



THE DANCHIP NEWS

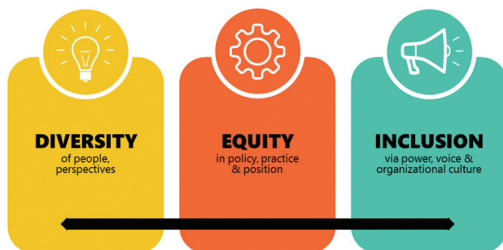
A SEMI-ANNUAL EDITION OF DANAOS SHIPPING CO. LTD.

ISSUE #25, JUNE 2023

Delivering through DEI An eye towards a more sustainable workplace

Diversity, Equity, and Inclusion (DEI) in the workplace have always been important, but in 2020, millions of people across the globe recognized the pressing need for change. The murder of George Floyd on May 25, 2020, catalyzed a surge of support for Diversity, Equity and Inclusion (DEI) across corporate America and beyond.

Companies rushed to voice their support for Black Lives Matter, creating and filling new roles for chief diversity officers and committing to increase their efforts to hire and retain individuals from underrepresented, underprivileged, and underappreciated segments of society. Amid racial injustice, a global pandemic, and the debilitating effects on diverse groups, change was no longer a choice—it became a necessity.



What is Diversity, Equity, and Inclusion (DEI)?

Diversity, Equity, and Inclusion in the workplace - also known as DEI in the workplace relates to the actions taken to raise awareness and alter mindsets, behaviors, and practices to create and sustain a diverse, equitable, and inclusive environment. To fully understand DEI, one must first comprehend the meaning and significance of each component: Diversity, Equity, and Inclusion. Each element is crucial to drive meaningful change at both the individual and organizational level.

What is Diversity?

A single person cannot be diverse, but teams and organizations should be. Diversity refers to the range of identities, backgrounds, thoughts, likes, dislikes, and experiences among groups of people. It encapsulates many differences, including race, gender identity, sexual orientation, religion, nationality, body shape or size, and

age. Labeling an individual as “diverse” can inadvertently harm them by implying that they deviate from a perceived “norm”.

In a workplace context, diversity is the representation of people from all identities and backgrounds who contribute varied experiences and perspectives. It is the amalgamation of unique individuals that forms the vibrant mosaic of Diversity.

What is Equity?

Equity implies fair treatment, access, opportunity, and advancement for everyone. It is an action-oriented practice that compels organizations to identify and dismantle barriers that have historically hindered the full participation of all groups.

Equity affects who has access to career opportunities and how employees feel valued at work. Implementing equity in the workplace must be intentional and well-planned. Leaders must scrutinize their company's policies, procedures, and environments to ascertain if their workplace is truly equitable.

What is Inclusion?

Inclusion is not just a feeling or a natural result of diversity; it is the outcome of deliberate actions to make employees feel acknowledged, heard, and accepted at work. It involves fostering a safe work environment where employees can express themselves without fear. Inclusion also entails flexible work models that accommodate diverse schedules and responsibilities.

An inclusive workplace respects varying communication styles, leadership methods, and ways of working. Employees should feel comfortable voicing their needs, and employers must be prepared to meet these individual requirements.

Why is DEI important?

Recent studies show the importance of DEI in the workplace. Companies that embed DEI in their culture outperform those that do not. A study by McKinsey & Company, in partnership with the Society for Human Research Management, revealed that companies with gender diversity were 15 percent more likely to outperform those



without it. Similarly, organizations with ethnic diversity were 35 percent more likely to outperform their peers. Companies with greater racial and gender diversity demonstrated higher sales revenue, more customers, and larger profit margins. Companies that committed to DEI typically enjoyed more favorable brand awareness across all sectors and higher levels of job satisfaction among their employees. Most recent studies conclude that organizations with robust DEI practices are perceived as stronger than those without a commitment to DEI initiatives.

DEI in DANCHIP

DANAOS has already implemented its Diversity, Equity, and Inclusion (DEI) policy. This policy applies to all aspects of employment at Danaos, with the goal of fostering a culture of respect, inclusion, and a sense of belonging for all of the company's employees. This applies irrespective of their age, sex, race, ethnic origin, disability, family or marital status, religion, belief, pregnancy, gender identity and expression, sexual orientation, nationality, or any other characteristic protected by law.

Regardless of our positions in the world or within the power structure, we all have roles to play. We can best serve our interests by working together to listen, understand, and improve both ourselves and our workplaces. Through active commitment to DEI, we can work towards a future where everyone is treated equitably, feels included, and can benefit from the richness of diversity.

Eleni Hatzitriantafillou
Internal Auditor

References:

• Forbes • McKinsey & Company • The Internal Auditor Magazine



Message from the President & CEO

Dear Danaos Team,

The past six months were characterized by a relative stagnation in the world. The war in Ukraine is turning into a game of attrition and this uncertainty together with continued inflation are keeping a lid on major movements. In Shipping we have noticed a substantial improvement in the tanker industry whereas in drybulk we have seen continued deterioration as China, the main driver of this market, has not recovered from the Covid 19 slowdown.

Our market (containerships), has been kept at relatively good levels, way down of course from the heights reached early last year. However our prudent strategy ensures that we have full cover for 2023 and more than 85% cover for 2024. This strong performance enabled us to extend our newbuilding program to 10 vessels with sizes ranging between 6,000 - 8,000 TEU.

All vessels under construction can be converted for use of methanol which we believe will be the green fuel of the future.

These orders will contribute to the long term vision of Danaos to continue to be the preferred owner of the liner companies.

The other big hurdle of our industry is decarbonization. The CII regulations have all been activated as from January 1st and the cooperation of all our team on board is required to ensure compliance through careful operational procedures and cooperation with the operation centers of our clients. At the same time we are investing heavily in retrofitting our vessels with new propellers, best quality painting systems and a lot of other energy saving devices.

Today it is more important than ever for our teams onboard to be in close contact with the office teams as the achievement of all of our quality and savings targets require cooperation. I hope that all your families keep in good health and for all of you to have a productive stay on board.

Best regards
John Coustas



Message from the Senior Vice President & COO

In the present edition of our paper, I want to give you our views on INCLUSION.

At Danaos, we are committed to fostering a diverse and inclusive work environment for all our employees, ashore and onboard.

We strongly believe that diversity brings unique perspectives and drives innovation. We strive to create a safe and inclusive space where all employees are treated with respect and fairness. On the other side, discrimination and bias have no place in our company. We are dedicated to providing equal opportunities for career growth and development for all employees.

We actively engage with diverse communities and support social causes that promote inclusivity.

Our commitment to inclusion is unwavering, and we continuously review and update our practices to ensure we are creating an environment where everyone feels valued and included.

On a separate note, I would like to thank you all for your contribution to receiving the 3 ESG Shipping Awards into Leadership (bronze), Governance (gold) and Environment (gold). It is the result of the hard work of all of us. I strongly believe that the hard work regained for the performance of our company for a sustainable leadership into the ESG principles will find us all aligned.

Iraklis Prokopakis

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The Editorial Team

Publisher: Danaos Shipping Co. Ltd.

Editors: Vassiliki Giannakou, Kostas Giotis, Konstantinos Grammozis, Eleni Hatzitriantafillou, Katerina Katsiada, Tania Mermiga, Maria Mavromataki, Katerina Nika, Argyro Papageorgiou, Georgia Pastra, Cpt. Nikos Polymeris, Michaela Soumpenioti, Xara Tsochlas, Katerina Vassilopoulou

Danaos Shipping Co. Ltd.'s office in Greece: Akti Kondyli 14, Piraeus, Greece 185 45 - Tel: +30 210 4196400, E-mail: danship@danaos.gr

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Design: Simple Print - Lygnou Androniki, Graphic Arts - 13, Vrioulon str., Krioneri 145 68, Greece - mob. +30 6945 546936, e-mail: simpleprint.al@gmail.com

“Is this Article Written by CHAT GPT?”

