

# PROPELLING THE WORLD FORWARD

Drew Marine | ESG Report 2025



# Building Sustainability Through Disciplined Management

## EcoVadis Bronze Medal

At Drew Marine, sustainability is an ongoing commitment—not a one-time achievement. We are proud to have earned the EcoVadis Bronze Medal, recognizing our performance across environmental management, labor and human rights, and ethical business practices.

Our parent company, Drew International, ranked in the top 35% globally, scoring in the 81<sup>st</sup> percentile among all companies assessed over the past year. This result reflects the progress we have made in strengthening policies, practices, and transparency across our global operations.

While we view this recognition as a meaningful milestone, it does not signal completion. At the time of publishing this report, we are preparing our next EcoVadis submission as we continue embedding sustainability into how we operate, govern, and support our stakeholders.



*Recognition matters—but it's the systems and accountability behind it that drive lasting progress.*

Ecovadis Recognition Page Link:  
<https://recognition.ecovadis.com/XBsWtwU8qEOOrNcmdlQAahA>

## Environmental Leadership

Environmental stewardship is embedded in Drew Marine's operations through disciplined management systems and continuous improvement.

In 2025, our Connecticut manufacturing facility was successfully recertified to ISO 14001 (Environmental Management) and ISO 9001 (Quality Management) following an independent third-party assessment.

These recertifications validate the strength of our policies, controls, and operational practices, reinforcing that sustainability and quality are ongoing commitments.

## A Global Commitment

Our certifications and external assessments reflect a broader commitment to responsible business practices, detailed in the following sections.



## Our Commitments

### UN Global Compact

Drew Marine is a proud participant in the United Nations Global Compact (UNGC), aligning our business practices with globally recognized principles covering human rights, labor standards, environmental responsibility, and anti-corruption.

Participation in the UNGC reflects our commitment to operating responsibly and integrating these principles into our policies, governance structures, and day-to-day operations across our global footprint. We report annually on our progress and continue to strengthen alignment.

Through this commitment, Drew Marine seeks to uphold ethical standards, promote transparency, and contribute to sustainable development in the communities and industries we serve.

### WE SUPPORT



### The Climate Pledge

Drew Marine is a signatory of The Climate Pledge, a global initiative co-founded by Amazon and Global Optimism that encourages organizations to take action toward achieving net-zero carbon emissions by 2040.

By maintaining this commitment, we acknowledge the urgency of addressing climate change and affirm our intent to continuously improve how we measure, manage, and reduce our environmental impact over time. This commitment helps inform long-term planning, supports accountability, and reinforces the importance of transparency in our climate-related efforts.

Our participation reflects a forward-looking approach—recognizing that meaningful climate action is an ongoing process that evolves alongside our operations, data maturity, and industry expectations.



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At Drew Marine, we are always focused on continuous improvement. Our teams work together across the organization to identify opportunities, share ideas, and implement practical solutions that help us operate better and serve our customers more effectively.

This report represents our third annual ESG report, marking an important milestone as we continue to formalize and structure our approach. While still early in our journey, the past few years have focused on building a strong foundation and integrating ESG more consistently across our operations. What began as a data-gathering effort has evolved into a way of working, embedded into how we plan, operate, and make decisions across the business. Our multidisciplinary approach brings together teams across all functions, ensuring shared accountability, continuous feedback, and clear alignment on where we can improve. This is further supported by our Business Unit structure, which takes a more holistic view of product lines as integrated businesses rather than individual offerings.

The maritime industry continues to advance as environmental regulations develop, technologies advance, and cybersecurity and data protection become increasingly important across global operations. At Drew Marine, we continuously adapt our products, services, and internal practices to meet these changing expectations and support our customers as they navigate an increasingly complex operating environment.

We are proud to have earned the EcoVadis Bronze Medal last year, recognizing the progress we have made in strengthening our environmental, social, and governance practices. While this recognition reflects the work already underway across our organization, we remain focused on building on that progress and continuing to improve.

Across our global operations, our teams are making meaningful strides. Our Operations team continues to improve efficiency and strengthen service reliability across our network. Our Technical team is enhancing reporting and information systems to deliver faster insights to vessels, helping crews respond quickly and operate more effectively. Our Commercial team remains closely connected to our customers, listening carefully and ensuring their feedback helps guide how we improve our solutions and services.

Collaboration across these teams is what drives Drew Marine forward. By sharing ideas, listening to feedback, and working together to solve challenges, we continue to strengthen the way we support the maritime industry today while preparing for the needs of tomorrow.

Sincerely,



Scot R. Benson  
CEO, Drew Marine

*“Continuous improvement at Drew Marine comes from collaboration—listening to our customers, sharing ideas, and working together to deliver better solutions.”*



# Introduction

*Drew Marine has proudly served the maritime industry with technical expertise and innovative solutions for nearly a century. Today, our global team remains committed to delivering excellence, helping our customers achieve success.*

*With a diverse, talented team of professionals worldwide, we collaborate to earn and maintain the trust of our customers. By embracing challenges and standing out through dedication and innovation, Drew Marine continues to lead the way in maritime solutions.*

## Mission Statement

At Drew Marine, our mission is to shape the future of the maritime industry by providing unparalleled, sustainable solutions. We are rooted in reliability, aiming to be a trusted partner consistently delivering superior products and services. We're committed to driving positive global change by empowering local communities, enhancing safety, and championing excellence. Compliance is the cornerstone of our operations, as we adhere to global specifications, local industry regulations, and government legislation, ensuring efficient and safe operations for our customers' vessels and offshore assets.

We place our customers at the center of everything we do. Our goal is to exceed expectations demonstrated through performance characterized by accuracy, speed, and the pursuit of excellence, all while ensuring regulatory compliance. We foster an environment of honesty, respect, and accountability, guided by our dedication to the highest ethical standards. Our journey is defined by the goals we achieve and by the socially responsible and environmentally friendly means we employ to reach them. Our ultimate goal is to optimize performance and provide peace of mind for our customers, thereby securing their operational success and forging a path towards a more prosperous and sustainable maritime future.

At the heart of our operations are our Core Values. These serve as our guiding principles that inspire every action we take, shape the way we operate, and contribute to society. Our commitment to Social Impact, Innovation, Global Impact, Safety, Excellence, and Customer Focus reflects our dedication to responsible business practices, industry advancement, and the creation of a sustainable future.



## Core Values

### Social Impact

We drive impact by working collaboratively with industry groups, partners, and communities to support responsible progress.

### Innovation

We pursue innovation that supports operational efficiency, regulatory readiness, and long-term sustainability across the maritime industry.

### Global Impact

We support global maritime operations through initiatives focused on fuel optimization, regulatory readiness, and evolving refrigerant requirements.

### Safety

We prioritize safety across all operations, maintaining high standards to protect our employees, customers, and the communities we serve.

### Excellence

We strive for high performance and continuous improvement, applying disciplined processes and technical expertise to deliver reliable results.

### Customer Focus

We work closely with customers to understand their needs, deliver dependable solutions, and build long-term, trusted partnerships.

# Company Overview

With an extensive global footprint and a broad network of offices, Drew Marine supports customers across more than 2,000 ports worldwide. This scale enables us to serve a wide range of maritime segments, including cruise, container, military, tanker, and bulk carriers. Our global reach allows us to deliver consistent products, technical expertise, and service solutions while responding to local operational and regulatory requirements.

As a technical solutions provider to the maritime industry, Drew Marine focuses on supporting safe, efficient, and compliant vessel operations. Our approach combines operational expertise,

disciplined processes, and a commitment to responsible business practices—helping customers navigate evolving industry demands while maintaining performance and reliability.

Environmental considerations are increasingly central to maritime operations. On the following page, we highlight one example of how Drew Marine supports customers in addressing environmental impact through refrigerant management, including guidance on Global Warming Potential (GWP), identification of lower-GWP alternatives, and support for regulatory readiness as requirements continue to evolve.

## Drew Marine's Global Port Locations



## Certifications and Memberships

Drew Marine actively participates in industry organizations and maintains certifications that support collaboration, regulatory alignment, and continuous improvement. Certifications like ISO 9001 (Quality Management) and ISO 14001 (Environmental Management), along with recognized industry memberships, reflect our commitment to responsible operations, disciplined management systems, and adherence to established standards globally.

These affiliations reinforce transparency, and help us meet customers, regulators, and industry partners' expectations.



