learn

One of our most recent additions to our organisational learning activities has been the introduction of a successful 'Lunch 'n' Learn' scheme. These short, bite-sized sessions cover a range of topics aimed at raising awareness of important issues, sharing knowledge and enhancing organisational learning. We have used video-conferencing technology to continue delivering these sessions online for the duration of the pandemic. Some examples of the topics discussed include Celebrating International Women's Day, The UN Sustainable Development Goals, and Safe Homeworking Set-up.

## SECTION 3

# Quality Education



### Professional training

Our employees are actively encouraged to identify development opportunities as part of the personal development and appraisal process. Training courses and professional qualifications are provided in accordance with business and operational needs. For example, we support our finance team members through various professional qualifications and exams including CIMA and ACCA. We are proud to say that within our finance department, seven employees are currently undertaking additional finance qualifications.

However, we recognise some employees may wish to gain additional qualifications and certifications. We support our employees through a dedicated process to facilitate this.

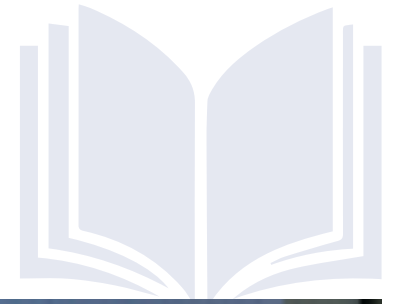
### On-the-job training

We frequently employ individuals with little or no work experience to provide them with an opportunity to learn and develop in a workplace setting. We recognise that some people choose not to pursue a university degree and prefer a more applied approach to learning a new profession. Doing so creates opportunities for professional development as well as a route to progression within the organisation.

### External events

Many of our shore-based employees are members of professional bodies and learned societies. This provides an excellent networking opportunity which can be a useful source of professional development. Attending maritime seminars and conferences is encouraged, and some of our staff have spoken at influential maritime events or been on virtual panels at conferences including the Asia Downstream Technology and Markets Conference, the Green4Sea Conference and the Stifel 2021 Virtual Transportation and Logistics Conference.





### Navigator Gas company conferences

We host biannual company conferences where we invite senior and junior officers to participate in lectures, workshops and seminars. These are presented by in-house and guest speakers. By offering internal seminars, we are able to convey important messages to all employees that work within the offices and on board our vessels. Some examples of the seminars may include an in-depth safety talk on new initiatives that we want to be introduced on board the vessels, or even informing the officers on the importance of sustainability and ways to improve our environmental efficiencies. These are just some examples of the seminars we provide to our officers, and it has proven to be an invaluable tool to educate our entire business on critical business functions.

Notwithstanding the outstanding success of these biannual officer seminars, we have been actively pursuing new improvements to train and reward our employees.

To promote transparency and foster investment, we conduct investor conferences and earnings calls, details of which are accessible on our company website.

SECTION 3

Quality Education



THE FUTURE

Office apprenticeships and graduate recruitment programme

We intend to pursue an apprenticeship programme and work inspiration scheme within the organisation to make sure young people have the opportunity to train with a vibrant, forward-thinking organisation and make sure the organisation learns from each apprentice by receiving feedback. By allowing an apprentice to understand our company, learn about new roles and confirm their interest in a particular role, we will be able to support the intern in their future careers. It would also create an invaluable opportunity for young people to get a feel for the shipping industry and the different services we provide on a global scale.

Navigator ANCHOR Awards Gala Dinners

We have expanded the scope of our company conferences to promote and strengthen the working relationships between our ship and shore colleagues. These biannual events will incorporate our brand-new ANCHOR Awards Gala Dinners where we celebrate achievements at sea and ashore and reward exceptional demonstrations of commitment to our values.

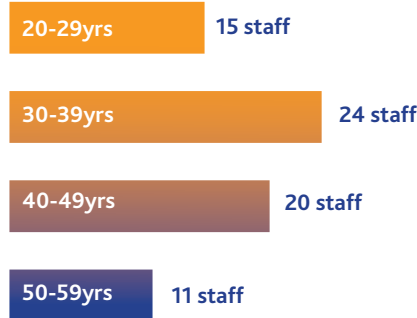




# Employee Breakdown

## 70 Shore-based Employees

### Age range



### Gender breakdown

Male 65%



Female 35%

70

## Nationalities



20

## Shore Recruitment & Promotions



10 New shore employees



10 shore promotions

10% attrition rate

## SECTION 3

# Quality Education



## Equal opportunities

As a foundation to equal and inclusive education and employment, we are committed to offering equal employment opportunities. To do so, we are aligned with the UK Equality Act and ensure that within the workplace and application process we always base decisions on ability and never discriminate on the grounds of sex, ethnicity, sexual orientation, religion or race. By upholding and promoting this Act, we have achieved some notable successes. For example, out of our 68 shore employees, we have a male-to-female ratio of 65% and 35% respectively, which is a more equal split when comparing against industry averages according to the Office for National Statistics (UK). We value diversity in our organisation, both at sea and ashore. We are proud to report that we have 20 different nationalities among our shore staff, and 20 different nationalities across our seagoing staff.