A R T I C L E

“WHAT IS CHATGPT?”

Artificial intelligence (AI) has become a buzzword in recent years, with many people believing that it will revolutionize the world as we know it.

A very interesting part of AI implementation in today's reality is ChatGPT.

ChatGPT was created by OpenAI, an AI and research company. The company launched ChatGPT on November 30, 2022.

ChatGPT is a natural language processing tool driven by AI technology that allows you to have conversations and much more with the chatbot-a computer program that simulates and processes human interaction (either written or spoken).

The capabilities and limitations of Chat GPT, the ethical and social implications of its use, and the challenges and opportunities it presents are still unknown to the world.

However, whether you're a tech enthusiast or a skeptic the hype around ChatGPT is sure to pique your curiosity and make you think about the future of AI and how far it really is from the present.

“WHAT ARE ITS CAPABILITIES?”

With its 175 billion parameters, it's hard to narrow down what ChatGPT does. The model is restricted to language. It can't produce video, sound or images but instead has an in-depth understanding of the spoken and written word.

Fundamentally, Google's power is the ability to do enormous database lookups and provide a series of matches. Chat GPT's power is the ability to parse queries and produce fully-fleshed out answers and results based on most of the world's digitally-accessible text-based information.

This gives it a pretty wide range of abilities, everything from writing love poems through to explaining quantum mechanics in simple terms or writing full-length research papers and articles. While it can be fun to use AI to write bad stand-up comedy scripts or answer questions about your favorite celebrities, its power lies in its speed and understanding of complicated matters.

Where we could spend hours researching, understanding and writing an article on quantum mechanics, ChatGPT can produce a well-written alternative in seconds.

“WHAT ARE ITS LIMITATIONS?”

Despite looking very impressive, ChatGPT still has limitations. Such limitations include the inability to answer questions that are worded in a specific way, as it requires rewording to understand the input question.

Another major limitation is that ChatGPT's data is limited up to 2021. The chatbot does not have an awareness of events or news that have occurred since then.

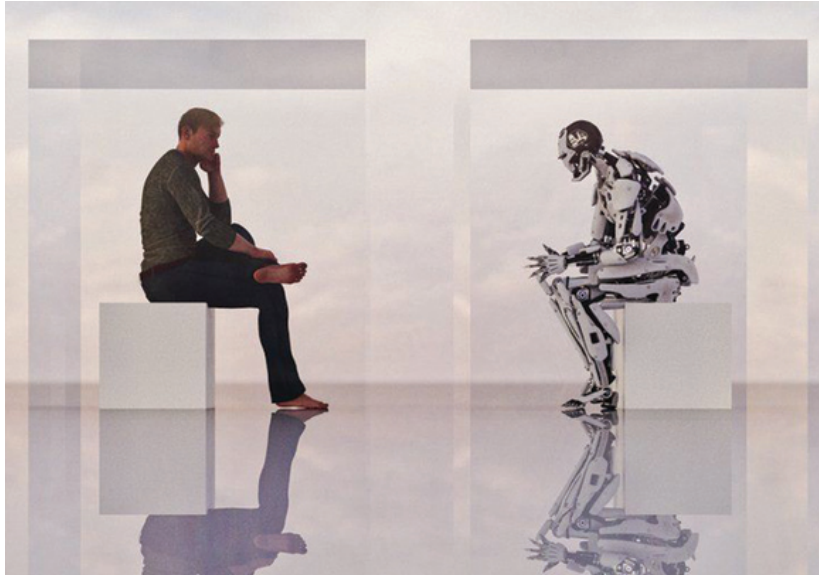
Also, the answers that ChatGPT produces have a high error rate and combined with the fact that it does not provide sources for its responses can result in unreliable output.

People rushing to try this new technology has also lead to a server overload issue (capacity problem), and many people get locked out.

“ARTIFICIAL AND HUMAN INTELLIGENCE”

Just like with humans, AI gradually collects data in order to uniform action and opinion.

The main difference is that when data is inserted and correctly interpreted in the database the computer will not forget or make any mistake in the usage of this information. AI is exceptionally objective when it comes to making decisions. Computers also have the ability to process far more information at a higher pace than individuals do.



A very interesting fact concerning Chat GTP and AI in general is that it could be trained on a dataset of customer service conversations and interplay.

When you train AI, you're teaching it to properly interpret data and learn from it in order to perform a task with accuracy. Just like with humans, this takes time and patience.

Only by training AI to correctly perceive information and make accurate decisions based on the information provided, can you ensure your AI will perform the way it's intended.

However in contrast with human intelligence, robots are unable to

think in an abstract manner or make personal conclusions based on the experiences of the past. They are only capable of acquiring knowledge via exposure to material and consistent practice.

“ETHICAL IMPLICATIONS”

Artificial intelligence has multiple and significant ethical implications across various domains, including social, economic, political, and legal. Here are some of the key ethical implications of AI:

1. Bias and discrimination: AI systems can replicate and amplify human biases, leading to discrimination against certain individuals or groups. This can occur in areas such as hiring decisions, loan approvals, and criminal justice.
2. Privacy and surveillance: AI can be used to monitor and track individuals, raising concerns about privacy and potential abuses of power. Additionally, the use of AI in data analysis can lead to the collection and storage of personal data without consent.
3. Autonomy and accountability: As AI systems become more autonomous, it raises questions about who is responsible for their actions and how to hold them accountable for any harm they may cause.
4. Employment and inequality: AI has the potential to disrupt the labor market, leading to job displacement and exacerbating income inequality. It also raises questions about the ownership of the benefits that AI produces.
5. Safety and reliability: AI systems must be designed to prioritize safety and reliability to avoid harm to individuals or society as a whole. This includes ensuring that AI systems are secure against hacking and other forms of cyberattacks.
6. Transparency and explainability: As AI becomes more complex, it can be difficult to understand how it arrives at its decisions. This lack of transparency can lead to a lack of trust in the technology and raises concerns about accountability.

These ethical implications require careful consideration from developers, policymakers, and society as a whole to ensure that AI is developed and used in an ethical and responsible manner.

The idea of intelligent machines that can think, reason, and learn like humans is both exciting and daunting.

As the hype around AI grows, so do the misconceptions and myths surrounding it. The truth is that AI is not a magic wand that can solve all our problems, nor is it a looming threat that will take over our jobs and our lives. We have to understand AI and its potential in order to separate fact from fiction.

The truth is that while AI has made significant strides in helping us automate tasks and improve efficiency, it's still far from becoming a true replacement for human intelligence.

Maria Mavromataki
Ticketing Operator

Danaos Corporation Announces Retirement of Mr. Iraklis Prokopakis

Danaos Corporation has announced that Iraklis Prokopakis will retire from his executive role as Senior Vice President and Chief Operating Officer during the fourth quarter of 2023. Mr. Prokopakis, who has served in this position since 1998, will remain on the Board of Directors and will pursue his academic interests following his retirement.

The position of Chief Operating Officer will be assumed by Dimitris Vastarouchas who currently serves as Deputy Chief Operating Officer of Danaos. Mr. Vastarouchas joined Danaos Shipping Co. Ltd. (our "Manager") in 1995. He was promoted to Technical Director of our Manager in 2005 and has served as Deputy Chief Operating Officer of Danaos for the last 12 years.

Additionally, Filippos Prokopakis, who currently serves as Commercial Director of our Manager, will be appointed as Chief Commercial Officer of Danaos. Filippos has been with our Manager since 2012 and has considerable expertise across all commercial operations.

Dr. John Coustas, President and Chief Executive Officer of Danaos, commented: "On behalf of the Board of Directors and the entire Danaos team, I would like to sincerely thank Iraklis, a good friend and valuable colleague, for his many years of service. His leadership and expertise have played a significant role in the development of Danaos over the past 25 years, and Iraklis leaves at a time when the company is as strong as it has ever been. We are happy that Iraklis will remain on the Board of Danaos and continue to contribute his deep knowledge and experience to the company, offering valuable insights on ongoing strategic planning.