# Refrigerant Transition Impact

## Refrigerant Management: Supporting Lower-GWP Transitions in Maritime Operations

Marine refrigeration systems rely on refrigerants that can significantly contribute to greenhouse gas emissions when leaks, servicing, or end-of-life handling occur. Many legacy refrigerants used in maritime applications have a high Global Warming Potential (GWP), increasing environmental impact and regulatory exposure.

As a supplier to the global marine market, Drew Marine supports customers by providing guidance on refrigerant selection, regulatory awareness, and access to lower-GWP alternatives. Our role focuses on helping operators understand evolving requirements, identify practical replacement options, and source compliant refrigerants globally—supporting both environmental performance and operational continuity.

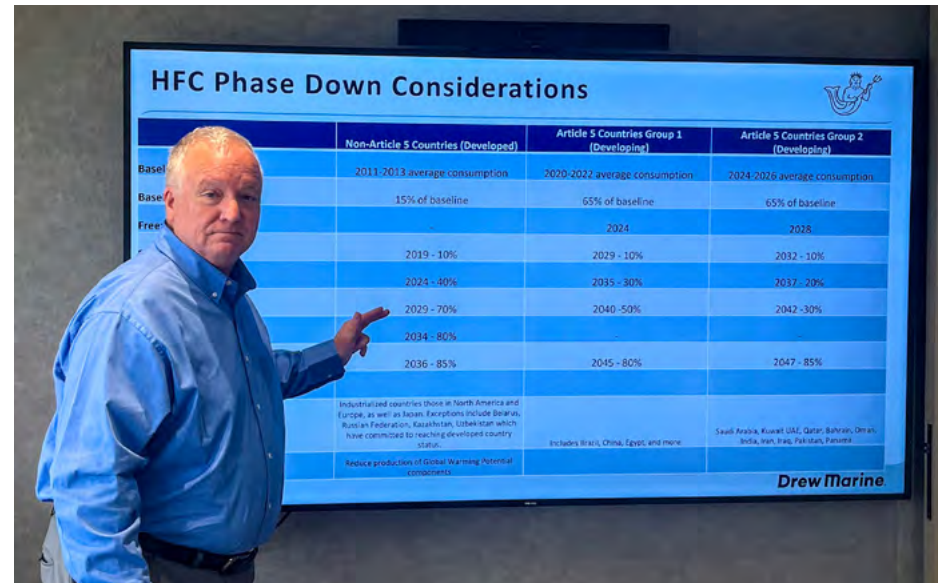
## Environmental Impact: Reducing Global Warming Potential

Reducing the climate impact of marine refrigeration systems requires a shift away from high-GWP refrigerants toward alternatives that maintain performance while significantly lowering emissions potential.

One example is the transition from Refrigerant R404A—a commonly used high-GWP refrigerant—to Refrigerant R449A, which delivers comparable performance with approximately 65% lower Global Warming Potential. Supporting these transitions helps vessel operators reduce environmental risk while maintaining system reliability.

Drew Marine enables responsible implementation by:

- Awareness of GWP and regulatory considerations
- Identification of viable lower-GWP alternatives
- Global sourcing capabilities to support consistent supply



Director of Welding and Refrigerant Products, Robert Kennedy, during a customer presentation.

HFC Phase Down Considerations			
	Non-Article 5 Countries (Developed)	Article 5 Countries Group 1 (Developing)	Article 5 Countries Group 2 (Developing)
Base1	2011-2013 average consumption	2020-2022 average consumption	2024-2026 average consumption
Base2	15% of baseline	65% of baseline	65% of baseline
Free		2024	2028
	2019 - 10%	2029 - 10%	2032 - 10%
	2024 - 80%	2035 - 80%	2037 - 20%
	2029 - 70%	2040 - 50%	2042 - 30%
	2034 - 80%		
	2036 - 85%	2045 - 80%	2047 - 85%
	Industrialized countries (those in North America and Europe, as well as Japan). Exemptions include Bahrain, Kuwait, Federated States of Micronesia, and others which have committed to reaching developed country status.	Includes Brazil, China, Egypt, and more.	Saudi Arabia, Kuwait, Qatar, Bahrain, Oman, India, Iran, Iraq, Pakistan, Panama.
	Reduce production of Global Warming Potential components.		

These efforts contribute to improved environmental profiles without compromising operational safety or efficiency.

## Operational Responsibility: Supporting Safe and Informed Transitions

Transitioning refrigerants requires careful consideration of system compatibility, handling requirements, and crew safety. Drew Marine supports responsible implementation by providing product guidance, documentation, and technical support to help crews manage refrigerants safely and in compliance with applicable regulations.

By focusing on informed product selection and safe handling practices, these efforts help reduce operational risk while supporting environmental objectives across diverse vessel types and operating regions.

## Governance: Regulatory Readiness and Transparency

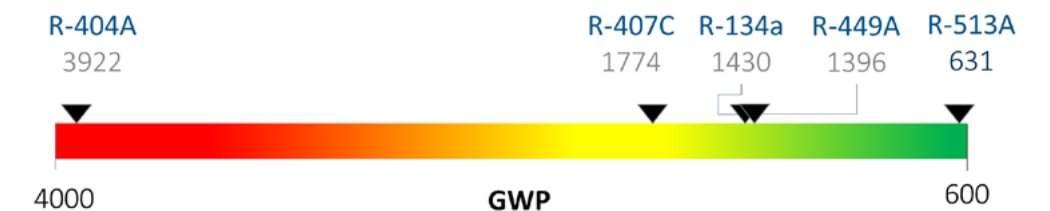
Refrigerant regulations continue to evolve globally, with increasing focus on phasedown requirements, reporting expectations, and environmental accountability across jurisdictions. Drew Marine provides guidance and technical support by aligning product offerings and guidance with applicable regulatory frameworks and industry standards.

Our approach emphasizes:

- Awareness of refrigerant regulatory trends
- Practical compliance-oriented product options
- Transparency in environmental impact considerations

This supports customers as they adapt to changing requirements while maintaining safe and efficient vessel operations.

## Comparing Refrigerants' GWP:



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# Drew Marine's Differentiators

## Our People

Simply put, our people are the core to our success. They are the driving force behind our achievements and the catalysts for innovation and growth.

We prioritize the growth and development of our team, providing opportunities for them to excel and reach their full potential. We foster a culture of inclusivity and respect, while celebrating each individual's unique perspectives and contributions.

Together, we form a powerful community united by a shared purpose – to revolutionize the maritime industry. Drew Marine colleagues are part of a global team that propels the future of maritime solutions.

*Together, we inspire change and achieve greatness.*



## Our Innovation

At Drew Marine, we pride ourselves in leading technical maritime solutions. We are driven by innovation and propelled by our commitment to make a positive impact on maritime and the world.



Our portfolio of cutting-edge solutions is designed to optimize the performance of our customers' ships and drive sustainability forward. We offer:

- Cost-effective water treatment programs that ensure efficient equipment operations while preserving this precious resource.
- Fuel additives that boost engine and fuel efficiency, reducing emissions and contributing to cleaner air and a healthier environment.
- Biodegradable and bio-based sanitation and cleaning products that promote responsible practices on board vessels.
- Compressed gases, including refrigerants with low global warming potentials, that play a vital role in refrigeration systems while minimizing their environmental impact.
- Refrigerant reclamation and recycling programs that minimize waste and support circular economy principles.

- IMO approved tank cleaners and MARPOL Annex V compliant cargo hold cleaners, ensuring compliance with international environmental regulations.

In addition to our innovative product offerings, we prioritize the well-being of crews and the preservation of our environment. Through strategic programs, we focus on:

- CREW CARE accommodation cleaning and disinfection program, delivering clean and hygienic living spaces for crew members while minimizing plastic waste and energy consumption associated with transportation.
- Potable water management program, including the H DREW O shipboard drinking water filtration system, which enhances the drinkability of on board water, reduces reliance on plastic water bottles, and contributes to a healthier marine environment.

We are committed to pushing boundaries and propelling the maritime industry forward. We constantly strive to deliver solutions that optimize vessel performance, promote sustainability, and create a brighter future for all.

Together, we navigate the seas of innovation, embrace the challenges, and help shape an efficient, sustainable, and prosperous maritime world.

*Let's sail towards a brighter future!*



# Propelling the World Forward

Our cross-functional committee continues to drive our ESG strategy. We completed a double materiality assessment with input from key stakeholders to gain an in-depth understanding of what matters most to them. Their feedback provided valuable insight into where we can focus our efforts to maximize our impact — both within our operations and across the maritime industry.

