



PENINSULA

**Peninsula Group Corporate
Social Responsibility Policy**

March 2025

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Introduction

What Is Corporate Social Responsibility (“CSR”)

CSR is an evolving business practice that incorporates sustainable development into a company's business model. It has a positive impact on social, economic, and environmental and biodiversity factors. CSR policies aim to guarantee that companies subscribing to them work ethically, considering human rights as well as the social, economic, and environmental impacts of what they do as a business.

The Peninsula Group (“Peninsula”) is committed to ensuring that its business is conducted in accordance with Peninsula’s policies, and to integrating CSR at every level of its operations by ensuring ethical business practices, fostering environmental sustainability, and contributing to the well-being of the communities it serves. Peninsula values the input of all stakeholders in shaping its CSR strategy. Peninsula regularly engages with employees, customers, suppliers, and local communities to co-create solutions that enhance its sustainability and social responsibility goals.

For more information, please refer to Peninsula’s policies, available at www.peninsula360.com.

Who is Peninsula?

Our History

Incorporated in 1996, Peninsula has grown from a marine fuel trading start-up to an industry-leading, fully integrated provider of marine energy services and solutions globally. Despite its expansion, Peninsula has always maintained its core values of global teamwork, dynamism, pride, and commercial excellence at the heart of its commercial activities and interactions with its stakeholders.

Looking After its Employees

Peninsula, as an equal opportunities employer, understands that its employees are by far its most important asset. Peninsula is committed to creating a positive and empowering work environment in which all employees feel valued for the work they do and the impact they make. Peninsula promotes regular in-house training on subjects such as:

- Diversity;
- GDPR;
- Cyber Security;
- The Modern Slavery Act;
- Ransomware;
- Information Security;
- Anti-Money Laundering;
- Anti-Bribery and Corruption; and
- Sustainability and Biodiversity

Peninsula also hosts regular webinars and presentations on key industry topics.

In addition to this, Peninsula is proud to invest in its employees' development, clear in the understanding that giving employees the chance to improve their abilities is a key driver in retaining loyal and productive members of staff, which in turn fosters and maintains a good working environment.

Looking After Customers

With offices and physical supply operations in key locations worldwide, Peninsula is not only able to offer customers global coverage for their supply needs but also offers unmatched flexible operational and logistical assistance.

Peninsula prides itself on its commercial excellence and recognises that customer management plays a key role in the success of this endeavour. Key to this success is the ability to advise customers of the latest industry and technical information related to marine product procurement, efficiency, and the environment.

Supply Chain Vetting

Peninsula employs industry-leading Credit, Supply Credit, and Market Analysis Departments that together ensure that the supply chains Peninsula operates in are properly vetted, accountable, and most importantly, supply the right solution for Peninsula's customers' needs.

These departments carry out multi-faceted vetting and due diligence on Peninsula's suppliers and customers to make sure that any supply chain risks are minimised to the best of Peninsula's ability. Peninsula's aim is that its supply chains are ethically managed, ensuring compliance with labour standards, human rights, and environmental sustainability. Peninsula's policy is to only partner with suppliers who share its values of sustainability and ethical business.

Protecting The Environment

Peninsula operates in accordance with established environmental protection practices and is in compliance with local and international regulations to minimise the environmental impact of the business and to safeguard the wellbeing of Peninsula's seafarers. Peninsula achieves this by:

- operating Safety Management Systems in compliance with ISO 9001 & 14001 (Safety, Quality and Environmental Protection), vetted annually;
- holding a comprehensive general liability insurance package, covering all liabilities, including environmental and pollution risks, at our physical storage locations;
- holding Charterers Liability Cover with an International Group P&I Club for Peninsula's chartered fleet of marine fuel supply vessels and tankers;
- holding marine cargo cover for loss and damage for Peninsula's product inventory in storage or transit;
- protecting the environment by preventing impacts on it;
- Improving and promoting the environmental sustainability of products and services;

- complying with legal obligations and voluntary commitments; and
- promoting ambitious environmental management practices.

Community Engagement

Peninsula recognises that its actions can significantly impact the communities in which it operates, which is why fostering responsible community relations is a key part of its strategy. The individual circumstances, economic and social development, and overall well-being of communities are interconnected. Therefore, Peninsula is dedicated to conducting its capital expenditure sustainably and supporting cultural, social, and economic initiatives that promote social inclusion through education, training, and access to energy.

Additionally, Peninsula strives to ensure that its products and services are accessible to everyone while prioritising the safety and well-being of its customers and stakeholders. Each year Peninsula funds several local and international charities through charitable foundations, such as Sea2See (focussing on reducing plastics in our oceans), The Mission to Seafarers (providing help and support to the 1.5 million men and women who face danger every day to keep our global economy afloat), and The Nautilus Project (a long term project completely funded by Peninsula, aiming to bring back life to Gibraltar's coastal seagrass meadows and combat the degradation of marine habitats).

Employees are encouraged to nominate charities for company support. Employees are also allowed a day off every year to support their chosen charities.

For more information, please see to Peninsula's charitable foundations page, available at www.peninsula360.com/about/our-foundation/.

Thank you for your commitment to Peninsula and for understanding the role you all play in our operations.



John A. Bassadone

CEO of the Peninsula Group

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