



# SUSTAIN ABILITY REPORT 2024





## Towards zero-emission shipping

Dear Reader,

I am pleased to present our annual Sustainability Report, which compiles our many activities and achievements in the field of ESG, but also brings perspective to what lies ahead of us. Shipping is an ever-evolving environment to operate in. We must continuously navigate in a global environment that stages geopolitical challenges, as well as climate changes that pinpoint uncertainty and test our adaptability.

“These new zero emission capable vessels come at a time where the strive for greener operations is challenged.”

The shipping industry is transitioning towards sustainability, with a focus on reducing emissions – a central point for Harren Group as well. In 2023 the construction of our new highly advanced Orca heavy lift vessels took up pace – and we now eagerly await the arrival of the first ships in 2024. These new zero emission capable vessels come at a time where the strive for greener operations is challenged. The conflict in the Gaza Strip prompted militant attacks on commercial vessels in the Red

Sea, a major shipping route between Europe and Asia. To ensure safety, most ships diverted around Africa instead – our vessels included. Meanwhile, a severe drought halted traffic in the Panama Canal, forcing ships to detour around South Chile. The result is increasing distances traveled.

Such events underscore the need for swift adaptation and sustainable practices in shipping, despite challenges beyond our control. Where I mourn tragic wars and climate changes, I am extremely proud of how we in Harren Group skilfully manage changes and develop our business successfully. Every day we progressively work towards bridging ever more complex projects across land and sea. We remain a leader in providing logistical solutions to the development of wind parks around the world. We continue to grow our portfolio of advanced vessels with ambitious newbuilding plans and through strategic partnerships- and tactical second-hand purchases and in addition dedicated investments in digitalization and green technologies are made to optimize our existing fleet. We develop our business in breakbulk, heavy lift, multimodal project logistics and efficient ship management alongside it – aiding the energy transition around the world through efficient shipping and logistics solutions.

Last year we launched the renewed Harren Group followed by a strong mission and vision and an overarching set of values giving guidance to our entire company. Not only do we see the positive effects of creating a greater cohesiveness between our business divisions, but we also see how our values guide work in both our daily management and in our human resource development. The launch of our renewed group-wide safety program, “Act Safely!”, serve as a prime example hereto. It makes me immensely proud to see our employees, whether on land or at sea, embrace our set strategy and vision and resolutely work together to realize our aim to solve our customers’ toughest maritime and logistical challenges. It takes much work still, but we are ambitious, and sustainability is a cornerstone in our gradual development.

As I present this year’s report, I invite you to explore our ongoing efforts and progress towards a more sustainable future.

Dr. Martin Harren, Group CEO



# About this report

## This is the annual sustainability report of the Harren Group

The report provides a comprehensive overview of the 2023 calendar year and recent developments across all business units within the Harren Group. Our sustainability reporting highlights significant accomplishments in environmental, social, and corporate governance domains. We have compiled this report to detail both past, ongoing and future initiatives. This marks the third sustainability report for the Harren Group, building upon the foundation laid by the first two sustainability disclosures for 2021 and 2022.

Within this report, we align with the United Nations Sustainable Development Goals as our guiding principles. As a signatory to the Call to Action for Shipping Decarbonisation, led by the Global Maritime Forum in collaboration with the World Economic Forum and Friends of Ocean Action, we pledge to actively contribute through collaborative efforts and setting concrete targets to support the ambitions for 2040 and 2050.

Furthermore, the report assesses and documents our performance across each ESG dimension while establishing future targets and objectives.



The 17 Sustainable Development Goals (SDGs) present the core of the 2030 Agenda for Sustainable Development, which was adopted by the UN in 2015.



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GLOBAL MARITIME FORUM

The Global Maritime Forum was founded with the mission “to shape the future of global seaborne trade to increase sustainable long-term economic development and human wellbeing.”\*

\*quote: [www.globalmaritimeforum.org/about](http://www.globalmaritimeforum.org/about)



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# Highlights since our 2023 report

## 1. SUSTAINABILITY AWARENESS

Our first ongoing focus is sustainability awareness. This endeavour aims to foster transparency and mutual comprehension of our strategy and the specific issues at hand. Additionally, it serves to educate our organisation and guarantee the integration of sustainability principles throughout all units and teams.



### Round tables

We continued the series of round table sessions with our colleagues in a hybrid format to facilitate maximum participation. During these sessions, we delved into the workings of the Sustainability Committee and its guidance on ESG actions and discussed the implications of existing and upcoming regulations. Once more, it proved to be a productive dialogue, yielding valuable feedback on our ongoing initiatives and offering greatly appreciated suggestions for enhancing our communication efforts.

Sustainability is far reaching and often a very complex topic to handle. We therefore decided to cluster our individual activities in the areas of environment, social and governance in three lanes, which help us guide and achieve our strategic objectives:



### Sustainability newsletter

We maintained our practice of keeping our colleagues informed about present and forthcoming matters through our sustainability newsletter. While its publication schedule may not follow a strict pattern, our colleagues value the way information is shared, enabling them to stay informed about our initiatives and gain insights into topics of interest, including those not directly tied to their daily responsibilities.

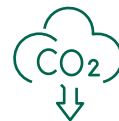


### ESG SharePoint

In response to the feedback gathered during the last two years of round table sessions, we have established a dedicated page for ESG topics within our groupwide SharePoint platform. This page is intended to function as a unified platform where all colleagues can readily access our sustainability reports, meeting minutes, presentations, and additional materials that may be of relevance.

## 2. REDUCING OUR CARBON FOOTPRINT

One of our continuous focus areas is minimising our carbon emissions. This aspect holds pivotal importance within our business framework and guides our operational and commercial organisation both presently and in the future. Within this realm, we assess our strategic choices and investments through a “carbon footprint” lens, adhering to the overarching goals outlined in the environmental section of our sustainability strategy.



### Investments for Decarbonisation

We further progressed towards our target of investing more than 25 million USD by 2025 in projects and installations related to the decarbonisation of our fleet. With the order of our fifth super-eco Orca class heavy lift vessel and four additional applications of low-friction hull coatings on our existing fleet, we increased our confirmed commitment to climate actions to US\$ 20.18 million by end of 2023, representing a 17 % increase from the previous year.



### Technology Screening

In order to further improve the efficiency of our existing fleet, we commenced a thorough screening of wide-ranging energy-saving technologies. These included technical retrofits as well as software applications for in-depth performance analysis, voyage planning and behavioural changes. This process will continue throughout 2024



### M.A.C. Performance Monitoring System

Following the order and commencement of preparations in 2022, we started the implementation and roll-out of the performance monitoring system by M.A.C. System Solutions last year.

By the end of 2023, we had achieved 50 % completion, falling short of our ambitious target, primarily due to extended lead times in hardware deliveries post-COVID.

## 3. RESPONSIBLE CONSUMPTION

Our third focus area is responsible consumption. This lane serves as a compass for our procurement practices internally and externally and aligns seamlessly with our environmental aspirations on both land and sea



### Eco lashing program:

We started implementing the new Eco Lash system on our heavy lift vessels to reduce the use of steel wire lashings. This lighter lashing system enhances safety and ergonomics. By the end of 2023, we had installed the system on 18 out of 22 vessels already, achieving an 82 % completion rate. The feedback from the crew so far was very positive and constructive.



### Ballast water treatment systems

We installed the mandatory ballast water treatment systems on twelve further vessels in 2023, leaving us with 98 % over-all completion and only one vessel to be completed in 2024.



### LED conversion

We continued replacing all conventional lighting with LEDs. The Bremen office was completed in 2023 and with Hamburg to be completed within Q1 2024. For our vessels, we envisage the same procedure. An initial trial on our M/V “Lone” revealed an annual saving potential of two truckloads of Marine Diesel Oil when conventional light bulbs are replaced with LEDs.