Danaos is also fortunate to have the right team in place to enable a smooth leadership transition. Dimitris and Filippos are both long-tenured members of Danaos or our Manager and have significant relevant experience and capabilities to ensure our operating capabilities remain exceptional going forward."



Danaos goes to the ESG Awards

The award ceremony for the winners of the ESG Shipping Awards (ESGA) took place at the Megaron Concert Hall.

ESGA is a new institution globally under the Auspices of the Ministry OF Maritime Affairs and Insular Policy and the Hellenic Chamber of Shipping with a vision to encourage the maritime industry to embrace sustainability as part of its culture and strategy while at the same time develop a viable business model.

Danaos was proudly represented and was awarded in the below 3 categories: Governance (Gold), Environment (Gold), ESG Leader (Bronze)



Awareness Sessions on Diversity, Equality and Inclusion

The Diversity, Equality and Inclusion Awareness (DEI) in-house sessions were successfully completed among the people of Danaos.

By exploring and challenging implicit biases, we all gained a deeper understanding of our own perspectives, enabling us to interact more fairly and equitably with others and building stronger relationships with people from diverse backgrounds.

DEI awareness sessions are crucial for creating inclusive work environments, improving employee engagement while at the same time they contribute to the smooth operation and growth of companies in an increasingly diverse and interconnected world.



Educational Visits



Athens University of Economics and Business

We would like to thank Professor Manolis G. Kavussanos and his 38 international students from the MSc in International Shipping, Finance and Management of Athens University of Economics and Business for being such an engaging audience at yesterday's visit at Danaos premises.

Filippos Prokopakis (Commercial Director), Andrea Bohmanova (Corporate Controller) joined their forces and gave a thorough presentation in regard to the current market trends and conditions on a commercial & financial basis while Dimitris Vasalakis (HR Director) took them through the career paths and recruitment process of our company.

National Technical University of Athens

We had our last educational visit before Easter and could not be happier to host such an amazing audience-the students of the School of Naval Architecture and Marine Engineering from the National Technical University of Athens.

Mr. Anastasios Economou, Danaos' Technical Manager, opened the presentation analyzing the naval architect's career path within a shipping company and highlighting the importance of getting first-hand experience by going onboard. Addressing Generation Z, he talked about the outsized impact on changes brought upon the work-life balance and anticipated many more to come. Ms. Evi Politi, Danaos' R&D Manager, took over discussing one of the latest hot topics "decarbonization", while she also analyzed what the R&D department studies, the technology trends transforming the maritime industry and the importance of the ESG principles for our company. Mr. Dimitris Vasalakis, Danaos' HR Director, introduced the audience to the history and operations of Danaos and shared career growth information within the company. Mr. Iraklis Prokopakis, the Senior Vice President and COO of Danaos Corporation, was also there to share his experience and wished the students luck for their future endeavors.

It was great to see such a high level of interest from upcoming young professionals and we hope you never lose your enthusiasm for the path you have chosen to follow!



University of the Aegean

What a pleasure to welcome to our premises 30 students from the MSc NA.M.E of the University of the Aegean, accompanied by their professor Mrs. Rouboutsou, who traveled from Chios to Athens for educational purposes.

Mr. Chatzis, Danaos CFO, shared the history of Danaos Shipping evolution and analysed the economic cycles in shipping; their length, their risk from the perspective of the shipowner and how these can be predicted. He also analysed the financial benefits of the company since Danaos went public on the NYSE in 2006.

Mr. Vasalakis, Danaos HR Director, went on introducing the main functions and structure of the company, the career paths and the application process one may follow onshore and aboard.

It was a fruitful session and we would like to thank each one of you for the productive time we spent together.

Malmö University

It was a pleasure to welcome to our office 23 students from the MSc in Maritime Affairs of the Malmö University. This program is designed to respond directly to the real needs of the maritime industry, and to equip graduates with the skills needed today and in the future. As such, the students, accompanied by their professor, traveled from Sweden to Greece and had the opportunity to visit institutions and organizations of their field and meet with shipping professionals.





Leonteios School

While students pursuing particular majors are usually enticed by the subject-matter, they are usually unaware of the types of jobs in their coming field and unsure about the exact day-to-day tasks of a career within a particular industry. This is why we are so glad that 30 high school students from Leonteios School, accompanied by their professors, were given the chance to visit our company and learn more about the shipping field.

Mr. Dimitris Vasalakis, our HR Director, took them through the onshore positions they can pursue across a shipping company, helping them to determine what suits them most while under the guidance of Captain Nikos Polymeris they set sail in a highly immersive virtual environment via the ship bridge simulator.



University of Piraeus X Hellenic Naval Academy

We had the pleasure to host in our offices students from the inter-institutional MSc in Marine Science and Technology Management - ΔΠΜΣ Διοίκηση στη Ναυτική Επιστήμη και Τεχνολογία

of the HNA - Hellenic Naval Academy and University of Piraeus, accompanied by their professors Mr. Theotokas and Mr. Galanis, and we would like to express our appreciation for their active participation!

Dr. Coustas and Mr. Prokopakis greeted them and then Mr. Chatzis and Mr. Vasalakis took them through the financial highlights of the last years, the organizational structure and the HR policy of the company. The following day Mr. Prokopakis visited the Hellenic Naval Academy and gave a lecture to the same audience on market dynamics and shipping cycles.

At the end of the day, it is through dedication and engagement that we can foster a positive and enriching learning environment!



Career Days



Creta Maritime Academy

Mr. Pantelis Karakozis, Danaos Crew Director, along with Capt. Nikolaos K. Polymeris, Deputy Training Manager, attended a career day in the Creta Maritime Academy premises, organized by the Isalos team with the participation of the Eugenides Foundation.

Capt. Nikolaos K. Polymeris participated on the "First Time Onboard, First time on the Vessel's Bridge" panel together with other distinguished shipping representatives.

It was a productive day for deck and engine cadets who had the opportunity to meet representatives from leading Shipping Companies who shared their views and experience.

Eugenides Foundation



Students from the Merchant Marine Academies all around Greece attended a full day event at Eugenides Foundation, organized by Isalosnet.

Cpt. Stelios Petronios, Danaos Zanzibar Crew Manager, welcomed the cadets and highlighted the challenges and the beauty of the specific career, while Cpt. Nikos Polymeris, Danaos Deputy Training Manager, participated in the "First Time at Sea on drybulks and containerships" panel.

Such a productive for the students who got the opportunity to meet in person with representatives from leading shipping companies and acquire valuable knowledge on the field.

We wish fair winds and following seas to all of you!





“Blue Horizons - Shipping for the new generation”

Yacht Club of Greece, HELMEPA - Hellenic Marine Environment Protection Association and International Propeller Club Port of Piraeus joined forces and spread inspiration and useful knowledge on the future maritime professional choices and the development prospects of the blue economy, through the “Blue Horizons – Shipping for the new generation” career fair.

Students from maritime universities and marine academies attended the 3 day event which took place at the Yacht Club in Piraeus and included presentations, mentoring and networking with professionals from the shipping industry who highlighted the important role of Greece in global shipping and the exciting professional opportunities at sea!

Danaos was proudly part of this initiative and HR representatives, Mr. Vasalakis and Mrs. Mermiga, had the pleasure to discuss with future candidates on careers prospects ashore and onboard.

Meeting the New Generation of the Marine Academy

We are delighted that Danaos Shipping Crew and HR & Training team participated for a second consecutive year in the educational initiative, organized by Isalos.net for the new generation of the Marine Academy of Aspropyrgos; a project under the auspices of the Hellenic Ministry of Shipping and Maritime Affairs. The International Convention of MARPOL was introduced by the Deputy Training Manager Capt Nikolaos K. Polymeris and the Training Officer Mrs Katerina Vassilopoulou in presence of the Crew Director Mr. Pantelis Karakozis.



