



SUSTAINABILITY REPORT | 2021

STEAMSHIPS' SUSTAINABILITY REPORT

Steamships Trading Company and its subsidiary companies will conduct their activities in a manner that protects the environment, health, security, and safety of our employees, contractors, and customers. The Steamships Sustainable Development Policy commits the Steamships Group to play an active role as a responsible corporate citizen.

To do this, Steamships will meet or exceed all legal requirements and;

- Operate in a manner that safeguards the health and safety of all our stakeholders. Zero harm is our goal.
- Provide and maintain safe places of work and equipment.
- Continually review workplaces, equipment, and procedures to further improve safety.
- Provide occupational health and safety training for employees.
- Play an active role as a responsible corporate citizen, being involved in community engagement programs and encouraging staff to participate in them.
- Be a good steward of the natural resources under our influence and ensure that all potential adverse impacts of our operations on the environment are identified and appropriately managed.
- Favour suppliers and contractors who promote sustainable development.
- We will strive to be an employer of choice by providing an environment in which all employees are treated fairly and encouraged to realise their full potential.

Making it happen:

- The promotion and maintenance of Health, Safety, Security, and the Environment (HSSE) is the responsibility of all staff.
- All companies in which Steamships Trading Company Limited has a controlling interest will have action plans to apply this policy in a way that is relevant to their business.
- We will encourage other companies in which we have an interest, as a shareholder or through our supply chain, to implement similar policies.
- We will monitor our performance and report regularly.

Our strategy is aligned to the United Nations Sustainable Development Goals. At Steamships, sustainability is central to everything we do. We believe that our environmental and social performance is as important as our financial performance and the duty of care to our staff. By maintaining a clear focus on the three pillars of Our People, Our Environment, and Our Community, Steamships remains a major contributor to the economic development of PNG and a committed steward of the unique environment and culture of our nation.

Our People

Our people remain our most important asset. We strive to ensure that work at a Steamships business is a rewarding and enjoyable experience.

Steamships is an equal opportunity employer that treats all employees with dignity and respect. We provide a safe and secure work environment and promote healthy lifestyles. We provide development opportunities and rewarding careers.

Our Environment

Responsible and sustainable energy consumption is an area of increased focus at Steamships. There is regular monitoring and reporting of energy use, water use, waste, and environmental emissions at an operational level with the intention of improving performance wherever possible.

Our Community

Steamships Trading Company has a large footprint in PNG, and it is essential to have a positive impact on the communities in which it operates.



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Environmental Impact Statement



This report is printed by an ISO14001 printer using vegetable based inks on Wood Free FSC accredited paper which has been sourced through the Woodland Trust scheme consuming the following resources:



0.056
tonne of carbon



526.1
litres of water



0.1mil
BTUs



0.66
trees

FOREWORD

“At Steamships, we recognise that there is an increasingly heightened societal interest in Environmental and Social Governance concerns, and we’ve taken appropriate steps to ensure that we continue to be in the best position to address such concerns.”



In 2021 the company formally adopted Sustainability into its planning cycle, with sustainability in its broadest context now a permanent agenda item at the Board level. The creation of a discrete Sustainability office, with its own management and budget responsibility, will assist the Board to identify emerging environmental and social risks as part of its Risk Management approach.

As ever, our commitment to the key Sustainability pillars of People, the Community, and our Environment remained a priority throughout 2021.

The HR Function across Steamships underwent a significant overhaul, through Project Unify. This resulted in greater efficiencies through the centralization of HR teams in East West Transport, Joint Venture Port Services, Pacific Palms Property and the Coral Sea Hotels. HR centralization for the rest of our businesses will be completed in 2022. A Workplace Culture Survey was completed during the year, and this gives valuable insight into the way our people think and how we can continue to provide them with the best working environment. In the area of health and safety, whereas 2020 was the year of the mask, 2021 has been the year of the vaccine. Nationally vaccination uptake has been disappointing with a reported vaccination rate of less than 5%. To counter this the company created “COVID Safe Workplaces”,

an internal incentive campaign designed to encourage vaccination. By December we achieved our stated goal of 80% of staff vaccinated

Our Community Grants Programme continues to deliver much-needed assistance to multi-year partners in the areas of education sponsorship, child literacy, health and sanitation, and positive social welfare advocacy. In addition to our traditional partners, it was pleasing to note funding was made available to several projects supporting innovation and entrepreneurship.

The creation of a dedicated Sustainability Office in 2022 will ensure a more focused approach to environmental measurement and reporting going forward. The Sustainability Manager is tasked with three broad responsibilities; to embed sustainable thinking, to set some hard targets and measure performance, and to deliver meaningful ESG initiatives across our businesses.

It is pleasing to present a report that reflects a strong and a strong ongoing commitment to the three underpinning pillars of Sustainability.

