

Social – Atlas Corp.



OVERVIEW

We strive to create an inclusive environment that fosters mutual respect and allows each individual to fully participate in and contribute to our successes. In keeping with our efforts to build a diverse team, we are committed to providing equal opportunities to all employees and applicants based on merit.

We have highlighted Seaspan and APR's social efforts in the following sections separately.

GOAL SETTING

Atlas is committed to fostering an environment that allows each individual to fully participate and contribute to our successes. The framework for this begins with our performance management, which is a goals-based performance framework. Annually, our employees set goals for their performance, which align to and cascaded from the overall corporate goals. Employees have a clear connection between how their personal contributions impact the overall organizational success.

ENGAGEMENT AND CONTINUOUS IMPROVEMENT	LEADERSHIP DEVELOPMENT
Atlas employees are provided with a voice. Annually, we conduct an employee engagement survey that allows employees to provide feedback on the organization and we focus on addressing that feedback throughout the year. Actions taken to address employee's feedback are shared at town halls.	We have a strong focus on leadership development, which begins with providing managers with clear expectations of their role in managing their teams. We have all managers participate in leadership development training and offer semi-annual training focused on enhancing their manager toolkits.

Our people are the foundation of our success and what drives our business forward. Atlas and its subsidiaries, Seaspan and APR, have employees worldwide, totaling over six thousand members – see table below. The numbers are as of December 31, 2022.

ATLAS NUMBER OF EMPLOYEES		
	SEASPAN	APR
On land/corporate	316	95
At sea/project-based	5469	34
TOTAL	5785	129

ATLAS NUMBER OF TEMPORARY THIRD-PARTY WORKERS		
	SEASPAN	APR
On land	95	N/A
At sea/project-based	0	268
TOTAL	95	268



Employee safety, health and wellness have to be a top priority. We need to make sure our people are well taken care of. No matter what business you run, it can't exist without the people.

—STEFAN HOCKLEY, VICE PRESIDENT, HUMAN RESOURCES

EMPLOYEE WELFARE

Seaspan and APR focus on its employee's welfare, offering programs to support wellness and training, while continuously enhancing benefit offerings. Those programs and more are addressed under the Social at Seaspan and APR sections separately.

THE IMPACT OF WORKER HEALTH AND SAFETY BEYOND THE WORKPLACE

The health and safety of Atlas' employees is not only central to the company's success, but also directly impacts their families and communities. In many cases, Atlas workers are the primary income earners for their families and local communities, making the well-being of our employees critical not only to us, but to their broader home communities

CREATING AN INCLUSIVE WORKPLACE

Atlas is committed to fostering and promoting an inclusive workplace across our organization free of discriminatory or biased behaviors; this is incorporated in our people practices, from recruitment practices to leadership training. Atlas continued its commitment to an inclusive workplace in 2022 by establishing a diversity and inclusion working group consisting of representation across the organization and its subsidiaries, to review and provide input to our programs. The group is guided by a Charter with guiding principles focused on ensuring that this inclusive workplace vision is aligned with Atlas' Standards as well as ESG principles.

The key responsibilities of the group are to:

- Provide oversight on inclusive workplace efforts
- Provide company-wide communication of progress to the ESG Council
- Sensitizing and training our ship and shore employees on inclusion

We know that diversity of skills, experiences, and backgrounds builds a stronger, more nimble and more capable organization, and we have seen the results of this through our workforce that represents over 25 nationalities. We share in our industries' challenges in gender diversity and continue to work to improve representation and equity through strong non-discriminatory policies and practices.

Atlas sets itself annual goals related to advancing this mission. In 2023, goals ensure widespread education throughout the organization, including Unconscious Bias training for all staff.

GENDER DIVERSITY OF ATLAS' LEADERSHIP	
As of December 31, 2022	
Atlas Executive Leadership Team	0%
Seaspan Executive Leadership Team	0%
APR Executive Leadership Team	0%
Atlas positions at the director level and above	19%
Seaspan positions at the director level and above	22%
APR positions at the director level and above	13%

Other initiatives for an Inclusive Workforce:

- Pay for performance with salary structures in place for major shore markets, which are reviewed regularly to ensure competitiveness
- Employer Branding being refreshed to further reflect employee diversity
- Seaspan Fleet Personnel Leadership goals include efforts to advance gender diversity among new seafarer recruits
- Annual Review of gender distribution within our workforce and of gender pay equity