COLLABORATION  
WITH KEY INDUSTRY  
ORGANS



MEMBER OF MARITIME  
EMPLOYERS COUNCIL



MEMBER OF IMCA



INTERTANKO

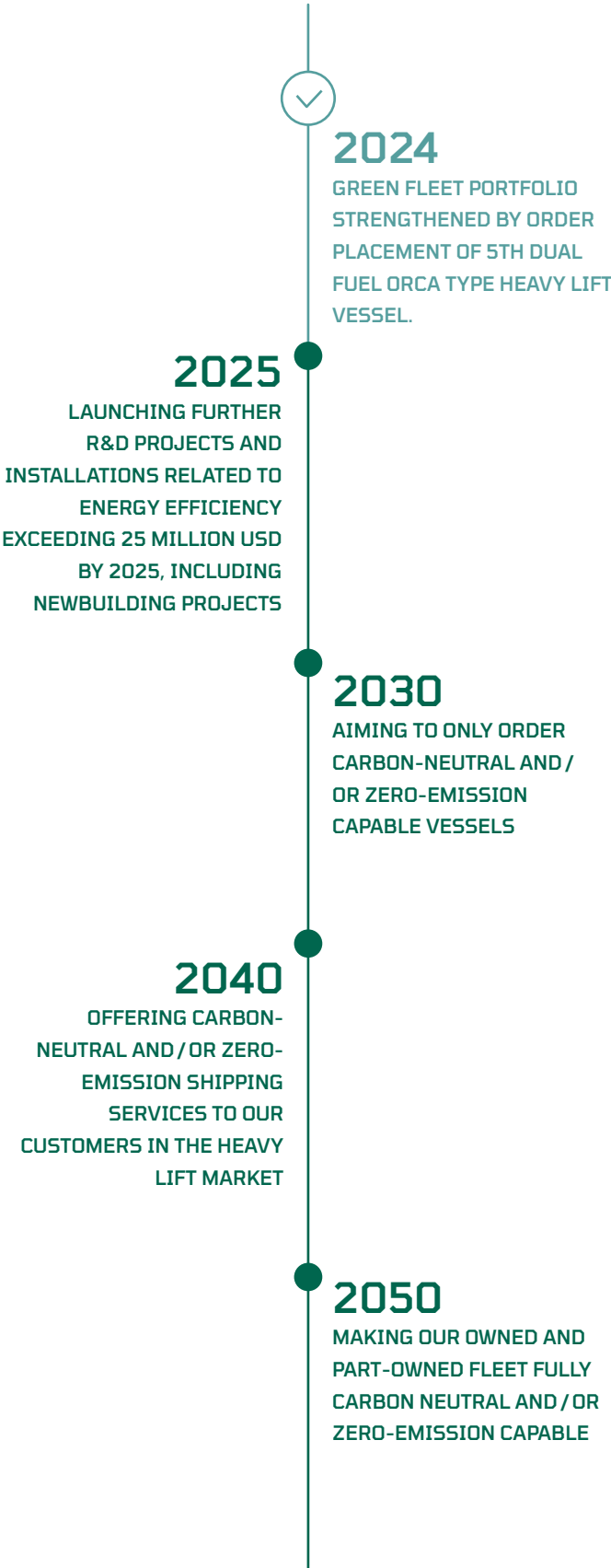
MEMBER OF INTERTANKO



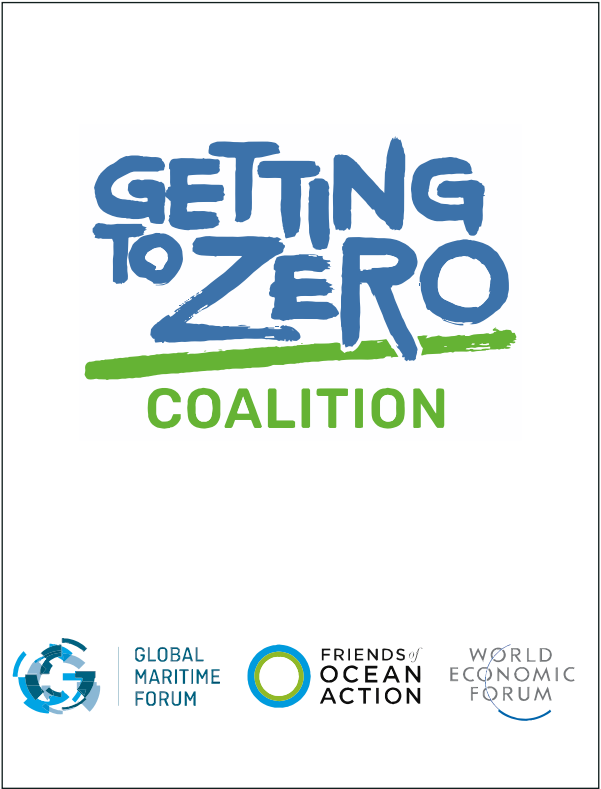
INTERCARGO

MEMBER OF INTERCARGO

OUR KEY  
COMMITMENTS INCLUDE:



THE PATH TOWARDS MINIMISING  
OUR CO<sub>2</sub> FOOTPRINT



Getting to Zero Coalition

In order to meet the IMO’s ambition to reduce GHG emissions from shipping by at least 50% by 2050, the Getting to Zero Coalition is targetting to bring zero emission vessels into operation by 2030. The alliance with over 150 stakeholders from the maritime, energy, infrastructure and finance sectors is further supported by governments, IGOs and knowledge partners, e.g. the UCL Energy Institute, the Environmental Defense Fund and the Energy Transitions Commission. Together, the partners collaborate in the development of the required technologies and infrastructure.



Learn more

CERTIFICATIONS

As a globally acting organisation, we are committed to assess and minimise any negative effects our operations and processes might have on the environment, and we constantly monitor and control our impacts on sea, air and land. Further, we have a strong commitment towards the reduction of occupational injuries and diseases and we effectively promote and protect physical and mental health of our employees on-board and ashore. Lastly, it is the overall quality of our operations that is recognised by our customers and stakeholders every day. We strive to continuously increase their satisfaction going forward.

Within the Harren Group, we are certified according to the highest standards of ISO 9001, 14001 and 45001.



Certifications in place:

- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- ISO 45001 Occupational Health and Safety



# Harren Group at a glance

Our core competence is to manage complex maritime projects and deliver a wide range of high-end services to a global client base. The portfolio of services covers five key business areas:

- Heavy-lift shipping
- Integrated project logistics
- Maritime engineering solutions
- Ship management & crewing
- Commodity logistics
- Offshore wind operations

## BRANDS



## ASSETS

VESSLS OWNED OR UNDER MANAGEMENT (PER 31.12.2023)*	NUMBER TOTAL	ADDED SINCE 1/2023
Heavy Lift	33	2
Bulk Carriers	6	1
Tankers	7	-
Container Vessels	1	-
Offshore & Wind Installation	2	-
Dock Vessel	1	-
Special Vessels	1	-

\* numbers excl. vessels on long term time charter.

## STATISTICS AND FIGURES



**2006**  
EMPLOYEES  
556 ASHORE, 1450 AT SEA



**57**  
NATIONALITIES WORKING  
AS ONE TEAM



**105**  
CADETS, APPRENTICES AND TRAINEES



**51**  
UNITS UNDER MANAGEMENT

**23**  
OFFICES IN  
21 COUNTRIES

HOUSTON

NEW ORLEANS

BOGOTÁ

LIMA

SÃO PAULO

SANTIAGO

AARHUS

HAMBURG  
BREMEN

ROTTERDAM  
CHELTENHAM

GENOA

HELSINKI  
RIGA

ISTANBUL

LAGOS

MUMBAI

BANGKOK

SHANGHAI

TOKYO

SINGAPORE

MANILA

SEOUL



“We believe that society in general and ourselves in particular are too dependent on fossil fuels.”



#### OUR STRATEGIC GOALS FOR ENVIRONMENT

We – same as society in general – still rely heavily on fossil fuels. Our commitment extends beyond regulatory requirements, striving to reduce our carbon footprint across all aspects of our operations, both ashore and at sea. By 2035, we aim to have a fleet of vessels that are carbon-neutral, progressing towards achieving net-zero greenhouse gas emissions from our shipping services by 2040.

We maintain a specialized fleet to deliver essential logistics services crucial for facilitating and bolstering the global energy transition. Furthermore, we allocate 25% of our yearly profits towards research and the development of innovative ship designs, as well as initiatives that align with our sustainability objectives.