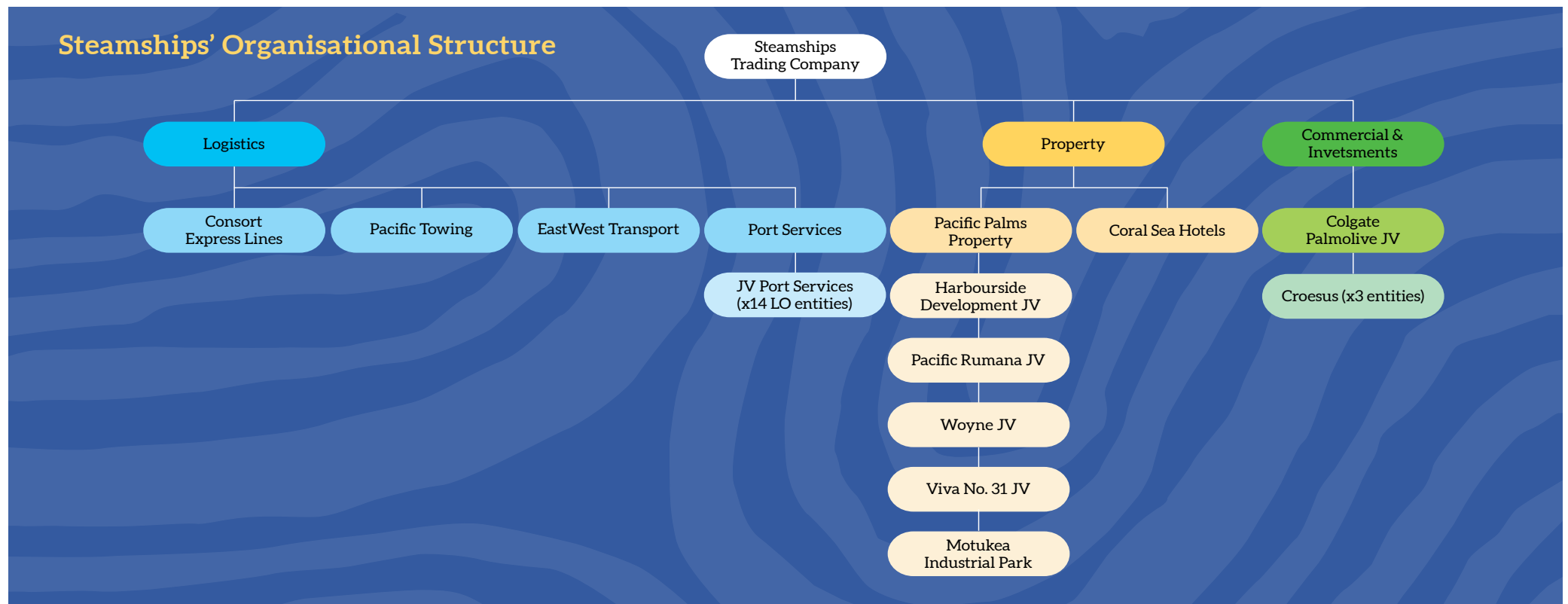
Rupert Bray
Managing Director
Steamships Trading Limited

SCOPE OF WORKS

- The report covers all major business units of Steamships. It does not include joint venture operations that are not under its management control.
- Steamships' sustainability performance aligns with the requirements of the Global Reporting Initiative, a worldwide corporate transparency initiative that Steamships has followed since 2013.
- Management approach and the economic performance, legal, and governance aspects of Steamships are reported in the company Annual Report.
- The reporting period is the calendar year 2021.

FAST FACTS

Steamships is a well-established conglomerate with diverse commercial interests and is listed on both the Port Moresby and Australian stock exchanges. The Steamships Group employs just over 2,000 people in six divisions grouped under the three operating categories - Property, Hospitality, Logistics and Commercial.



PROPERTY AND HOSPITALITY



Pacific Palms Property (PPP)

Pacific Palms Property (PPP) is one of the largest and most dynamic property developers and managers in PNG. The division continues to develop and hold property in the residential, commercial, retail, and industrial sectors with building and land assets located in Port Moresby, Lae, Madang, Wewak, Goroka, Mt. Hagen and Rabaul. PPP's strategy of making investments of scale and quality in good locations continues to support stable revenues. In 2021 PPP achieved ISO certification in 3 categories, ISO 140001 – Environmental Management, ISO9001 – Quality Management and ISO 45001 – Occupational Health and Safety, following a robust auditing process by DNV Assurance Australia. The focus for 2022 will be the delivery of Harbourside South and @345 (formerly Burns House), the new Steamships headquarters.

Coral Sea Hotels & Enzos

Coral Sea Hotels is the largest hotel group in PNG, managing eight hotels and one serviced apartment block. The group comprises the Grand Papua Hotel, the Gateway Hotel and Apartments, the Ela Beach Hotel and Apartments, Whittaker Apartments, and the Air Niugini Residence (under a management agreement) in Port Moresby; the Huon Gulf Hotel in Lae; the Highlander Hotel and Apartments in Mount Hagen; the Bird of Paradise Hotel in Goroka and the Cassowary Hotel in Kiunga. The group also operates several food and beverage outlets including the fast-food chain Enzo's, Ela Beach Bakery, Harbourside Bakery and Bonjour Café in Deloitte Tower.