6th Annual Capital Link Cyprus Shipping Forum

Mr. Vastarouchas, Danaos DCOO, attended the “Optimizing fleet operations – what’s next” panel at the 6th Annual Capital Link Cyprus Shipping Forum. It was a fascinating discussion among leading third-party ship managers and shipping companies with in-house management on how they are handling today’s challenges and preparing for the future. The panel also discussed the infrastructure, resources, and advantages of Cyprus as an operating center.

Castrol’s “Forward for Every Voyage” customer event

Mr. Vastarouchas, Danaos DCOO, CSO & Technical Director, attended the Castrol’s “Forward for Every Voyage” customer event, held in Athens on the 26th of April. Through his presentation “Future Ahead of Shipping Companies”, Mr. Vastarouchas analysed the key concerns and pathways of the decarbonisation journey and how the Lubricant Makers and the product itself can be a core part. The holistic approach that should be adopted and the significance of the research and development activity on this aspect of shipping were manifested as vital elements of a sustainable future



Ioanna Papadopoulou, 3rd Mate onboard Hyundai Speed

“One year ago I couldn’t even imagine what an opportunity would be offered to me on my recent journey. My name is Ioanna Papadopoulou and I work as 3rd mate with Danaos shipping Co Ltd. I feel grateful being a part of the same team which trained and taught me what shipping is and now I am able to stand among them as a trusted crew member. Throughout my experience, I learned that the accomplishment of our mission depends on hard work, effective communication, companionship and loyalty. Our code of ethics enhances cooperation, incorporates diversity and eliminates discrimination. My commitment is to enthuse my colleagues by living these values in order to inspire them to follow Danaos’ path”.

Danaos Goes Sailing

We are delighted to announce that the Danaos Sailing team participated in the Sailing race Piraeus - Lagousses - Piraeus on Sunday 28/5, crossing the finish line in the 3rd place! We covered a distance of 24,7 nautical miles racing at the Performance class with the PEGA sailing yacht.

Congratulations to the team for the perfect collaboration and team spirit that always leads to success!!!



11th Athens Half Marathon

Thumbs up to the Danaos runners who participated at the 11th Athens Half Marathon, a popular sport event organized in the most successful way on the streets of the Athens city center!

It's a Drill!

When an emergency situation occurs in the workplace, every second counts! Last week's evacuation drill took us less than 5 minutes and we would like to thank the employees of FINVASIA, DANAOS Management Consultants S.A. and Danaos Shipping Co. Ltd for their prompt response and professionalism! Special thanks go to the Firefighting authorities who supported our building's Fire Safety Team in preparing such an effective successful evacuation.



In-house First Aid Training

Accidents and emergencies can happen at any time, and having employees trained in first aid can make a significant difference in responding to such situations. Our today's first aid training in the office covered basic skills such as CPR, how to control bleeding, how to treat minor injuries and how to respond to emergencies such as heart attacks, strokes and choking.

By investing in first aid training for our people, we demonstrate our commitment to safety and ensure that they are well-prepared to respond to emergencies!

Replanting the Burnt Delphic Olive Groves

A great part of the "Replanting the Burnt Delphic Olive Groves" project, envisioned and carried out by Mr. Grammatidis, has been completed.

Around 30,000 olive saplings of the Amfissa variety have already been delivered to 438 affected local olive producers to replace the burnt ones. In addition to this, the reconstruction of 3 main drillings for the local Borehole irrigation has been completed.

The name of Danaos Shipping, among other important sponsors, was engraved on the commemorative marble stele in Elia Park at the entrance to the city of Amfissa to forever remind us that we were part of this initiative!



Private Tour of the Nelly's Exhibition

Being treated to a private tour of the Nelly's exhibition provided us with a unique and personalized exploration of the artworks on display. Mr. Trivoulidis, Fundraising and Development Director of The Benaki Museum, accompanied a group of Danaos employees through the exhibition and provided in-depth information about the vast array of artworks that triggered Nelly's lens during the 45 years of her career.

Well-known photographs from her numerous publications, complemented by unseen works, highlighted the diverse aesthetic trends that she followed and the various techniques with which she experimented. The exhibition, was accompanied by magazines, posters and postcards which helped us understand the use of her photographic works in context.

It's a privilege that we had the opportunity to explore an exhibition in such a tailored and exclusive manner and we would like to thank Mr. Trivoulidis and the Benaki Museum for keeping Nelly's traces alive!



Newly Joined

We welcome:

Ms Maria Rodopoulou
Technical Secretary

Mr Pantelis Karakozis
Crew Director

Mr Spyridon Argyropoulos
Fleet Manager

Mr Konstantinos Pagonis
Technical Coordinator

Mr Angelos Dimkos
Assistant Fleet Manager

Mr Dimitrios Gkogkas
Junior Operator

Ms Margarita Vamvakari
Junior Operator

Mr Marcos Bonovas
Research Engineer

Mr Nikolaos Fytros
Junior Superintendent Electrician

Mr Georgios Panou
Fleet Manager

Mr Georgios Mastrantonakis
Technical Coordinator

Ms Zina Koultouki
Junior IT Support Engineer

Ms Iro Troupi
Junior Purchasing Operator

Mr Athanasios Louvros
Assistant Financial Controller

Mr Nikolaos Karalefteris
Junior Accountant

Mr Efthymios Glykopoulos
Junior Operator

Ms Eirini Xourida
Technical Coordinator

Mr Panagiotis-Georgios Iliopoulos
Technical Coordinator

Mr Emmanouil Moforis
Full Stack Developer

Ms Roubini Loulou
Purchasing Operator

Mr Dimitrios Chaloftis
Fleet Manager

Mr Nikolaos – Alvertos Papachristopoulos
Junior Purchasing Operator

Mr Christos Smeros
Family Office Coordinator

Mr Konstantinos Grammatikakis
Technical Coordinator

Mr Konstantinos Fakos
Technical Coordinator

Digitalization

ARTICLE

Strategic decisions that shipping companies need to make in order to manage their trend effectively.

The shipping sector requires a lot of effort to remain competitive and that's why shipping companies choose to follow the digitalization trend and technology in order to maintain a competitive advantage. One possible strategic decision is market penetration; the main target of this decision is to increase the share of current markets with the present product range. This strategy has some constraints mostly in the legal and economic sector as well as the response of the competitor which in many cases may be difficult to predict.

That will lead to the most preferable strategic decision which is product development. The company with the use of the technology and more specifically that of digitalization will update their services or provide new products to the markets. In the shipping sector, companies with the use of digitalization will provide better services in terms of transportation with new vessels that will have advanced technology and more effective energy consumption.

Furthermore, updating the software of current vessels will make their monitoring easier and in turn create a large database. The database will allow the shipping companies to analyze and study the data in order to improve their results, thus enhancing the provision of their services.

A modern company with modern vessels and software will attract more customers and attain lower operating costs, as it will be more efficient. On the other hand, this type of strategic decision is not that simple, given the requirement of capital. Additionally, another strategic decision that a shipping company can make is the related diversification which means that with the usage of a modern fleet of different types of vessels it can spread the risk and reduce fluctuations in profits. Also, providing value through modern and quality services in the industry will be extremely beneficial to the company.

Shipping companies that prefer to diversify into new shipping sectors, manage a portfolio that includes a lot of shipping business. Digitalization supports this kind of choice since it is easier to manage and operate with a higher level of technology and the feedback helps the company to improve its services in the market. Shipping-related diversification is an alternative option for many companies that try to enter shipping-related industries like port management, yards, refineries or trade and logistics. Again, with digitalization all these activities are easier to take place thanks to the competitive advantage that the company gains with higher levels of technology in comparison to its competitors.