#### WITH OUR ENVIRONMENTAL WORK WE ARE CONTRIBUTING TO:





“The Orca fleet marks the reformation of the fleet in the Group, targeting zero emission capable vessels.”



## ORCAS

The Orca fleet marks not only the beginning of a new generation of heavy lift vessels but also the reformation of the fleet within the Group, targeting zero-emission-capable vessels that set the benchmark in terms of intake and lifting abilities. Totalling a fleet of five vessels, the Orcas are planned to commence operations from autumn 2024, with the last deliveries expected in 2025. Specially designed to accommodate the largest of wind turbine parts, several of these vessels are already assigned to projects from major OEMs in the sector, underlining the Harren Group's dedication to supporting the renewable energy transition with effective and environmentally, advanced logistics solutions.

### Technical highlights

- Methanol-ready vessel design and engine concept – neutral carbon footprint if operated on green e-methanol
- Up to 18.5 kn transit speeds
- Optimised hull design means best-in-class seakeeping behaviour and manoeuvrability, energy efficiency and safety at sea
- 2 × 800 t SWL fully electrical cranes combinable to 1600 t SWL with energy recuperation technology
- Ship-to-shore power connectivity for zero emission port operations and power feed-outs on deck for client cargo and/or equipment
- Polar code, ice class 1A and low temperature design for safe operations in any environment



Learn more about the Orca newbuild program on [www.orcaclass.com](http://www.orcaclass.com)

## ORCA FACTS:



**13,150 t**  
DEADWEIGHT

**149.90 m**  
OVERALL LENGTH

**27.20 m**  
BREADTH MOULDED

**13.50 m**  
DEPTH TO MAIN DECK

**7.20 m / 8.50 m**  
DRAUGHT DESIGN / MAX

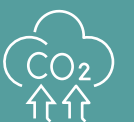
**23,600 m<sup>3</sup>**  
HOLD CAPACITY


**3,300 m<sup>2</sup>**  
DECK SPACE




## KEY METRICS

 **2,616,107**  
NAUTICAL MILES  
SAILED\*

 **693,650**  
METRIC TONS OF CO<sub>2</sub>  
EMITTED\*

 **16,285**  
METRIC TONS OF NO<sub>x</sub>  
EMITTED\*

 **1,868**  
METRIC TONS OF SO<sub>x</sub>  
EMITTED\*

\*2023 figures reflecting key segments Tankers, Heavylift, Bulk and Container

## DEVELOPMENT OF INTEGRATED TRIM OPTIMISATION TOOL



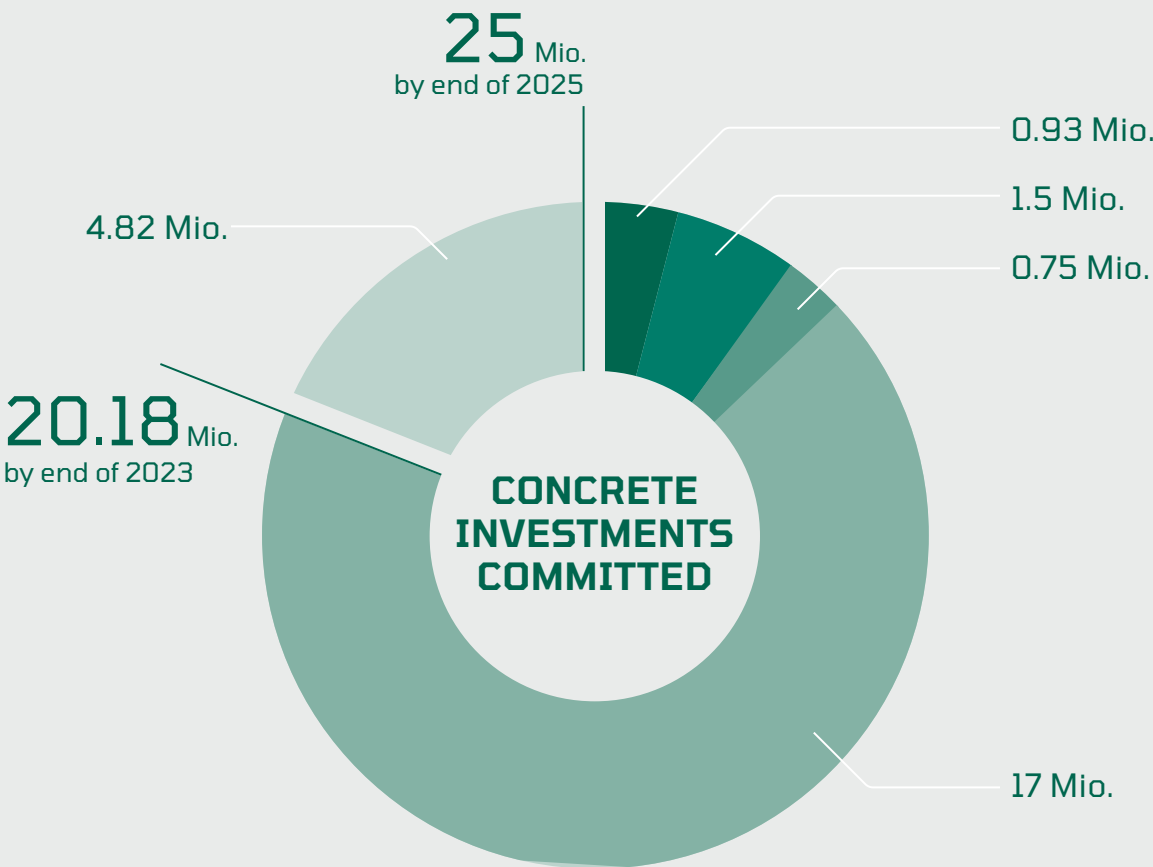
SAL Engineering is currently collaborating closely with the loading computer software supplier to develop a trim optimisation tool tailored for the Orca newbuilding series. At the core of this tool lies a comprehensive database, meticulously crafted to include data on required power and corresponding fuel oil consumption across various drafts, trims, and speeds of the vessel. These values are derived internally through advanced computational fluid dynamics (CFD) simulations and shared with the loading computer software supplier.

“The approach has demonstrated potential consumption reduction.”

Upon creation of a loading condition within the software, users have the option to activate the integrated trim tool, which then proposes a consumption-optimised alternative floating condition. This suggestion can be achieved by adjusting ballast water, including addition, removal, or redistribution. Notably, this approach has demonstrated potential consumption reductions of up to 35% at 13 knots and 8.5m draft when comparing unfavourable to favourable trim conditions at equivalent draft and speed in calm water.

Moreover, the system is designed to accommodate future updates and refinements to the underlying database. This flexibility allows for integration of actual on-board measurements throughout the ship’s operational lifespan, enhancing the accuracy of predictions over time as more data is collected.

IN USD



## CALL TO ACTION UPDATE

In 2023, we made substantial advancements in fulfilling our pledges as outlined in the Call to Action for Shipping Decarbonisation. We completed the registration of all our vessels in the Environmental Shipping Index, hence making our vessels’ environmental performance even more transparent.

We also advanced our commitment to ordering only carbon-neutral / zero-emissions-capable vessels through the order of the fifth Orca type heavy lift vessel. These vessels are partly financed by a Green Loan from the financing banks, which complies with the strict requirements of the Poseidon Principles and has been certified by DNV. Furthermore, the Federal Ministry of Digitalisation and Transport has pledged funding through the project sponsor “TÜV Rheinland” from the Sustainable Modernisation of Coastal Ships (“NaMKü”) funding program.

Lastly, we made significant progress toward our target of committing US\$ 25 million to climate action by 2025. By end of 2023, we had committed US\$ 20.18 million in investments to specific projects.

- ADVANCED ENERGY-SAVING HULL COATING APPLIED ON 7 VESSELS IN TOTAL
- CONSUMPTION MONITORING AND IMPROVEMENT ROLLOUT
- VESSEL MODIFICATION AND -DESIGN PROJECTS
- ORCA TYPE HEAVY LIFT VESSELS INVESTMENTS
- CONCRETE INVESTMENTS COMMITTED BY THE END OF 2025





## VESSEL EFFICIENCY UPDATE

We are committed to continuing our journey to significantly improve the energy efficiency of our existing fleet besides ordering the state-of-the-art Orca heavy lift vessels. We recognize that a large contribution to the the environment is to enhance the performance of older tonnage. In line with our environmental commitments and GHG reduction targets set by the IMO and the EU, we are dedicated to improving the fuel efficiency of our existing fleet to minimise overall GHG emissions.