LOGISTICS: MARINE SERVICES

Consort

Consort owns and operates a fleet of geared, multipurpose vessels and specialises in providing reliable scheduled liner shipping services connecting 16 ports across Papua New Guinea. They proudly offer the most extensive shipping network in the country, regularly visiting ports on the North Coast, South Coast, New Guinea Islands, Bougainville, and Western Province.

Consort also operates project and charter vessels that are purpose-built for trading in coastal and riverine waterways across Papua New Guinea. Their project and charter fleet consists of small, medium, and large landing crafts (LCTs) capable of carrying containers, breakbulk, and bulk fuel cargos. In addition to shallow-draft landing crafts, they also own a tugboat and barge combinations for hire.

Consort has the capability to carry a wide range of cargo including containerised cargo, general cargo, breakbulk, refrigerated cargo and project cargo. Their diverse customer base varies from domestic manufacturers and wholesalers to international liner carriers transshipping cargo. In addition to owning and operating ships, Consort manages PNG's largest fleet of containers, offering customers easy access to a wide range of container types.

LOGISTICS: TRANSPORT & PORT SERVICES

Pacific Towing

Pacific Towing is PNG's market leader in the provision of a diverse range of marine services, enjoying a reputation for excellence and reliability across the Pacific region. The company is a full member of the International Salvage Union and the International Spill Control Organization.

Core services include towage, moorage, salvage, commercial diving, life raft sales, leasing and servicing. Pacific Towing also provides numerous services to the oil and gas sector and is a trusted provider of innovative and customised marine project solutions.

The company has fast responder capability and operates a fleet of 23 vessels, including 13 tugs and 10 associated support vessels. Pacific Towing is halfway through a re-fleeting program to further modernise its fleet, as well as to provide it with enhanced towage and salvage capacity. Vessels are stationed in five ports across PNG including at its dedicated tug base in Port Moresby, as well as in Lae, Rabaul, Kimbe, and Madang. An additional tug dedicated to harbour towage services continues to be based in Honiara at the company's operations in the Solomon Islands.

With a 97 percent nationalised workforce and a long history of substantial training investments (including two cadetship programs), Pacific Towing is proud of its achievements in training the next generation of PNG's seafaring professionals.

East West Transport (EWT)

East West Transport is one of Papua New Guinea's largest multifaceted transport and logistics companies. It is ISO accredited for environmental management, occupational health & safety, and quality. Based in Port Moresby, it has operations in Lae, Kimbe, Rabaul, Madang, Wewak, Alotau, and Kavieng. The company has a large fleet of prime movers, heavy and light trucks, forklifts, and reach stackers ranging from 2.5 to 80 tons in capacity.

All equipment is supported by localised workshop facilities, safety, and emergency response teams and vehicles. EWT operates across a wide spectrum of transport-related activities including bulk fuel, containerised cargo, and break-bulk cargo, and provides depot services such as equipment hire, warehousing, and bonded or unbonded yard storage.

EWT also offers a licensed customs cargo clearance service in Lae and Port Moresby with the ability to clear cargo in any location where EWT has a presence.

The division capitalises on its close relationships with sister companies in shipping and stevedoring by offering specialised end-to-end logistics and project solutions for the mining, oil & gas, and commercial sectors.

JV Port Services

Joint Venture Port Services operate eleven businesses throughout the country including in the principal ports of Port Moresby and Lae, ports elsewhere on the mainland and in Bougainville, New Ireland, and New Britain.

The core port businesses offer a full range of stevedoring and handling facilities. With a fleet of specialist equipment, the businesses handle all types of containers, as well as project cargo, break-bulk, RO-RO, LO-LO, grains and cement. The stevedoring companies are joint ventures between Steamships and local landowner groups at the respective ports around the country.

Each joint venture employs a local workforce and is structured in a manner so that a significant share of earnings is returned to the community in which the joint ventures operate. JVPS is the only group of stevedoring and handling companies in PNG to be ISO accredited for quality, safety, and environment.

The business continues to work hard to provide a seamless logistics solution for customers in PNG drawing on the combined strengths of Swire Shipping, Consort and East West Transport. The business continues to work hard to provide a seamless logistics solution for customers in PNG drawing on the combined strengths of Swire Shipping, Consort and East West Transport.

SUSTAINABLE DEVELOPMENT



A genuine commitment to the principles of sustainable development has always underpinned the way that Steamships operates and is key to delivering lasting value to its customers and shareholders. This commitment, articulated by a focus on Our People, Our environment, and Our community will ensure that the company remains relevant, and continues to make a valuable and lasting economic and social contribution to Papua New Guinea.