In 2020, we were able to offer 10 promotions, employ 10 new colleagues, and we created 10 new roles within our organisation. In line with new business demands, we have also achieved an improved employee attrition rate of 10% in 2020, down from 14% in 2018.

SECTION 4

# Responsible Consumption & Production

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Joanna  
SDG 12 Champion

Humans use the planet for its abundance of natural resources that we harness for food and fuel. However, despite many resources being renewable in nature, we have over-exhausted those resources and inflicted irreversible change on many of our ecosystems. We are committed to implementing marine technologies that offer the potential to do more with less, and to increase resource efficiency without sacrificing economic growth. We hope that our demonstration of leadership in this area will encourage other industry stakeholders to adopt similar practices that promote responsible consumption.

Throughout our CSR voyage, we have implemented new initiatives, brainstormed future ideas and created dedicated teams and spaces to facilitate the transition to responsible consumption and production. One area of particular importance to us in our CSR voyage is the focus on responsible procurement.

## Plastics reduction

Single-use plastics are indicated as one of the greatest dangers to the marine environment. Every minute, a million plastic bottles are sold worldwide, and this has huge environmental implications when considering only 80% of these plastic bottles are recycled and they take up to 450 years to degrade. Therefore, we at Navigator Gas are committed to reducing our single-use plastic consumption.



SECTION 4

## Responsible Consumption & Production



To tackle the direct consumption of single-use plastic water bottles, we introduced 'Brita Mypure Professional' water-filtration systems on board three of our vessels. The aim of this initiative was to provide filtered and purified drinking water and eliminate the need to purchase and supply mineral water in plastic bottles.

We have also focused on reducing single-use plastics which are typically used for packaging and storage. For example, on some vessels we have installed a bulk chemical station for cleaning chemicals, so that hand-held spray bottles can be refilled on board.

Through the combination of various water treatment techniques, biannual onshore water testing, water filtration units, provision of multi-use plastic bottles and chemical stations to refill hand-held spray bottles, we hope to significantly reduce the amount of single-use plastic consumption on our vessels.

In our shore locations, we actively support recycling initiatives which include garbage segregation, using recyclable disposable cups and crockery, and minimising water consumption. We have programmes in place to dispose of electrical waste in an environmentally sound manner, by making use of a shared garbage management facility in our London office.

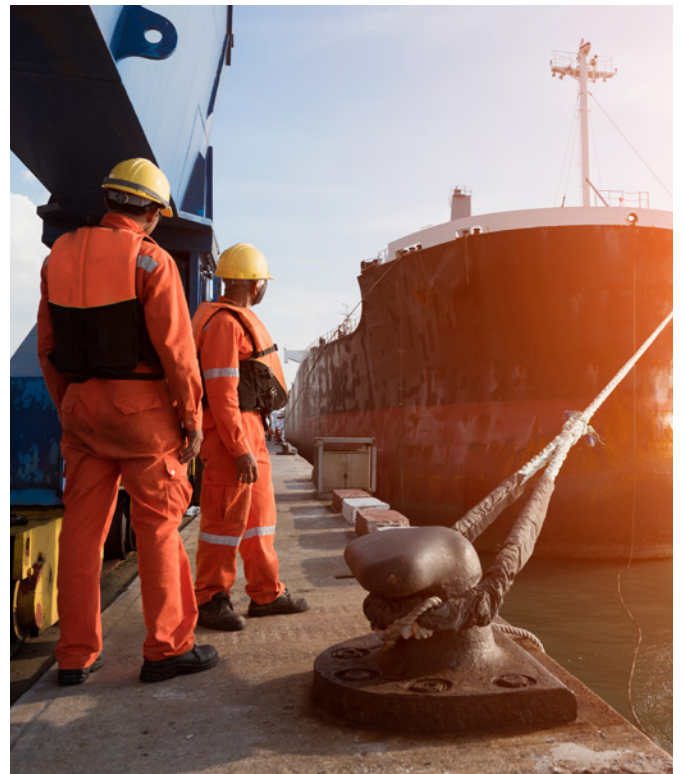
Single-use plastic elimination is also a priority of our partners over at Northern Marine Group, who have introduced similar positive steps towards plastic reduction. For example, they have issued ~50 reusable flasks to each of their managed vessels to reduce the use of single-use plastic bottles. They are also investigating the use of a washable rubber-type or a biodegradable-type shoe cover to replace the currently used disposable versions.

In 2020, Northern Marine signed the 'IMPA SAVE' sustainability programme which commits them to report and actively reduce the consumption of single-use plastics. Looking into the future, Northern Marine have also planned to enter environmental agreements with suppliers to fully eliminate single-use plastics in packaging.

