

# Sustainability report

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Eckerö Group 2022

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## This is Eckerö Group

Eckerö Group has four business areas. The Group operates passenger and car ferry services on the Åland Sea in the Eckerö Line and in the Gulf of Finland in the Eckerö Line. The subsidiary Eckerö Shipping handles transport for European industry. A total of 6 ships comprise the operational fleet. The Group also operates bus services on Åland as Williams Buss.



### Mission

Eckerö Group's business concept is to operate passenger and vehicle services across the Sea of Åland and the Gulf of Finland with an attractive onboard product, good hosting and the provision of tourist services, as well as offering high-quality customer-specific marine transport for industry and line operators.

### Vision

We shall maintain and further develop our position as a profitable Group in our business areas.

### Areas of operation

Eckerö Group's service area covers the northern Baltic Sea with Finland, Sweden and Estonia as its main markets. We have sales offices in Finland, Sweden and Estonia. The subsidiary Eckerö Shipping handles transport for European industry. The subsidiary Williams Buss offers bus transport on Åland.

# Fleet



## Eckerö

Built in 1979, Aalborg Værft A/S, Aalborg, Denmark. Length 121 m, width 24.5 m. Capacity: 1,630 passengers. Freight capacity: 265 cars, 515 lane



## Finlandia

Built in 2001, Daewoo Shipbuilding & Heavy Machinery Ltd., South Korea. Length 175 m, width 27.6 m. Capacity: 2,520 passengers, 252 cabins. Freight capacity: 610 cars, 1,808 lane meters.



## Finbo Cargo

Built in 2000, Astilleros Espanoles S.A. (AES), Seville, Spain. Length 180 m, width 25 m. Capacity: 366 passengers. Freight capacity: 2,000 lane meters.



## Exporter *(Ship for sale)*

Built in 1991, Fosen Mek. Verksteder A/S, Norway. Length 122 m, width 19 m. Load lines: 1,278 lane meters.



## Transporter

Built in 1991, Fosen Mek. Verksteder A/S, Norway. Length 122 m, width 19 m. Load lines: 1,263 lane meters.



## Shipper *(Ship for sale)*

Built in 1992, Fosen Mek. Verksteder A/S, Norway. Length 122 m, width 19 m. Load lines: 1,278 lane meters.



## Birka Stockholm *(Ship for sale)*

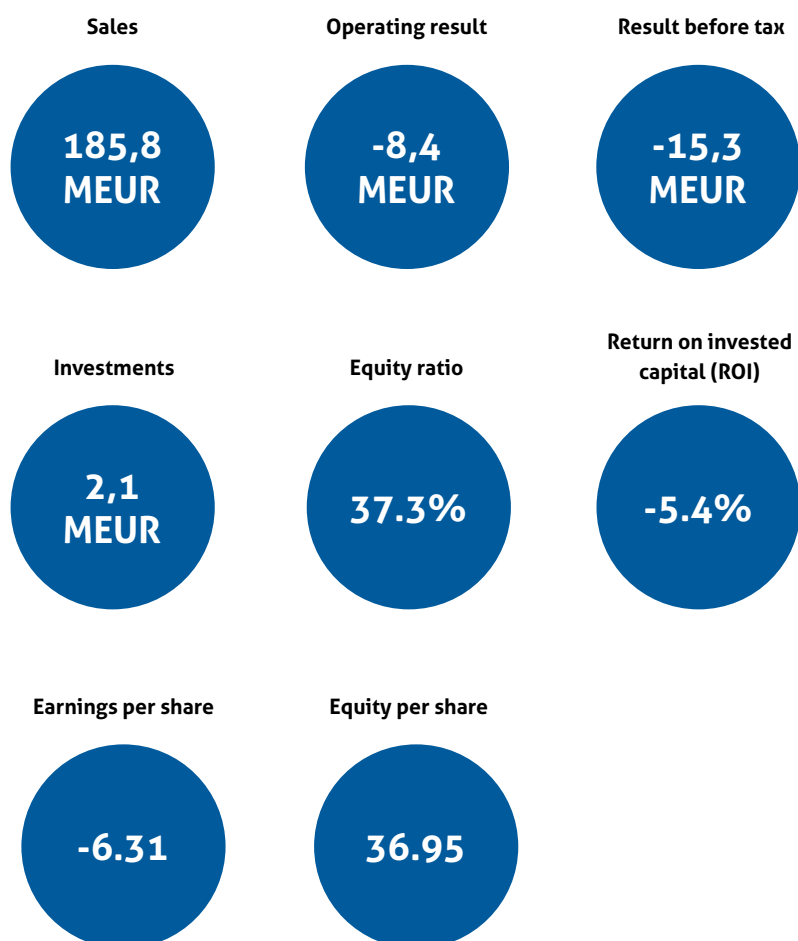
Built in 2004, Aker Finnyards, Raumo, Finland. Length 177 m, width 28 m. Capacity: 1,800 passengers, 734 cabins/1,800 beds.

## The year in brief

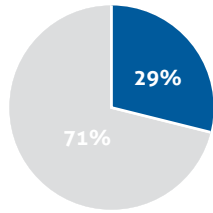
The year brought positive developments in the Group's business environment. Travel during the first half of the year was negatively affected by government restrictions related to the Covid-19 pandemic and the war in Ukraine. As pandemic restrictions were eased and the general pandemic situation improved, the Group's passenger volumes were positively affected. Demand on all routes operated by the Group was strong during the peak season, and passenger volumes were on par with pre-pandemic levels. Bunker prices increased sharply in the beginning of the year as a result of Russia's war of aggression against Ukraine and sanctions against Russia, and bunker prices have remained at a high level throughout 2022. The Group was also negatively affected by inflation and the weak Swedish krona during the year.

The Group's total passenger volumes during the year amounted to 2.6 million, which was 1.3 million more than in 2021. The number of carried cargo units on the two own routes was 159,228, which was a decrease of 4 percent compared to 2021.

M/S Eckerö was docked in January, further reducing the number of passengers in the beginning of the year. The Group's ro-ro ships have been chartered out for operations in the Baltic Sea, the North Sea and the Mediterranean. Operations have been able to continue without major impact from the Covid-19 pandemic or the war in Ukraine. In November 2022, the Group announced that the subsidiary Eckerö Shipping would be selling two of its three ships over the next two years, M/S Exporter in July 2023 and M/S Shipper in January 2024. On 27 March 2023, the Group announced that M/S Birka has been sold to Rederi AB Gotland. Transfer of the vessel will take place in April 2023.