Chrysostomos Valsamakis
Accounting Department Intern

External Audits

We are pleased to advise that the following vessels under our management have passed successfully 3rd-party ISM/ISPS audits for the period from 16 June 2022 till 19 December 2022:

Vessel	Port	Non-Conformity	Observation
ADVANCE	Hong Kong	1	1
AMERICA	Durban	2	NIL
CMA CGM MOLIERE	Zhoushan	NIL	2
DERBY D	Hong Kong	1	2
DIMITRA C	Houston	NIL	NIL
EUROPE	Vancouver	NIL	1
FUTURE	Jebel Ali	1	NIL
LE HAVRE	Antwerp	NIL	NIL
PUSAN C	Hamburg	NIL	NIL
SEATTLE C	Vancouver	NIL	NIL
SINGAPORE	Jakarta	NIL	NIL
SPRINTER	Singapore	NIL	NIL
STRIDE	Balboa	NIL	4
TONGALA	Hamburg	1	NIL
VANCOUVER	Singapore	NIL	NIL
ZIM SAVANNAH	Pusan	NIL	NIL

The above findings have been evaluated in order proper corrective and preventive actions are decided to avoid recurrence.

At same time the following ship underwent 3rd-party ISO50001 audit successfully:

Vessel	Port	Non-Conformity	Observation
CMA CGM MOLIERE	Zhoushan	NIL	NIL

Thank you for your continuous support.

SQE Department

Good habits for Electrical Safety

ARTICLE

Electrical safety is a general practice of handling and maintaining electrically powered equipment to prevent incidents. Adequate training is required to properly identify and control hazards to keep the environment safe for those around.

Whether you're at work or at home, both settings operate on electricity. Here are 10 electrical safety tips to help you avoid electrical hazards:



10 Electrical Safety Rules

- 1 Prevent electrical equipment from contacting wet areas**
- 2 Ensure safe use when unplugging**
- 3 Install properly and tidy electrical cords**
- 4 Understand your switchboard**
- 5 Look out for electrical lines**
- 6 Childproof your outlets**
- 7 Investigate Flickering Lights**
- 8 Install warning signs**
- 9 Don't DIY**
- 10 Call for help**

1. Prevent electrical equipment from contacting wet areas

Keep water and other liquids at least 5 feet away from electrical equipment and sources of electricity.

2. Ensure safe use when unplugging

When disconnecting electrical equipment, gently pull it from the plug instead of jerking the electrical cord. Pulling by the cord can damage the electrical cable and cause a shock.

3. Install properly and tidy electrical cords

A good electrical installation consists of fixed electrical equipment and electrical cords that are out of the way (and out of reach from pets that can chew on them).

4. Understand your switchboard

A switchboard is an electrical safety device that protects and isolates the operator from electrical current. It controls the flow of electricity by dividing, distributing, and metering electrical power to different parts and devices. To ensure best performance and safety, electrical power entering the switchboard must resemble the amount of power it distributes. Otherwise, it can cause overheating and lead to fire.

5. Look out for electrical lines

Be aware of power lines before climbing a tree or a ladder, and especially when working at height.

6. Childproof your outlets

Use outlet covers when there are children around to avoid electrocution.

7. Investigate Flickering Lights

Have flickering lights checked and fixed as it can be caused by loose connections somewhere or the bulb itself needs to be secured or replaced.

8. Install warning signs

Use clear visible signs when there's high voltage in the vicinity that people need to be warned about.

9. Don't Do It Yourself

Instead of fixing issues, most DIY's can cause further damage. Should any electrical issues arise, it is always best to have an expert handle it.

10. Call for help

In case of an emergency, don't hesitate to call the emergency services who will talk you through how to safely assist in the situation until help arrives.



One of the most common practices that usually cause dangerous incidents is leaving

batteries or devices (mobile phones, laptops, e-cigarettes, power banks etc) unattended while being charged or charging! Following a recent incident onboard one of our vessels, which luckily ended with minor losses, we would like to direct your attention to some safety precautions to take when working with electronic equipment, because life is good!



1. General Safety

- Never assume the power circuit is off.
- Always ensure that electronic equipment is properly grounded.(if necessary)

2. Personal Safety

- Always keep your work area dry.
- Don't wear flapping or loose clothing when working.
- Don't use bare hands to remove hot parts.
- Always wear non-conductive shoes.
- Be careful when handling large capacities as they can still hold high voltage even after you have disconnected the circuit from power.
- Always remove power to a circuit before connecting alligator clips.
- Don't work with metallic jewelry on your hand like watches, rings and bracelets.

3. Fire Safety

- Avoid anything that would cause a fire around your working area like paper etc.
- If there is a burning smell on your electronic equipment, disconnect the power source.
- If there is a fire, use a non-conducting dry powder or fire extinguisher.
- Always check your circuit before connecting power.

4. Electronic Shock

- Recheck all wires for bad connections.
- Keep electronic equipment away from water and other liquids.
- Read safety procurers before work.

Georgia Pastra
HR Officer

Reference:
<https://safetyculture.com/topics/electrical-hazards/10-electrical-safety-rules/>

Will Sustainability Save the World?

ARTICLE



Sustainability is an essential aspect of ensuring a livable planet for future generations and addresses many of the world's environmental challenges, such as climate change, deforestation, and water scarcity.

Sustainability recognizes that the resources we use are finite and that we need to

use them wisely and efficiently to ensure their availability for future generations. In order to achieve sustainability, significant changes in the way we produce, consume, and live are required. It also requires long-term thinking and planning to ensure that the solutions we implement are sustainable and resilient over time. Many solutions to these problems already exist, and new technologies and strategies are constantly emerging. What we need is collective action and cooperation among governments, businesses, civil society, and individuals. It's

important to reduce greenhouse gas emissions, transition to renewable energy, protect natural habitats, improve waste management, and promote sustainable practices in agriculture and industry.

However, while sustainability is an essential piece of the puzzle, it is not a silver bullet that can solve all of the world's problems. Achieving sustainability requires a comprehensive approach that addresses economic, social, and environmental challenges while promoting equity, justice, and well-being for all.

We need to recognize that even small actions taken by individuals and organizations can have a positive impact when scaled up across communities and countries. By working together, we can make significant progress towards a more sustainable future for ourselves and future generations.

Tania Mermiga
Media & CSR Manager

Waste Compactors onboard Danaos Vessels

ARTICLE



It is widely accepted that one of the most challenging issues of our modern civilization is the garbage which is disappointingly generated in great quantities and the ways this can be managed. For the governmental agencies and municipalities ashore waste management is a constant headache when trying to find solutions for their cities and communities. Quite challenging though, proves to be the waste management onboard ships as well.



Quarantine restrictions due to Covid-19 pandemic made very difficult the discharge of garbage in port facilities. This inflated the already existing barriers in waste management process such as: the lack of adequate reception facilities in many ports and terminals, the difficulties in the handling of certain hazardous waste streams, the different priorities given by some port states to the disposal of some types of garbage. All

these factors put a great amount of pressure on the ship's crew on issues like storage capacity, period of retention onboard, hygiene etc.

Considering the various requests through Annual Masters' Reviews and at same time by implementing the 3R (Reduce-Reuse-Recycle) principle in our operations (as part of our environmental plan and sustainability commitments) we have decided to equip the entire fleet with waste compactors by the year 2025 when they will have been installed on all ships. Garbage compactors reduce the volume of garbage, improve waste management while relieving the pressure on landfills, and have the potential to assist in separating recyclable materials from landfill waste. With the use of compactors, we aim to decrease the volume of onboard waste by 50%.



Their operation is simple, and the output is a block of material which facilitates the easier shipboard storage of garbage and its discharging in a port facility. The compactor should be installed in an appropriate space without hazards and with adequate room for operating and maintaining the unit. It is preferable to be close to the central collection areas of garbage to facilitate the transfer of garbage to be processed and the transfer of

compacted materials. However, it should also be noted that most garbage can be compacted to some degree: the exceptions include ground plastics, fiber and paper, bulky cargo containers and thick metal items. Pressurized containers/cans should not be compacted because they present an explosion hazard in standard compactors. The Garbage & Sewage Management Plan (GSMP) has been updated to include relevant instructions on the use of compactors and the safety precautions to be considered.