### Supply chain efficiency – delivery optimisation

Another new initiative our procurement and health and safety teams have begun to investigate and implement is the optimisation of our supply chains to improve environmental and economic efficiency. One tangible example of this is the optimisation of calibration gases (span gas). Through a robust vendor approvals process, we have formed partnerships with selected suppliers to provide our vessels with annual span gas deliveries in strategically positioned locations, such as Rotterdam, Houston and Singapore. Alongside the economic benefits of optimising our supply chains, the reduction in transport miles and number of deliveries has the potential to significantly reduce our carbon emissions.

We are looking to replicate this delivery optimisation across all supplies used on our vessels, and we anticipate substantial improvements to our supply chain emissions.





## SECTION 4

# Responsible Consumption & Production



## Industry collaboration

### Trans-It

To bolster our commitment to SDG12 and engage in more responsible consumption and production, in 2020 we were proud to collaborate with Trans-it, a logistics service provider for the maritime industry. Cooperation between Trans-it and our procurement team allowed us to achieve an important goal in reducing our carbon emissions. By developing a 'carbon-tracker' that uses a sophisticated model to measure the amount of emissions released by a transporting vehicle, such as a plane or a cargo vessel, we are now able to make informed decisions on what modes of transport we use along our supply chain.

At present we are integrating this data into our decision-making processes, and eventually, once we have consolidated the information throughout the year, we will be able to introduce new initiatives that improve economic and environmental efficiency across the whole supply chain.

### Marine purchasing platforms

The opportunity to consume and produce responsibly does not end there. It is becoming increasingly common for companies to use dedicated systems and processes to unlock greater economic and environmental efficiencies throughout their supply chains. This is why we are committed to investigating new ways to unlock this potential. By collaborating with global supply chain management companies, we are confident that we can expand on our previous initiatives and use comprehensive supply chain management systems to ensure that our suppliers are abiding by the same guiding CSR principles as ourselves. Although the introduction of this initiative is yet to be finalised, we are confident that when we report on our developments further along the year, we can shed positive light on how our supply chains have become more sustainable.

## THE FUTURE

Our goal for SDG12 is to do more with less, introduce new environmentally orientated initiatives and ultimately create a business that consumes responsibly across every function of our organisation. We aim to investigate future industry collaborations, such as those with sustainable supply chain companies, integrate emissions data into our procurement process and develop a comprehensive online system for internal environmental reporting. We believe that these goals will significantly progress over the near future.

We aspire long term to introduce new ways to reduce waste consumption on our ships, be that through raising awareness or new technologies; eliminate the consumption of single-use plastics; and create environmentally sound waste management schemes for chemicals usage throughout their whole lifecycle.

## SECTION 5

# Life Below Water



Dariusz  
SDG 14 Champion

It is well known that the oceans are vital for all life on earth, covering around 70% of the surface of our planet. At least half of the air that we breathe is created by phytoplankton (microscopic organisms that live in the sea) creating oxygen in a process known as photosynthesis.

The oceans are essential for regulating climate, a process directly affected by the way we use the resources of the earth such as the consumption of fossil fuels leading to an increase in heat-trapping greenhouse gases.

As a food source, the ocean has an indisputable role in helping to feed millions of people around the world, not just with fish or crustacea but also algae and sea plants.

In terms of biodiversity, it is important to keep in mind that the ocean is not simply just a food source. A vast number of fascinatingly diverse creatures exist within the oceans, and we continue to discover new species and novel forms of life.

The oceans also provide the basis for employment and prosperity. The OECD estimates that by 2030, ocean and maritime industries will employ more than 40 million people. As part of those industries, we rely on the ocean to fulfil our purpose of transporting products to end users. This means that we have a shared responsibility to use the ocean and its resources sustainably.

### OUR AIMS

To be sustainable, we must balance human activities with the oceans' capacity to remain healthy and diverse in the long term. A major part of our values are to contribute to the global economy without upsetting this delicate balance.

Implementing the main conventions and regulations adopted by the IMO Member States actively addresses marine pollution, mainly from sea-based sources but also, at least indirectly, from land-based sources.

However, we want to exceed these expectations and are committed to minimising our impact on ocean environments.

SECTION 5  
Life Below Water





### Underwater noise reduction

Some of our vessels are fitted with propeller boss cap fins, an energy-saving device which is fitted onto the cap holding the ship's propeller in place. These fins convert hub vortex energy into additional torque on the propeller shaft. By recuperating that additional energy, it is possible to increase energy efficiency by 4-5%, to reduce vibration and lower propeller noise.



### Compliance with international environmental law

All our vessels comply with national and international environmental law. We have processes in place to prevent intentional discharges of marine pollutants into the sea. We make use of the network of garbage reception facilities in ports around the world to ensure that waste generated on board our vessels is disposed of responsibly.



### Environmentally acceptable lubricants

The lubricating oils we use on our vessels are certified under the 'European Ecolabel' programme, which means that large fractions of the materials used to manufacture these products come from biological sources. The products also comply with the specifications and norms for biodegradability and chemical testing set by the Organisation for Economic Cooperation and Development (OECD).