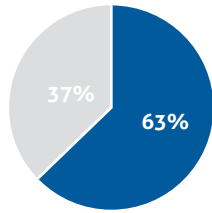


**Market share, passengers  
Gulf of Finland**



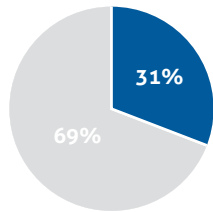
■ Eckerö Line - Gulf of Finland  
■ Other

**Market share, passengers  
Sweden - Åland short route**



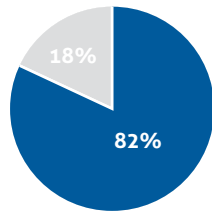
■ Eckerö Linjen - Sweden-Åland short route%  
■ Other

**Market share, cargo  
Gulf of Finland**



■ Eckerö Line - Gulf of Finland  
■ Other

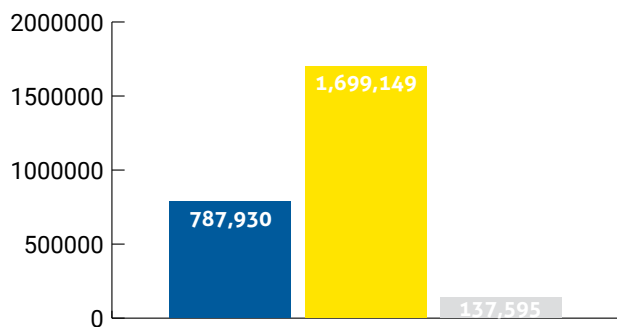
**Market share, cargo  
Sweden - Åland short route**



■ Eckerö Linjen - Sweden-Åland short route%  
■ Other

**Passengers 2,624,674   Passenger cars 474,594   Cargo units 159,228**

**Number of passengers**



■ Berghamn - Grisslehamn   ■ Helsinki (Western Harbour) - Tallinn (Vanasadam)  
■ Helsinki (Vuosaari) - Tallinn (Muuga sadam)

## CEO's review

### A Future-Proofed Business

Passenger volume for the year was 2,624,674 (2021: 1,357,442). Two months into the year, volumes are no longer being impacted by the pandemic. The number of cargo units carried on the two own routes amounted to 159,228 (165,567). This decrease is due primarily to the peak passenger season, as a normalised demand for car- and bus spaces reduced available cargo capacity. A total of 474,594 (283,622) cars and 2,039 (401) busses were carried during the year.

Operating result for the year is EUR -8.4 million (EUR -38.1 million). Adjusted for the write-down of M/S Birka Stockholm's book value, operating result was EUR 4.1 million (EUR -5.3 million). Cash flow from operating activities was EUR 17.2 million (EUR 5.6 million). The result for the year is EUR -12.7 million (EUR -30.6 million).

### About the financial results

The normalised passenger volumes were followed by a strong increase in sales. Due to the very high fuel prices and low exchange rate of the Swedish krona, the increased sales have not resulted in a fully normalised profitability level. The maintenance costs for M/S Birka Stockholm, which was laid up for sale during the whole year, negatively affect the consolidated result. In 2021 the Group raised EUR 14.8 million in public support, compared with EUR 3.1 million in 2022, which is also reflected in the fact that profitability has not increased in line with the growth in volume.

### War in Ukraine

Russia's war of aggression against Ukraine has now continued for more than a year. During the period from 2 March to 30 April, Eckerö Line transported Ukrainian refugees at no charge on M/S Finlandia in collaboration with the Red Cross and the ports in Tallinn and Helsinki. As long as the war continues, both the price of fuel and the value of the Swedish krona will be affected by significant volatility.


### Stock exchange listing of the company's bond

On 22 July, the bond issued on 27 October 2021 was listed on the Oslo Stock Exchange. As a result of this listing, the Group is now classified as a Public Interest Entity. Consequently, the financial statements are subject to greater reporting requirements, and the Group publishes a corporate governance report and a sustainability report for the first time this year. Since February 2022, the Group has published quarterly reports on the Oslo Stock Exchange.

### Sustainable growth

When correcting for the effect of the now shuttered Birka Cruises, the Group's sales in 2022 was EUR 13.7 million greater than it was in 2019, i.e. the last year before the pandemic. Following the closure of operations in Birka Cruises and the sale of two of our three ro-ro ships agreed in November, it is clear that the Group's future is as a reliable and sustainable provider of logistics infrastructure. We operate two routes, one between Estonia and Finland and one between Åland and Sweden, offering efficient transportation of people and goods. We also manage more than a third of Åland's public transportation. We have the expertise and the financial resources to develop these operations in a climate-neutral direction.

On 27 March 2023, we agreed on the sale of M/S Birka Stockholm to Rederi AB Gotland. This sale will further improve the Group's financial strength.



**Björn Blomqvist**  
Chief executive officer

## Eckerö Group's first published sustainability report

This is the Eckerö Group's first published sustainability report. This report is our first step in our work to present a unified report containing social and environmental aspects of our business. The sustainability report includes the Group's non-financial report in accordance with chapter 3a of the Accounts Act. Financial issues are reported in full in our annual report.

Sustainability has become an increasingly important issue for us and our stakeholders. In this sustainability report, we have chosen to focus on the areas we believe our stakeholders consider important.

Safety and the environment are important to us, but other aspects, such as being an attractive employer and offering services that our guests appreciate, are also part of our sustainability work. Our ambition also extends beyond the direct shipping business in that we want to be part of the development in the areas we operate.

In this sustainability report, we want to communicate the sustainability issues that are important to us where we report both the improvements we have made and the challenges we face in the future.

## The UN's global goals - and our most central goals

In our operations, we strive to conduct sustainable operations in which we make economically, socially and environmentally sustainable decisions.

The UN's global goals for sustainable development have formed the basis for sustainability monitoring and Eckerö Group has selected the eight goals that best define us as a company and where we believe we can contribute most to the overall ambition. These eight goals form the basis of Eckerö Group's long-term sustainability reporting.







### 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

The Eckerö Group must remain an attractive workplace with a strong focus on the health and well-being of its employees. We should not expose anyone around us to health risks and have a zero-vision for workplace accidents, drugs and alcohol at work. We want to contribute to better health by reducing our emissions and reducing unhealthy products.



### 5. Equality

Achieve gender equality and empower all women and girls

Increased gender equality in the workplace provides a better working atmosphere, more satisfied employees, increased productivity and ultimately a better experience for our passengers.

We welcome everyone, whether you want to work with us, travel with us or become one of our business partners, because we believe that diversity and equal opportunities for all create the best possible use of resources.

Wages in maritime professions are among the most equal there is because every position on the ships has its salary regardless of gender. We strive for everyone to be treated equally regardless of gender, age, ethnicity or sexual orientation.

We apply an equality and non-discrimination policy and a policy for dealing with harassment within the Group, which we follow up continuously.



### 7. Sustainable energy for all

Ensure access to affordable, reliable, sustainable and modern energy for all

Like other parts of society, shipping needs new technological solutions to make the transition to clean energy and tackle climate change.

Eckerö Group strives to improve energy efficiency both on land and at sea and is actively following developments in order to be able to sustainably switch to clean energy sources that do not have negative effects on biodiversity and ecosystems as soon as possible. Eckerö Group has addressed this challenge by focusing on clean energy technology and energy efficiency projects to reduce emissions both on land and at sea.



### 8. Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Eckerö Group's corporate culture is characterised by care and inclusion. Within Eckerö Group, we believe that all forms of discrimination and harassment are unacceptable and that it is in the Group's and employees' interest to utilise the competence of the entire staff. The Group's goal is to ensure that no employee or job seeker receives poorer recruitment opportunities on the basis of gender, transgender identity or expression, age, disability, ethnicity, religion or other belief or sexual orientation.

The Group's equality and non-discrimination policy contains clear requirements for decent working conditions and the Eckerö Group has ambitious and proactive safety work. Through a responsible and growing business, Eckerö Group contributes value creation and economic growth where we operate.



