

SDGs Alignment



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SDG 4 Quality Education

6.1 Talent Recruitment and Cultivation

SDG 5 Gender Equality

6.1 Talent Recruitment and Cultivation
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SDG 8 Decent Work and Economic Growth

SDG 8 Decent Work and Economic Growth

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UN Global Compact Alignment

	UN Global Compact	Current Practices and Future Plan at Yang Ming
Human Rights	<p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>2. Make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> The Company upholds and complies with the internationally proclaimed human rights regulations and principles, including the International Bill of Human Rights, UN Global Compact, and “ILO Fundamental Conventions and Standards” and including but not limited to protection of labor rights, formulating its human rights policy in line with the guiding principles of the aforementioned documents. All vessels are operated in accordance with the Maritime Labour Convention and have obtained relevant certificate of compliance.
Labour	<p>3. Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>4. The elimination of all forms of forced and compulsory labour.</p> <p>5. The effective abolition of child labour.</p> <p>6. The elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> With operations worldwide, in terms of human rights, the Company respects and upholds various internationally proclaimed human rights, does not partake in any activity that ignores or violates human rights, as well as implements and abides by the internationally proclaimed human rights. Internal regulations have been stipulated as well. Anyone that violate relevant laws or regulations, or the internal regulations of the Company, is subject to disciplinary actions in accordance with relevant disciplinary regulations. With regard to protection of employees' right to assembly, seafarers are free to join the National Chinese Seamen's Union (NCSU). The Yang Ming Marine Union has been established for more than 21 years. Our employees may join or withdraw from the Union at their choosing. The labor-management relationship at the Company is harmonious without Collective Bargaining Agreement signed. Also, to ensure a smooth labor-management communication, the labor-management meetings are convened on a quarterly basis to strengthen the labor relation and protect labor rights. In addition, the Company protect employees' freedom of association; employees are free to sign up for various clubs and activities. The Company complies with internationally proclaimed human rights across all operating sites, respects freedom and forbids all forms of compulsory labor, and has stipulated the seafarer job description to define the scope of work. The Company abides by the labor laws and regulations, strongly forbidding child labor. Child labor is removed upon personnel recruitment. No child labor is employed at the Company at present. The Company rejects discrimination in respect of employment. Female seafarers are employed at the Company with equal pay. The ratio of female managers is growing year by year. The male employees can also apply for parental leave without paid. The care program “Maternity Health Protection Plan at the Workplace” is actively promoted. Quality breastfeeding (lactation) rooms are available to employees to protect the health of mothers.
Environment	<p>7. Business should support a precautionary approach to environmental challenges.</p> <p>8. Undertake initiatives to promote greater environmental responsibility.</p> <p>9. Encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> Ship Energy Efficiency Management Program (SEEMP) and the carbon intensity indicator (CII) have been established at the Company to manage the ship energy efficiency, which include addition or retrofit of energy-saving facilities, ballast water treatment (BWT) system and scrubbers. The Company continues to assess the feasibility of newly-built vessels using alternative energy in the future. With the approval from the Board of Directors in 2022, Yang Ming is planning to build five 15,000 TEU LNG dual-fuel full container vessels. With reference to the TCFD framework, the Company has incorporated climate change into the scope of assessment for the risk assessment report of the Group. Also, the climate change related risks and opportunities the Group is facing are compiled in the assessment report. The Smart Ship Center system is installed at Yang Ming to monitor the energy efficiency and hull efficiency of vessels. Meanwhile, relevant CII ratings and calculation are included in the Smart Ship Center – Green Shipping Module.
Anti-Corruption	10. Business should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> The internal regulations, including the “Ethical Corporate Management Best Practice Principles,” “Codes of Ethical Conduct” and “Procedures for Ethical Management and Guidelines for Conduct,” have been stipulated at the Company to prevent any form of corruption. Also, a reporting system is set up to maintain the corporate philosophy and culture of ethical management.