Our People

At Steamships, our focus is to ensure that employees are afforded every opportunity to build strong, rewarding, and successful careers in an environment of safety, trust, fairness, and respect. We strive to ensure that:

- We are an equal opportunity employer that treats all employees with dignity and respect.
- We provide a safe and secure work environment and promote healthy lifestyles.
- We provide development opportunities and rewarding careers.

Our Community

Steamships recognises that every business must earn and maintain its right to operate. Having a positive impact on the communities in which it operates is key to this. Engagement with the community is facilitated through involvement in social programs that prioritise four key areas: health, social welfare, education, sports, and culture, with emphasis on women and children. The aim is to identify projects and partnerships that bring measurable, meaningful, and positive impacts to those in most need.

Our Environment

Responsible and sustainable energy consumption is an area of increased focus at Steamships. There is regular monitoring and reporting of energy use, water use, waste, and environmental emissions at an operational level with the intention of improving performance wherever possible. Reporting continues to be refined to ensure we minimise the environmental impact of our commercial footprint.

OUR PEOPLE...



Project Unify | HR Centralisation

2021 was a big year for the HR Function across Steamships. Project Unify was initiated to address three key areas of HR process inconsistencies, capability gaps and the underutilization of digital platforms readily available in the group, with the overall aim of improving the employment experience of our staff and freeing up operational managers to focus on core business. Success to date has seen the complete centralization of HR teams in East West Transport, Joint Venture Port Services, Pacific Palms Property and Coral Sea Hotels. 2022 focuses on the centralization of Consort Express Lines and Pacific Towing and internal HR & Payroll staff development. General HR achievements included the recruitment of IT trainees into our two-year IT development program starting in 2022, completion of the Workplace Culture Survey, completion of the company's inaugural Frontline Leaders Development Program and the COVID safe workplaces campaign.

AND THEIR SAFETY



Safety is a journey of continuous improvement. Progressive safety performance in 2021 despite Covid-19.

Safety is a journey of continuous improvement. Progressive safety performance in 2021 despite Covid-19. In the area of health and safety, 2020 was the year of the mask, 2021 has been the year of the vaccine. Nationally vaccination uptake has been disappointing, thus, to ensure the health and safety of our team Steamships launched Creating COVID Safe Workplaces, an internal incentive campaign to encourage vaccination. The campaign included a sweepstake which was open to all vaccinated employees and declared dependents. Our vaccination rate at the beginning of the campaign was 48% and after the campaign, in December we achieved our goal of 80%. The campaign included hosting three vaccination drives for staff hosted at Steamships sites in partnership with Motu Koita Assembly.

Improvement was also evident in the fact that JV Port Services, East-West Transport and Pacific Palms Property achieved certification in three ISO standards; ISO 9001 – Quality Management, ISO 14001 – Environmental Management and ISO 4500 – Occupational Health and Safety. The focus for 2022 will be to achieve ISO status for the other businesses in the Group.

Steamships continue to do well in removing risk in our workplaces through safety observation management walks, self-inspections, and near-miss reporting. Even so, it is worthwhile to remind ourselves that we face risks every day. We are responsible for and to each other to make sure we come to work safely and return home safely. With the same spirit that has served us well in 2021, we look forward to continuing to achieve more highlights on our zero-harm journey in 2022.

2021 STEAMSHIPS COMMUNITY GRANTS

The Steamships Community Grants Program maintained funding for its multi-year partners like Femli PNG, Salvation Army, Sago Network and Buk Bilong Pikinini. Many organisations have had to pivot and make accommodations for the ever-present covid-19 and a reduced economy. Though the pool of funds has decreased in the past two years the reach and impact of the projects supported by this grant program have not.

Along with our multi-year partners, the notable inclusion of Motu Koita Assembly Mobile Bus, Caritas Nutrition Program, CareerTrackers and the Em Stret Start-Up Challenge saw Steamships help to provide breakfast for students at Caritas, professional workplace exposure for underprivileged university students and pitching opportunities for Papua New Guinean entrepreneurs through Em Stret.

Mobile Clinic for Motu Koita; Motu Koita Assembly

STC Total funding: K96,529.00

Steamships funded the fit-out and wrap for a mobile clinic to service the Motu Koita community. If 2020 was the year of the mask, 2021 was the year of the vaccine. The mobile clinic assisted not only the Motu Koita community but National Capital District, Central Province and Steamships. Steamships hosted three vaccination days at three of our sites (East West Transport, Baruni; Ela Beach Hotel, Ela Beach; and, Gateway Hotel, 7 mile) for staff and members of the community.

House of Hope, A Beacon of Hope

Total STC funding: K298,451.00

Salvation Army's House of Hope provides a safe house as well as is a centre for providing HIV care for the most vulnerable people, in most cases women and children whose parents have died of HIV.

Barakau Sanitation Program; Sago Network

STC Total funding: K200,000.00

Sago Network's two-part project funding started in early March just before the first lockdown in the country due to COVID-19. Sago Studio at Unitech Lae and Barakau Sanitation projects scheduled for 2020 were postponed because of COVID-19. Both projects have been moved forward to 2021.