### 11. Sustainable cities and communities

Make cities and human settlements inclusive, safe, resilient and sustainable

Eckerö Group strives to reduce its environmental impact on cities and local communities by making sustainable transport available to our passengers and employees.

Our passenger operations make safe and sustainable public transport available to our passengers so they can get to and from our ships in the ports. The ports that Eckerö Group's ships call at and our land operations are in most cases accessible by public transport.



### 12. Sustainable consumption and production

Ensure sustainable consumption and production patterns

Care for resources is achieved through responsible procurement and by continuously reducing waste and increasing recycling.

By focusing on life cycle perspectives in purchasing, improved waste management, reduced food waste, reduced plastic use and optimised consumption, our business can contribute to meeting the goal of living within the limits of what our planet can handle.



### 13. Fighting climate change

Take urgent action to combat climate change and its impacts

Eckerö Group's greatest environmental impact is the use of fuel (bunker oil) for the propulsion of the ships. As this fuel use leads to climate-impacting emissions, we therefore work continuously to reduce energy use, including through regulation of speed, optimisation of routes and other parameters.

We continuously monitor the technical development of ship engines for sustainable fuels.



### 14. Oceans and marine resources

Conserve and sustainably use the oceans, seas and marine resources for sustainable development

For those of us who depend on the oceans, it is obvious that our operations should have minimal impact on our oceans and our marine environment. Our passenger ships do not discharge waste water into the sea. Waste water is pumped ashore to treatment plants at the port stops.

## Eckerö Group's journey towards sustainability

Eckerö Group has systematised environmental work by introducing an environmental management system so that we can work with environmental and quality issues in a structured way. This change has resulted in a certification and a certificate in accordance with the environmental management standard ISO 14001:2015. Through our environmental management system, we ensure systematic work that leads to continuous improvement, both in terms of how we as a business handle these issues and in terms of our environmental performance. Special priority for environmental matters is placed on the reduction of harmful emissions to air and water.

## A significant maritime employer

The Eckerö Group employs about 1,270 people (full-time and part-time) on land and at sea. In total, about 40 different professional categories are employed each ship in various fields such as operation, maintenance, hotel, shop, restaurant, entertainment, conference, order and medical care.

## Our values

- We always act business wise and cost-consciously
- We have a distinct safety mindset
- We provide fast, high-quality service
- Our work is characterised by commitment and professionalism
- We show respect and sensitivity to each other and have an open view towards our colleagues as well as customers and guests
- We strive for constant renewal and quality development
- Our aim is that every employee feels involved and we create the conditions for employees' resources to be used in the best way
- We work to create a work environment where changes are seen as a natural part of development
- We strive for continuous knowledge and competence development
- We strive for our employees to have opportunities to develop with interesting tasks in a stimulating and good work environment
- Our workplaces should be characterised by open and straightforward communication and a permissive attitude that gives room for own initiatives

## Our stakeholders

As an important link between Åland and Sweden and between Finland and Estonia, Eckerö Group has an impact on the local community and society in a larger sense where we operate. In the same way, everything from authorities, companies to individuals have an impact on our daily operations. We have a constant and open dialogue with those who in one way or another are affected by our work. Our ambition is to regularly check and update our focus to ensure that we always direct our work towards the areas that both Eckerö Group and our stakeholders see as important.

Our most significant stakeholders are:

- Customers, customers' representatives
- Own staff, other personnel who perform work on behalf of the Group
- Shareholders, creditors and other financiers
- Suppliers and their subcontractors
- Authorities
- Classification societies and other supervisory bodies
- Trade union confederation
- Staff members/family
- Insurance companies and occupational health care
- Rescue departments and other rescue services
- Treatment plants, waste receivers and other disposers of residues
- Neighbours and others who may be affected by the Group's operations
- Competitors
- Organisations such as trade associations
- Media
- Schools/research
- Ports

## Sustainable tourism

Eckerö Linjen supports sustainable tourism by focusing on local partners to be able to serve locally produced ingredients and collaborates with Visit Åland, Visit Skärgården and Visit Roslagen. Eckerö Line is part of the Sustainable Travel Finland programme, which promotes sustainable tourism and we monitor the environmental impact of our operations using the ISO 14001 environmental standard.

## Generation of economic value

Financial responsibility means both responsibility for the sustainability of the business in terms of business economics and that the economic consequences for the company's stakeholders and society in general in the countries and market areas we operate are taken into account. In its daily operations, Eckerö Group contributes to the generation of economic value for the Group's various stakeholders. The most important cash flows consist of income from our customers, purchases from suppliers of goods and services, salaries to staff, payments to and from the public sector, dividends to shareholders and financing costs to financiers. The Group's net sales and other income in 2022 amounted to EUR 185.9 million. The Group's purchases from suppliers amounted to EUR 115.2 million and the Group's investments during the period amounted to EUR 2.1 million. Eckerö Group employed an average of 789\* people. Staff were paid a total of EUR 41.3 million in net salaries and pension costs. Eckerö Group paid a total of EUR 25.5 million to the public sector in the form of public port costs and ship fees, taxes on wages and salaries, social security contributions and income taxes. The Group received public support of EUR 14.0 million. The Group's income statement, balance sheet and cash flow statement are presented in full in Rederiaktiebolaget Eckerö's financial statements.

<b>Generation of economic value, tEUR</b>	2022	2021
Customers		
Sales and financial income	186,746	137,787
Suppliers		
Procurement	-115,197	-82,478
Investments	-2,100	-2,191
<b>Economic value generated by Eckerö Group</b>	<b>69,449</b>	<b>53,118</b>
Staff		
Net salary and pension expenses	-41,348	-36,241
Shareholders		
Dividends	0**	0
Financiers		
Interest expenses	-7,576	-4,973
Public sector		
Income taxes	-62	-88
Public port expenses and ship fees	-14,790	-11,646
Taxes on wages and salaries and social security contributions	-10,686	-9,966
<b>Paid to public sector</b>	<b>-25,538</b>	<b>-21,701</b>
Public support		
Public support	3,076	14,842
Restitution	10,939	9,832
Short-term work allowance	7	667
<b>Public sector, net</b>	<b>-11,516</b>	<b>3,641</b>
Economic value distributed	-60,440	-37,574
<b>Economic value retained in the operations</b>	<b>9,009</b>	<b>15,544</b>

\*Average number of employees during the year converted to full-time equivalents

\*\*Board of Directors' proposal to general meeting for 2022.

## Public support

Subsidies are recognised at fair value when there is reasonable assurance that grants will be received. Government restitution is obtained in both passenger and cargo operations. Restitution is granted on the taxes and social security contributions of shipboard personnel in accordance with EU guidelines. Restitution received is recognised against personnel expenses and is accrued in the same way over the same periods as the costs the restitution is intended to compensate for.

In 2022 public support consisted of compensation for mandatory operations from the Finnish government through the authority Traficom and cost support from the Finnish government.