### Ballast water treatment

Vessels need stability and manoeuvrability to operate safely at sea and in port. To do this, it is frequently necessary to pump sea water into and out of dedicated ballast water tanks to ensure that vessels operate within their design limits.

When sea water is pumped into the ballast water tanks, the microscopic organisms and sediments present in the sea water are introduced into the tanks. These organisms can survive inside the ballast water tanks. Typically, a vessel will have travelled some distance before needing to pump out the ballast water again. Therefore, when the water is pumped out in a different location, those organisms are displaced into a new environment. If the conditions in the new environment are suitable, the displaced organisms could reproduce and become the dominant species.

This could lead to the extinction of native species, resulting in negative impacts on local and regional biodiversity, public health and local fisheries-based economies.

In line with international legislation, we use technology and processes on board all of our vessels to treat ballast water as it is loaded and again when it is discharged to eliminate the threat of invasive species.



### Shipping exclusion zones to protect marine life

We are committed to the protection and conservation of endangered whales, and in order to reduce the likelihood of injury to marine mammals, our vessels comply with speed restrictions, exclusion zones and vessel-routing requirements.

#### FUTURE ACTIVITIES

Safeguarding our water ecosystems is essential for both the global climate agenda and our own organisation's ambitions. Our future aspires to maintain our current initiatives and explore new opportunities to improve our world's oceans. In particular, we aim to focus on sustainably using the oceans we operate in, eliminate marine pollution, mitigate the impacts of ocean acidification and promote conservation. By targeting these key areas, we believe we will be able to make a notable difference to the health of our water ecosystems and send a positive, progressive message to industry stakeholders. To illustrate how we will achieve these goals, an example of one initiative we are in the process of implementing is the use of specific hull coatings.

### Hull coatings

Our vessels undergo major maintenance operations in dry dock at regular intervals. Vessels enter specially constructed docks which have a movable caisson or lock which isolates the water inside the dock from the sea. This enables the water to be pumped out, safely exposing the hull. Typically, during dry dockings, the hull coatings would be inspected and maintained.

As part of the procurement process for dry dock supplies, we invited major marine coatings and paint manufacturers to tender for the supply of hull coatings. A key requirement of the tender was that the coatings must facilitate reductions in fuel consumptions and associated emissions. Each manufacturer in the tender process was asked to demonstrate projected fuel and CO<sub>2</sub> emissions reductions based on data. We then partnered with an expert consultancy firm to review those tenders and associated data so that we can select the right products.

## SECTION 6

# Emissions



The International Chamber of Shipping (ICS) stated that the shipping industry accounts for 2-3% of global greenhouse gas emissions, and with the expectation that global trade will continue to rise alongside GDP and population size, it is essential that maritime organisations introduce GHG-reduction initiatives.

At Navigator Gas, we pride ourselves on seeking out new ways to improve our economic and environmental efficiencies where they are in accordance with international maritime standards. Recent initiatives such as optimising voyage routes and targeting efficient vessel speeds have all contributed to our organisation's effort to reduce carbon emissions and improve vessel efficiencies. We have also begun to translate these internal efforts throughout our supply chain by measuring carbon emissions and acting upon the information provided.





## Carbon alignment and GHG emissions

There is significant change in the way banks and financial institutions invest in the maritime industry, as they seek to align the industry with the IMO emissions goals.

These goals include:

- A reduction in carbon intensity of international shipping (to reduce CO<sub>2</sub> emissions per transport work, as an average across international shipping, by at least 40% by 2030, pursuing efforts towards 70% by 2050, compared to 2008)
- A reduction of total annual GHG emissions from international shipping by at least 50% by 2050 compared to 2008.

This shift in priorities is driven, to a large extent, by development of a set of four key guiding principles known as the Poseidon Principles.

Carbon alignment, in this context, is used to describe the extent to which our vessels meet the decarbonisation trajectory towards meeting the IMO goals. In support of the Poseidon Principles, we gather data on our operational activities to calculate our alignment to trajectory, using a metric known as the Annual Efficiency Ratio (AER). Our overall performance data for 2019 and 2020 can be found in our emissions table on page 34.

## Alternative fuel sources

We have an ongoing project exploring the use of ethane as an alternative fuel source to fuel oil to lower SO<sub>x</sub>, NO<sub>x</sub> and GHG emissions. In 2018, our ethylene tanker Navigator Aurora became the first vessel to convert to using ethane as a fuel source.

With input from project partner Borealis, engine manufacturer MAN and the Liberian Maritime Administration, the four-year project concluded successfully and paved the way for widening the scope of the project. We have equipped four midsize vessels (including Navigator Aurora) with LNG power capabilities, and we are planning to switch to LNG usage on these vessels in the future.

## Carbon offsetting for unavoidable residual emissions

Carbon reduction is a key strategic goal, and we are continuously looking for ways to reduce our carbon emissions associated with the operation of our fleet. For those emissions which are presently unavoidable, carbon-offsetting offers a viable solution to enable us to achieve a carbon net-zero voyage.