The results of our assessment identified eight key performance indicators (KPIs) where we believe we can drive meaningful progress. These KPIs have been mapped to the United Nations Sustainable Development Goals, reinforcing our commitment to responsible business practices, including environmental stewardship, crew welfare, and asset protection.

As the asset protection company of choice for the maritime industry, we recognize the role our solutions play in supporting our customers’ sustainability objectives. By helping extend the life and performance of vessels, systems, and critical equipment, Drew Marine contributes to operational efficiency and can support customers in addressing Scope 3 emissions across their value chains.

Further, we understand our capabilities and recognize the importance of accurately measuring our carbon footprint. As such, we utilize third-party applications to measure Scope 1 and Scope 2 greenhouse gas (GHG) emissions across our global facilities.

We recognize that ESG is complex and continually evolving. To ensure ongoing improvement, our team conducts regular assessments — including our recent submission to EcoVadis — where we gain valuable insights into areas for improvement while continuing to align our reporting with the Global Reporting Initiative (GRI).

## Drew Marine’s Global ESG Committee



## About This Report

This report highlights Drew Marine's ESG journey to date, grounded in our long-standing commitment to responsible business practices and operational excellence. It outlines our approach to environmental, social, and governance priorities and provides transparency into our ESG strategy, activities, and performance.

The report reflects the establishment and refinement of ongoing ESG metrics for the reporting period ending December 31, 2025, and is intended to provide stakeholders with a clear view of our progress, priorities, and areas of continued focus.

Key highlights of our ESG journey to date, include:

- Earned the EcoVadis Bronze Medal
- Tracked and reported Scope 1 & 2 greenhouse gas emissions
- Updated our Double Materiality Assessment
- Surveyed global colleagues
- Recertified ISO 9001 and ISO 14001
- Formalized our ESG strategy
- Conducted a physical climate risk screening
- Submitted our United Nations Global Compact Communication on Progress
- Maintained our commitment as a Climate Pledge signatory
- Implemented a vendor sustainability survey

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standard and recommendations of the Sustainable Accounting Standards Board (SASB) industry guidance. Further, this report identifies the United Nations Sustainable Development Goals (SDGs) that best align with the insights from our double materiality assessment of stakeholders.

# Double Materiality Assessment

## Our Approach

Drew Marine’s 2025 Double Materiality Assessment (DMA) evaluated ESG topics from two perspectives: impact materiality, assessing the company’s impact on the environment and society, and financial materiality.

The process included internal workshops, stakeholder surveys, and benchmarking against leading ESG frameworks including GRI, SASB, TCFD, and the UN Sustainable Development Goals.

The assessment identified eight priority ESG topics that guide Drew Marine’s sustainability strategy and reporting.

## Engaging Our Stakeholders

The DMA incorporated input from key stakeholder groups including colleagues, customers, and suppliers through surveys and consultations.

Stakeholders evaluated ESG topics based on:

- Importance to Drew Marine’s business performance and operational resilience
- Importance to stakeholders and industry partners
- Potential financial, regulatory, operational, and reputational impacts
- Emerging sustainability risks within the maritime industry

These insights helped refine Drew Marine’s ESG priorities and inform the initiatives presented in this report.

Stakeholder Input → Materiality Assessment → Priority ESG Topics → Actions

Priority	Why It Matters	Key Drivers	Actions	ESRS Mapping
Water, Waste & Pollution Prevention	Environmental impact reduction; regulatory compliance	Pollution prevention; waste reduction; operational efficiency	Waste tracking; recycling programs; hazardous materials management	ESRS E2, E3
Climate & Extreme Weather Risk	Climate transition and physical risks affect operations	IMO decarbonization targets; climate risk; operational resilience	Refrigerant transition, climate risk screening, supply chain resilience	ESRS E1
Energy Management	Operational efficiency and emissions reduction	Energy costs and emissions reduction	ISO 14001 energy monitoring, efficiency initiatives	ESRS E1
Employee Safety & Well-being	Core operational safety and regulatory compliance	Crew safety expectations, training requirements	Training programs; safety reporting; incident tracking	ESRS S1
Workforce Standards	Global workforce consistency and human rights protection	Global operations, regulatory expectations	Human rights policies; diversity training; workforce development	ESRS S1
Business Ethics & Anti-Corruption	Protects corporate integrity and compliance	Anti-bribery laws, stakeholder expectations	Code of Conduct; anti-corruption policies; ethics training	ESRS G1
Supplier Governance	Supply chain transparency and risk management	Customer ESG expectations	Supplier surveys, responsible sourcing framework	ESRS S2
Cybersecurity & Data Protection	Protects operations and stakeholder trust	Increasing cybersecurity threats	GDPR compliance, security controls	ESRS G1

## Our ESG Priorities



### Environmental

*We're committed to a sustainable future through rigorous waste and water management, and energy efficient strategies.*

- Water, Waste & Pollution Prevention
- Climate & Extreme Weather Risk
- Energy Management



### Social

*We focus on colleague well-being, human rights protection, and robust community relations strengthens our social impact.*

- Employee Safety & Well-being
- Workforce Standards Across Global Operations



### Governance

*Through stringent risk management, anti-corruption measures, and high ethical standards, we ensure robust governance within our organization.*

- Business Ethics & Anti-Corruption
- Supplier Governance & Responsible Sourcing
- Cybersecurity & Data Protection

## Alignment with the United Nations Sustainable Development Goals

### Our SDG Focus

In 2015, the United Nations, and all UN member states adopted 17 Sustainable Development Goals (SDGs) as a universal call to action to address the world’s most important economic, social, and environmental challenges. The SDGs have been widely adopted by companies, organizations, individuals, and governments as a unifying focus on ending poverty, protecting the planet, and ensuring peace and prosperity for all by 2030.

Guided by the material priorities that emerged in our Double Materiality Assessment, Drew Marine has adopted 11 SDGs as our targets where we believe we can make the most difference.

More information on our work toward each objective can be found in the following pages of this report.

## SUSTAINABLE DEVELOPMENT GOALS



# Aligning Our Priorities with the SDGs

Our ESG priorities align to the following Sustainable Development Goals, which Drew Marine believes will propel the world forward towards a more prosperous and sustainable maritime future.

## Environmental

Water, Waste & Pollution Prevention



Climate & Extreme Weather Risk



Energy Management



## Social

Employee Safety & Well-being



Workforce Standards Across Global

Operations



## Governance

Business Ethics & Anti-Corruption



Supplier Governance & Responsible

Sourcing



Cybersecurity & Data Protection





# 01 // ENVIRONMENTAL

# Water, Waste, and Pollution Prevention

## Overview

*Our Water, Waste, and Pollution Prevention efforts focus on minimizing waste generation through reduction, recycling, and responsible disposal practices, while optimizing water use through conservation measures that support the sustainable management of this critical resource.*

## UN SDG Alignment



## Overview

Drew Marine is committed to minimizing environmental impacts through responsible water management, waste reduction, and pollution prevention across our global operations. Our approach focuses on reducing waste generation, increasing recycling, and ensuring the safe handling and disposal of regulated materials.

Through operational controls, training, and environmental management systems, we work to reduce resource consumption while protecting water resources and marine ecosystems.

## Waste and Recycling Management

Effective waste management is a key component of our environmental strategy. Drew Marine tracks and manages waste streams across our facilities to increase recycling and reduce landfill disposal.

In 2025, approximately 71% of waste generated across Drew Marine facilities was recycled, including materials such as paper, cardboard, metals, and containers.

Recycling and waste reduction programs are guided by our ISO 14001 environmental management practices, which help identify opportunities to reduce waste generation and improve operational efficiency.

## Hazardous Materials Management

Certain Drew Marine operations involve the handling of hazardous regulated materials. To ensure environmental protection and regulatory compliance, hazardous materials are managed through controlled procedures covering storage, labeling, transportation, and disposal.

Colleagues involved in waste handling receive training on proper handling and disposal procedures to minimize environmental risks and prevent accidental releases.

## Recycling Management

**71%**

Percentage of  
**Recycled Waste**

*We continuously evaluate every waste stream to identify opportunities for enhancing our recycling program.*

*One of our goals is to reduce hazardous regulated waste by 5% by 2027.*

# Climate & Extreme Weather Risk

## Overview

*Climate change and extreme weather events present growing operational and regulatory risks for the maritime industry. Rising temperatures, evolving emissions regulations, fuel transition challenges, and increasing environmental expectations require ship operators to improve efficiency while maintaining safe and reliable vessel operations.*

## UN SDG Alignment



## Sustainable Innovation

Drew Marine supports customers in addressing climate-related operational and regulatory risks through technical solutions that improve fuel efficiency, strengthen supply chain resilience, and ensure reliable onboard resources such as potable water.