All funding for Sago Network's two-part project was directed towards the Barakau Sanitation project, as

Covid-19 affected classes and students largely received their education and learning via online platforms.

With network challenges, it was decided that all the funding would be redirected to the Barakau Sanitation Program. The program saw 9 sago dry toilets built and installed throughout Barakau in 2021. The toilets were commissioned in March 2022.

Protecting our women and children

Total STC funding: K200,000.00 (Femili PNG)

Steamships' subscription to and membership of the Bel Isi organisation includes separate funding for the case management centre managed by Femili PNG, which supports and assists women and children experiencing family violence.

Expanding Learning centres for early learning; Buk Bilong Pikinini

Total STC Funding: K63,737.00 (Pari operational costs, Buk Bilong Pikinini)

The Pari Buk Bilong Pikinini Learning Centre celebrated its inaugural graduation in December of 2021, attended by Motu Koita Assembly Chairman and Steamships Managing Director, who handed out graduation certificates and shook hands. Funding was also released for the second library at Vabukori, located in the newly built community hall.

Creating an Inclusive Community; Cheshire disAbility Services

Total STC funding: K50,000.00

Steamships support the Cheshire Disability Service programs through annual funding of K50,000. The funding supports work carried out for the community rehabilitation programs as well as paying for one administrative staff member.

Creating an Inclusive Community; Royal Society for the Prevention of Cruelty to Animals

Total STC funding: K4,000.00

Animals are a great source of joy, most especially when they've been rescued and found forever homes.

Steamships maintains an annual sponsorship of the RSPCA to assist them in their mission to help the cats and dogs of Port Moresby, allowing them to recover from neglect, abuse and abandonment in a safe and caring environment.

The Breakfast Club; Caritas Technical College

Total STC Funding: K27,272.73

Twenty-four participants from across the country and across multiple industries were part of the one-month start-up challenge, the group started with 24 participants with 13 of the original 24 presented with the opportunity to pitch their businesses or business ideas. The aim of the challenge was to set up sustainable and profitable businesses to encourage the growth of the professional and scalable business mindset.

Expanding learning centers for early learning

Total STC Funding: K17,000.00

The Caritas Nutrition Program is a collaboration between Steamships and Goodman Fielder International to fund and provide breakfast items for the students of Caritas. The Breakfast Club opens at 6:45 am and runs until 7:15 am from Monday to Friday feeding 50 - 80 students a week. School administration had witnessed too many incidences of students falling

over during assembly, fainting, and upon further investigation discovered that students were coming to school hungry.

E-Space Start-Up Challenge; Em Stret Holdings

Total STC Funding: K27,272.73

24 participants from across the country and from multiple industries were part of the one-month start-up challenge. The group started with 24 participants, with 13 of the original 24 presented with the opportunity to pitch their businesses or business ideas. The challenge aimed to set up sustainable and profitable businesses to encourage the growth of the professional and scalable business mindset.

Supporting and Providing Opportunities; CareerTrackers PNG

Total STC Funding: K8,500.00

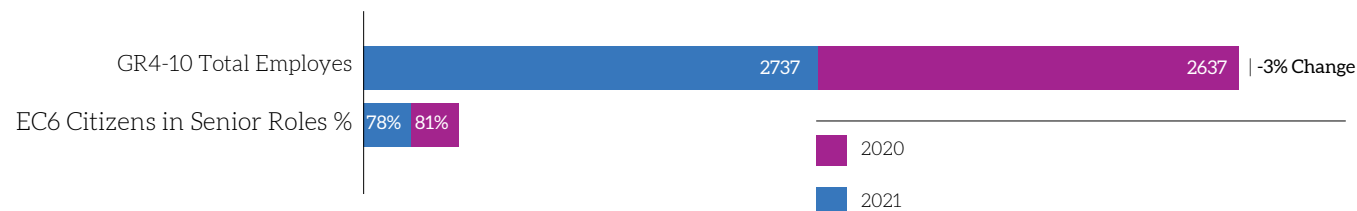
CareerTrackers is an organisation that seeks to provide and support disadvantaged students at the tertiary level with internship opportunities. Steamships supported this program with a view to it possibly being a feeder program for our Steamships Graduate Development Program. Two interns from the University of Papua New Guinea joined the ranks in November and were instrumental in our move from Harbourside West to Walter Bay Estate in Badili.