In 2021, we performed a trial carbon neutral sea voyage with Navigator Capricorn, one of our semi-refrigerated gas tankers. The voyage began in Marcus Hook in the United States and concluded in Jorf Lasfar, Morocco. We calculated the distance the vessel would travel between these two ports and what the associated fuel consumption would be. By using approved conversion factors, we established that the voyage would emit 1,068 metric tonnes of CO<sub>2</sub>.

By cooperating with the Norwegian climate and technology company CHOOOSE, we were able to compensate those emissions by identifying worthy projects which reduce equivalent emissions somewhere else. For this trial voyage, we chose to support an accredited renewable energy project in the Philippines.

We are presently working on integrating carbon-offsetting into our product offering, and we are exploring opportunities to offset carbon emissions in other parts of the supply chain.







### Weather routing and eco-speed

Every seafarer should have respect for the weather, and it will be of no surprise that weather can hamper good progress during a voyage. There are also advantages to using favourable ocean currents. Each voyage a Navigator Gas vessel undertakes is meticulously planned, and detailed weather forecasts are used to determine which route is the most efficient to follow. Doing so identifies where favourable weather conditions have been forecasted and which areas to avoid. On average, using weather routing techniques enables us to reduce our fuel consumption by around 6 metric tonnes or around 19 metric tonnes of CO<sub>2</sub>. Alongside the advantages of making good use of favourable meteorological conditions, we operate our vessels at a so-called 'eco-speed'. This involves travelling at a slower speed in order to reduce fuel consumption and carbon emissions. By implementing technical and procedural changes to the way we operate our vessels, we adopt a 'just in time' approach to delivering our customers' cargo.

### Emissions

Overall, we have experienced success as a result of the carbon-reduction initiatives we have implemented. In particular, we have made notable improvements in CO<sub>2</sub> efficiencies, reductions to our AER and a reduction in our Fleet Sustainability Score. Our emissions table on page 34 highlights some of these improvements.

By the end of 2020, we experienced no change in the number of vessels in our fleet and therefore no change in total fleet deadweight. Despite there being no change in these parameters, we did experience an increase in total distance sailed by an amount of 427,016 nautical miles. As a result of an increase in total distance sailed by 21.7%, we had a paralleled increase in total CO<sub>2</sub> emissions by 7.4%. While we do not want to see an increase in total CO<sub>2</sub> emissions, it is clear that this increase is a response to increasing vessel productivity across the whole fleet. In fact, by measuring the mean CO<sub>2</sub> emissions per nautical mile across the whole fleet, our vessels showed an average reduction in CO<sub>2</sub> emissions by 0.04 metric tonnes per nautical mile. This is a clear sign of how the initiatives we have engaged in are positively impacting the environmental efficiency of our vessels.

## SECTION 6 Emissions



As previously mentioned, the AER values of our vessels are used to provide evidence on our vessel's alignment to the IMO's Poseidon Principles. In 2019, our vessels achieved a weighted average AER rating of 16.76, which was 29.90% greater than the Poseidon Principle 2020 target of 12.9. Then, in 2020, our weighted average AER rating was 14.47, an improvement of 2.29 from the 2019 value. These results match the improvements to our CO<sub>2</sub> per nautical mile efficiency, and reflect the importance of the work our technical, operations and chartering teams have been doing in reducing the carbon intensity of our vessels.

When investigating the change in SO<sub>x</sub> emissions, our vessels have experienced a decrease in total SO<sub>x</sub> emissions by 1.15% in 2020 when compared with 2019. Consequently, our vessels have improved their mean SO<sub>x</sub> emissions per nautical

mile by 26.09%. This improved efficiency is a result of the combination of changes to MARPOL Annex VI regulations and our implementation of weather routing and eco-speed voyages.

The final metric highlighted in our emissions table is our 'Fleet Sustainability Score', which refers to the weighted average of all our 'Vessel Sustainability Scores'. A 'Vessel Sustainability Score' is calculated by dividing each vessel's AER rating by the Poseidon Principles trajectory value. Hence, the 13.2% change in 'Fleet Sustainability Score' is a positive movement towards increased fleet sustainability. A fleet's sustainability score is an important metric used in financial decisions; therefore, we will continue to strive to improve our AER rating and sustainability scores by implementing new carbon efficiency initiatives.

	2019	2020	Change
Number of Vessels	38	38	N/A
Distance Sailed (NM)	1965766	2392782	+21.7%
Total Deadweight (MT)	787870	787870	N/A
Total CO <sub>2</sub> Emissions (MT)	634096	681188	+7.4%
Mean CO <sub>2</sub> Emissions per Nautical Mile (MT)	0.35	0.31	-11.4%
Total SO <sub>x</sub> Emissions (MT)	1748138	1728076	-1.15%
Mean SO <sub>x</sub> Emissions per Nautical Mile (MT)	1.115	0.85	-26.09%
Annual Efficiency Ratio (AER)	16.76	14.47	-13.7%
Mean AER Difference to Poseidon Principles (%)	+29.9%	+12.17%	-59.2%
Fleet Sustainability Score*	1.29	1.12	-13.2%

\*A Fleet Sustainability Score is a tool used by financial institutions to quantify how sustainable a fleet is using a weighted AER average. It is common practice to target a low Fleet Sustainability Score as it reflects an optimally low AER rating.