Recent initiatives include a new partnership with Sulnox Group Plc to introduce Sulnox Eco fuel conditioner to Drew Marine customers. This biodegradable fuel treatment improves fuel combustion efficiency and can reduce fuel consumption and emissions without requiring vessel retrofits or capital investment. By improving fuel performance, the solution supports ship operators in meeting tightening emissions regulations and improving Carbon Intensity Indicator (CII) performance.

Drew Marine also continues to expand its fuel management and testing solutions, helping vessel operators monitor fuel quality, detect contamination risks, and maintain efficient engine performance as the industry transitions to lower-sulfur fuels and emerging fuel blends.



Beyond onboard solutions, Drew Marine is strengthening operational resilience through warehouse and supply chain optimization initiatives, improving global product availability and reducing logistics-related emissions across our distribution network.

Our H Drew O Drinking Water System Complete further supports vessel resilience by providing multi-stage filtration that ensures safe drinking water onboard while reducing reliance on bottled water and associated plastic waste.

Together, these initiatives support vessel operators in improving operational efficiency while adapting to evolving climate risks and emissions regulations.

## Fuel Efficiency & Emissions Reduction

Sulnox Eco fuel conditioner improves combustion efficiency and helps reduce fuel consumption and emissions without requiring vessel retrofits or capital investment.

## Fuel Quality & Monitoring

Fuel management and testing solutions help operators monitor fuel stability, contamination risks, and compatibility issues associated with emerging fuel blends.

## Water Security & Crew Welfare

The H Drew O Drinking Water System provides multi-stage filtration to ensure safe drinking water onboard vessels.

## Supply Chain Resilience

Warehouse optimization and logistics improvements strengthen global product availability and reduce supply chain disruptions.

# Energy Management

## Overview

*Energy management includes strategies and initiatives aimed at improving energy efficiency, reducing greenhouse gas emissions, and strengthening operational resilience. These efforts support Drew Marine’s commitment to responsible resource management while contributing to broader climate action and environmental stewardship.*

## UN SDG Alignment



## Energy Management & Emissions Tracking

Drew Marine manages and monitors energy use and greenhouse gas emissions across our operations to better understand our environmental impact and identify opportunities to improve efficiency and reduce emissions.

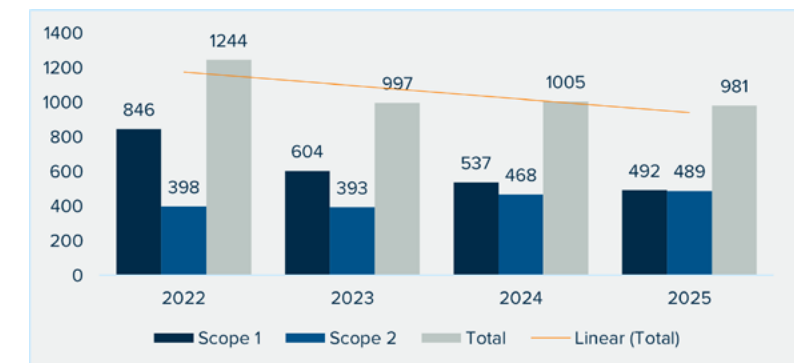
To support this effort, Drew Marine uses Visual Lease, an ESG reporting and sustainability management platform that enables the measurement and monitoring of Scope 1 and Scope 2 greenhouse gas (GHG) emissions across our global operating facilities. Our greenhouse gas data has been independently reviewed by Novata to support alignment with recognized reporting standards and strengthen transparency in our disclosures.

As emissions tracking capabilities continue to evolve, Drew Marine has refined its reporting processes to enhance accuracy and visibility. In 2025, total Scope 1 and Scope 2 emissions decreased to 981 metric tons CO<sub>2</sub>e, compared to 1,005 metric tons CO<sub>2</sub>e in 2024, reflecting improvements in operational efficiency and energy management across our facilities. While Scope 2 emissions increased slightly due to expanded facility coverage in our reporting scope, reductions in Scope 1 emissions contributed to the overall decrease in total emissions.

Drew Marine’s environmental and sustainability efforts were also recognized with a Bronze Medal from EcoVadis, providing external validation of our environmental, social, and governance practices.

We continue to identify opportunities to improve energy efficiency across our facilities and strengthen the resilience of our manufacturing and supply chain.

## Greenhouse Gas Emissions in CO<sub>2</sub>e Metric Tons



Scope 1 & 2 MT CO<sub>2</sub>e

## Taking Action

Drew Marine is moving towards net zero emissions in collaboration with key stakeholders in the maritime industry. We do so as a shared value partner uniting with more than 400 organizations as signatories of The Climate Pledge.

Signatories of The Climate Pledge agree to:

- Regular reporting: measuring and reporting greenhouse gas emissions on a regular basis.
- Carbon elimination: implementing decarbonization strategies in line with the Paris Agreement through real business changes and innovations, including efficiency improvements, renewable energy, materials reductions, and other carbon emission elimination strategies.
- Credible offsets: neutralize any remaining emissions with additional, quantifiable, real, permanent, and socially beneficial offsets to achieve net-zero annual carbon emissions by 2040.

## ISO 14001:2015 Certification

Our ISO 14001:2015 certification is a globally recognized standard for Environmental Management Systems (EMS) that reflects our commitment to sustainable practices, regulatory compliance, risk management, and improved environmental performance.

In 2025, we successfully achieved ISO 14001:2015 recertification, reaffirming the effectiveness and maturity of our EMS. It serves as a strategic framework for managing environmental aspects and impacts throughout our operations, and establishes specific environmental goals aligned with our sustainability objectives, such as reducing energy consumption and waste generation, conserving water resources, and lowering greenhouse gas emissions. By implementing clear targets and action plans, we continuously strive to improve our environmental performance and reduce our footprint.

Achieving ISO 14001:2015 recertification is a significant milestone in our sustainability journey. It demonstrates our ongoing dedication to environmentally responsible practices and provides long-term assurance to stakeholders. As part of the recertification process, we conducted comprehensive internal audits and engaged external certification bodies to reassess our compliance with ISO 14001:2015 requirements.

To ensure continued success of our certification, we maintain a cross-functional team responsible for overseeing the implementation and ongoing maintenance of our EMS. This team regularly reviews our environmental performance, monitors progress toward established goals, and identifies areas for improvement.

We remain committed to enhancing environmental performance, mitigating risks, and promoting sustainable practices. This certification relies on the commitment and engagement of all our colleagues, as they play a vital role in achieving our environmental objectives and maintaining a safe and healthy workplace. Through effective communication, training programs, and continuous monitoring, we strive to foster a culture of environmental responsibility and safety awareness, making a positive impact on our organization and the communities in which we operate.



## 02 // SOCIAL

# Employee Safety & Well-being

## Overview

*Colleague Safety & Well-being entails prioritizing the physical and mental health of colleagues by implementing robust safety protocols, fostering a culture of well-being, providing access to resources and support, and promoting work-life balance. This ultimately creates a conducive and caring work environment that values the welfare of its workforce.*

### UN SDG Alignment



## Colleague Engagement & Workplace Culture

Drew Marine promotes a strong culture of safety, engagement, and shared responsibility across its global operations. We believe that an effective safety program depends not only on policies and systems but also on active participation from colleagues at every level of the organization.

Through training programs, safety drills, and regular communication, colleagues are empowered to identify potential hazards, share safety observations, and contribute to continuous improvements in workplace safety. These efforts help reinforce a culture where safety awareness, accountability, and operational excellence are embedded in daily activities.

## Learning & Professional Development

Drew Marine supports colleague growth through continuing education and professional development programs. Colleagues

pursuing bachelor's or master's degrees from accredited institutions may receive up to \$2,500 USD per calendar year to support tuition expenses.

The company also reimburses costs associated with relevant professional memberships and job-related certifications. These programs help colleagues expand their expertise, strengthen professional capabilities, and support long-term career development within the organization.

By investing in education and skill development, Drew Marine aims to foster a workplace where colleagues can grow professionally while contributing to the company's continued success.

## Safety Systems and Operational Controls

To support safe and efficient operations, Drew Marine has implemented a range of safety management systems and operational safeguards across our facilities.