## Disclosures regarding the EU Taxonomy Regulation

Starting in financial year 2022, Rederiaktiebolaget Eckerö reports the Group's compliance with the EU Taxonomy Regulation 2020/852 of 18 June 2020 regarding environmentally sustainable economic activities. The EU has elected to implement the regulation incrementally, and the reporting requirement for financial year 2022 follows the regulation's framework associated with economic activity that can contribute to environmental objectives: climate change mitigation and climate change adaptation. Rederiaktiebolaget Eckerö has identified three economic activities that are considered to be covered by the Taxonomy Regulation; 6.10 "Sea and coastal freight water transport, ships for port operations and auxiliary activities", 6.11 "Sea and coastal passenger water transport" and 6.3 "Urban and suburban transport, road passenger transport" (NACE codes H50.2, H50.1 and H49.3). Under the regulation, the Group, as a non-financial company, is required to disclose KPIs regarding sales, investments and operating costs that are classified as environmentally sustainable according to the taxonomy. Rederiaktiebolaget Eckerö has focused its analysis to climate change mitigation. The Group's interpretation is that the activities that do not directly relate to- or facilitate the transportation of passengers or goods are activities that do not fall under this taxonomy. The Group thus classifies onboard sales and sales of land-based accommodations to be activities not covered by the Taxonomy Regulation. The Group has also chosen to exclude all port activities. As such the Group has chosen primarily to include revenues originating from travel tickets as well as cargo- and vehicle revenues. Capital expenses (Capex) are based on investments according to the cash flow principle. Operating expenses (Opex) are primarily comprised of costs for maintenance and repair of vessels and busses. When compiling the performance indicators, revenue and expenditure items were considered only once to avoid double-counting.

### EU taxonomy - KPI reporting

tEUR	1/1-31/12/2022	Covered by the taxonomy	Aligned with the taxonomy
Sales	185,763	43%	0%
OpEx, operating expenses	48,295	22%	0%
CapEx, capital expenses	2,100	36%	0%

## Risks

Through its operations, the Group is exposed to usual risks, such as fluctuations in the Group's earnings and liquidity due to changes in exchange rates and interest rates and changes in bunker prices. In order to minimise risks, agreements for currency, interest rate and bunker derivatives may be concluded.

The war in Ukraine has created political and macroeconomic uncertainty and has impacted the Group's earnings, primarily through increased cost inflation. High bunker prices and general cost trends that affect docking- and maintenance costs, for example, can have a significant impact on the Group's operating result. The impact of the long-lasting Covid-19 pandemic tapered off in 2022, and passenger volumes have recovered nearly to pre-pandemic levels. The pandemic does, however, continue to have a negative impact on demand from international customers.

Financial risks are related to the Group's ability to generate positive cash flow from its operations. Loan financing contains covenants linked to the Group's profitability, liquidity and ability to pay. If the conditions in these covenants are not met, loans can be called in for early repayment or the loans can be cancelled.

In addition to the risks described above, the Group's results depend to a large extent on political decisions, such as alcohol-related taxation in Finland, Sweden and Estonia, regulations regarding port and fairway dues, and state support measures to strengthen the competitiveness of ships flying the Finnish and Swedish flags.

In addition to the previously mentioned risks, small disturbances in the operations of ships or port facilities or disturbances from other ships operating in the vicinity of the Group's ships could also lead to disruptions in traffic and thus have a material impact on the Group's performance and financial position. A detailed description of risk management can be found in note 21 of the annual report.

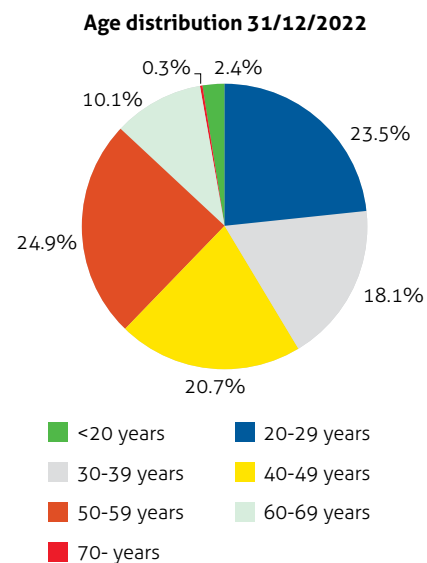
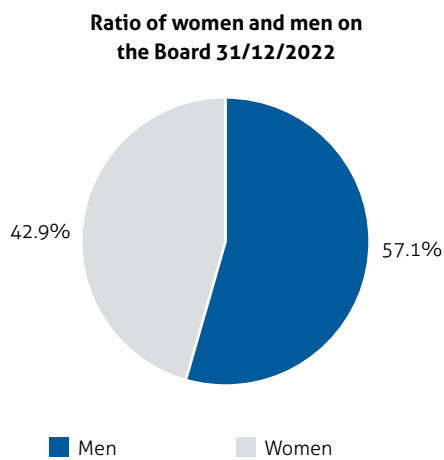
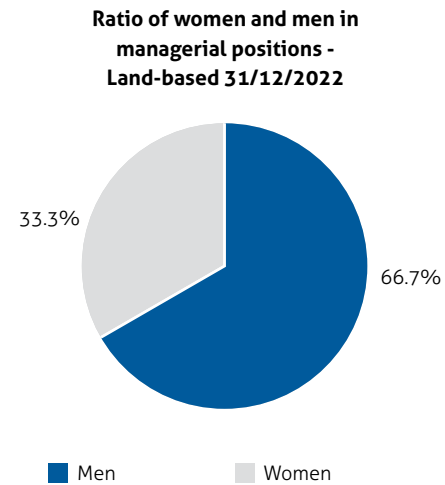
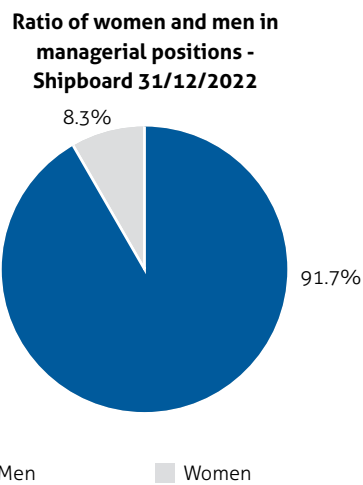
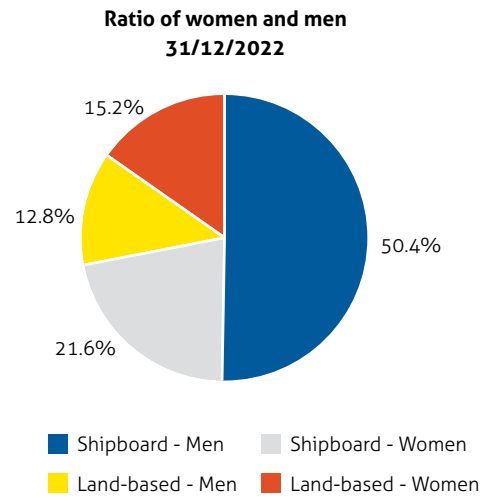
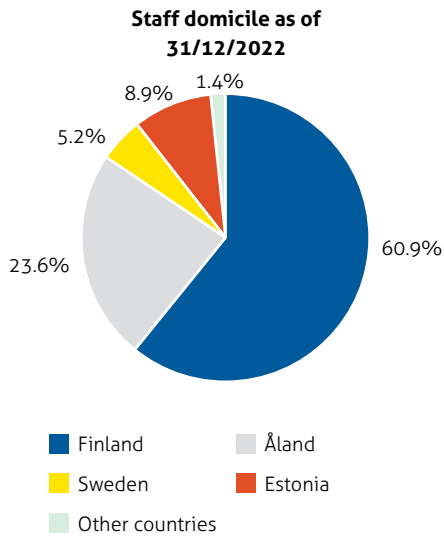
## Our people

### Where our employees live

In 2022 the Eckerö Group employed a total of 1,273 persons (full-time and part-time and fixed-term contracts). The number of seafarers was 917. There were 1,076 employees resident in Finland, of whom 301 lived on Åland. The number of employees living in Sweden amounted to 66 people. A total of 113 people resided in Estonia. 18 people resided in other countries.

