

**Wintermar (#30964)**  
**Environmental and Social Action Plan (ESAP)**

| Item                                              | Action                                                                                                                                                                                                                                                                                                                                                                                             | Deliverable                                                                                   | Due Date                                                                                   |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| <b>Environmental and Social Management System</b> |                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                               |                                                                                            |
| 1.                                                | <b>Integrated Environmental and Social Management System</b><br>Wintermar will:<br>(i) Adopt IFC Performance Standards (PS 1 through PS 8) and relevant EHS Guidelines as formal requirements for its operations,<br>(ii) Develop a plan for vessel decommissioning consistent with recognized good international industry practice (e.g. consistent with IACS class vessel green passport rules). | Documentary Evidence<br><br>(i) Operating Procedure and Policies<br>(ii) Decommissioning Plan | (i) Condition of First Disbursement (COD1)<br>(ii) Condition of Second Disbursement (COD2) |
| <b>Labor and Working Conditions</b>               |                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                               |                                                                                            |
| 2.                                                | <b>Grievance Mechanism</b><br>Formalize existing worker grievance mechanisms which include a system for regular formal interaction between Wintermar senior management and elected staff representatives (including maritime staff) and/ or union representatives in line with IFC Performance Standards.                                                                                          | (i) Worker Grievance Mechanism                                                                | (i) COD1                                                                                   |
| <b>Pollution Prevention and Abatement</b>         |                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                               |                                                                                            |
| 3.                                                | <b>Waste Management</b><br>Enhance existing waste management plans for all hazardous and non-hazardous wastes generated by vessel operations, to ensure an auditable change of custody procedure for removal of waste from the vessel through to an appropriately licensed disposal facility.                                                                                                      | (i) Enhanced Waste Management Plan<br>(ii) Change of Custody Procedure and ongoing records    | (i) – (ii) COD2                                                                            |