## Employee Safety & Well-being

### Safety Systems & Initiatives

#### Spill Prevention Control and Containment Plan

We have developed and implemented a comprehensive plan to prevent spills and effectively manage any spills that may occur. This plan includes preventive measures, containment procedures, and appropriate response protocols.

#### Dust Collection System Installation

To improve air quality and minimize the risk of dust-related hazards, we have installed dust collection systems that efficiently capture and remove airborne particles.

#### ISO 9001:2015 and ISO 14001:2015 Recertifications

Drew Marine is proud to have obtained ISO recertifications for quality management (ISO 9001:2015) and environmental management (ISO 14001:2015). These recertifications reinforce our commitment to maintaining strong safety standards and environmental stewardship.

#### Intrusion Detection Surveillance System Installation

Our intrusion detection surveillance system allows us to detect and respond to unauthorized entry or suspicious activities onsite.

#### DeltaV™

We have implemented the DeltaV™ system, a comprehensive process control system that ensures safe and efficient operations.

#### Campus License Plate Readers

We have installed license plate readers to ensure a secure campus. Readers capture license plate images, use OCR technology to convert the plate into text, and aid in vehicle identification and tracking.

### Safety Training Programs Conducted

#### PPE Awareness and Compliance Training

Our colleagues have received training on proper Personal Protective Equipment and regulatory compliance.

#### CPR and First Aid

We have conducted CPR (Cardiopulmonary Resuscitation) and first aid training to equip our colleagues with essential life-saving skills.

#### Fire Extinguisher

Training sessions have been conducted to educate colleagues on the proper use of fire extinguishers and fire safety procedures.

### SWPP and SPCC Plans

Colleagues have undergone training on Stormwater Pollution Prevention Plans (SWPP) and Spill Prevention Control and Countermeasure (SPCC) plans to ensure compliance and proper response to potential incidents.

### Company Emergency Response Team Training

Otherwise known as CERT, this training prepares designated colleagues to effectively respond to workplace emergencies, improving safety, coordination, and response capabilities within Drew Marine sites during time of emergency.



# Employee Safety & Well-being

## Safety Training Programs (continued)

### Electrical & Fire Safety Training

This training equips designated colleagues with the knowledge and skills to effectively conduct evacuations during emergencies and assist with fire prevention and safety measures in the workplace.

### Respirator Fit Testing

Respirator fit testing ensures proper fit and effectiveness of respirators worn by our colleagues, helping to protect against airborne hazards in the workplace.



### Forklift Refresher Training

Forklift refresher training reinforces safe operating practices and updates our forklift operators on regulations and procedures, promoting ongoing safety and efficiency in forklift operation.

### Effective Workplace Safety Inspections Trainings

Effective workplace safety inspections trainings provide Drew Marine global safety representatives with the knowledge and skills to conduct thorough safety inspections, identify hazards, and implement corrective actions to enhance workplace safety.

## Safety Culture Initiatives

### Spill Drill

Regular spill drills are conducted to test emergency response procedures and evaluate the effectiveness of spill prevention and containment measures.

### Fire Drills

Performing periodic fire drills familiarize colleagues with evacuation routes, assembly points, and proper fire safety protocols.

### Chemical Hygiene Plan Training

This training covered a walkthrough of the Chemical Hygiene Plan document’s contents, key sections and any questions or doubts.

### Safety Observation Online Form

In its third year, our ‘See Something, Say Something’ program continued to strengthen our global safety culture by empowering employees to report safety concerns proactively. We successfully captured **522** reports, reducing risks and preventing incidents through early intervention and increased engagement.

Collectively, these initiatives support a safe working environment and reinforce Drew Marine’s culture of safety. Through operational safeguards, training programs, drills, and colleague engagement, we continue working to prevent incidents and prioritize the well-being of our workforce.



## Safety Engagement Initiatives

### Daily Toolbox Talks

We conduct daily toolbox talks to address specific safety topics, provide updates, and encourage open discussions among colleagues regarding safety concerns and best practices.

### Lunch and Learn Sessions

Regular lunch and learn sessions are organized to provide in-depth safety training and education on various topics.

### 5S Workplace Organization Training

5S (Sort, Set in Order, Shine, Standardize, Sustain) strengthens accountability, improves safety and resource efficiency, and reinforces disciplined operations that protect stakeholder value.

## Employee Safety & Well-being

### Safety Engagement Initiatives (continued)

#### Safety Committees

Our Safety Committees hold regular meetings to discuss safety performance, identify areas for improvement, and gather input from colleagues.

#### Annual Medical Health Screening

Implementing yearly medical health screenings for colleagues helps monitor and assess their overall health, identify potential health risks or conditions, and promote early intervention and preventive measures.

#### Organophosphate Testing

This environmental assessment is conducted to assess the presence and levels of organophosphate compounds in the workplace, which helps monitor and mitigate potential health risks associated with these chemicals.

#### Lost-time Injuries

During the reporting period, Drew Marine recorded six incidents resulting in lost-time injuries. While any workplace injury is taken seriously, our overall case severity remains well below typical industry benchmarks. According to Occupational Safety and Health Administration (OSHA) safety metrics, comparable industries often report case severity rates of 5 to 15 lost workdays per 200,000 hours worked, while Drew Marine's rate remains significantly lower.

Each incident is reviewed by our Environmental Health & Safety (EHS) team through root cause analysis to identify improvement opportunities and implement corrective measures to strengthen workplace safety.

### HAZWOPER Training and Certification

HAZWOPER (Hazardous Waste Operations and Emergency Response) training, established under the Occupational Safety and Health Administration (OSHA) standard prepares personnel to safely manage hazardous materials and respond to spill or contamination events.

The 40-Hour certification covered:

- Hazard identification and risk assessment.
- Proper PPE selection and use.
- Spill containment and decontamination.
- Emergency response coordination.

#### Why It Matters

Our annual HAZWOPER training strengthens our team's regulatory compliance, operational readiness, and risk mitigation across chemical handling, marine, warehouse, and production operations.



### Singapore Production Site

Singapore team members completed HAZWOPER training and certification. This included site-specific hazard review and emergency response planning, as well as practical simulated spill containment and compliance readiness exercises, strengthening overall site preparedness and operational resilience.

### USA Production Site

A team in Waterbury, Connecticut received the HAZWOPER training and certification. The team practiced getting into their PPE, safely containing and cleaning a spill, and safely removing the PPE to prevent any contamination to themselves or others.

#### Summary

Through HAZWOPER certification, our teams strengthened their ability to protect employees, safeguard the environment, and maintain operational continuity. Thus, reinforcing our commitment to responsible chemical management and disciplined risk control.



# Company Emergency Response Team (CERT) Recertification

## Overview

Our Company Emergency Response Team (CERT) Recertification test held 10 September 2025 demonstrates ongoing commitment to fire safety, emergency responses and compliance. The exercise involved fire containment, casualty rescue, and safe evacuation.

Key outcomes of CERT recertification drill included:

- Members demonstrated improved response to a more complex scenario compared to last year.
- Successful drill execution, achieving training and audit objectives.

## Recommendations

The team identified recommendations to strengthen CERT capabilities with diverse emergency scenarios (chemical spill, multiple casualties, blocked exit, etc.).

## Summary

CERT Recertification was conducted smoothly and successfully met audit requirements. All staff demonstrated urgency and discipline during evacuation drill, while CERT members effectively managed the simulated fire and casualty scenarios.

## Positive COSEM Feedback

COSEM instructors were impressed with CERT members' performance and teamwork, noting strong commitment and capability in handling the exercise. This feedback reflects the team's high level of training and dedication.

The findings highlighted during the drill will serve as valuable opportunities to further enhance Drew Marine's preparedness, ensuring continuous improvement in workplace safety and emergency response standards.



# Workforce Standards Across Global Operations

## Overview

*Human rights protection involves ensuring that Drew Marine’s operations, supply chains, and business practices respect and uphold fundamental human rights principles. This includes promoting non-discrimination, fair labor practices, and safe working conditions while actively working to identify, prevent, and mitigate potential human rights risks across our global operations.*

## UN SDG Alignment



## Human Rights Protection

Respect for human rights is a fundamental value of Drew Marine. We are committed to conducting business in accordance with the highest ethical standards and prohibit all forms of human trafficking, forced labor, and/or child labor. Our policies are implemented with the intent to comply with all applicable local, state, federal, national, and international laws and regulations including the United Nations Declaration of Human Rights.