<b>Our people</b>	
Group as of 31/12/2022	Number of people
Board	7
Group Management	8
Management of subsidiaries & ships	78
Other	1,187
<b>Group total</b>	<b>1,273</b>
Finland	795
Sweden	41
Estonia	63
Other countries	18
Shipboard personnel	917
Finland	281
Sweden	25
Estonia	50
Land-based personnel	356
<b>Group total</b>	<b>1,273</b>





## Occupational well-being

### Wellness and exercise

The Group's land-based employees have access to various exercise / wellness vouchers to subsidise the cost of fitness training.

### Ships' leisure fund

Every month, a small part of the seafarers' salary goes to the ship's leisure fund. The company contributes by matching the total employee contribution to the leisure fund. The money is used, for example, for newspaper subscriptions and exercise equipment in the ships' gyms.

### Occupational health care

All employees of Eckerö Group are entitled to occupational health care. Health examinations are carried out regularly.

### Performance reviews

Performance reviews take place regularly with line managers. The purpose is to discuss important issues concerning the work and development opportunities at a specific time. The conversation preferably takes place outside the regular workplace when the employee as well as the manager have the opportunity to come up with different points of view that are addressed in an open and positive dialogue. It is the manager's responsibility that the conversation is carried out and that an action plan is drawn up and followed up regularly.

### Leadership development

The Group has a well-developed leadership culture adapted to the different business areas and the markets in which it operates. Company management works very closely with the business and ensures that goals, values and feedback are constantly followed up and kept alive through active leadership and managerial support. The industry itself is heavily regulated with requirements for constant renewal of permissions and safety training, all of which include certain leadership modules. The Group uses a common educational platform, "Seably" where both external and internal training is available for both mandatory and voluntary individual development.

Eckerö Line has for many years worked with the Great Place to Work concept to develop corporate culture and leadership, which resulted in them receiving a Great Place to Work certificate after very good development.

## Working environment

Continuous improvement is the key word when it comes to our shared work environment. The overall leader is responsible for ensuring that there is a clear work environment policy and that routines and action plans are established. Operational managers ensure that each company complies to the aims of the health and safety policy and that the established routines and action plans are followed in practice, of course, in close cooperation with elected representatives in the security organisations that are on each ship and office in our Group. The main purpose is to develop the work and work environment to become healthier and safer through preventive measures to achieve a sustainable working life for our staff, regardless of whether it relates to the physical or psychosocial work environment.

Health and safety management must be carried out systematically and a prerequisite is that adequate risk assessments are carried out and that risk analysis tools are developed and improved. During the pandemic, constant risk assessments and clear action plans have been a basic prerequisite for us to keep our operations running at all. Another basic prerequisite is that, above all, managers responsible for operational activities and the chosen security organisation receive training and skills development so that they can handle health and safety issues and the tools available to them in a professional manner. The Group has always recognised the importance of this and has further intensified the work to ensure that all employees are informed about, involved and committed to our goal of achieving a work environment and a working climate that stimulates a positive development for the business and the individual employee.

<b>Accidents</b>		<b>2022</b>	
<b>Average number of employees*</b>		<b>789</b>	
<b>Reported accidents, Finnish-flagged ships</b>			
Accidents at work	41	Induced absence (% of occupational illness)	
Recreational accidents	20	0 days	0%
Occupational diseases	1	1-6 days	0%
<b>Total</b>	<b>62</b>	7-30 days	50%
		> 30 days	50%
Induced absence (% of occupational accidents)		<b>Reported accidents, land personnel Finland</b>	
0 days	29%	Accidents at work	10
1-6 days	24%	Recreational accidents	10
7-30 days	27%	Occupational diseases	0
> 30 days	20%	<b>Total</b>	<b>20</b>
Induced absence (% of accidents outside work)		Induced absence (% of occupational accidents)	
0 days	15%	0 days	50%
1-6 days	10%	1-6 days	20%
7-30 days	50%	7-30 days	20%
> 30 days	25%	> 30 days	10%
Induced absence (% of occupational illness)		Induced absence (% of accidents outside work)	
0 days	0%	0 days	20%
1-6 days	0%	1-6 days	30%
7-30 days	0%	7-30 days	40%
> 30 days	100%	> 30 days	10%
<b>Reported accidents, Swedish-flagged ships</b>			
Accidents at work	18	Induced absence (% of occupational illness)	
Recreational accidents	8	0 days	0%
Occupational diseases	2	1-6 days	0%
<b>Total</b>	<b>28</b>	7-30 days	0%
		> 30 days	0%
Induced absence (% of occupational accidents)		<b>Reported accidents, land-based personnel Sweden 0</b>	
0 days	33%		
1-6 days	17%		
7-30 days	39%		
> 30 days	11%		
Induced absence (% of accidents outside work)			
0 days	0%		
1-6 days	25%		
7-30 days	37%		
> 30 days	38%		

## The Eckerö Group's equality and non-discrimination policy

Gender equality and equality in working life concerns everyone. Regardless of gender, everyone has equal value and equal opportunities in terms of employment conditions, working conditions and development opportunities, and everyone's has the right to be treated equally regardless of age, ethnicity, disability, religion or sexual orientation.

Within Eckerö Group, we believe that all forms of discrimination and harassment are unacceptable and that it is in the Group's and employees' interest to utilise the competence of the entire staff. In recruiting Eckerö Group's goal is to ensure that no employee or job seeker is given fewer opportunities based on gender, transgender identity or expression, age, disability, ethnicity, religion or other belief or sexual orientation. We strive to be considered as an attractive and developing workplace where the staff become our best ambassadors.

- Our goal with the policy is to ensure equality, equality and fairness in employment.
- All employees should feel secure in their employment and know that they will be treated fairly and respectfully.
- We strive to ensure that all employees receive support and encouragement to develop their full potential and that resources are fully utilised to make the organisation as efficient as possible
- We do not accept any form of discrimination or harassment whether internally or externally by our guests, customers or suppliers.

### Our commitments

- Promote equality in a workplace that demonstrates sound leadership and effective business management.
- Create working environment where individual differences complement each other and where all employees are appreciated and valued.
- Ensure that all employees have a work environment that promotes respect and where no threats or harassment are accepted.
- All employees are given the opportunity for training, development and promotion.
- Ensure that information paths, working methods and employment practices work and are fair.

## Our anti-harassment policy

All employees of the Eckerö Group are expected to treat one another with respect. Harassment or other inappropriate treatment is not accepted and we are responsible for ensuring that problems and misconduct are noticed, if someone is harassed or if someone feels that someone else is.