To navigate the challenges posed by the newly implemented CII regulations, we regularly assess our vessels' performance, engaging both technical and commercial departments. Preliminary IMO DCS data reveals a promising trend: in 2023, the average delta between attained and required CII was -4.8%, marking an average C-rating—a significant improvement from the previous year's average D-rating and +5% compliance delta .

This positive shift can be attributed partially to the engine power limitations (EPL) installed on selected vessels to comply with EEXI regulations. Since the implementation of EPLs, these vessels have operated at eco speed, bolstering operational efficiency. Additionally, the adoption of the M.A.C. performance monitoring system has heightened awareness and data quality among teams including the crews, with continuous positive feedback during implementation.

"In line with our environmental commitments and GHG reduction targets set by the IMO and the EU, we are dedicated to improving the fuel efficiency of our existing fleet to minimise GHG emissions."

\* Only considering our vessels subject to the requirements: tankers, bulkers and container vessels

"Through multifaceted efforts, we aim to not only meet, but exceed our energy efficiency goals while ensuring sustainable operations across all vessel segments."

As we delve deeper into data analysis, we are exploring additional solutions to further strengthen our efforts to harness collected data for actionable insights, with new trials underway and implementations committed for Q2 2024. Consequently we are upgrading our weather routing and voyage planning solutions to further optimise routes based on vessel specific performance and characteristics.

Addressing biofouling, a significant factor in fuel consumption, we have applied advanced low-friction hull coatings to different vessels, with further new solutions and applications planned for 2024. This proactive approach enables us to evaluate and compare different coating products within our fleet, enabling fact-based decision making.

Beyond quantitative metrics, we recognise the pivotal role of crew behaviour in energy efficiency. Consequently, we are exploring software solutions aimed at fostering behavioural change among captains and chief engineers, with a trial scheduled for 2024. Through these multifaceted efforts, we aim to not only meet but exceed our energy efficiency goals while ensuring sustainable operations across all vessel segments.



## INTERMARINE – F500 ECO-FUEL VESSELS

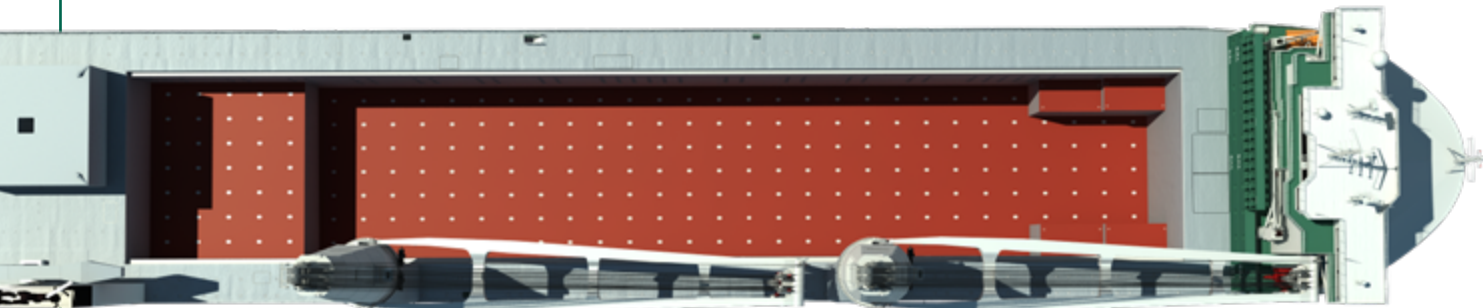
"Eco vessels bolster heavy lift fleet, reaffirming commitment to carbon reduction."



By the close of 2023, Intermarine Carriers, the multipurpose shipping arm of the Harren Group and sibling to SAL Heavy Lift, secured long-term charters for two Eco-Lift F500 heavy lift vessels. This move underscores the group's dedication to providing modern tonnage that significantly slashes fuel consumption and emissions. The F500 ships, boasting remarkable fuel efficiency, seamlessly align with the group's ongoing strategy of maintaining a cutting-edge fleet comprising both owned and chartered vessels outfitted with the latest advancements in fuel efficiency, cargo capacity and safety. Compared to conventional heavy lift vessels of similar size, the modern Eco Lifter F500 consumes up to 50 % less fuel.



## NEWBUILD STRATEGIES REFLECT HARREN GROUP'S AMBITION TO ACHIEVE CARBON NEUTRALITY



Spearheaded by the Orca heavy lift vessels, the Group's newbuilding programme charts the course for its future fleet. With a heightened emphasis on heavy lifting and multipurpose shipping, particularly in serving the renewable energy sector with logistics and project solutions, Harren Group is embarking on several newbuilding initiatives. These endeavours not only progressively rejuvenate the fleet, but also enhance its capacity, technology and sustainability. The upcoming generation of multipurpose and heavy lift vessels, complementing the Orca heavy lift ships, will boast dual-fuel capabilities, running on green methanol alongside ultra-fuel-efficient hull designs and advanced hybrid power management systems. Advanced design and development initiatives pave the way for the Harren Group to achieve its 2035 goal of operating a fleet of carbon-neutral vessels on the path to net zero GHG emission shipping by 2040.

"Advanced design and development initiatives pave the way for Harren Group to achieve its 2050 goal of operating a fleet entirely capable of carbon neutrality and/or zero emissions."

## UNDERWATER NOISE MEASUREMENTS

Hydroacoustic emissions from ships' propellers can significantly contribute to underwater noise pollution, which disrupts marine ecosystems and biodiversity in the oceans. SAL Engineering, in collaboration with acoustics experts and propeller manufacturers, conducted comprehensive measurements aboard the M/V "Regine" to assess hydroacoustic levels as part of a broader research endeavour.

The measurements were conducted along the route from Bremerhaven to Esbjerg, utilising motion sensors strategically positioned on the ship's structure and engine foundation. Careful consideration was given to selecting an appropriate area for measuring hydroacoustic noise to mitigate any potential environmental influence on the results. Optimal conditions, including a water depth of approximately 50 meters, led to the tests being conducted in close proximity to Helgoland Island.

"Hydroacoustic emissions can significantly disrupt marine ecosystems and biodiversity in the oceans. SAL Engineering conducted comprehensive measurements to assess hydroacoustic levels as part of a broader research endeavour."

Throughout the voyage from Bremerhaven to Esbjerg, vibration values for the aft ship structure and engine foundation, particularly those above the propeller, were recorded. A research vessel was stationed on-site to deploy a hydrophone measurement buoy, facilitating the recording of underwater radiated noises. M/V "Regine" traversed the hydrophones at defined distances under six different operational conditions.

"Preliminary evaluation of the results indicated satisfactory compliance with the existing DNV Silent (E) class notation, which serves as a benchmark for quiet vessels."

Preliminary evaluation of the results indicated satisfactory compliance with the existing DNV Silent (E) class notation, which serves as a benchmark for quiet vessels. Beyond assessing underwater radiated noise levels, the study also investigated propeller-induced pressure pulses on the ship's structure. While the maximum value is crucial for evaluating structural integrity, it also impacts onboard comfort for the crew and their social life. Initial assessments of pressure pulse levels have been promising, as they surpassed standard values for cargo vessels. In fact, they were even satisfying the requirements for typical passenger ships, which have a much higher demand for comfort in terms of noise and vibrations compared to cargo vessels.

These data not only benefit ongoing research efforts but also enable future vessel upgrades and the development of newbuilding concepts.



BOOSTING RENEWABLE ENERGY



“The primary task of the vessel was the offshore installation of secondary steel structures on the installed monopiles. These are the foundations for the offshore wind turbines.”

Over the past four years, renewables represented on average one third of SAL Heavy Lift’s overall transport volume. Besides this significant contribution through transport services, Harren Group further provides sophisticated assets and engineering solutions to the renewable energy sector.