## Diversity and Inclusion in Teamwork Training

All Drew Marine colleagues complete an annual Diversity and Inclusion in Teamwork training. The purpose of this training is to promote an inclusive culture within our organization and address potential unconscious biases that may exist in our society.

We believe a global workforce that reflects diverse perspectives and experiences is a critical component of our continued success. Through this course, our colleagues learn how to encourage diverse perspectives in discussions and decision-making. The training also emphasizes the importance of understanding our colleagues and their backgrounds. By fostering empathy and promoting open-mindedness, we strive to create an environment that embraces individual differences and support collaboration across teams and regions, leading to personal and workplace growth.

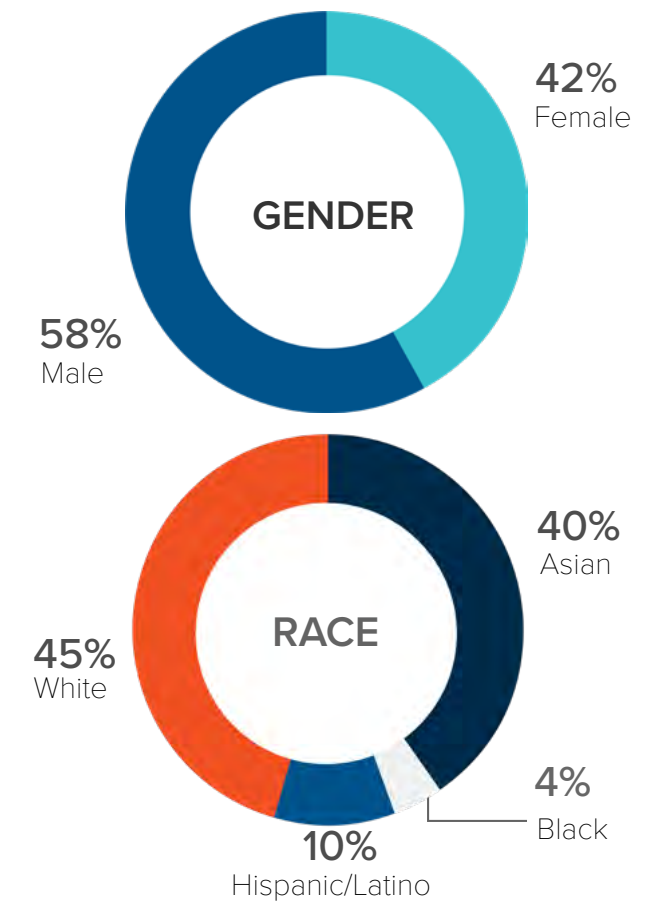
## Advancing Women in Leadership

Drew Marine continues to strengthen gender representation across its commercial and leadership teams. In 2025, female leadership representation within our commercial organization increased by more than 300%, reflecting our commitment to expanding opportunities for women across the maritime industry. Several women were appointed to key leadership and senior

commercial roles across the organization, including a Regional Vice President for the Americas, strategic account development leaders, and regional sales leadership roles in Asia.

These appointments reflect Drew Marine’s focus on expanding leadership opportunities for women within the maritime industry while strengthening the diversity of perspectives across our global operations. As these leadership pathways continue to develop, Drew Marine remains committed to fostering a workplace where colleagues can grow professionally, collaborate across regions, and contribute to the company’s long-term success.

## Workforce Demographics



## Workforce Standards Across Global Operations

### New Brazil Warehouse Opening

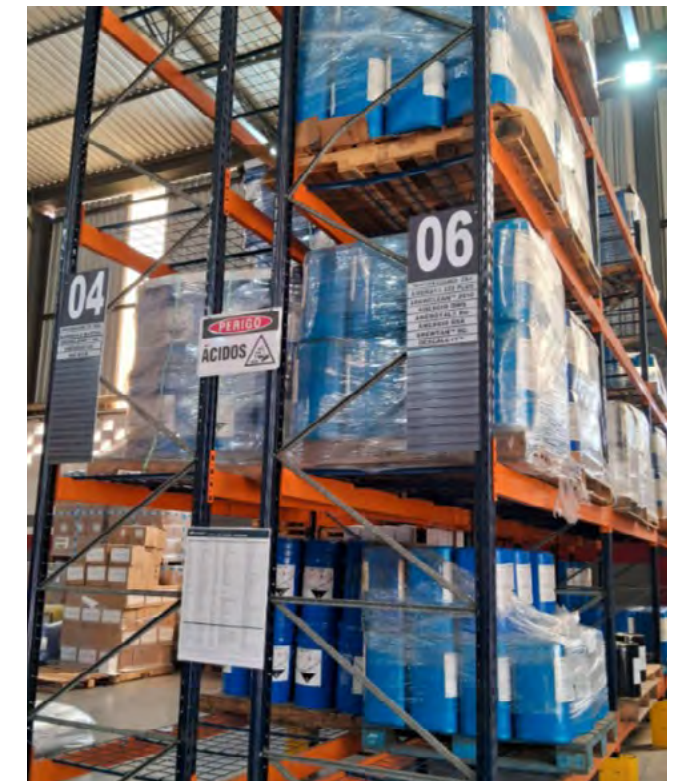
Drew Marine continues to strengthen operational standards across its global footprint. In Brazil, the company opened a new warehouse facility designed to improve storage capacity, chemical handling practices, and operational efficiency. The site incorporates 5S workplace organization principles and includes new equipment such as an electric forklift, supporting safer and more efficient operations. The facility also improves service responsiveness while reducing transportation distance to regional ports and associated logistics emissions.

### Impact:

- Increase long-term storage capacity for chemicals and cylinders.
- Provide ESG solutions, like operating a new electric forklift.
- Increase pallet and cylinder inventory storage capacity
- Optimize warehouse layout for faster handling and safer operations.
- Employ 5S organization and safety, driving efficiency and consistency.
- Reduce transportation distance to regional ports, lowering associated logistics emissions within the value chain (Scope 3).

### Summary

For vessels calling ports throughout South America, this translates to improved responsiveness, stronger local inventory positioning, and greater operational confidence.



# 03 // GOVERNANCE

## Business Ethics & Anti-Corruption

### Overview

*Drew Marine maintains a strong commitment to ethical business conduct across all global operations. Our governance framework promotes integrity, accountability, and compliance with applicable laws while supporting responsible decision-making and transparent business practices.*

### UN SDG Alignment



### The Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics sets forth the standards by which we conduct our business regardless of where that may be. It covers a range of subjects, from the use of corporate assets, to conflicts of interest, and the protection of corporate information. It applies to all colleagues globally setting a clear expectation the standards contained herein are to be followed in all job-related activities, regardless of business pressures.

#### Integrity

We conduct business with the highest ethical standards and to be compliant with applicable laws.

#### People

Our strength and competitive value is, and always will be, our people. We value each person for their skills, strengths, perspectives, and global diversity to foster an environment of team work, mutual respect, and inclusion.

#### Performance

We strive for excellence, are process driven, and seek continuous improvement. We do not settle for adequacy or status quo. We take personal responsibility for our actions and honor the commitments we make.



## Human Rights Policy

Drew Marine strictly adheres to local and international laws, including human rights, and prohibits human trafficking, forced labor, and child labor. Our policy outlines the following:

### Human Trafficking and Forced Labor

We prohibit all forms of human trafficking and forced labor, refusing to engage in business with non-compliant entities.

### Child Labor

We strictly comply with child labor laws, ensuring no employment of individuals below the legal working age and refusing to do business with non-compliant entities.

### Training

We offer thorough policy training to all colleagues upon hire, with continuous availability for review.

## Compliance Hotline

We maintain an anonymous hotline for reporting policy violations and compliance concerns, ensuring thorough investigation and appropriate action.

## Anti-Corruption, Bribery, Money Laundering, and Gift Policy

At Drew Marine, we stand steadfast in upholding the highest ethical standards across our global operations. Our unwavering commitment to transparency and integrity underpins our business practices and extends to every colleague within our organization.

### Anti-Corruption

We foster a culture of transparency, conducting our operations with unwavering integrity, firmly adhering to all anti-corruption laws.

### Bribery

In our pursuit of fair business practices, we maintain a stringent stance against bribery in all its forms.

### Money Laundering

We comply meticulously with all applicable laws prohibiting money laundering, reinforcing our commitment to legal and ethical conduct.