## Equality

Respect for human rights may seem like a matter of course for operations in Finland, Sweden and Estonia, which Eckerö Group conducts, but the fact is that there is a risk that violations of these rights may occur a few steps down the supply chain. Special attention should be paid to suppliers in countries where such violations occur frequently. Eckerö Group works according to everyone's equal value regardless of origin, cultural and social affiliation, religion, age and gender. We show this through an elaborate equality and equal opportunities policy and through our Supplier Code of Conduct.

Eckerö Group does not accept any form of discrimination based on unequal treatment. In 2022, no cases linked to human rights violations have been reported.

## Eckerö Group's Supplier Code

Eckerö Group's purchasing department applies a Supplier Code of Conduct to ensure that suppliers who sell or deliver goods to the Eckerö Group and its subsidiaries Eckerö Linjen, and Eckerö Line, either directly or through other distributors, shall comply with internationally recognised principles of human rights, working conditions, equality, the environment and anti-corruption during the contract period. Compliance with the Supplier Code is considered both in decisions over cooperations and in the evaluating of ongoing business relationships.

## Whistleblowing service

Our long-term success is based on our ethical guidelines, which are described in the Group's policy documents. Our staff has an important role in alerting if someone suspects violation against the ethical guidelines when it comes to, for example, financial irregularities and corruption, serious harassment and discrimination, security risks, environmental crimes, etc. It gives us an opportunity to prevent and correct if something has gone wrong. Therefore, for several years now, we have established and applied a channel for anonymous reporting, a whistleblowing service. The whistleblowing service has been adapted to the new legislation that entered into force on 1.1.2022. In 2022, four incidents were reported via our Whistleblowing System, which have been investigated in accordance with our policies and procedures. None of the reported incidents have been found to be serious.

# Safety

## Safety on board

We prioritise safety and value the health and well-being of our passengers and personnel. A safe and positive work environment where we care about each other is not only important to our employees, but is also the key to a good customer experience.

Eckerö Group has an ambitious and proactive safety work. We therefore work continuously to increase awareness and commitment within the organisation to create a strong safety culture and thus maintain the highest possible level of safety at all times.

The company has an approved Safety Management System designed in accordance with the International Safety Management Code (ISM) which describes the ship's working procedures and processes for the safe operation of the ship and the prevention of environmental pollution.

The shipping company is approved by the maritime authorities in Sweden and Finland, and is checked through so-called DOC audits by classification societies, i.e. recognised organisations that carry out inspections on behalf of the ship's flag state.

The shipping company and ships have prepared checklists and contingency plans to help them deal with critical and emergency situations. If an unforeseen event occurs that endangers the safety of the ship, procedures are in place to avoid or minimise the damage as much as possible.

## Safety and maritime security drills

During the drills, alarms, crisis preparedness and handling of the ship's fire and life-saving equipment will be practised. All drills are recorded and any deficiencies are reported and corrected if necessary.

We continuously cooperate with sea rescue, fire services, police, customs, border guards and national special forces to quickly and efficiently obtain complete information in the event of a crisis. As part of the exercises, training will be carried out with the Border Guard's ship and helicopter units, among other things.

Before taking up their duties, all newly recruited offshore personnel must undergo ship-specific and general safety and workplace-related introductory training. The training and competence of the personnel is detailed and rigorously regulated, and before each departure, the ship is inspected to ensure that it is competently and adequately manned to comply with applicable regulations, requirements and regulations.

The competence of the crew and officers is maintained through mandatory training such as firefighting, lifeboat- and medical response courses leading to specific qualifications. In addition, a number of internal tailor-made training courses such as environmental training, equal treatment and, for example, deck and engine room simulator exercises are also organised.

## Safety organisation for onboard operations

The master has the main responsibility for safety on board. The ships have a safety organisation, a so-called alarm list where each crew member has different specific and rehearsed tasks depending on the type of emergency that may occur. The purpose of a safety management system is to prevent the consequences of an accident or other incident. It is continuously re-assessed and updated as needed.

The crew is divided into groups for command, firefighting, evacuation and medical care. All employees are required to participate in the safety exercises. On board there are trained paramedics and spaces equipped with special equipment for care in case of acute illness.

The land management system also prepares for possible emergency situations. Emergency response teams ashore help ships support passengers and crew in the event of a crisis. In the event of an emergency, the alarm is sent to the emergency response organisation, which is immediately called upon to assist the ship with assistance and support. The land management system regularly trains with the ships in real-life situations, as well as with external organisations every year to improve its ability to handle various crises that may arise within the business.

### Security check

The safety equipment on board the ships is checked daily. Before each departure, ship management goes through a checklist to verify that the ship is seaworthy. Hatches, gates and ramps as well as all navigation instruments are checked. During the trip, car decks, mission-critical areas and public areas are monitored by surveillance cameras and through regular rounds by security guards.

The maritime authorities have entrusted the inspection of the ships to classification societies, which carry out inspections of the ships at least once a year.

### Preventive work

Preventive safety on board ships is continuously improved through further development of processes and procedures as well as training on various risk factors.

Operational and functional checks are carried out systematically and continuously, mainly using the planned maintenance system that is on board all ships together with the company's inspectors. In this context, particularly critical technical equipment and systems have been identified which are inspected and tested according to the manufacturer's schedule and instructions, and any backup and stand-by functions are checked regularly.

### Cooperation on maritime safety

The shipping company actively participates in the prevention of maritime safety in cooperation with authorities, shipowners' associations and other shipping companies. All accidents, incidents and deviations are reported internally after which they are analysed, handled, corrected and reported according to established routines. In principle, all incidents are reported internally within the fleet (Lesson learned). Certain types of incidents must be reported to the authorities and in addition, we share events that are of mutual safety interest within the industry in the joint reporting system ForeSea, which is run by the Association of Swedish Shipping, an experience bank of reported incidents.

### Vision Zero for safe and pleasant travel

We have a zero vision regarding various types of crime, harassment and points of order on board. We are constantly working to achieve this vision together.

Vision Zero emphasises safety, security and well-being.

### Rules to increase well-being

In order for everyone to feel comfortable, we have rules on alcohol and zero tolerance for drugs and all types of crimes on board, from theft, harassment and assault to sexual harassment.

### Security guards and surveillance cameras

Security guards continuously carry out fire and security patrols on passenger ships, in public places and in corridors. The ships also have security cameras, for everyone's safety.

### Maritime security

We cooperate with various authorities to prevent criminal or illegal activities related to the operation and traffic of ships. Ships and ports have approved confidential security plans to ensure monitoring, control and security procedures to deter and prevent illegal or criminal activities.

### Collaboration on board

On board the ships, ongoing risk assessments in relation to occupational safety and health are carried out at general and work-specific level in accordance with applicable legislation and recommendations from supervisory authorities. The work environment is systematically evaluated to prevent and reduce the risk of occupational accidents and diseases.

### Close cooperation with authorities

To ensure safe travel, we work closely with maritime authorities and ports.

For passenger ships, there are ready-made cooperation plans for sea rescue and lifesaving at sea, these plans are updated in the respective ship's traffic area and checked annually with each country's maritime rescue centre MRCC (Maritime Rescue Coordination Centre)/JRCC (Joint Rescue Coordination Centre).