In June 2023, our DP-2 heavy lift vessel M/V “Lone”, which had been mobilised for specialised operations, was deployed for an offshore wind installation project in the German North Sea, targeting the “Gode Wind” and “Borkum Riffgrund 3” offshore wind farms. The primary task of the vessel involved the offshore installation of secondary steel structures on the installed monopiles, which serve as foundations for the offshore wind turbines. The mobilisation process at Emden included various enhancements, such as installing a fly-jib on the aft cargo crane to increase lifting height

and adding an accommodation module to provide housing and bedding for project personnel. Throughout the second half of 2023, the vessel remained fully engaged in the project.

At the same time, the jack-up vessels “Wind Lift I” and “Thor” continued providing maintenance and repair services to wind farms in the North Sea. Altogether, they served 55 turbines with a total electrical capacity of 275 megawatts in 2023.

MAINTENANCE AND REPAIR SERVICES TO WIND FARMS IN THE NORTH SEA



UPDATE ON DRINKING WATER UNITS

Following an initial trial conducted on two vessels in 2022, we proceeded to equip all our vessels with drinking water fountains in 2023 as part of our commitment to reducing the reliance on bottled water and single-use plastics. While encountering some challenges during the installation and commissioning phases on certain vessels, the overall implementation was successful. Our crews have expressed appreciation for the new water supply systems and the provision of multi-use stainless steel drinking bottles. In comparison to the previous year, our efforts resulted in a 25% reduction in the provision of bottled water in 2023.

“25% reduction in the provision of bottled water in 2023.”

In 2024, we are advancing our initiative by outfitting all vessels with mineralising units to enhance the quality of the drinking water distributed through the fountains. This additional step aims to further enhance the acceptance of the systems among our multinational crews and to reduce single-use plastic bottles further.

GREEN ENERGY FOR OFFICES

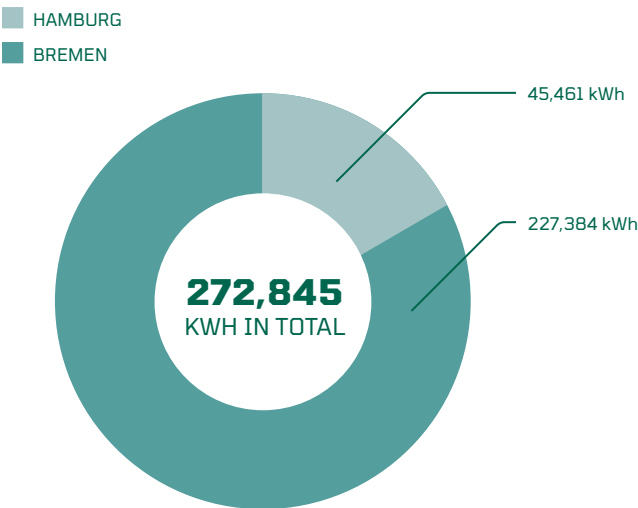
Whereas the Hamburg office is running on 100% renewable energy since 2022, the switch has been conducted for the Bremen office as of 1st January 2024, too.

To reduce the overall energy consumption, we continued replacing conventional lights bulbs with LEDs. The Bremen office was completed in 2023 and the Hamburg office is planned to be completed in early 2024.

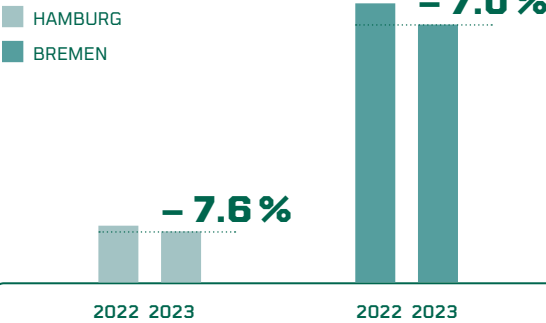
“We reduce the overall energy consumption.”

Additionally, we plan to install ten more charging stations at both our Bremen and Hamburg offices in 2024 to provide even more renewable charging capacities for our colleagues and pool cars.

TOTAL ENERGY CONSUMED IN 2023



COMPARISON TO 2022





“Shipping is a people’s business – and our colleagues are our most valuable asset both ashore and at sea.”

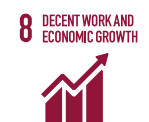


#### OUR STRATEGIC GOALS FOR SOCIAL

Shipping is a people’s business – and our colleagues are our most valuable asset both ashore and at sea. Our workplace is a fulfilling and inclusive place that fosters creativity and ideas. We are committed to long-lasting career opportunities and a high engagement of our workforce based on mutual respect and a culture of continuous learning.

Our core values promote an open and fair treatment of everyone in a safe work environment with a zero-incident approach.

WITH OUR SOCIAL WORK  
WE ARE CONTRIBUTING TO:





“As a prominent figure in the shipping sector, we recognise the paramount importance of prioritising safety to secure our prime position.”



## SAFETY CULTURE PROGRAM

The Harren Group is delighted to introduce its new “Act Safely!” Safety Culture Programme, a significant milestone in our ongoing journey towards enhancing safety as a core value throughout our operations. As a prominent figure in the shipping sector, we recognise the paramount importance of prioritising safety to secure our prime position.

### Leadership: A Cornerstone of Safety

At Harren Group, we believe effective safety leadership is crucial to fostering a robust safety culture. Our leaders not only set the vision for a safety culture and lead by example, ensuring safety remains a constant priority at every level of our organisation. Through the “Act Safely!” initiative, our leadership pledges direct involvement in steering safety discussions, fostering engagement, and providing unwavering support.

### Empowering Ownership of Safety

Safety is everyone’s responsibility at Harren Group. The “Act Safely!” Programme empowers each member of our group to take ownership of safety, whether on land or at sea. By championing a culture of safety ownership, we aim to identify and mitigate risks, prevent accidents, and continually improve our safety standards.

### A Pledge to Safety Excellence

Our commitment to safety excellence is resolute. The “Act Safely!” Programme focusses on achieving a culture and awareness, deeply embedded in all daily operations through features like comprehensive safety training, regular audits and open communication channels for reporting concerns. We are dedicated to perpetual learning and improvement, using insights to strengthen our safety culture.

### More Than a Programme: A Cultural Pillar

The “Act Safely!” initiative is deeply ingrained in our organisational culture. It reflects our commitment to safeguarding our people, enhancing operational excellence and upholding our reputation for safety. By aligning with our company values, it fosters a shared sense of identity and purpose.

As we progress on this journey, we invite every member of our community to actively engage with the programme. Together, we can cultivate a workplace where safety is not just a programme but a way of life.

With “Act Safely!”, the Harren Group envisages a future defined by prime safety, efficiency and success for all. Collectively, we are establishing the benchmark for a workplace where safety is inherent to our shared identity and purpose.



#### PRINCIPLES



■ **PLAN** Always be prepared for the task at hand. Discuss and understand every step of the job, well before start of work. Always be present in the briefing meetings.



■ **RE-ASSESS / THINK** Always take a moment to assess the risk before starting any task. Understand the potential hazards, not just the job.



■ **ACT** Take action and if a task feels unsafe, you have the right and responsibility to stop the work. Prioritize safety over timelines.



## KEY METRICS



**89.81**  
OFFICER RETENTION RATE



**2.20**  
LOSS TIME INJURY FREQUENCY\*



**2.89**  
TOTAL RECORDABLE CASES  
FREQUENCY\*



**0**  
FATALITIES\*

\*2023 figures reflecting key segments Tankers, Heavylift, Bulk and Container calculated according to BIMCO Shipping KPI Standard



## ORCA HEAVY LIFT CLASS – LIVING CONCEPT “YOUR HOME AT SEA.”

As part of the development of the Orca newbuilding programme, our aim extends far beyond efficiency; we are dedicated to ensuring the utmost safety and comfort for our crew. Collaborating with the Maritime Center of Excellence, a specialised unit of the esteemed superyacht builder, Lürssen Shipyards, Harren Group and SAL have embarked on a mission to create living spaces that redefine onboard experiences, envisioning a true home away from home.

