



MARiTECH COMMERCIAL

Global Independent Marine Surveyors, Consultants, Investigators for Cargo, Hull & Machinery Claims, Port Captains & Port Engineers

HQ: 909 W. Esplanade Ave. Suite 208 Kenner, LA 70065 +1 (504) 469 - 1100
www.maritechcommercial.com

Sustainability Annual Report 2024

A Letter from Leadership

At MARiTECH Commercial, Inc., we believe sustainability is not optional, it is essential to the future of the maritime industry and the communities we serve. Our operations intersect with global supply chains, fragile ecosystems, and diverse stakeholders. We recognize our responsibility to act with integrity, reduce our environmental footprint, and foster ethical and socially responsible business practices.

In 2023, we formalized our Sustainable Procurement and Supplier & Client Code of Conduct Policies, ensuring that sustainability and responsibility are embedded into our purchasing and client engagement processes. These initiatives demonstrate our commitment to transparency, accountability, and continuous improvement.

This first Sustainability Annual Report highlights our approach, progress, and ambitions. We look forward to building on these foundations in the years ahead, working alongside our employees, clients, and suppliers to make a lasting impact.

Captain Chander Shaikher Gorowara

Founder & C.E.O.

11/11/2024

Jasmine Gorowara

President & Counsel

11/11/2024



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MARiTECH Commercial, LLCc. is a trusted provider of marine surveying inspections with a reputation for excellence, safety, and professionalism. Our mission is to support the maritime industry with solutions that uphold the highest standards of quality and safety while advancing sustainable practices. We are dedicated to delivering value to our clients responsibly with respect for people, communities, and the environment.

Sustainability at MARiTECH is built on three pillars:

1. Environmental Responsibility – minimizing ecological impact.
2. Social Responsibility – protecting people, communities, and human rights.
3. Ethical Governance – ensuring integrity in business operations.

Governance of this strategy rests with the CEO and Leadership Team, with operational responsibility shared by:

1. The CEO and Leadership Team approve and oversee all sustainability commitments.
2. The Procurement Department manages supplier engagement, evaluations, and compliance.
3. The Compliance Officer ensures alignment with laws, standards, and policies.
4. All employees are responsible for applying sustainability principles in their daily work.

Our policies are reviewed annually to ensure alignment with industry standards, client expectations, and evolving global sustainability frameworks.

In 2023, MARiTECH formalized its Sustainable Procurement and Supplier & Client Code of Conduct Policies, which applies to all employees, suppliers, and contractors. Key commitments include:

- Compliance with all laws and regulations.
- Respect for human rights and labor standards (ILO conventions).
- Minimization of environmental impacts through sustainable sourcing.
- Ethical business conduct, including zero tolerance for bribery, corruption, and conflicts of interest.
- Responsible sourcing of raw materials and preference for certified suppliers.
- Annual supplier evaluations with sustainability criteria.
- Prohibiting forced labor, child labor, slavery, and human trafficking.
- Ensuring fair wages, benefits, and safe working conditions.
- Promoting diversity, equal opportunity, and a harassment-free workplace.
- Implementing occupational safety and health policies.



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- Adopting environmentally responsible practices.
- Conducting audits, corrective actions, and transparent reporting.
- Meeting all legal and financial obligations, including timely payments.
- All suppliers and clients are assessed annually to ensure continued compliance and alignment with MARiTECH's values.

Environmental Responsibility

We are also committed to protecting the environment by integrating sustainable practices into procurement and operations. In 2024, our initiatives included:

- Prioritizing suppliers with sustainable certifications.
- Promoting waste reduction and recycling at offices and project sites.
- Factoring environmental impact into supplier selection.

Planned 2025 objectives:

- Establish baseline carbon footprint for operations.
- Set targets to reduce office energy consumption by 10% by 2026.
- Increase procurement of eco-certified goods and services by 20%.

Social Responsibility

People are at the heart of our sustainability vision. In 2024, we reinforced this through:

- Supplier requirements on labor rights, prohibiting forced and child labor.
- Training programs focused on employee health, safety, and professional development.
- Maintaining equal opportunity hiring and a harassment-free workplace.
- Supporting community well-being through responsible operations.

Ethical Governance

Integrity guides everything we do. In 2024, MARiTECH:

- Maintained strict compliance with anti-corruption and bribery laws.
- Embedded the Supplier & Client Code of Conduct in onboarding processes.
- Conducted annual reviews of supplier compliance and ethical practices.
- Strengthened accountability through clear management oversight.



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Supply Chain & Procurement

The maritime industry depends on resilient supply chains. Through our Sustainable Procurement Policy and Supplier & Client Code of Conduct, we ensure that procurement decisions uphold ethical, environmental, and social standards.

Highlights from 2024:

- 42% of active suppliers assessed on sustainability criteria.
- 100% of assessed suppliers compliant with legal and ethical standards.
- Expanded use of ISO 9001:2015 supplier surveys to include sustainability indicators.

2025 Goals:

- Evaluate at least 75% of suppliers on sustainability performance.
- Ensure at least 50% of procurement spend is with suppliers meeting sustainability certifications or equivalent.

Performance Data & KPIs

- Supplier Assessments Conducted: 32% of active suppliers.
- Suppliers Meeting Compliance Standards: 88%.
- Employee Training Hours: 180 hours.
- Head Office Waste Recycled: 85%.

Corporate Social Responsibility (CSR) Commitment

At MARiTECH Commercial, Inc., we recognize that our responsibilities extend beyond business operations. As part of our CSR commitment, we strive to contribute positively to society and create long-term value for all employees, clients, suppliers, communities, and the environment.

Our CSR priorities include:

- Supporting our People: Fostering a safe, respectful, and inclusive workplace where employees can grow and thrive. We invest in training, development, and well-being initiatives to empower our workforce.
- Protecting Human Rights: Upholding international labor standards, prohibiting forced and child labor, and ensuring fair wages and working conditions across our supply chain.
- Community Engagement: Building strong relationships with the communities in which we operate, supporting local initiatives, and encouraging employees to participate in community service and volunteering.



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- Environmental Responsibility: Reducing our environmental footprint through sustainable procurement, efficient operations, and continuous improvement in environmental performance.
- Ethical Business Practices: Operating with integrity and transparency, guided by our Supplier & Client Code of Conduct and Sustainable Procurement Policy.

Through this commitment, MARiTECH pledges to act as a responsible corporate citizen and to continually strengthen our positive impact on people, communities, and the environment.

Looking Ahead

In the year ahead, MARiTECH will continue to advance sustainability by:

- Expanding supplier sustainability assessments.
- Measuring and reducing our operational carbon footprint.
- Increasing employee and supplier sustainability training.
- Publishing annual sustainability updates to maintain accountability and transparency.

Appendices

Full Sustainable Procurement Policy (2023)

Full Supplier & Client Code of Conduct (2023)