

CREW DEVELOPMENT & WELLNESS CAMPAIGN

Overview

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CAMPAIGN MESSAGE



- ✓ Our Company is committed for the welfare and wellbeing of our Crew.
- ✓ We act based on this commitment, and we provide transparent and firm guidelines for our seafarers



- ✓ Complies with company's Labor Practices Policy and Human Rights Policy
- ✓ Danaos policies that cover MLC requirements, are re-enforced with technological supportive tools
- ✓ Seafarers' awareness and deep understanding, are key operational actions



- ✓ Danaos upgrades supportive systems to elevate seafarers' wellbeing on-board to a higher level

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AWARENESS & EDUCATION

What

Risk Analysis due to mental or
physical fatigue onboard

Sharing of analysis results with
seafarers, referred to:

Fatigue risks
and resting
importance

Wellbeing
and
resources
management
onboard

Tools

Risk Analysis
tool (matrix)

Online
training
platform
& workshops



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AWARENESS & EDUCATION

Actions

DPA Risk assessment of fatigue impact onboard

SQE Education onboard during ISM audits and SIs

Crew Seafarers awareness & training at manning offices

HR&TR Customized brochures, posters, and digital content, highlighting best practices and risk analysis results, on company vessels

Customized training sessions & workshops onboard, through online training platform



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REGULATORY COMPLIANCE

What

Adherence to Maritime Labor Convention (MLC),
2006
Ensure compliance with MLC, 2006 standards
which mandate:

A minimum
of 10 hours
of rest
in any
24-hour period

At least 77
hours of
rest in
any 7-day period

Max
72 working
hours in
any 7-day period

Accommodation
spaces
inspection
& follow-up

Tools



Resting hours
DMC routine
onboard

Resting
& working
hours WAVES
control routine

Reporting of
regular checks
and follow-up of
defects through
new WAVES
control routine

REGULATORY COMPLIANCE

Actions

DPA Newcomers' awareness on MLC Resting & Working hours
Danaos Policy
Zero MLC violation tolerance company policy

SQE Continuous monitoring of incompliance
ashore, using advanced technology
Verification and education, during ISM audits onboard

Crew Incorporation of new web DMC app onboard in Q1 2025
WAVES supportive routine onboard, to facilitate
Master's control

HR&TR Enhanced training at manning offices
Case studies leaflet, in presentable
format (MLC part)



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OVERTIME WORK

What

✓
Clear policy on how overtime is to be assigned, tracked, and compensated. Zero tolerance of company's exposure

✓
Overtime hours should not exceed a cumulative total of 103 hours per month unless under exceptional circumstances and company's approval

✓
Overtime in excess of 103 hours will be compensated in accordance with IBF (CBA) rates



Tools

Resting hours
DMC routine
onboard

MGA
DMC app

Resting & working
hours WAVES
control routine

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OVERTIME WORK

Actions

DPA Overall process control

SQE Verification and education, during ISM audits onboard

Crew

Continuous monitoring and update of all necessary documents such as contracts, payslips, MGA accounts

Overtime work follow up through WAVES routine ashore

HR&TR

Enhanced training at manning offices

Case studies leaflet, in presentable format (Overtime work part)



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REPORTING CONSISTENCY

What

Harmonization of relative entries and auto-control of reporting process, to avoid incompliance and wrong entries

Logbooks entry

ISM
administrator,
drills entry

Resting and
working hours
entry

Pay-slips

MGA

Tools

Resting hours DMC
routine onboard &
MGA DMC app

Resting &
working
hours WAVES
control routine

Logbooks



REPORTING CONSISTENCY

Actions

DPA Digital-log project, with the assistance of RnD (first semester 2025)

SQE

Continuous monitoring of incompliance ashore, using advanced technology

Verification and education, during ISM audits onboard

Crew

Continuous monitoring and update of all necessary documents such as contracts, payslips, MGA accounts

HR&TR

Enhanced training at manning offices at pre-joining phase



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MENTAL HEALTH SUPPORT

What

24/7 mental
health
support line
for
seafarers
onboard

Help line will be
available
in all
seafarers'
language

Personal
seafarers' data
will
be safe guarded,
following
GDPR
requirements

Help line's
function
will be clearly
explained
to seafarers

Tools

3rd party
assistance
tools & sat
com onboard



MENTAL HEALTH SUPPORT

Actions

DPA Control of workability & validity of Help Line

SQE DSMS updated procedures

Crew Help lines to be available to manning offices too

Enhanced training at manning offices

HR&TR Training to masters and ch.Engs on recognition of mental health problems

Training to all seafarers on mental health awareness



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SEAFARERS' DEVELOPMENT

What

Further
training of
company
trainers

Help line will be
available
in all
seafarers'
language

Incorporation
of Rightship
training
requirements

Help line's
function
will be
clearly
explained
to seafarers

Help line's
function
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Tools

Online
training
platform



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SEAFARERS' DEVELOPMENT

Actions

DPA DSMS updated procedures

Crew Crew and HR&TR guided, online engagement sessions

HR&TR Training needs identification program
Structured training plan



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SEAFARERS' SUPPORT

What

Video
conference
availability
for direct
assistance on
crisis or
significant
incidents

Communication
channel through
an updated pro-
cess with local
offices

Human rights
respect,
non-discrimina-
tion and equal
opportunities

Complaints
and
grievances
management

Tools

Starlink
(where available)



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SEAFARERS' SUPPORT

Actions

Tech Hephaestus function

SQE Discussion on human rights and education, during ISM audits onboard

Crew Updated intranet communication process

HR&TR Continuous training of Danaos HQ attendees onboard on multicultural and human right issues
Complaints and grievance feedback collection process
Crew Engagement Workshops