2021 SUSTAINABLE DEVELOPMENT HIGHLIGHTS

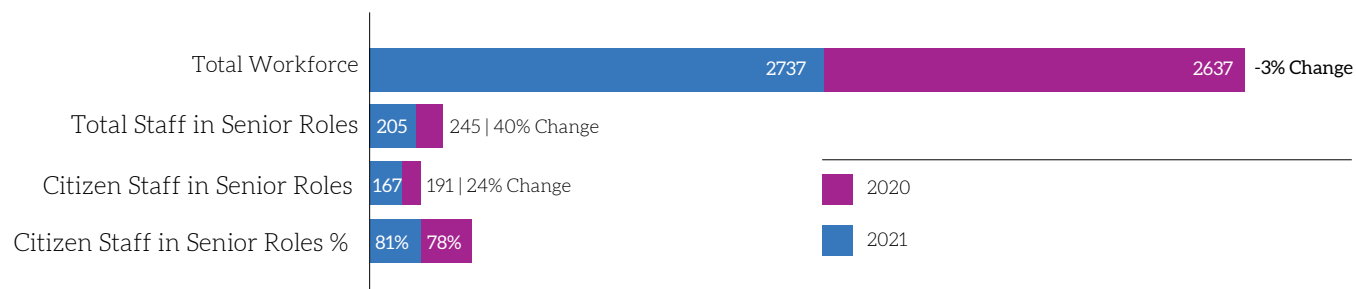


- Project Unify, the centralisation of HR functions across the business.
- Motu Koita Assembly mobile clinic fit-out to assist with their health initiatives and vaccination drives.
- Reunite and Refresh program for management staff.
- Continued funding for education initiatives through Buk Bilong Pikinini and The Breakfast lub, a nutrition program, at Caritas Technical College.
- 80% vaccination rate achieved across the group by December 2021 through our internal vaccination drive.
- Approval of a bespoke Sustainability Office, to be effected in 2022.

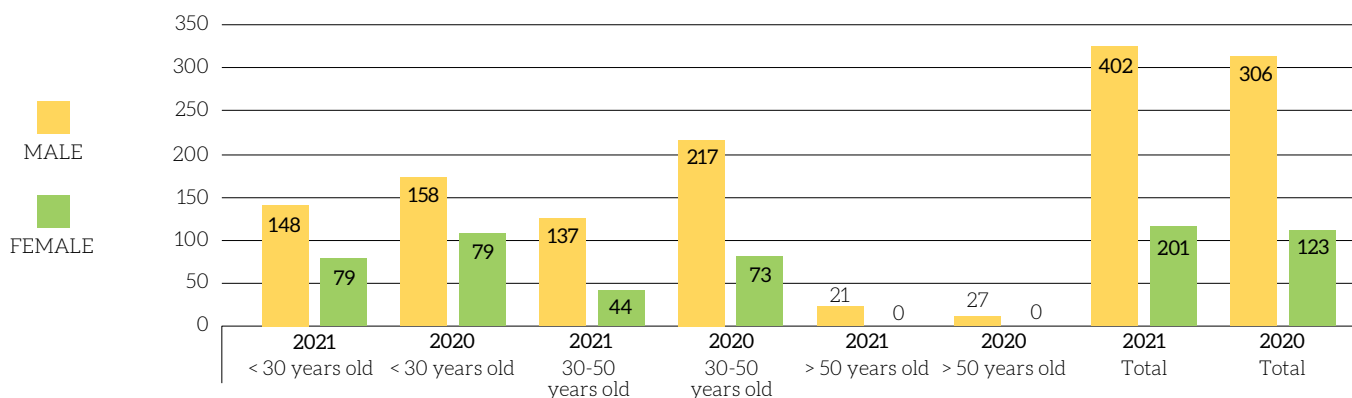
2021 Development Highlights (GR4 Indicator)



Proportion of Senior Management Hired from the Local Community at Significant Locations of Operation (EC6)



Total Number and Rates of New Employee Hires and Employee Turnover by Age Group, Gender and Region (LA1)



1) 2021 Sustainable Development Highlights

GR4 Indicator	Description	2020	2021	% Change
G4 -10	Total Employees	2637	2737	100
EC6	Citizens in Senior roles	81%	78%	-3%*

* Restructuring and Integration Projects

2) Proportion of Senior Management Hired from the Local Community at Significant Locations of Operations

Steamships group	2020	2021			% change
	Total	Total	M	F	(Totals)
Total workforce	2637	2737	2035	702	100
Total staff in senior roles	205	245	191	54	40
Citizen staff in senior roles	167	191	143	48	24
% Citizen staff in Senior Roles	81%	78%	75%	89%	-3%

*Senior= TRP above PGK50k

3) Total Number and Rates of New Employee Hires and Employee Turnover by Age Group, Gender and Region (LA1)

Steamships Group	2020- New Hires		2021- New Hires	
	M	F	M	F
<30	148	79	158	128
30 to 50	137	44	217	73
>50	21	0	27	0
Total	306	123	402	201

What is GRI?

The Global Report Initiative is an international not-for-profit organisation that has pioneered and developed a comprehensive sustainability reporting framework widely used around the world.

The GRI Framework reporting system provides metrics and methods for measuring and reporting sustainable-related impacts and performance, enabling greater organisational transparency and accountability.

Thousands of organisations, of all sizes and sectors, use GRI's Framework to understand and communicate their sustainability performance.

The GRI's G4 Guidelines were launched in 2013. Performance Indicators are organised into three categories:

- Economic.
- Environment.
- Social.