To conclude, the best rubbish is the one not created yet. This means that our collective efforts when designing a waste management system should be oriented in introducing measures such as reduction at source, recycling and treatment that can reduce the waste disposal needs, reduce the volume and toxicity of waste, and finally ease some of the operational and environmental burdens of waste management.



Vassiliki Giannakou
SQE Coordinator

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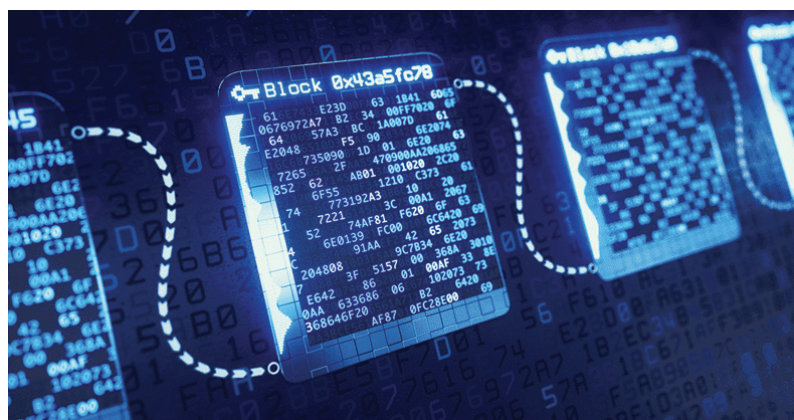
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Maritime Trade Redefined Through Blockchain Technology

ARTICLE

In an increasingly globalized world, shipping remains a vast industry, around 90% of world trade is carried by ships and new ways are continuously explored to improve the efficiency, cost and safety of large vessels. The maritime supply is an essential carrier of cross-border trade, though it has always been challenged by complicated communication such as contrasting information from multiple sources and complex structures. Here we introduced the idea of blockchain as a distributed database system.

Its idea is to timestamp digital documents so they cannot be tampered with. Once some data has been recorded in the blockchain it is very difficult to change it. Each block consists of the following elements. Firstly, the data that is stored inside of the block, which depends on the type of blockchain. A block also has a hash, like a fingerprint, which identifies all of its content and is unique. Another element inside the block is the hash of a previous block, hence it effectively creates a chain of blocks. Thus a blockchain is a shared ledger that facilitates the process of recording and tracking assets. As a transaction occurs, it is recorded as a block and through the chain the data moves from place to place as ownership changes and it is accessible to all authorized users.



As marine supply is a key factor in global trade, with this digital technology a huge amount of containers of the world's shipping industry is on a blockchain, leading to transparency and a reduction of paper exchange for an average shipment between multiple parties. Blockchain allows the data to be stored immutably and be advanced as the shipment progresses, which reduces valuable time and correspondence as to the state of the shipments, so less work is done by humans who are prone to errors. It also reduces shipping delays, which are often caused by administrative processes and come at high costs. Other than speed and efficiency, blockchain provides security. The digitization of documents speeds up the shipping approval processes, while reducing fraud risks. Blockchain technology has the capacity of a structure of data with security qualities which are based on cryptography and consensus ensuring trust in transactions.

Its benefits expand to an ecological aspect as digital data always comes to replace the waste of paper documents. Shipping's carbon dioxide emissions make it one of the most polluting industries around the globe. Blockchain increases sustainability through tracking fuels and space maximization.

About half of the shipments currently on the seas have already implemented blockchain technology in some form, with the first occurring in 2018. When it comes to technological advancements and environmental sustainability, blockchain implementation offers the opportunity for a more progressive era.

Myrto Lagou
Electrical Department Trainee

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Developing a “Just and Fair” Safety Culture

ARTICLE

A Fair and Just Safety Culture is the outcome of the need to have a non-punitive reporting and learning environment in business, both onboard and ashore. Developing a “Just and Fair” safety culture is about creating mutual trust between management and employees/seafarers, where everyone understands and agrees to what is, and what is not, acceptable in terms of safety.

To be effective, a just and fair safety culture must promote learning from one's mistakes, without the need to just focus on who is to blame and/or any disciplinary actions to be taken. Safety in shipping and especially onboard the vessel is highly valued, since with the use of the risk assessment tools we intend to disclose the risks that could pose a threat to the seafarers' well-being as well as to the vessel.

Recognizing that almost every operation carries the risk of human error, management and senior staff onboard might be held accountable for the things that are under their control, while employees & the remaining seafarers are

held accountable for their behavioral choices in terms of safety.

Determining Accountability: One method that facilitates a Just Culture is James Reason's Unsafe Acts Algorithm. This algorithm can be simplified into the following four questions:

1. Did the employee/seafarer intend to cause harm?
2. Did the employee/seafarer come to work under the influence of alcohol or drugs, or equally impaired?
3. Did the employee/seafarer knowingly and unreasonably increase risk?
4. Would another similarly trained and skilled employee/seafarer in the same situation act in a similar manner?

Reporting on Safety issues: In a Culture of Safety, seafarers/employees willingly report things that they believe to be unsafe or errors in which they themselves have been involved without the fear of individual punishment. This is achieved because the organizational

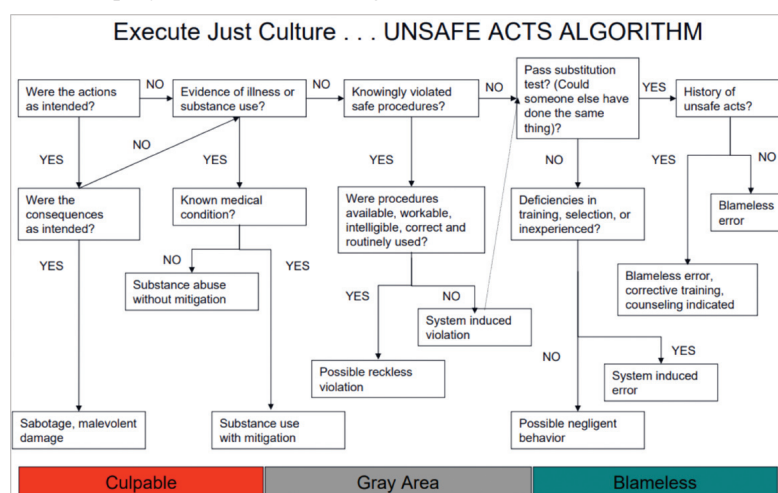
culture ashore & onboard is primarily fair and acknowledges that the employees/seafarers are competent enough for their position/rank to perform their tasks in the proper way.

Reporting an error or unsafe condition is critical, even if there is no harm at all (near miss). In a Just & Fair Safety Culture one feels a responsibility to report on safety issues and feels free to speak up about

safety concerns and even to admit errors.

Reacting to human errors: In a Just & Fair Safety Culture the error is acknowledged as the result of a human interface with an imperfect system that contains hidden failures, unidentified risks and vulnerabilities and is thus susceptible of continual improvement, not the result of human incompetence and/or negligence.

Team Training: Company & Leadership team must build a Culture of Safety; this includes building a Just & Fair Culture. Focused reviews of reports adopt a human factors approach. Leaders & Senior staff ashore & onboard should gather information about the safety concerns of their staff and take measures to resolve these issues and communicate actions taken to the management and back to the staff. It is equally important to establish an ongoing team training program ashore and onboard so that the top management, managers, employees, senior officers & seafarers can practice effective communication and master decision making skills in regards to safety procedures and safe well-being.



Katerina Vassilopoulou
Training Officer

Odd Laws And Penalties From Around The World

ARTICLE



With the advancements in transportation technology over the last few decades our world has become “smaller”, allowing us to visit places that seemed hard to reach in the past. Despite the ease with which we can visit other countries and cultures, we must always have in mind that we still share many different values. Some of these differences in values are reflected in the legislative system of each country. Having this in mind, it is always good to be aware of some odd penalties and laws around the world, especially when travelling. Below are some odd laws and penalties from around the world:

- It's Illegal to chew gum in Singapore. Due to excessive and expensive chewing gum

litter, the authorities in Singapore banned the import and selling of chewing gum in 1992. Anyone importing, selling, or manufacturing gum in Singapore can get fined up to \$1,000 or even serve prison time. There is however the exception of nicotine and dental chewing gums used for medical purposes.

