

SUSTAINABILITY POLICY

Jana Marine Services company LLC is committed to pursue sustainable growth by integrating, environment, Social and Governance (ESG) principles with its businesses.

Sustainability Guiding Principles:

Towards this, JMS will: -

- Incorporate environment and social considerations in our business operations and strategies and build a principle of sustainability.
- Participate with stakeholders to develop sustainability strategies with short-term and long-term goals.
- Sustain and enhance insufficient resources and contribute towards a cleaner, greener and sustainable planet.
- Promote the development of green portfolio of businesses, thus contributing to low-carbon economy.
- Follow the highest standards of governance and transparency in all our business practices and in our engagement with various stakeholders and Measuring and reporting our sustainability performance.
- Our compliance program lays out our commitments to good governance, including data privacy, anti-corruption and transparency, regulatory compliance, and risk management.
- JMS Provide safe and healthy workplace for all employees and workforce across all locations and We believe every person should be treated with dignity, respect, and fairness and provided with quality work conditions, including:
 - Non-discrimination and freedom from all forms of harassment.
 - Prohibition of child labor, forced labor, human trafficking, and modern slavery.
 - Promotion of health and welfare, including both physical and mental health.
- Integrating sustainability considerations into financial and non-financial decision making.
- Assessing and mitigating all risks related to sustainability including climate risks, environmental, social, and governance (ESG) risks and impacts in our company area of operations and services.
- JMS also recognize and seek to reduce value chain environmental impacts, including GHG emissions, waste, air pollution, biodiversity loss, and spills, that may be linked to our business relationships.
- Provide equal opportunities to all for career development and growth based on merit and performance.
- Work with communities in targeted thrust areas, to improve their quality of life.
- Ensure that the reporting of our performance is in alignment with applicable national and international frameworks and principles including Sustainable Development Goals (SDGs).



MOHAMMED AL SUBAIE
Chief Executive Officer (CEO)



Sustainability Scorecard

This is to certify that
Jana Marine Services Company LLC
has successfully achieved an Achilles Sustainability Score,
having completed a comprehensive online assessment.

Overall Score: 79



Environmental

75



Social

74



Governance

82



**Health &
Safety**

85



Financial

78

Paul Stanley
CEO, Achilles

Achilles ID: 00089631

Start date of membership: 13/09/2023

Expiration date: 12/09/2024