The guidelines offer two options for an organisation to prepare its sustainability report 'in accordance with the Guidelines:

- The Core option.
- The Comprehensive option.

AREAS OF SUSTAINABILITY FOCUS



Our Performance

Steamships monitors and manages their use of energy and water. Reporting monthly ensures that the company operates responsibly with minimum impact on the environment.

In 2020, amidst the challenges of COVID-19 resulting in the restriction of movement and operations, the company's CO² emissions decreased. Steamships Group companies reported a total decrease in energy, fuel, and water.

The company continues to create greater awareness around reporting and monitoring the responsible use of energy, fuel, and water.

2021 Overview

2020 saw reduced energy and water consumption across our divisions, due in large part to the disruptions

caused by the COVID-19 pandemic. As business activity increased again throughout 2021, so too did our fuel and water consumption.

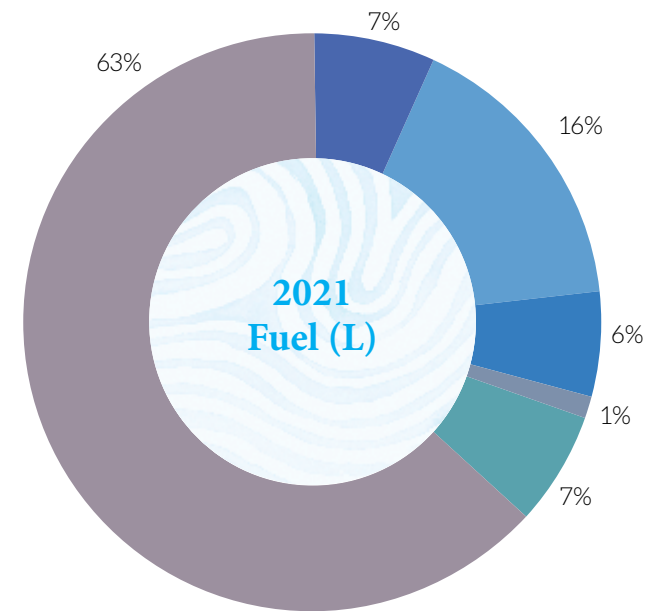
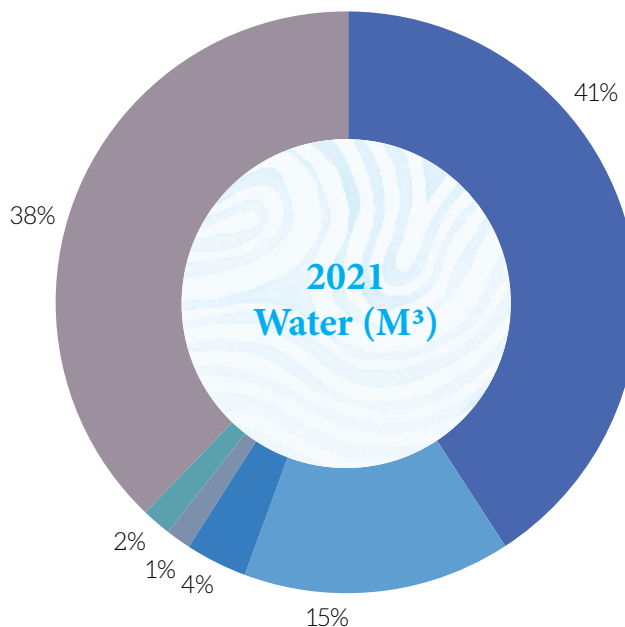
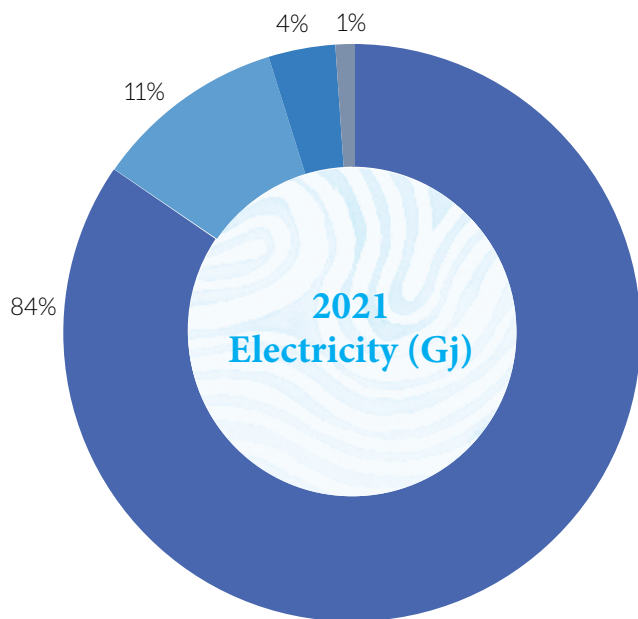
- Pandemic related staff shortages affected our data collection.
- In 2021 data from Consort and Pacific Towing did not capture Electricity usage on the vessels. Moving forward in 2022 electricity usage will be captured from onshore operations and the fuel used to power generators onboard vessels will be tracked.
- Waste stewardship is a focus area moving into 2022. Business divisions are moving towards a zero-tolerance for the purchase of bottled plastic water in favour of the use of branded water bottles and supply of water dispensers from Pure Water, an accredited HACCP compliant supplier.