Compact – Sustainable Ocean Principles

UN Global Compact – Sustainable Ocean Principles Alignment

	Sustainable Ocean Principle	Current Practices and Future Plan at Yang Ming
Ocean Health and Productivity	1. Assess the short and long-term impact of their activities on ocean health and incorporate such impacts into their strategies and policies.	<ul style="list-style-type: none"> Care for the environment and treasure the Earth is the environmental policy of Yang Ming. The Company operates international shipping services. Maintenance of the marine environment, proper use of resources, pollution prevention and giving back to society are our primary responsibilities. We abide by the relevant laws and regulations of respective port states and preemptively take actions to ensure compliance of our fleets with regulatory requirements and minimum impact to the marine environment in the region.
	2. Consider sustainable business opportunities that promote or contribute to restoring, protecting or maintaining ocean health and productivity and livelihoods dependent on the ocean.	<ul style="list-style-type: none"> Yang Ming participates and sponsors activities related to environmental protection, marine ecology, philanthropic efforts and community growth. We plan to promote the coral restoration effort in the northern coast in 2022.
	3. Take action to prevent pollution affecting the ocean, reduce greenhouse gas emissions in their operations to prevent ocean warming and acidification, and work towards a circular economy.	<ul style="list-style-type: none"> We have been calculating the carbon emission intensity of our fleets since 2008. The carbon intensity was 42.35g/TEU*km in 2021. The new fleet is to meet the following requirements: <ol style="list-style-type: none"> The vessels use the new tin-free antifouling paint for outer panels to avoid genetic genes that affect the marine ecology, causing diseases to the marine environment and ecology. All fleets obtain the ballast water management certificates. The ballast water management plans are executed in line with the regulations in force in the regions of port states. The ballast water system is planned to be installed to the existing vessels year by year to manage and mitigate impacts to the marine ecology. Vessel Biofouling Management Plan has been stipulated to ensure the effectiveness of general biofouling management plan of our fleets, significantly minimizing delays in ship operations.
	4. Plan and manage their use of and impact on marine resources and space in a manner that ensures long-term sustainability and take precautionary measures where their activities may impact vulnerable marine and coastal areas and the communities that are dependent upon them.	<ul style="list-style-type: none"> The carbon intensity is calculated with precision for an ongoing measurement of emission reduction performance. All vessels have obtained the Environmental Ship Index (ESI) scores. The ESI is to measure the emissions of visiting vessels to ports to promote reduction of GHG emissions. Incentive grants are provided to vessels with emissions lower than the requirement of the International Maritime Organization (IMO) through emission reduction technological upgrade of engines or fuels implemented by carriers. Yang Ming was awarded incentive grants from the ports in the North America region totaled USD200,090 in 2019-2021 with the amount of grants awarded raised year by year, which demonstrate the substantial recognition to Yang Ming from the ports of call for its efforts in cutting emissions from its vessels.
	5. Engage responsibly with relevant regulatory or enforcement bodies on ocean-related laws, regulations and other frameworks.	<ul style="list-style-type: none"> Yang Ming is proactively aligning itself with the emission reduction target of IMO that pursues efforts to reduce carbon emission intensity by 70% by 2050. With its current carbon emission intensity already better than the requirement of a 40% by 2030, the Company continues to follow up amendments and promulgations of ocean-related laws and regulations. Yang Ming shall keep tabs on issues related to internal and external communications in the future.
	6. Follow and support the development of standards and best practices that are recognized in the relevant sector or market contributing to a healthy and productive ocean and secure livelihoods.	<ul style="list-style-type: none"> Yang Ming rigorously complies with the International Convention for the Prevention of Pollution from Ships (MARPOL) and the International Convention for the Control and Management of Ships' Ballast Water and Sediments (BWM), managing wastes, sewage and ballast water of its vessels. Yang Ming Oceanic Culture & Art Museum continues to promote the oceanic culture. A plan to co-organize beach cleanup activities together with the Marine Vacuum Cleaner team in 2022. A plan to participate in the Keelung Ocean Fairy Tale Festival activities to promote marine education in 2022.

Sustainable Ocean Principle		Current Practices and Future Plan at Yang Ming
Governance and Engagement		<ul style="list-style-type: none"> 7. Respect human-, labour- and indigenous peoples' rights in the company's ocean-related activities, including exercise appropriate due diligence in their supply-chain, consult and engage with relevant stakeholders and communities in a timely, transparent and inclusive manner, and address identified impacts.
Data and Transparency		<ul style="list-style-type: none"> Yang Ming has stipulated its Human Rights Policy, committed to upholding internationally proclaimed human rights in where it operates without any unfair treatment arising from ethnicity or gender, caring for the underprivileged, forbidding use of child labor as well as eliminating all forms of forced labor and discrimination in employment. The Company offers fair, reasonable work conditions and a safe work environment and protects the physical and mental health of employees, dedicated to an ongoing elimination of hazard factors to health and safety so as to reduce risks of occupational hazards. The Company has signed on the Neptune Declaration to ensure the seafarers' well-being and crew changes and maintain a smooth operation of supply chains worldwide. The Company continues to work with Keelung 1915 YM Oceanic Culture & Art Museum to curate exhibitions focusing on the people and things in the shipping industry. Visitors are invited to follow the perspectives and courses of seafarers in quest of the moving experiences of workers in the shipping business.
		<ul style="list-style-type: none"> 8. Where appropriate, share relevant scientific data to support research on and mapping of relevance to the ocean.
		<ul style="list-style-type: none"> Yang Ming is working with the National Taiwan Ocean University (NTOU) on relevant projects of fuels, vessel monitoring and big data analytics for the future.
		<ul style="list-style-type: none"> 9. Be transparent about their ocean-related activities, impacts and dependencies in line with relevant reporting frameworks.
		<ul style="list-style-type: none"> Yang Ming publishes the Sustainability Report and conducts stakeholder engagement yearly and constantly communicates with various competent authorities in conducting businesses in order to ensure the operational compliance of the Company. ISO 14064 greenhouse gas inventory management was introduced this year with the relevant results disclosed as the basis for the sustainable environment management and emission reduction efforts.