While acknowledging the Orca heavy lift vessels are commercial workhorses, not luxury yachts, our teams drew inspiration from recreational ship interiors. Emphasising ambiance, lighting,

and fabric usage, we have meticulously crafted spaces aiming to enhance onboard well-being for all crew members.

From the bridge to the engine control room, every corner of the vessel has been specifically designed. Recreational spaces, crew quarters, meeting rooms and the bridge itself underwent thorough evaluation and design processes. Our design language, drawing from the values of the Harren Group and reflecting both SAL and the maritime environment, is distinct.

Crew cabins exude warmth and comfort, creating a cozy atmosphere, while mess room quarters draw inspiration from comfortable restaurant interiors. As construction progresses, anticipation mounts for the maiden voyages of these vessels in late 2024.



## TRAINING AND CREW DEVELOPMENT

### The enhancement of our Competence Management System (CMS)

In early 2024, we took a significant stride towards achieving a fully integrated, fleet-wide Competence Management System (CMS). Following meticulous preparatory efforts, informed by our long term experience with the advanced CMS aboard our tankers, we successfully deployed and activated the same state of the art approach across all other vessels within our fleet.

“We aim to foster crew engagement by encouraging active participation in the CMS.”

Multiple departments and in-house experts, specialised in particular segments of the fleet and specific duties, have collaborated to delineate the foundational competencies encompassed by the CMS for all ranks aboard. Our framework is grounded in the recognised Industry Competence Standard, tailored to address the fleet-wide focal points identified for the current year.

Our primary objective is to prevent our crew from being overwhelmed by an extensive array of new training and competency requisites. We aim to foster crew engagement by encouraging active participation in the CMS. Providing comprehensive contextual information regarding the purpose and structure of the CMS to every seafarer is pivotal in garnering acceptance.

The implementation phase is followed by a transitional period, allowing both our colleagues ashore and at sea to acclimate to the system before advancing to subsequent tiers, which will incorporate additional requirements and functionalities into the CMS.



## CREWING ACTIVITIES



### Officer Seminars Update

In 2023, we upheld our longstanding tradition by hosting a series of crew seminars across the globe. Our officers met in Istanbul and Manila for extensive sessions with our managing directors and ship management teams. These gatherings provided a platform to inform about the latest fleet advancements, inaugurate the “Act Safely!” initiative and collaboratively prepare for SIRE 2.0

and our ongoing endeavours to mitigate greenhouse gas emissions. Wrapping up the seminars, our officers engaged in a rigorous ‘hot seat’ question and answer session, where officers challenged our management team. Looking ahead, we plan further events in 2024 as we remain committed to fostering strong bonds with our maritime colleagues.



### Marine Benefit re:fresh

The inquiry into the well-being of our seafarers, as posed by our partner Marine Benefits in their latest “re:fresh” – wellbeing study, resonated deeply with us. This resonance has prompted our decision to once again collaborate, building upon our successful engagement in their 2022 Post-Covid study. The insights gleaned from this collaboration will enrich our understanding of the health and well-being of our seafarers,

enabling us to proactively address potential risk factors and other occupational health hazards. Moreover, by comparing the responses of our maritime colleagues with those of over 40,000 participating seafarers, we will gain valuable insights into areas where improvement is warranted.



## UPDATE ON “PEOPLE & CULTURE”

As we embark on our journey towards sustainable practices in all functions, we firmly believe that our colleagues, both ashore and at sea, are our most important assets in shaping our organisation’s success. In this section, we want to dive into how our People & Culture practices contribute to our ESG agenda.

### Renaming HR Function to “People & Culture”

At Harren Group, we firmly believe that our colleagues are the most valuable assets, both ashore and at sea. Therefore, we have started our journey towards renaming the Human Resources function to the “People & Culture” function. This change reflects our decision to move from the traditional Human Resources (HR) view to a more modern perspective of the function and its tasks, which includes, amongst other things, fostering a positive workplace culture.

This shift in terminology signifies our clear ambition to cultivate an environment where every individual can thrive, contribute their best and feel a sense of belonging.

### Human Resources’ role in ESG – Employee Needs at Centre Stage

In our evolving work environment and business landscape, we recognise that a needs-based approach to our employee experience is paramount. This focus is key to enhancing engagement and ensuring well-being of all colleagues globally.

We have worked closely with team leaders and colleagues by conducting surveys to identify the focus areas for HR support. Among other things, the following key areas have been identified to further elevate the employee experience:

- **Learning & development:** One of our top priorities for 2024 is to foster a culture of continuous learning, skill development and internal opportunities. We are working on expanding our internal training offerings and make them easily accessible to all colleagues in our global team.

- **Employee benefits:** To secure a consistent offer of additional benefits to our colleagues, we are reviewing our benefits on a global scale to further develop an attractive offering.
- **Global colleague survey:** A global colleague engagement survey has been prepared and will be sent out to all colleagues in the second half of 2024 to analyse colleague satisfaction, needs, and potential for further development of our offerings.

## BREMEN OFFICE REFURBISHMENT – NEW WORK



As previously outlined in our 2023 Sustainability Report, we are in the process of modernising the Bremen office through a comprehensive refurbishment initiative. Planning for this endeavour is well underway, and we have actively sought input from our colleagues through workshops to ensure that their needs are adequately addressed within the confines of the available office space.

In late 2023, we commenced a thorough preparation to create additional space by redistributing or discarding furniture that is no longer required in the office environment. Currently, we are in the final stages of refining the new layout and selecting furniture with the assistance of interior designers. Our ultimate objective is to furnish our colleagues with a contemporary workspace characterised by a comfortable atmosphere, cutting-edge ergonomic design and conducive surroundings for focused work.



## HOUSTON HEART WALK

Last year, our involvement extended to both financial support and active participation in the Heart Walk charity event in Houston. Our dedicated Inter-marine Houston team demonstrated commitment by braving inclement weather on November 11th to walk in solidarity with Inter-marine/Technip and the American Heart Association, convened at Rice University in Houston, Texas.

## NEW ORLEANS “DUCK DERBY”

Our colleagues from Inter-marine had the privilege of volunteering at the “Duck Derby” in New Orleans on a pleasant Saturday in October. This signature annual fundraiser is instrumental in supporting the Second Harvest Food Bank, a vital organisation dedicated to alleviating hunger in the local community. Each sponsored duck symbolises the generosity of compassionate individuals, contributing to the provision of meals for vulnerable children and families throughout South Louisiana. The event was enhanced by live music and engaging activities such as face painting, making it a delightful day in support of a noble cause.

## CHRISTMAS CHARITY

In 2023, alongside our annual charitable initiative, the “Wish Tree” in Bremen, we extended our support to a local charity project named “Gift Against Children’s Tears” (GGKT) in Hamburg. Colleagues from both Bremen and Hamburg generously contributed by donating 80 toys from their homes, alongside financial contributions facilitated through PayPal and Amazon Wishlist. A group of dedicated colleagues volunteered their time to inspect, categorise and package these donated toys before delivering them to the organisation’s centre. From there, the toys were distributed to financially disadvantaged families and institutions, including foster homes, food banks, and women’s shelters within the greater Hamburg area.

As part of the “Wish Tree” initiative, children from a nearby foster home shared their heartfelt Christmas wishes by writing them on wish notes adorning the Christmas tree at our Bremen

headquarters. Colleagues had the opportunity to select a note from the tree and purchase the requested gifts. These presents were presented to the children during the foster home’s Christmas celebration.

We are immensely grateful for the overwhelming generosity demonstrated by our colleagues, who have contributed to both projects, thereby nurturing the spirit of giving and compassion.



“We are immensely grateful for the overwhelming generosity demonstrated by our colleagues.”

## TEAM-BUILDING EVENT FOR OUR APPRENTICES

At the conclusion of the 2022/2023 school term, our apprentices (Azubis) participated in another team-building event. Led by our apprenticeship coordinator, the Bremen-based Azubis visited the Jade Hochschule in Elsfleth. Here, they had the opportunity to engage with a ship handling simulator. Working in groups of four, their challenge involved navigating tankers, heavy lifters, and fully laden container vessels out of the port of Sydney.