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FAMILY CULTURE

What

Family culture cultivation through
a number of steps:

Engagement
with seafarers
(online, parties,
proper contact
onboard)

Clear contract
assignments,
consistency with
disembarkations.
Straight and fair
contact

Social care

Clear
messaging
and
awareness of
company's
intentions

Friendly
behavior
onboard

Tools

Remote
engagement
tools

WAVES
crew pool
controller and
crew movement



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FAMILY CULTURE

Actions

Crew

Crew & HR&TR, remote engagement with seafarers on periodical basis

Specific assignments and on-time disembarkations

HR&TR Manning offices social care program

Procurement

Crews and Company vessels supplied with quality overalls and PPE

Stocks of overalls, safety shoes and linen have been created aboard each vessel

SQE

Crew Welfare budget vested on monthly basis for expenses that improve our crew's well-being



EVALUATION & RATING

What

Periodical evaluation & rating of Crew Development & Wellness campaign QLIK reporting. It refers to the following:

KPIs and metrics

Intranet
procedures

Seafarers
satisfaction
surveys

Health
metrics
related to
fatigue and
stress

Friendly
behavior
onboard

Tools

Remote
engagement
tools

WAVES
crew pool
controller and
crew movement

Crew Survey



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EVALUATION & RATING

Actions

DPA Crew complaints and process

SQE Collection and categorization of health incidents onboard; statistics production

Crew Policy violations recording, as far as concerns delayed actions and suitabilities

HR&TR Seafarers' satisfaction survey
Intranet procedures



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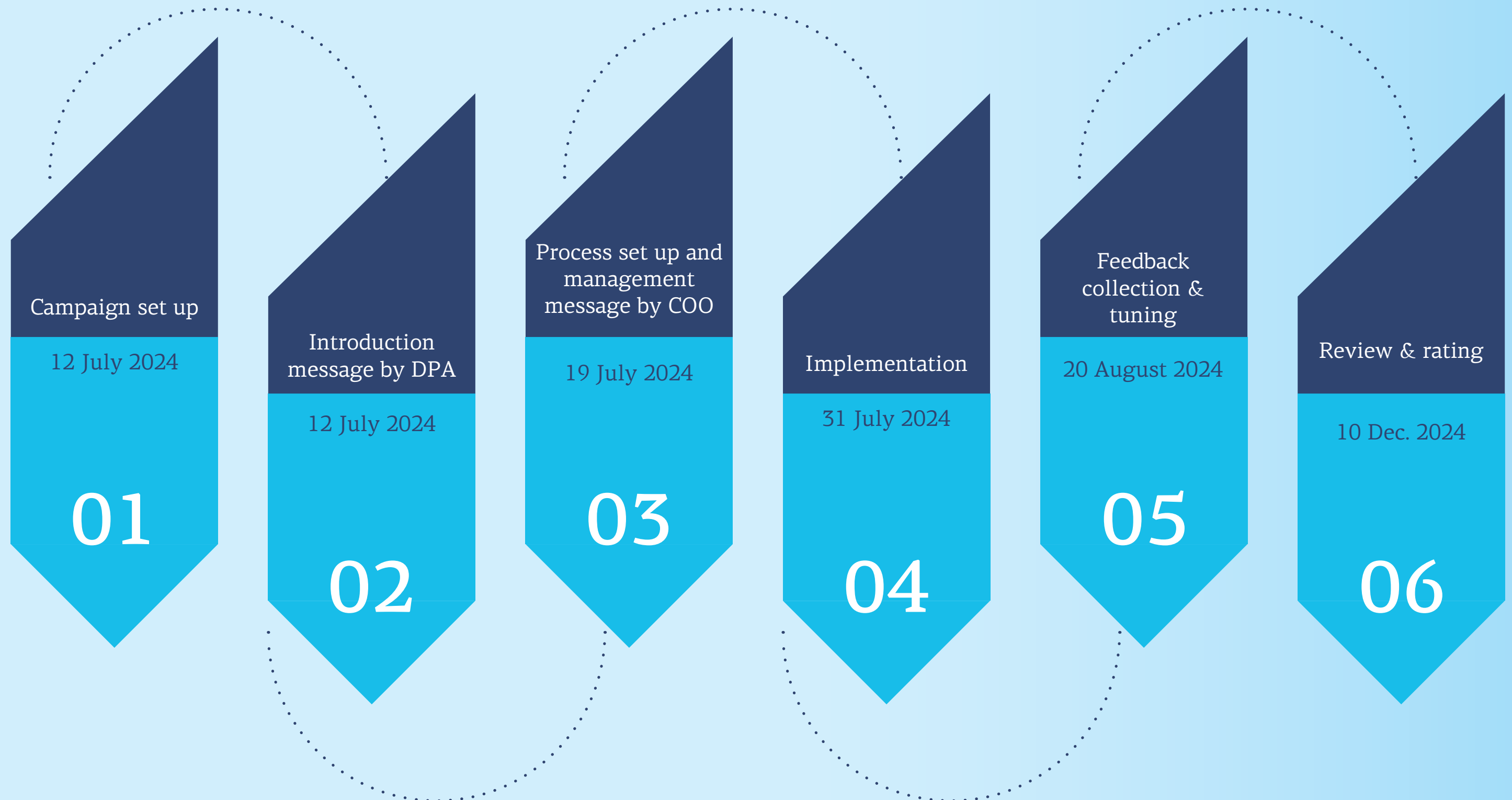
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THE ROADMAP



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