- It's Illegal to be shirtless in Barcelona. This law was passed in 2011 and it states that being topless or in a swimsuit in public anywhere except the beach or a pool, is illegal. The fine can be as high as 250 euros.
- It's Illegal to pay with too many coins in Canada. When making a payment that is more than \$10, it is illegal to pay with more than a single coin.
- It is considered illegal to use swear words and make insulting gestures in public in UAE and Kenya. The penalties range from time in prison or even deportation.
- It's illegal to use e-cigarettes in Thailand since 2014. If you are found carrying e-cigarettes or vaporizers, they will be confiscated. The penalty can reach up to five years in prison.
- It's illegal to take selfies in front of Buddha idols in Sri Lanka. When you take a selfie with Buddha, you are turning your back on

him. This sign of disrespect is punishable by imprisonment in Sri Lanka

- It's illegal to run out of gas in the German Autobahn. Car enthusiasts know very well the speed privileges of the German Autobahn, there are however some responsibilities with these privileges that if not honored you may face expensive fines. The most important responsibility is not to run out of gas in the Autobahn.
 - It's illegal to wear camouflage clothing in many Caribbean nations such as Barbados, St. Vincent, St. Lucia, Antigua, Barbuda and Jamaica. Camouflage is only allowed to be worn by the country's military personnel.
 - It's illegal to wear high heels to the Acropolis. This law was passed in Greece in 2009. This ban was to put in place to protect the 2,500 year old ancient ruins from damage caused by sharp shoes.
- So, before you travel, remember, every country has its laws and the people of that country must respect them, even if some of these laws seem odd to people of other countries.

Konstantinos Giotis
Financial & Operations Analyst

Autonomous Vessels

ARTICLE

It is a fact that nowadays technology is growing at a rapid pace in all areas. The same thing is happening with vessels. Along with the huge efforts to reduce environmental pollution, autonomous vessels are the next stage of development in the shipping industry, which will have as an ultimate goal the reduction of personnel. These vessels with this new kind of technology, are expected to be more efficient and safer than the existing ones. Many big companies like Maersk and NYK have invested a lot of money in the research and development of autonomous vessels. However, autonomous vessels have both advantages and disadvantages. Some of the advantages are linked to the reduction of emissions and the lowest level of possible leakage of fuel at sea, making them much more environmentally friendly. Moreover, the fact that these ships have to be monitored from land through sensors, cameras and satellite systems, means that new job opportunities for specialized staff will be created, especially for young people. This will offset the loss of jobs for people onboard the vessels, who nevertheless might be able to work in newbuildings that will be constructed. Furthermore, safety will be increased at sea, because it has been proven that the human factor is responsible for 62% of marine incidents.

On the other hand, autonomous vessels pose many challenges and dangers that must be addressed in order to have a proper function. One disadvantage is that they are vulnerable to external factors such as a pirate attack, or exposed to bad weather conditions. Some other challenges that need to be overcome may be related to the sensors, the software which must remain stable and cyber secure, the interactions with ports, the liability and compensation for damages and compliance with national and international regulations (SOLAS, STCW, COLREG). These problems may lead to questioning of both their reliability and performance, as well as the safety of the limited crew onboard hence must be ensured that they will be as safe as possible under any situation. IMO's Maritime Safety Committee included in 2017 on its agenda the issue of marine autonomous vessels, in the form of a scoping exercise. This exercise was the starting point that would highlight the aforementioned problems. Artificial intelligence which has been largely developed, in combination with the use of physical models will play a catalytic role, as thanks to them, it will be possible to analyze huge amounts of data, regarding the weather, the cargo weight, the operational data etc. DNV



is hardly working in combination with all the stakeholders in order to lay a strong foundation, which will allow these new technologies to be safely implemented.

To conclude, we can say that on the one hand we are not close yet to the complete replacement of the human element by the machines on the vessels, but on the other hand, we are not far away from the moment that humans will have to coexist and cooperate with machines and software. The question we should be concerned with is whether the human factor will always play a vital role in the shipping industry.

Vasileios Antzas
Operations Department Intern

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“Vessels and shipping become cleaner”

ARTICLE

Vessels that partially reside below the surface of seawater or freshwater are subjected to various levels of fouling by marine (saltwater) or aquatic (fresh water from lakes and rivers) organisms, respectively. The purpose of underwater hull cleaning is to remove biological roughness or fouling because the presence of bacteria and barnacles tends to harden over time and become dense increasing fuel consumption and operational costs. Thus, cleaning the hull reduces fuel consumption, saving money. In light of this view, these days much of the cleaning is becoming automated and more environmentally friendly. Various cleaning methods and devices have been manufactured in recent years, including rotary brushes, high-pressure and cavitation water jet technology, ultrasonic technology, and laser cleaning technology. Regarding manual hull cleaning, it is performed on small ships using cloths, brushes, or scraping devices to remove bio-fouling organisms. For larger vessels, the only way is mechanical equipment such as powered rotary brushes which are used in underwater robots. The powered rotating device generates the adsorption force when rotating the brush units, which makes it attracted to the hull. Depending on the cleaning area, the diver can vary the cleaning direction of the device and the rotation speed of the brush.

Modern ship cleaning technology also includes drones. They clean ships without damaging the outer coating or polluting harbours and docks. They simply detach, suck up and contain the fouling organisms using powerful suctions. Typically, large brush devices can be used to quickly clean the hull's flat or slightly curved surfaces, while the propeller can be cleaned more effectively using small brushes. Other modern systems are moving away from brushes and hard scrubbing techniques to using

concentrated water jets because they clean the entire hull above and below the water level, keeping the coating intact because of the use of high-pressure water jets, provided that the appropriate water pressure is used to safely remove the slime layer.

An improved version is cavitating water jet technology, which converts high-pressure water into cavitation water using specially designed nozzles. The bubbles rupture as they approach the hull, resulting in very high local stresses, which can result in greater cleaning power. Over the past two decades, due to the rapid development of transducer technology, the application of ultrasonic cleaning technology emerged. The method relies on simultaneously generating ultrasound energy pulses over a plurality of frequency ranges. This energy produces a pattern of alternating positive and negative pressures. This alternating pattern then produces tiny bubbles during negative pressure and implodes the bubbles during positive pressure. The destructive energy of the implosion provides a cleaning effect.

Lastly, laser-blasting or cleaning has the advantages of faster surface cleaning capability, precise selective processing capability, and better cleaning process control through feedback. In summary, all these different underwater cleaning techniques which have been developed, have one mutual aim and this is to satisfy the concerns of the ship cleaning industry.

Konstantinos Grammatikakis
Technical Department Trainee

The importance of Exercise

ARTICLE

What do you do for yourself? What kind of activities do you prefer to do during your free time? And how important is any kind of exercise for you?

Let's all take some time to think about it....

If we try to give a short definition, we will say that physical exercise, is any kind of exercise that intends to enhance physical human ability and body health.

Someone could say that daily exercise and its utilization are a vital part of Self-Care and help prevent 'Burn-Out', a widely known sign of the times, which can be caused by excessive and prolonged stress and can affect all aspects of human life.

Needless to mention, the advantages of physical exercise, since exercise is a powerful tool that reduces the levels of stress and burn-out, reinforces and protects the body, improves the immune system, makes people happier and more balanced (physically & mentally). As a result, people who exercise become more active and efficient in all aspects of their life, including their job.

The activities to be performed as exercise are unlimited and vary



according to different factors such as the personality, the living conditions, the range of time that someone has to spend, the place of living etc.

We should all find some time in our day to exercise. During this time any thoughts can be overhauled, any personal program can be prioritized, in order to improve life and change the daily routine.