## Our environmental work

Eckerö Group conducts long-term and systematic environmental management work with the aim of achieving sustainable development for the environment and the Group with the least possible negative impact on the environment.

### Eckerö Group's safety and environmental policy

Eckerö Group's safety and environmental policy is that we shall operate passenger- and cargo shipping and its associated operations in a safe and environmentally protective manner. We shall strive to prevent all identified risks with well-adapted working practices and routines in accordance with international and national laws, regulations, and other requirements for the protection of human life, property, cargo, and the environment.

The Eckerö Group shall be a reliable employer where well-being and mutual responsibility are in focus. By using our resources such as staff, time, materials, supplier services and money, in an efficient way, our economic competitiveness should be maintained, while together we safeguard sustainable development, continuous improvement, high safety and minimum environmental impact.

### Environmental management - ISO 14001

For many years the basis for the Group's environmental work has been a certified environmental management system in accordance with the requirements of the international environmental management standard ISO 14001.

The environmental management system covers all parts of the Group's operations. The scope of the environmental management system has not changed over the course of the year. Changes will however take place in 2023 as a result of the sale of the vessel M/S Exporter.

How well the environmental work in the Group is progressing is reviewed on an annual basis by an external auditor from the accredited external control body Lloyd's Register. In 2022 Lloyd's was able to conduct an environmental audit of our operations according to schedule, which made a positive contribution to the task of continuously improving environmental work and environmental performance within the Group. No deviations were observed in the annual environmental audit.

The Group also operates in accordance with the International Safety Management Code (ISM), which requires a safe way of working and prevention of pollution on board ships.

### Our environmental aspects and our environmental goals

As a fundament for the environmental work, Eckerö Group has inventoried the Group's environmental aspects and, based on this register of the companies' environmental impact, evaluated and ranked how the environment is affected by the operations conducted. Based on the results of the valuation, the Group has set long-term and short-term goals and indicators to monitor the environmental impact of operations.

Eckerö Group's long-term environmental goal is to reduce the amount of carbon dioxide (CO<sub>2</sub>) released into the atmosphere as a result of the combustion of traditional fossil fuels on board buses and ships. The Group is committed to achieving the IMO's target of reducing emissions from the shipping industry by 50% by 2050 measured from the 2008 level. Short-term environmental goals shall be set with this in mind.

### Our environmental goals for 2022

In order to achieve the goal of reducing carbon dioxide emissions for shipping, Eckerö Group's goal is to reduce carbon dioxide emissions every year. Monitoring operating fuel consumption, other energy consumption and their associated emissions to air has already been a significant focal point for some time. Fuel consumption and associated parameters are monitored and documented per trip for both our ships and the buses. The Eckerö Group compiles an annual report of the ships' fuel consumption, carbon dioxide emissions and transport work for the EU and the International Maritime Organisation (IMO). Many measures to minimise emissions have already been implemented on board, such as new propellers, frequency converters, demand control and similar energy-optimizing measures to reduce energy consumption and thus emissions.



In 2020, the IMO decided that requirements for an approved level of carbon dioxide efficiency will be introduced from 2023 regarding a measure of ship's operational CO<sub>2</sub> efficiency (CII: Carbon Intensity Indicator) and a measure of the energy efficiency of existing ships in the design of ships (EEXI: Energy Efficiency Existing Ship Index). In addition, it was decided that the level of how CO<sub>2</sub> efficient a ship's operation should be in order to be approved continuously will be lowered over time. Thus, shipping companies are not free to choose the pace at which the 2050 target is to be reached, but the reduction must at least follow a fixed curve. In late 2022, the EU decided that, starting in 2024, shipping will be included in the CO<sub>2</sub> emissions trading system (ETS). More regulations affecting shipping's emissions of CO<sub>2</sub> are being developed in the EU and are expected to be established at the beginning of 2023. The most decisive for shipping in the near future is the final outcome of the proposed Fuel Maritime EU regulation.

Over the past year 2022, the main focus of the Eckerö Group's environmental work, as in 2021, has been connected to global climate change and meeting the requirements of the above mentioned IMO and EU regulations on carbon dioxide emissions, which will come into force within the next few years. In 2022 the Group continued the process of ensuring that our operations meet the requirements set in upcoming regulations concerning the Energy Efficiency Existing Ship Index (EEXI), the carbon intensity indicator (CII) of our ships, new requirements for a Ship Energy Efficiency Management Plan (SEEMP) on board the ships and upcoming requirements for trading emissions rights for ships within the EU (ETS). The Eckerö group's objectives for 2022 were therefore to calculate the ships' CII, EEXI and document measures being taken to reduce emissions of CO<sub>2</sub> from ship operation in documented and reviewed SEEMP III-plans. These objectives have been fulfilled.

In 2022, the Eckerö Group continued to work on an extensive energy inventory project with an in-depth internal survey of energy use and energy efficiency studies of the energy performance of passenger ships carried out by external consultants. The project is being carried out to achieve more effective and targeted steps towards the Group's goal of reducing CO<sub>2</sub> emissions to air. The project has contributed to more detailed knowledge about where and how our business consumes energy and what potential for improvement we can see that we have. The project has generated many proposals for further work, with several of these already implemented or in the process of being implemented. One example is the design optimisation of the M/S Finbo Cargo's stern with the installation of an interceptor that results in better dynamic trim, this helping to reduce fuel consumption and CO<sub>2</sub> emissions. In Eckerö Line, the improvement project to further optimise the time spent on each port call and consequently the fuel used at sea has continued in 2022. The project includes both technical solutions such as Auto Mooring for more efficient port calls of the M/S Finlandia and a double ramp to allow for more efficient loading of the M/S Finbo Cargo as well as operational optimisation of work and logistics processes to achieve reduced consumption. During the year, Eckerö Linjen decided to make changes to its timetable in order to increase safety in provisioning work and to reduce speed while at sea, thus reducing carbon dioxide emissions from the combustion of fuel on board. During 2022 Eckerö Linjen also performed a project to reduce energy consumption by further optimising the control of ventilation and pumps on board the ship.

Another example of a measure to reduce CO<sub>2</sub> emissions is shore power connection. Shore power has been in use on M/S Eckerö for many years, but now Eckerö Group also is working on shore power for the ship M/S Finlandia to reduce fuel consumption by connecting to shore-side electricity when the ship is in port. The technical equipment has now been installed on board and in 2022 the M/S Finlandia has been able to use shore-side electricity when in the port of Tallinn, while the infrastructure in the port of Helsinki has not yet been completed on the port side. This is expected to be completed in 2023, allowing the M/S Finlandia to expand the use of shore power six nights a week to seven. For Eckerö Linjen's part, a project is underway to increase the capacity of the shore-side power installation to make it sufficient for ventilation and cooling even on hot summer nights.

In addition to technical factors such as the design of ships, equipment on board and the choice of fuel, operational factors affect fuel consumption and thus carbon dioxide emissions. Factors such as timetable, weather conditions and operational working procedures on board. For example, routines to ensure a clean hull have a major impact on reducing the ship's resistance in the water and thus its fuel consumption. Over the year we carried out hull cleaning and performed other hull maintenance while docked to keep the ships in proper condition, which in turn helps reduce fuel consumption. Other examples of operational measures under way include expanded work to prevent delays. Lower speed means lower emissions.