Our apprentices performed exceptionally well, demonstrating prudent and meticulous manoeuvring, which prompted the trainers to introduce additional obstacles for further challenge. These included adverse weather conditions such as high waves, heavy rain, and gale-force winds, as well as simulated emergencies such as explosions, fires on the foredeck, groundings, and collisions with other vessels.

The subsequent team-building activity involved an immersive escape room experience dubbed the “Logistics Lab”. Here, the apprentices were tasked with solving logistics-themed puzzles to successfully escape the scenario, supported by virtual reality.

After all, this special event has proven the skills of our young talents and their abilities to tackle new challenges and successfully collaborate as a team.



## “B2RUN” AND DKMS



As in previous years, Harren Group participated in the “B2Run” in Bremen, a corporate running event boasting over 5,700 participants. This year,

our delight was compounded as 30 colleagues from Bremen and Hamburg united to represent the Harren Group as a cohesive sports-oriented entity. Our team comprised individuals from various departments and group entities, embodying the unity of the Harren Group – from Managing Directors to apprentices – reflecting our inclusive company culture.

Together, we navigated the 6.3 km course along the scenic river Weser, culminating in a memorable finish line crossing inside the “Weserstadion” of football club “Werder Bremen”. Furthermore, our participation took on added significance as we ran in support of DKMS Deutschland, a commendable international non-profit organisation dedicated to combating blood cancer and blood disorders.



“We live our code of conduct and ensure that our governance principles are lived throughout our organization.”

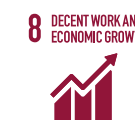


#### OUR STRATEGIC GOALS FOR GOVERNANCE

We take our Group Code of Conduct very seriously and ensure that our governance principles are lived throughout our organisation. By 2024, 100 % of our workforce will be trained in our Group Code of Conduct.

We expect strict governance compliance from our suppliers and business partners by making sure they act in line with our Group Code of Conduct.

#### OUR GOVERNANCE IS GUIDED BY:







# LIVING THE HARREN GROUP MISSION, VISION AND VALUES

The launch of the new Harren Group brand in May 2023 marked a pivotal shift, providing a unified direction for the company's diverse divisions. Alongside the rebranding, we redefined our mission, vision and values, as showcased in the 2023 Sustainability Report. Since then, we have been actively integrating these principles into our operations, guiding the establishment of new entities like Harren Shipmanagement and Harren Crewing. These ventures adhere to our core principle of bridging top talent to solve maritime challenges, blending expertise with cost-effective solutions for our customers' success.

Our newbuilding strategies reflect our vision of shaping the next generation of maritime shipping both in terms of the usage of innovative technologies and in our dedicated pursuit of zero emission operations. Our HR and Safety programmes, under the ethos of "Journey with Sea Spirit", "Captaining Your Own Ship", and "Never Voyage Alone", prioritise innovation and collective responsibility for safety. The "Act Safely!" Programme embodies this ethos, fostering a culture of proactive safety measures and collaboration.

The implementation of Harren Group and a unified design language has streamlined both external and internal communication, enhancing efficiency in programme implementation and governance. This unified structure eliminates previous divisions, fostering greater cohesion across all business channels and bridging gaps in internal management systems.

## OUR SHARED VISION

To build the next generation of maritime shipping and logistics through a passion for our people, and their passion for progress.

## OUR SHARED MISSION

To be the bridge that unites the best thinkers and doers to solve our clients' toughest maritime and logistics challenges.

## OUR VALUES

### WE JOURNEY WITH

# SEA SPIRIT

Sea Spirit is our unwavering passion for all things maritime. We love what we do, and our attitude shows it.

### ... SO THAT YOU CAN ...

# CAPTAIN YOUR OWN SHIP

You don't have to be a Captain to captain your own ship. We value responsibility and initiative on land and sea.

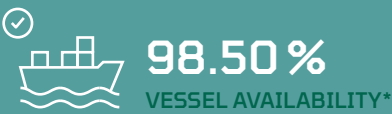
### ... AND ...

# NEVER VOYAGE ALONE

From the boardroom to the bridge, our whole group thrives on connection and collaboration. Unite with us.



# KEY METRICS



\*2023 figures reflecting key segments Tankers, Hevylift, Bulk and Container calculated according to BIMCO Shipping KPI Standard



## EU ETS

From 01 January 2024, emissions produced by vessels navigating within the European Union (EU) fall under the purview of the EU Emissions Trading System (ETS). Emissions occurring within or between EU ports will be fully accounted for, while emissions from vessels entering or exiting the EU will be counted at 50 %. Shipowners will be required to acquire allowances for each tonne of CO<sub>2</sub> emitted, which must be submitted to the EU.

The integration of the maritime shipping sector into the EU ETS system constitutes one of the short-term measures outlined in the EU's "Fit for 55" package, aimed at reducing net greenhouse gas (GHG) emissions in the EU by at least 55% by 2030. Revenues generated through this system will be utilised by Member States to facilitate investments in renewable energy, enhancements in energy efficiency and the adoption of low-carbon technologies to further mitigate emissions.

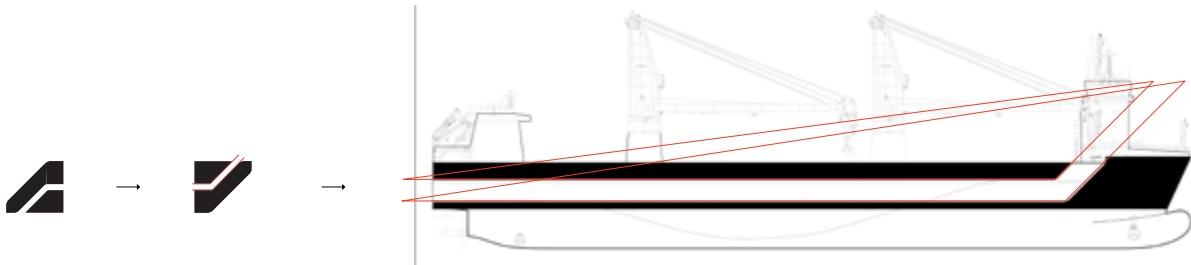
At Harren Group, we commenced preparations for the impending regulations in 2022, evaluating our exposure and collaborating with software developers to ensure that our applications would incorporate the necessary functionalities. We established an internal process to oversee the requirements for emission allowances across our entire fleet and to procure them independently. Furthermore, we partnered with EU ETS specialists to assess their platforms for managing EU ETS exposure for a subset of vessels throughout 2024. Despite the somewhat turbulent implementation of the new regulations by the EU and its Member States, we concluded 2023 well-prepared to confront this new challenge.

## NEW VESSEL LIVERY CONCEPT IMPLEMENTED

With the relaunch of Harren Group and the introduction of a new design language, unity across land and sea took sail in fall 2023 with the unveiling of an entirely revamped fleet livery. The Orca newbuilding series served as the inspiration, with the design language retroactively applied to existing vessels undergoing dry dock inspections and overhauls.

Teaming up with industrial design specialists, Harren Group, alongside our in-house fleet development, ship management, and marketing teams, devised new design elements to unify the fleet. Beginning with SAL's heavy lift fleet, the programme is well underway, with four vessels already sporting complete hull overhauls. A key design feature is the "unifier" line, drawing inspiration from the Harren Group logo, subtly traversing the entire owned fleet. While each fleet within the group retains its unique colours, such as Intermarine, SAL, or our bulkers fleet, they are all united by the common hull line, bridge colouring, and funnel marks. Serving as our most prominent brand ambassadors, these vessels proudly showcase the unified livery concept, embodying the group's future with visible pride.

"Serving as our most prominent brand ambassadors, these vessels proudly showcase the unified livery concept, embodying the group's future with visible pride."



## ECOVADIS ACCREDITATION

In 2023, SAL Heavy Lift successfully accomplished a full registration with EcoVadis, a world-leading certification organisation for sustainability auditing. Based on thorough evaluations across categories such as Environmental Impact and Preventive Measures, Labour & Human Rights, Ethics, and Sustainable Procurement, the company received a Bronze Accreditation, equivalent to a score in the 62nd percentile for companies in the Sea Transport category. As a Group, we recognise

this score as a representation of how far we have come on our ESG journey and the targets and objectives we uphold. Next to this, we embrace the learnings that such an audit provides, as it keeps evaluation scores and validations transparent and provides valuable information and recommendations for areas of improvement. All of this aligns well with our Group ambitions for continuous learning and development of our ESG targets and objectives.