### Poseidon Principles

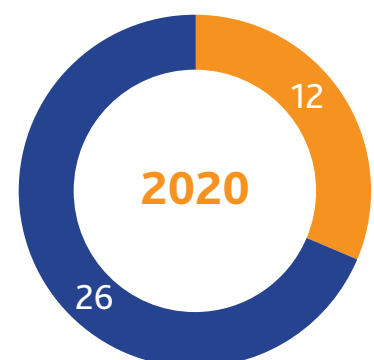
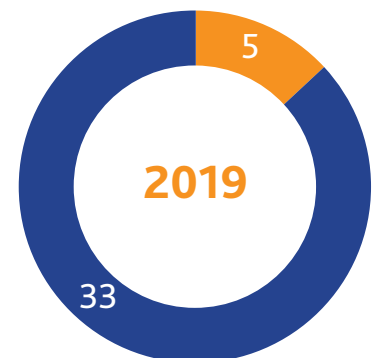
The two pie charts illustrate the percentage of vessels in 2019 and 2020 that bettered the Poseidon Principles trajectory value for 2020.

In 2019, we can see that five out of 38 (13.2%) of our vessels achieved an AER rating below the target set by the Poseidon Principles, while 33 out of 38 (86.8%) did not.

When comparing our 2019 data to our 2020 data, we can see that 12 out of 38 (31.6%) of our vessels achieved an AER rating that bettered the 2020 trajectory value set by the Poseidon Principles, up by seven from 2019.

Pinpointing the exact cause of our fleet’s AER improvement is challenging due to the uniqueness of each vessel. However, we can attribute our success to a number of factors that have been previously mentioned, such as the use of alternative fuels and weather routing. Two additional factors that we believe were important to our success is a reduction in fleet speed (eco-speed) and increased vessel utilisation. In 2019, we had an average utilisation of 86.34% and an average fleet speed of 13.63 knots. In 2020, there was an improvement in both metrics, with an increased vessel utilisation of 86.85% and a slower average fleet speed of 13.35 knots. Increased vessel utilisation means less waiting at anchor and shorter periods of stay in ports, which ultimately leads to improved energy efficiency.

We have demonstrated that over the year 2020, our efforts to improve our vessels’ carbon efficiency have been successful, and we hope that by continuing to innovate and implement new initiatives and design modifications we will be well placed to ensure that all of our vessels meet future AER trajectory targets.



- Does not achieve trajectory value
- Achieves trajectory value

SECTION 7

# Peace, Justice & Strong Institutions



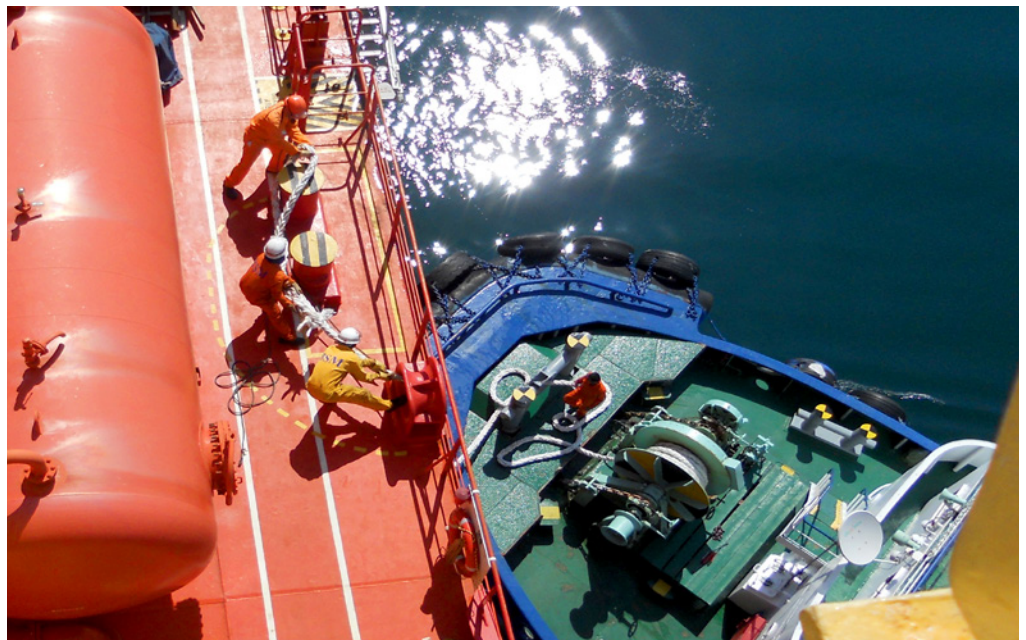
Alex  
SDG 16 Champion

The maritime industry thrives in a peaceful environment. For our industry to continue to grow sustainably, we see it as an imperative for maritime businesses to uphold the rule of law. In support of this, the International Maritime Organization has a global legislative framework covering many aspects of ships and shipping. Flag states and port states implement maritime laws and regulations to create prosperous, safe, secure and environmentally responsible trade. Ship owners and ship operators have their role to play in complying with those laws, through eliminating bribery and corrupt business practices, by engaging in responsible and ethical business, and by respecting the rule of law.