By performing a detailed survey of the Group's energy consumption, calculating CII and defining the CO<sub>2</sub> reduction potential that planned measures and implemented procedures are expected to deliver, we can determine the annual reduction rate required for the Eckerö Group's ships to achieve the overall environmental goal set by the Group and comply with future requirements for annual reduction rates from the IMO and the EU. Going forward, the challenge will be for us to stick with the plan we have created.

Waste generated in our operations is another important focal point for the Group. The amount of waste generated in the operations is followed up and documented and the work to minimise the amount of waste is ongoing. It was in this context that the Group decided in 2021 to set the goal of focusing even more on what could be done to minimise food waste on board the passenger ships. These efforts were hampered by the pandemic situation in 2021. With highly limited activity on board as a result of the pandemic, we could not carry out the project on a representative operation. Therefore, work towards this goal was resumed in 2022, now that passenger volumes have gradually begun to recover after the travel restrictions of the pandemic.

#### Other environmental focus areas during the year

The Group perform structured chemical management and all chemicals are handled in the company's chemical management system and risk evaluated by experts. The ships have good waste prevention routines. The ships perform regular exercises, have sanitation equipment on board and regularly check both machinery and other equipment on board.

In 2022, the project of installing updated ballast water treatment systems according to standard D-2 BWT systems was completed on all ships within the Group. Ballast water treatment reduce the risk of spreading invasive species from one aquatic area to another.

## Environmental data

<b>Eckerö Group's ships</b>	2022	2021
<b>Volumes*</b>		
Passengers	2,624,674	1,357,442
Passenger cars	474,594	283,622
Freight units	159,228	165,567
Total distance (nm)	377,382	421,035
<b>Resource consumption</b>		
Bunker oil (tonnes) *	32,476	39,923
Bunker oil (tonnes) **	9,278	11,374
Lubricating oil (m <sup>3</sup> )	216	257
Fresh water (m <sup>3</sup> ) *	38,280	32,937
<b>Sulphur</b>		
Sulphur in bunker oil (tonnes)	40	39
<b>Emissions (tonnes)</b>		
Carbon dioxide (CO <sub>2</sub> ) ***	132,162	148,564
<b>Residues (m<sup>3</sup>)</b>		
Solid waste for incineration	3,585	3,048
Waste to landfill	83	46
Waste for recycling	1,465	816
Bio waste	658	302
Hazardous waste	110	141
<b>Waste water ashore (m<sup>3</sup>) *</b>		
Grey, black, and bilge water	34,425	28,213
<b>Waste oil (m<sup>3</sup>)</b>		
	1,187	1,863
* On our own lines		
** Eckerö Shipping's cargo ships		
*** Calculated according to IMO guidelines		
<b>Williams Buss Ab</b>	2022	2021
Number of kilometres travelled	621,177	546,653
Amount of diesel (litres) consumed	187,235	161,175
Water consumption (m <sup>3</sup> )	108	243
The garage's electricity consumption (kWh)	100,000	112,535

## Carbon dioxide emissions

<b>Carbon dioxide emissions 2022</b>	Tonnes total	Nautical miles	Kg/nm
Berghamn - Grisslehamn	12,893	44,409	290.3
Helsinki (Western Harbour) - Tallinn (Vanasadam)	62,191	91,811	677.4
Helsinki (Vuosaari) - Tallinn (Muuga sadam)	27,513	54,675	503.2
<b>Carbon dioxide emissions in 2021</b>	Tonnes total	Nautical miles	Kg/nm
Berghamn - Grisslehamn	13,138	44,147	297.6
Helsinki (Western Harbour) - Tallinn (Vanasadam)	64,274	88,916	722.9
Helsinki (Vuosaari) - Tallinn (Muuga sadam)	34,717	65,835	527.3

The figures in the table show the total number of tonnes of carbon dioxide per route for the ships that regularly operate on the route in question.

In addition to the propulsion of the ship, the carbon dioxide emissions of the ships include, for example, heating and cooling of the ship, the production of hot water and all the electrical energy needed in the ship's passenger operations such as restaurant and hotel operations. Energy consumption for crew quarters is also included. Shore-side power used when the ship is at berth is not included.

## Future opportunities for improvement

Eckerö Group is well aware of the risks associated with corruption. Eckerö Group's work against corruption is currently not fully formalised and we see this as a future opportunity for improvement. We will establish and implement an anti-corruption policy in the business. We already have a Supplier Code that ensures that Eckerö Group's suppliers of goods to our stores on board the ships comply with internationally recognised principles of human rights, working conditions, equality and anti-corruption during the contract period. We have established an internal channel, a whistleblowing service, where everyone within the company has the opportunity to report irregularities.

There have been no reported cases of corruption, either with or against Eckerö Group in 2022. The purchasing department has made a risk assessment that there is no risk of corruption with our current partners.

## Eckerö Group's management system and policies - continuous improvement

Eckerö Group's operations are governed by several management systems that describe the processes required to conduct our operations in a safe, sustainable and cost-effective manner.

The shipping company Eckerö including the subsidiaries Eckerö Linjen, Eckerö Line, Eckerö Shipping and Williams Buss is environmentally certified according to the ISO 14001:2015 standard. The certification covers both land and ship operations. Of course, we conduct the operations in accordance with current environmental legislation and the certification is a guarantee that we carry out continuous environmental improvements.

The subsidiary Williams Buss has been certified as an environmental and energy responsible bus company that complies with ISO 14 001.

Eckerö Group's organisation and ships are certified according to the ISM Code. The ISM Code is a documented safety and environmental system to ensure that everyone within the organisation functions as agreed in safety and environmental issues. The certification requires that we, among other things take responsibility for the environmental impact of the business and that we comply with directives, rules and legislation.

Everyone is involved in environmental work and is responsible for the environment at their workplace. An important part of the mandatory introduction for new employees is the way in which residual products are to be treated at their workplace. All staff receive continuous training in environmental work.

In addition to the above-mentioned management system, there are legal requirements in areas such as the environment, health and safety, maritime safety and food that constitute a basic level of requirements we must always meet.

Our policies govern the work on an overall level and our routines and work instructions ensure that we do the right thing in our daily work. This is important, not least, in order to comply with all national and international legal requirements, as well as other binding requirements imposed on the business.

By applying the policies, goals and procedures that make up Eckerö Group's management system, we control and minimise the risks that exist in the entire sustainability area and have tools to detect shortcomings and achieve continuous improvement.

### Policies

Eckerö Group's most important policies are:

The Safety & Environmental Policy determines the company's safety responsibility towards our passengers and employees and ensures our long-term environmental responsibility

The equality and equal opportunities policy ensures that everyone should have equal value and opportunities and that all forms of discrimination and harassment are unacceptable

The HR strategy clarifies the ethos and values that should characterise Eckerö Group

The harassment policy ensures that Eckerö Group staff treat each other respectfully

The Supplier Code ensures that Eckerö Group's suppliers comply with internationally recognised principles for human rights, working conditions, equality and anti-corruption during the contract period

Alcohol & drug policy works towards a work environment without alcohol and drugs



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