### Gift Policy

Our gift policy stipulates that gifts exceeding a market value of \$100 USD must be disclosed, ensuring ethical dealings with vendors and partners.

## Training and Compliance

Through ongoing training and a robust reporting mechanism, we ensure adherence to our policy and foster a compliant, ethically driven environment. By setting and enforcing rigorous ethical standards, we demonstrate our commitment to business ethics and integrity. This policy serves as our road map for ensuring compliance and integrity in all our activities.

## Honest and Ethical Conduct

Colleagues are expected to act with integrity, which includes a requirement to handle actual or apparent conflicts of interest between colleagues and professional relationships in an ethical, equitable, fair, and consistent manner. Deceit and subordination of principle are examples of behavior that are inconsistent with integrity.

Our colleagues are expected to act with integrity, observe both the form and spirit of all applicable laws, rules, regulations and accounting standards, adhere to a high standard of business ethics, accept no improper or undisclosed material, and treat each other with respect.

## Anti-Harassment Policy

Drew Marine values diversity and is committed to a culture of inclusiveness. Colleagues and others acting on our behalf are entitled to work in a respectful, professional, and productive environment that is free from discrimination, harassment, or intimidation. We do not tolerate any form of illegal harassment, discrimination, intimidation, or other inappropriate behavior.



# Supplier Governance & Responsible Sourcing

## Overview

*Supplier governance and responsible sourcing are essential to maintaining product integrity, regulatory compliance, and trust across Drew Marine's global operations. By working closely with suppliers and internal teams, Drew Marine seeks to ensure that materials, products, and documentation meet applicable regulatory, safety, and quality expectations across markets. This approach supports reliable supply chains, consistent product standards, and responsible business practices throughout our value chain.*

## UN SDG Alignment



## Regulatory Readiness & Cross-Functional Oversight

Drew Marine maintains a proactive approach to regulatory compliance through close collaboration between Regulatory, Business Unit Management, and Procurement teams. This cross-functional model supports early identification of regulatory changes, coordinated product reviews, and timely implementation across global markets.

Key focus areas include:

- Monitoring evolving chemical, labeling, and product authorization requirements across regions
- Assessing regulatory differences between EU, U.S., and other jurisdictions to support compliant product distribution
- Reviewing product documentation, labeling, and Safety Data Sheets to align with applicable regulations
- Engaging suppliers and partners to ensure shared accountability for compliance

To support transparency and internal alignment, Regulatory also compiles and distributes regular updates to internal teams, helping ensure awareness of regulatory developments and consistent implementation across the organization.

## Governance in Practice

- Cross-functional regulatory reviews for new and existing products
- Early monitoring of emerging regulations and reclassifications
- Structured gap assessments and action planning
- Ongoing internal communication to support compliance readiness

This governance structure strengthens Drew Marine's ability to manage regulatory risk, maintain market access, and support customers operating in complex and evolving regulatory environments.

## Supplier Sustainability & Compliance Assessment

To strengthen responsible sourcing practices, Drew Marine has implemented a comprehensive vendor sustainability and compliance survey. This assessment helps evaluate supplier alignment with Drew Marine's environmental, social, governance, quality, and regulatory expectations.

The survey covers key areas including:

- Environmental management practices, such as waste handling, energy use, emissions monitoring, and ISO 14001 certification
- Labor standards, including compliance with local labor laws, prohibition of child labor, fair wages, working conditions, and health and safety programs
- Social responsibility initiatives, including diversity, equity, inclusion, and community engagement
- Ethical business practices, anti-corruption policies, and ESG risk management processes
- Quality management systems, including ISO 9001 certification, regulatory audits, compliance training, and product evaluation procedures

Supplier responses are used to support risk assessment, inform engagement priorities, and identify opportunities for improvement across the supply chain. This process reinforces Drew Marine's commitment to responsible sourcing and continuous improvement.

# Cybersecurity & Data Protection

## Overview

*Protecting data privacy and maintaining secure information systems are essential to maintaining customer trust and supporting responsible digital operations. Drew Marine maintains policies and safeguards designed to protect personal and operational data across its digital services.*

## UN SDG Alignment



## Data Privacy Governance

Drew Marine collects and processes personal information in accordance with applicable privacy laws and regulatory frameworks. Information may be collected directly from users, through digital interactions, or through authorized third-party service providers supporting business operations.

Personal data may include:

- Contact information
- Professional and employment information
- Digital identifiers and usage data
- Communication records

This information is used to deliver services, support regulatory compliance, improve digital services, and maintain secure operations.

## Security and Data Protection Controls

Drew Marine maintains physical, electronic, and procedural safeguards to restrict access to personal information and protect sensitive data from unauthorized access or misuse.

These controls support responsible data governance while reinforcing trust with customers, partners, and stakeholders.



## Conflicts of Interest

Drew Marine colleagues must avoid business, financial, or personal relationships that could create a conflict with the interests of the company. This includes both direct and indirect relationships that could compromise objectivity or divide loyalty.

If a colleague believes a potential conflict may exist, they are required to disclose the situation to their manager or Human Resources so it can be reviewed and addressed appropriately.

## Confidentiality

Colleagues are required to maintain strict confidentiality regarding information related to Drew Marine, including information about colleagues, customers, suppliers, and vendors.

Confidential information may only be shared internally with individuals who have a legitimate business need and authorization to access it.

As a condition of employment, all colleagues sign a confidentiality agreement. Records and files maintained by Drew Marine remain company property and may not be disclosed externally without authorization.

## Giving and Receiving Gifts

Colleagues must not solicit or accept gifts, entertainment, or favors that could influence — or appear to influence — business decisions.

Key expectations include:

- No acceptance of cash or cash-equivalent gifts
- No favors or gifts intended to influence business decisions
- No gifts offered to public officials to influence official actions

These requirements align with the U.S. Foreign Corrupt Practices Act (FCPA).

## Foreign Corrupt Practices Act Compliance

The Foreign Corrupt Practices Act prohibits corrupt payments to foreign officials for the purpose of obtaining or retaining business.

Drew Marine maintains strict compliance with all provisions of the FCPA. Colleagues involved in international business activities receive the policy and complete required training. Written acknowledgment of compliance is maintained in personnel records.

## Compliance

Drew Marine is committed to complying with all applicable laws, rules, and regulations. Each colleague is responsible for following these requirements in the performance of their duties.

This includes laws related to:

- Anti-corruption and bribery
- Accounting and auditing practices
- Insider trading and securities regulations

Colleagues may not use material nonpublic information related to Drew Marine, customers, or other companies for personal financial gain.

## Communication with Competitors

Colleagues may interact with competitors at trade events or industry forums. However, communications regarding pricing, market share, product development, or customer targeting are strictly prohibited to ensure compliance with competition and antitrust laws.



## Environmental, Health, and Safety

Protecting the health and safety of colleagues and others on Drew Marine property is a core priority.

The company complies with applicable environmental, health, and safety laws and requires safe work practices across all operations.

Colleagues must report unsafe conditions, hazards, or regulatory non-compliance immediately to their supervisor.

## Use of Company Funds, Assets, and Information

Colleagues are responsible for protecting company funds, assets, and information and must not use them for personal benefit or unauthorized purposes.

All colleagues must comply with internal fraud prevention and control procedures, including established checks, balances, and audit controls. No colleague may direct others to bypass or violate these safeguards.