## OUR AIMS

To function effectively, we need to have a solid foundation of governance within our business. We have clear policies, processes and systems in place to ensure that we comply with national and international legislation, regulations and industry best practices. We actively encourage and, where possible, support our business partners and suppliers to do the same.

We are working to eliminate all forms of corruption, bribery and facilitation payments in all areas of our business. We promote accountability, transparency and ethical business conduct throughout our operation and in our supply chain. There is a range of techniques at our disposal to help us tackle corrupt behaviour. These include vendor risk and impact assessments, reporting and supply chain management processes.



## SECTION 7

# Peace, Justice & Strong Institutions

## OUR CURRENT ACTIVITIES

### Company Code of Conduct



Our Three Pillars – Safety, Reliability and Efficiency – are the foundations of our organisation. They support our ANCHOR values, which underpin how we do business at Navigator Gas. These serve as the basis of our moral and ethical standards in the way we interact with each other, our customers and partners. We have created a frame of reference which sets out the standard of conduct and behaviour we expect of everyone in our company.

Our Code of Conduct covers a range of topics and clearly defines the expectations and requirements we have of our employees.



This includes:

- That our Code of Conduct applies to everyone, including contractors
- Setting out everyone's responsibilities under the Code of Conduct
- Our commitment to the law
- Our commitment to health, safety and the environment
- Our commitment to the company, including information security
- Our commitment to our shareholders, our customers and to our communities.

### Whistleblower procedures

In our company, we value our culture of open communication. However, we recognise that a situation could arise where it is necessary for an individual or an organisation to make a 'whistleblowing' disclosure, for instance when there is a deviation from compliance with applicable laws or our Code of Conduct. In order to make this possible, we have provided an online process for all company employees to make a disclosure. For external parties, we have a dedicated Ethics Committee, reachable using this e-mail address: [ethics@navigatorgas.com](mailto:ethics@navigatorgas.com).

### Paying fairly

We are committed to paying fairly for all employees, which means paying every employee a salary that is above the national minimum wage and above the national living wage. By implementing an annual salary review for all shore employees, we can assess employee performance against agreed personal development targets.

## SECTION 7

# Peace, Justice & Strong Institutions



## Supply Chain Code of Conduct



To continue growing our business sustainably, we recognise the need for collaboration with our partners and suppliers. We must conduct our business with integrity by upholding the very highest standards of business ethics and practice. Our Supply Chain Code of Conduct clearly sets out our requirements and our recommendations for all our vendor relationships.

These include:

- Compliance with all applicable laws, including anti-bribery, anti-corruption, insider trading and competition laws
- Zero tolerance of exploitative or forced labour, including child labour
- Zero tolerance towards unlawful workplace conduct including harassment, abuse, discrimination, intimidation, unsafe working conditions or coercion
- Adherence to the United Nations Universal Declaration of Human Rights.

These are linked with our ANCHOR values and reflect our commitment towards ethical business.

In 2020, we recorded one bribery attempt by a supplier which was correctly reported using our internal processes, and we have stopped working with the particular supplier concerned.

## Maritime security

Piracy is not new; it has existed ever since humans have used vessels as means of transportation. However, the modern concept of maritime security extends beyond the states protecting their maritime territories to the real threats of violence and abduction that seafarers face in their working lives onboard merchant vessels. Illegal activities range from piracy (as defined by Article 101 of the 1982 United Nations Convention on the Law of the Sea), acts of armed robbery, trafficking people, smuggling weapons and drugs, illegal fishing and polluting the sea.

We exercise diligence in protecting the crews and cargoes transported on our vessels. In addition to compliance with the International Ship and Port Facility Security Code (ISPS Code), we implement additional security measures depending on the risks associated with a particular voyage or route. In West Africa for example, an area widely regarded as a piracy focal point, we engage with local enforcement to ensure our people and assets are protected. We also avail ourselves of maritime security intelligence data so that we have latest threat information at our disposal. Further, our vessels report incidents and suspicious occurrences to the authorities in support of the effort to enforce the law and uphold peace and justice.

Our shore security teams ensure that we adopt the latest maritime security best practices by engaging with government and industry partnerships including the United Kingdom Maritime Trade Operations (UKMTO) and the International Maritime Security Construct (IMCS). By participating in their conferences and utilising their guidance on best practices, we keep ourselves and our crews informed.