Data collection, recording, and reporting remain a challenge for the Group. With the Boards approval of a discrete Sustainability Office with dedicated resources, this challenge will be addressed in 2022.

The role of the Sustainability Manager will be to:

- Embed Sustainability thinking within the Steamships group.
- Deliver meaningful Sustainability initiatives across the Steamships' businesses.
- Work with our business units to set sustainability performance targets and provide guidance as to how to achieve the same.

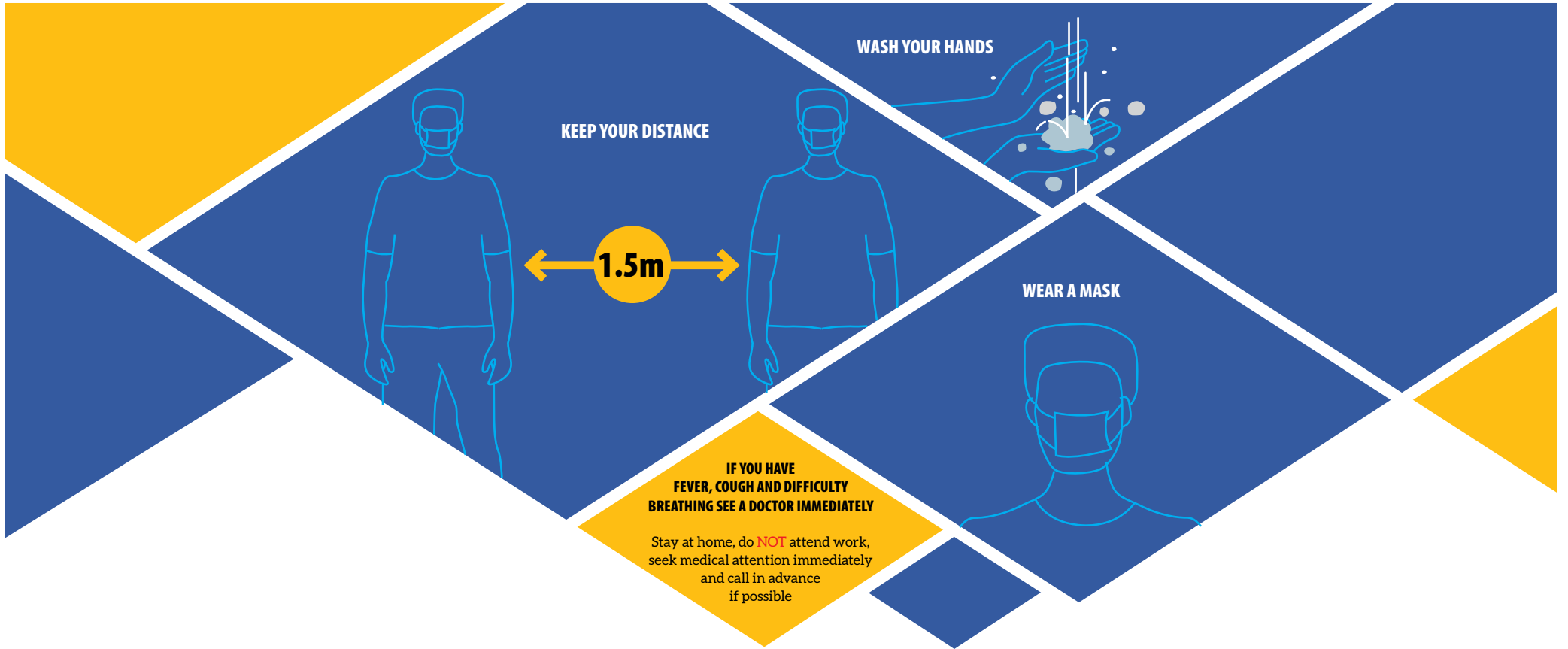
■ CEL
 ■ CSH
 ■ EWT
 ■ JVPS
 ■ PPP
 ■ PacTow



Division	Electricity (Gj)
Consort	0
Hotels	21,264
EWT	2,676
JV Ports	932
PPP	271
PacTow	0
TOTAL	25,143

Division	Water Usage M³
Consort	90,040
Hotels	97,088
EWT	35,202
JV Ports	8,056
PPP	3,023
PacTow	3,796
TOTAL	225,353

Division	Fuel (L)
Consort	9,876,690
Hotels	1,059,060
EWT	2,565,951
JV Ports	917,082
PPP	197,436
PacTow	1,008,970
TOTAL	15,625,189



HELP **STOP** THE SPREAD OF COVID-19

We don't just do business in PNG. It's our home.



STEAMSHIPS