# 04 // APPENDIX

# Index of UN Global Compact, GRI, and SDG Contents

UN Principles	GRI Indicators	Topics in Report	SDG
<b>Human Rights</b>			
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	GRI 400 Social Disclosures 403, 404, 405, 406, 408, 409, 410, 412, 413	<ul style="list-style-type: none"> <li>• Our Values</li> <li>• Colleague Safety &amp; Well-being</li> <li>• Human Rights Policy</li> <li>• Anti-Harassment Policy</li> <li>• Community Support</li> <li>• Business Ethics</li> </ul>	   
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	GRI 400 Social Disclosures 404, 406, 412	<ul style="list-style-type: none"> <li>• Human Rights Policy</li> <li>• Business Ethics</li> <li>• Anti-Harassment Policy</li> </ul>	
<b>Labor</b>			
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	GRI 400 Social Disclosures	<ul style="list-style-type: none"> <li>• Human Rights Protection</li> <li>• Business Ethics</li> <li>• Colleague Engagement</li> <li>• Human Rights Policy</li> </ul>	 
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.	409	<ul style="list-style-type: none"> <li>• Human Rights Policy</li> <li>• Business Ethics</li> </ul>	
Principle 5: Businesses should uphold the effective abolition of child labor.	408, 409	<ul style="list-style-type: none"> <li>• Human Rights Policy</li> </ul>	 

UN Principles	GRI Indicators	Topics in Report	SDG
<b>Labor, cont.</b>			
Principle 6: Businesses should uphold the elimination of discrimination in respect to employment and occupation.	405, 406	<ul style="list-style-type: none"> <li>• Our People</li> <li>• Business Ethics</li> <li>• Anti-Harassment Policy</li> </ul>	  
<b>Environment</b>			
Principle 7: Businesses should support a precautionary approach to environmental challenges.	GRI 300 Series (Environmental Disclosures) 301, 302, 303, 305, 306, 307	<ul style="list-style-type: none"> <li>• GHG Emissions</li> <li>• Energy Mgmt.</li> <li>• Waste and Water Mgmt.</li> <li>• The Climate Pledge Commitment</li> <li>• Physical Climate Risk</li> <li>• Innovative Green Solutions</li> <li>• Hazardous Material &amp; Recycling Mgmt.</li> </ul>	   
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.			
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.			
<b>Anti-Corruption</b>			
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	GRI 205 Anti-Corruption GRI Anti-Competitive Behavior 206	<ul style="list-style-type: none"> <li>• Anti-Corruption</li> <li>• Business Ethics</li> <li>• Code of Business Conduct</li> </ul>	

# Commitment Letters

## UN Global Compact



July 21, 2023

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Secretary-General,

I am pleased to confirm that Drew Marine fully supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. With this letter, we express our commitment to incorporating the UN Global Compact and its principles into our company's strategy, culture, and day-to-day operations. We are dedicated to participating in collaborative projects that advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Drew Marine will clearly express this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that outlines our company's efforts to implement the Ten Principles. We are steadfast in our support for public accountability and transparency and therefore commit to reporting our progress starting the calendar year following our joining the UN Global Compact. We will then report annually according to the UN Global Compact CoP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This will be separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations. This will also demonstrate our contributions to United Nations goals, particularly the Sustainable Development Goals.

Best regards,

Scot R. Benson  
CEO  
Drew Marine

100 South Jefferson Road - Whippany, NJ 07981, USA | Tel: +1-973-526-5700  
www.drew-marine.com

## The Climate Pledge



July 21, 2023

The Climate Pledge  
Amazon and Global Optimism

Dear Ms. Christiana Figueres and Mr. Jeff Bezos,

We believe that climate change demands urgent and universal action. Drew Marine is proud to sign The Climate Pledge. We stand with Amazon, Global Optimism, and the other signatories of The Climate Pledge, in a commitment to be net zero carbon by 2040 at the latest across Scopes 1, 2, and 3 — ten years ahead of The Paris Agreement. In addition, as a signatory of The Climate Pledge, we will:

- Measure and report greenhouse gas emissions on a regular basis.
- Implement decarbonization strategies in line with the Paris Agreement through real business change and innovations, including efficiency improvements, renewable energy, materials reductions, and other carbon emission elimination strategies.
- Take actions to neutralize any remaining emissions with additional, quantifiable, real, permanent, and socially-beneficial offsets to achieve net zero annual carbon emissions by 2040.

To help us meet these objectives we will be instituting the following:

1. Regular Reporting  
Honoring the pledge, we are committed to regular reporting of our GHG emissions.
2. Carbon Elimination  
Our approach is to focus on continued efficiency improvement, materials reduction, and innovation.
3. Credible Offsets  
Following the guidance of the Climate Pledge and our maritime customers, we seek collaboration on best approaches and timing for our offset strategy.

By joining The Climate Pledge, we are reinforcing our commitment to sustainability and we are excited to join a community that will share knowledge, ideas, and best practices.

We look forward to working with you on this important mission.

Sincerely,

Scot R. Benson  
CEO  
Drew Marine

100 South Jefferson Road - Whippany, NJ 07981, USA | Tel: +1-973-526-5700  
www.drew-marine.com

# Awards & Recognition

## EcoVadis

ecovadis

EcoVadis Sustainability Rating

**BRONZE | Top 35%**  
 ecovadis  
 Sustainability Rating  
 JAN 2025  
 valid through January 2026

**DREW INTERNATIONAL LLC**

DREW INTERNATIONAL LLC has earned a **Bronze Medal**, a recognition awarded to the **Top 35%** of companies assessed by **EcoVadis** in the 12 months prior to the medal issue date. It reflects the quality of the company's sustainability management system and demonstrates a commitment to promoting transparency throughout the value chain. [Learn more about EcoVadis Medals & Badges.](#)

EcoVadis is recognized globally for trusted business sustainability ratings.

**Evaluation areas**

- Environment
- Labor and human rights
- Ethics
- Sustainable procurement

EcoVadis medals and badges recognize companies that have completed the EcoVadis assessment process and demonstrated a relatively strong management system that addresses sustainability criteria, as outlined in the [EcoVadis methodology](#).

An EcoVadis medal or badge **is NOT a certification** or an endorsement of a company or its products or services, and it does not indicate that the company's products or services are specifically sustainable or more sustainable than another company's products or services.

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## NTUC

**ntuc**  
 National Trades Union Congress

**#EVERY WORKER MATTERS**  
 MEMBERSFIRST  
 WORKERSALWAYS

17 February 2025

Drew Ameroid (Singapore) Pte. Limited.

Dear Drew Ameroid (Singapore) Pte. Limited.

**NTUC May Day Awards 2025**

**Congratulations!** The NTUC Central Committee, with the strong recommendation of **Chemical Industries Employees Union (CIEU)**, is pleased to confer the **Plaque of Commendation Award** on **Drew Ameroid (Singapore) Pte. Limited.** in recognition of its contributions towards the Labour Movement's mission to uplift the wages, welfare, and work prospects of our workers.

The award will be presented to you at the NTUC May Day Awards 2025 ceremony which will be held on **25 April 2025 (Friday), 5.00pm to 10.00pm at Marina Bay Sands, Level 5 Sands Grand Ballroom.** Details of the award presentation will be advised closer to date.

We would appreciate it if you could indicate your RSVP by **3 March 2025** via this link: [RSVP for NTUC May Day Awards 2025](#)

Please email [mda2025@ntuc.org.sg](mailto:mda2025@ntuc.org.sg) your **company logo** in eps and/or ai format with pantone colour(s) indicated; and **at least 3 high resolution company photographs** (min 300dpi in A5 size) for the Awards Citations magazine and other relevant platforms for publicity purposes. Do indicate <Name of Award> <Name of Organisation> in the email subject header. *Note that the photographs should show a good mix of the company's premises and/or facilities that reflect the company's business; and include aesthetic shots of your staff at work.*

We may also share your award citation with the media for their reporting and they may wish to interview a spokesperson from your organisation. Our committee will reach out to you for the contact details of your media liaison representative if your company is open to media interview, to facilitate the interview. Should you have further enquiries, please email to [mda2025@ntuc.org.sg](mailto:mda2025@ntuc.org.sg)

We look forward to welcoming you at the Awards ceremony. Thank you.

Yours fraternally,

Andy Lim Tze Khong  
 Co-chairman  
 May Day Awards 2025

Eileen Yeo  
 Co-chairman  
 May Day Awards 2025

Gwee Guo Duan  
 Co-chairman  
 May Day Awards 2025

National Trades Union Congress  
 NTUC Centre, 1 Marina Boulevard  
 Level 10, One Marina Boulevard  
 Singapore 018989 Tel +65 6213 8000  
 Fax +65 6327 8800  
[www.ntuc.org.sg](http://www.ntuc.org.sg)

**Disclosures**

*This report includes information derived from internal systems, operational data, and inputs provided by third parties, including suppliers, business partners, and consultants. Except where expressly stated, Drew Marine has not independently verified information supplied by external parties and cannot attest to the completeness or accuracy of third-party data.*

*This report is intended to provide an overview of Drew Marine's environmental, social, and governance initiatives and performance during the reporting period. While every effort has been made to ensure the accuracy of the information presented, the report may contain estimates, assumptions, or forward-looking statements based on available data and current expectations.*

*Any references to external organizations, websites, or resources are provided for informational purposes only and do not constitute endorsement by Drew Marine.*



***Drew Marine***®

**400 Captain Neville Dr.  
Waterbury, CT 06705 USA  
+1-973-526-5700  
[www.Drew-Marine.com](http://www.Drew-Marine.com)**

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