We should all bear in mind, that exercise is a 'gift' for our body, something that it is so misunderstood in the western way of living. Let's all take it as an opportunity, for restarting and uncovering our true desires and life goals. And for sure may all of us

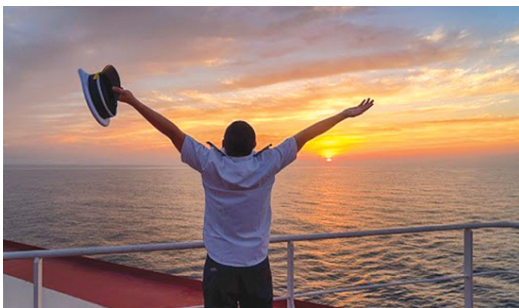
respect this very important and necessary human need.

Because the happier and more balanced we are, the happier and more balanced our lives and the lives of our significant others will be.

Katerina Nika
Accountant

Seafarer Mental Health & Well-Being

ARTICLE



According to the World Health Organization, well-being is a positive state experienced by individuals and societies. Similar to health, it is a resource for daily life and is determined by social, economic and environmental conditions. Well-being encompasses quality of life and the ability of people and societies to contribute to the world with a sense of meaning and purpose.

The maritime profession, as one of the most demanding and difficult professions, absolutely affects the well-being of seafarers. In the minds of most, seafarers face a single difficulty, the long absence from their families. This specific perception is usually accompanied by the financial benefits and thus even this difficulty is theoretically annihilated...

Loneliness, nostalgia and isolation are aspects of shipboard life. The thought of returning, the family behind and the difficult communication are some factors that significantly affect the mental health of seafarers and their well-being in general. Unfortunately, for some seafarers these feelings follow them ashore, with more than 25% suffering from depression and 20% having suicidal thoughts.

The lack of social life is a condition which is completely related to the loneliness of sailors. The social interaction on board is not enough to make up for the lack of social life on land and so the seafarer begins to feel alone, marginalized and cut off from his social surroundings.

The seaman's profession requires hard and often demanding work, with increased obligations and responsibilities.

Working on a ship is not considered easy, nor painless and unfortunately seafarers have to adapt to all the conditions prevailing on the ship. The number of the crew in recent years has decreased and thus the working hours are constantly violated, resulting in physical and mental strain. Also, the constant noise and the fact that there is no escape from everyday life, puts them in a work routine that stops after months. Cold, plenty of rain, exhausting heat and dangerous winds cause anxiety but also fear to some seafarers. Last but not least, poor nutrition and lack of exercise also negatively affects physical and mental health.

Nowadays, several companies have a permanent medical partner who makes sure to provide support in order to prevent the negative effects of excessive stress, pressure, loneliness and depression. Having an expert is also extremely important in examining the conditions of the working environment. Providing self-help advice will go a long way in solving the problem.

In general, communication is vital to the well-being of seafarers. An honest approach from shipping companies to seafarers in order to build relationships of trust and

communication will help a lot. Thus, many problems can be avoided and many ideas for further improvement can be born.

The development of working relationships with other crew members and the right behavior, can certainly lead to the improvement of everyday life on board. This goal can easily be achieved by adding bonding activities. One other factor that catalyzes the psychology of sailors is none other than the rare and difficult communication with their families. This problem is slowly being solved, with companies trying to offer better internet quality, in order to facilitate communication and «bring» the sailor closer to his family.

All of these and many more must be taken into consideration. A person's mental health is just as important as his physical health and mental health conditions are just as real as physical illnesses. The well-being of people who work on a ship for months must be a priority and in recent years several shipping companies have invested in this goal, making a difference!

Margarita Vamvakari
HR & Training Department Trainee

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Dental Hygiene

ARTICLE

Maintaining good dental hygiene is essential to prevent dental diseases such as tooth decay, gum disease, and bad breath. However, many people tend to neglect their dental health, which can lead to severe health complications. Poor dental hygiene can also affect other areas of your body, including your heart and lungs.

To prevent dental problems, it is essential to practice good dental hygiene. Here are some tips to help you maintain healthy teeth and gums:

1. Brush your teeth twice a day

Brushing your teeth twice a day is one of the most effective ways to maintain good dental hygiene. Use a soft-bristled toothbrush and fluoride toothpaste to clean your teeth thoroughly. Brush for at least two minutes, making sure to reach all surfaces of your teeth, including the front, back, and chewing surfaces.

2. Floss daily

Flossing is just as important as brushing when it comes to maintaining good dental hygiene. Flossing removes food particles and plaque that can get stuck between your teeth and gums. It is recommended to floss at least once a day, preferably before bed.

3. Use mouthwash

Mouthwash can help kill bacteria and freshen your breath. However, it should not replace brushing and flossing. Use a mouthwash that contains fluoride to help strengthen your teeth and prevent tooth decay.

4. Avoid sugary and acidic foods and drinks

Foods and drinks that are high in sugar and acid can damage your teeth and lead to tooth decay. Try to limit your consumption of sugary and



acidic foods and drinks, and if you do indulge, make sure to brush your teeth afterward.

5. Visit your dentist regularly

Regular dental check-ups and cleanings are essential to maintain good dental hygiene. Your dentist can identify dental problems early and provide treatment before they become more serious. It is recommended to visit your dentist at least once every six months.

In addition to these tips, there are other ways to prevent dental problems. For example, wearing a mouth guard during sports can help protect your teeth from injury. Quitting smoking can also improve your dental health, as smoking can cause gum disease and tooth loss.

Overall, maintaining good dental hygiene is essential to prevent dental problems and promote overall health. By brushing and flossing regularly, avoiding sugary and acidic foods and drinks, and visiting your dentist regularly, you can keep your teeth and gums healthy for a lifetime.

Argyroula Papageorgiou
HR & Training Assistant



We value your voice and have established multiple channels to address your concerns.

1. Ethics & Compliance Reporting (Whistleblowing):

Use the accessible Ethics & Compliance Reporting (Whistleblowing) link (<https://ethics.danaos.com/>) to report any concerns about potential violations of our Company's Codes of Business Conduct & Ethics, policies, procedures, or any applicable laws or regulations.

Our Audit Committee is committed to handling all reports responsibly. They will receive, review, and act upon any allegations related to accounting policies, asset misappropriation, falsification of accounting records and financial reports, non-compliance with laws and regulations, harassment, or unethical conduct.

You can also reach out to the Internal Audit Director & Compliance Officer, via email (internal.audit@danaos.com) or phone (+302104196483), who will address your issues, discuss your concerns, or provide necessary advice.

2. Internal Grievances:

For internal issues, office employees can access Company's Intranet to complete the Grievance form (<http://intranet/grievance->

[information-form/](#)). At the moment, seafarers can submit their grievances using the above mentioned Whistleblowing link which are handled by the Audit Committee. A grievance can be any work-related complaint or concern, about an event or situation involving management or colleagues that you feel has affected you unjustly or inequitably. This can include perceived discrimination, harassment, bullying, or any unfair employment-related decision or behavior.

As far as the offices employees are concerned, the Grievance Committee, comprising the HR+T Director, the Internal Audit Director & Compliance Officer, and the Legal Director, handles all grievances. They will promptly investigate issues related to workplace conduct, unfair treatment, or violations of legal protections.

You may choose to remain anonymous when using either the Whistleblowing link or the Grievance form. User information and IP addresses will not be tracked. However, we encourage providing your contact details, as it will allow us to communicate with you for further information or updates. If you decide to disclose your identity, rest assured that your report will be treated with the utmost confidentiality and discretion.

Remember, our Company's policy protects you from retaliation, discrimination, or any adverse action for raising or assisting in the resolution of an ethical concern in good faith.

We need you!

Please feel free to send us new ideas as well as articles and photos you might find interesting.

Mail to: hr@danaos.com, with subject: "For the Danship News."



DAY OF THE
SEAFARER

—25 JUNE—