## WHISTLEBLOWER SYSTEM

The Harren Group is committed to upholding transparency and adhering to a high standard of business ethics. In alignment with EU and national legislation, we implemented a whistleblowing system in 2023. This system provides all our employees, ship and shore, with a mechanism to raise concerns and report suspicions of misconduct or significant risks of wrongdoing that may impact individuals both within and outside the company, as well as society and the environment.

“Encouraging a culture of accountability within our organisation.”

The whistleblowing system serves as a vital tool in mitigating risks and preserving trust in our operations. It facilitates the identification and prompt action upon potential misconduct, thereby enabling us to enhance our practices at an early stage. Whistleblowing can be conducted openly or anonymously, ensuring confidentiality and encouraging a culture of accountability within our organisation.

## IT AND CYBER SECURITY

### Cloud Migration and Collaboration Tools

In 2023, we initiated the migration of our email inboxes to cloud-based storage, marking a significant step towards enhancing data security and redundancy measures. This transition not only optimises server capacity utilisation but also fosters more efficient operations. By leveraging cloud infrastructure, we reinforce our commitment to safeguarding data integrity while unlocking newfound potential for streamlined workflows and resource allocation.

The integration of cloud-based collaboration tools has enhanced our internal communication and streamlined work processes. By providing a centralised platform for document sharing,

collaboration, and task management, the tool facilitates seamless information exchange among team members. Its intuitive interface and customisable features have significantly enhanced efficiency, allowing for real-time updates and smoother coordination across departments, ultimately boosting productivity.

### Connectivity on Board

Last year, we successfully integrated the initial ten Starlink broadband systems by “SpaceX”. This advanced system offers a reliable and low-latency internet connection suitable for both professional and personal use on board. Representing a substantial enhancement over the existing VSAT systems, this implementation underscores our commitment to advancing connectivity standards. As part of our ongoing digitisation strategy, we intend to undertake further installations throughout 2024.

### Cyber Security

Staying up-to-date with the latest advancements in cyber security and threat methodologies is paramount in protecting sensitive data. To this end, we routinely administer computer-based IT security awareness training sessions for all office personnel. Topics covered include ransomware, remote work protocols, cloud security best practices, and phishing prevention strategies.

Each training session is followed by an assessment to confirm comprehension of the material and fundamental concepts. Upon successful completion of the assessment, participants are awarded a certificate to acknowledge their achievement.

For our vessels, we provide our own on-board servers and firewalls to ensure secure transfer and storage of information. These systems are fully managed by our IT Department through remote access, providing optimal support to our crews and enhancing operational efficiency. Additionally, our crews are undergoing computer-based training modules on cyber security as an integral component of our training regimen.

## PROMOTING MARITIME CAREERS TO CAPTIVATE AND INSPIRE YOUNG TALENT

During the National Maritime Conference in Bremen, the German Shipowners’ Association (VDR) coordinated an apprentice panel, known as the “Ausbildungsforum”. Apprentices from various technical and commercial maritime professions convened to deliberate on strategies to maintain the attractiveness of their respective fields among young people, as well as to safeguard maritime expertise within Germany as a key shipping hub. We take pride in the active participation of our apprentices in these discussions. Furthermore, one of our apprentices was subsequently invited to present the collective findings alongside an Engine Cadet from another company, addressing crucial issues before industry and governmental representatives assembled at the conference.

“Notably, the young participants underscored the imperative and challenges of transitioning towards a greener and more diverse shipping industry.”

Notably, the young participants underscored the imperative and challenges of transitioning towards a greener and more diverse shipping industry. They also highlighted the ongoing societal perception that apprenticeships hold lesser value compared to university studies. Moreover, they advocated for increased visibility of maritime apprenticeships across Germany.

## DATA PROTECTION AND COMPLIANCE

Ensuring robust data protection measures is imperative for any international business operation in today’s landscape. To reinforce our commitment to safeguarding data, we have decided to engage external experts and opted to delegate the responsibility of our internal Data Protection Officer to professional partners. These partners bring a wealth of expertise and experience, enabling us to effectively manage the security of our data, encompassing sensitive business information, employee records, and customer data. Correspondingly, our privacy policy has been updated to reflect these changes and is readily accessible on our official website.

Throughout 2023, our rigorous KYC (Know-Your-Customer) and sanction control procedures have demonstrated their effectiveness. We diligently scrutinise our customers and business partners, to ensure a comprehensive understanding of their activities and to mitigate any association with illicit practices such as money laundering or violations of current sanctions. Notably, in some instances over the past year, this stringent process has led us to discontinue engagements with certain businesses due to identified risks.

To unify the branches of the Harren Group, we started the development of the Group Management Manual (GMM) in 2023. This manual will convey our new Code of Conduct, values, guidelines and procedures in a condensed manner to reinforce our company’s identity and ensure all our employees are working towards the same goal. Due to the very diverse activities within our group, we further extended the manual’s scope to cover all relevant aspects of our operations. We now aim to complete the process by end of 2024.



Learn more about on  
<https://www.harren-group.com/terms-of-use-privacy-policy>



## KPI COLLECTION

The following KPIs refer to the reporting period 01.01.2023 – 31.12.2023 and reflect our key segments tankers, heavy lift, bulk and container.

We are mapping our key metrics with the Sustainability Accounting Standard for Marine Transportation (SASB) and the Global Reporting Initiative (GRI) as far as applicable.

CATEGORY	KPI	2021	2022	2023	SASB CODE	GRI CODE	METHODOLOGY
<div>E</div> <div>Environment</div>	Number of vessels	69	55	51	TR-MT-000.E	–	Number of owned/managed vessels per 31.12.
	Total distance sailed in nm	3,144,007	2,516,942	2,616,107	TR-MT-000.B	–	
	Total CO <sub>2</sub> emissions in metric tons	954,544	800,695	693,650	TR-MT-110a.1	305-1	Consumed fuel is multiplied per fuel type with the corresponding CO <sub>2</sub> emission factors as defined in MEPC 245 (66) 2014
	Total NO <sub>x</sub> emissions in metric tons	18,470	17,759	16,285	TR-MT-120a.1	305-7	According to BIMCO Shipping KPI Standard
	Total SO <sub>x</sub> emissions in metric tons	1,725	2,023	1,868	TR-MT-120a.1	305-7	
	Pollutions overboard	0.04	0.02	0.00	TR-MT-160a.3	–	Number of releases of substances as defined by MARPOL Annex 1– VI per vessel
	Contained spills	0.04	0.04	0.15	–	–	Number of contained spills of substances as defined by MARPOL Annex 1– VI per vessel
<div>S</div> <div>Social</div>	Number of employees ashore	470	465	556	–	2-7	
	Number of employees at sea	1987	2009	1450	TR-MT-000.A	2-7	Total number of active profiles in seafarer pool
	Fatalities	0	0	0	–	403-9	According to BIMCO Shipping KPI Standard
	Loss Time Injury Frequency	1.29	1.34	2.20	–	403-9	
	Total Recordable Cases Frequency	2.77	2.54	2.89	–	403-9	
	Officer Retention Rate	89.30	91.68	89.81	–	–	
<div>G</div> <div>Governance</div>	Vessel availability	99.31	97.19	98.50	–	–	According to BIMCO Shipping KPI Standard
	Conditions of class	1.02	0.58	0.80	TR-MT-540a.2	–	
	Flawless PSC inspections	61%	59%	63%	–	–	
	PSC deficiency ratio	1.04	1.16	1.11	–	–	
	PSC detentions	1.00	1.00	2.00	TR-MT-540a.3	–	

## IMPRINT

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Managing Directors: Dr. Martin Harren,  
Heiko Felderhoff, Nils Aden, Sebastian  
Westphal

T +49 421 46 86-0  
E [esg@harren-group.com](mailto:esg@harren-group.com)

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concept one GmbH, Hamburg

### Photos

Martin Haag – Hafencity Studios,  
Jan Meier – Fotografie Jan Meier,  
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