## SECTION 7

# Peace, Justice & Strong Institutions

### Townhall meetings

Our CEO regularly holds townhall meetings with all shore-based employees to inform the group on business performance or to disseminate important business updates and changes. Whenever possible, impromptu townhalls are held on board company vessels during CEO visits. These are delivered in-person or online from either the London or the Gdynia offices, with video technology enabled for a live feed to other offices. Such meetings also enable employees to pose questions to the Executive Committee either live or by submitting them in advance with the option of anonymity.

### Data privacy and information security

We comply with the provisions of the European General Data Protection Regulation (GDPR) and we fully support the Seven Principles at the core of the GDPR, which are:

- Lawfulness, fairness and transparency
- Purpose limitation
- Data minimisation
- Accuracy
- Storage limitation
- Integrity and Confidentiality
- Accountability.

We have systems and processes in place to ensure that our data is protected. We test these systems regularly and implement measures to ensure their integrity.



## THE FUTURE

### United Nations Global Compact

## WE SUPPORT



Navigator Gas is in the process of becoming a participant of the United Nations Global Compact. We adopted a principles-based approach to conducting our business, and we have integrated the Ten Principles of the UN Global Compact into our business procedures, processes and documentation. By participating in this forum, we position ourselves to collaborate with peers in solving complex sustainability issues. It also provides a medium for sharing best practices and emerging innovative solutions.

By joining over 12,000 signatories in over 160 countries, we have made a public commitment to sustainability by implementing the Ten Principles and to reporting on our progress.





SECTION 8

# Community Investment



We believe that it is important to support our communities. In our line of work, the word 'community' has a different meaning because of the international nature of our work.

We have a shore presence in London (England), Gdynia (Poland) and Riga (Latvia). Our vessels trade worldwide, and a significant proportion of the seafarers working on our vessels come from the Philippines and India.

## International Seafarers' Welfare and Assistance Network (ISWAN)



Through our annual membership, we support ISWAN in their work to promote and support the welfare of seafarers all over the world. Their activities include the provision of a 24-hour helpline, projects and campaigns in support of seafarers' welfare. We recognise that seafarers have a vital and challenging role in the international logistics chain. We are proud supporters of ISWAN.

## The Mission to Seafarers



With a long history, The Mission to Seafarers has supported seafarers in 200 ports and 50 countries. They provide various types of support on a charitable basis, including pastoral support, advocacy and a range of practical facilities in Seafarer Centres such as internet access and transportation to local amenities.

## Water Aid



This British charity has made it their mission to rally the support of individuals, business and governments in ensuring that everyone has access to clean water and decent sanitary facilities. We recognise that such access is a basic human right, and we are proud to support their work.

## British Red Cross



**BritishRedCross**

Bringing help and assistance to those in need, providing emergency medical aid and supporting victims of modern slavery and trafficking are just a few of the wide array of support activities provided by the British Red Cross. They have helped in some of the world's biggest emergencies, and we are very proud to have been able to support their work as part of a company charitable event.

## The Global LPG Partnership



Reliance on solid fuels for cooking has caused millions of deaths, severe forest loss and a vast impact on children and women's labour time. The Global LPG Partnership collaborates with governments of developing countries to work towards a sustainable scale-up the use of LPG and bio-LPG as an alternative fuel source.

## Polish Red Cross



The mission of the Polish Red Cross is to prevent and alleviate human suffering and protect human dignity. Similar to the British Red Cross, the movement started when Henry Dunant, a Swiss humanitarian, was deeply moved by the suffering of thousands of people during the Battle of Solferino in 1859. The concept of volunteers providing aid and assistance to those who need it most is central to the ethos of the Red Cross. We supported the work with a charitable donation linked with a company sporting event in Poland.

## SECTION 8

# Community Investment



## Company matched-giving

Our company operates a Matched Giving Scheme where employees are entitled to claim up to £1000 (or equivalent in Euro, US\$ or PLZ) in each calendar year for a registered charity they have raised money for personally. In 2020, the charities supported through this programme are:

- British Red Cross
- Wielka Orkiestra Świątecznej Pomocy (charitable orchestra)
- Stowarzyszenie Siedem Aniołów (Seven Angels Charity)
- Stowarzyszenie Puckie Hospicjum (Hospice Association)
- Mission To Seafarers

## Future activities

The whole Navigator Gas team is made up of a diverse mix of talented professionals. We are presently exploring how we can support our communities by encouraging our staff to engage in voluntary projects and give their time to a benevolent cause with company support. Charitable work adds great value to organisations and communities, and for the individual it can bring satisfaction and a sense of 'having given something back'. However, it is often the case that individuals lack the time to participate in benevolent work because of commitments in other areas of their lives. We are looking to start a series of company-wide charitable days where our office staff can support a charitable or social cause together. This means that we could foster teamworking within the business by doing something wholesome, benefiting our local communities.

We will continue to invest in our communities in 2021, and we look forward to writing about our progress on this in our next CSR Report.



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