



Corporate Social Responsibility and Sustainability Policy

Queensway Navigation Co. Ltd. is committed to conducting its operations in a socially responsible, ethical, and transparent manner. The Company recognizes that long-term business success depends not only on operational performance but also on the positive impact it makes on people, communities and the environment. Social responsibility is therefore integrated into the Company's values and decision-making processes at all levels.

Responsibility for the overall oversight of the Company's social responsibility initiatives lies with the Managing Director, who ensures alignment with international standards, stakeholder expectations, and industry's best practices.

As part of its commitment to corporate social responsibility, the Company is committed to:

- Complying with all applicable laws and regulations of the countries in which it operates
- Fostering and maintaining a working environment that promotes the professional development and well-being of all employees
- Recognizing and respecting fundamental human rights and individual dignity
- The Company promotes diversity and inclusion and ensures equal opportunity across all areas of its operations, regardless of gender, nationality, religion, or background
- Upholding honesty, integrity, and high ethical standards in all business activities
- Contributing to the well-being, sustainability, and development of the communities in which it operates
- Protecting and enhancing the health, safety and welfare of its employees
- Preventing or minimizing adverse impacts on the environment through responsible operational practices
- Maintaining open, transparent and effective communication with communities on health, safety, quality, and environmental matters

The Company supports the United Nations Sustainable Development Goals (SDGs) and strives to align its CSR initiatives with these global objectives.

As part of its engagement with society, the Company also supports the funding and promotion of social, cultural, educational and humanitarian activities.

Queensway Navigation Co. Ltd shall provide the necessary support and resources to stakeholders involved in the implementation of this policy, through guidance, training and education. The Company will further encourage the adoption of socially responsible practices by entities in which it holds an interest and, where feasible, by its major contractors, suppliers and partners.

