

SOCIAL

UN SDGs:



We hold true to the principle that people are our greatest asset and recognize that we owe our current and future successes to the contributions of all our team members.

We understand the two-way relationship between our business and our workforce, and the importance of building a high-performance team with a diverse mix of skills and experience. We are committed to fair recruitment and retention practices that eliminate all forms of discrimination and offer an inclusive work environment where everyone is valued and respected.

Our social commitment is not limited to our own team. We are proud to work in an industry that serves the global community. We strive to make a positive impact in the communities in which we operate.

EMPLOYMENT

The distinctive nature of maritime industry poses both challenges and opportunities in maintaining a fair working environment and occupational health and safety, which are the material topics identified in the 2024 Materiality Assessment.

Seaspan has employees worldwide totaling over 7,000 members. In 2024, it welcomed 87 new joiners to the team in shore-based positions.

Seaspan Employees Worldwide*				
	2023		2024	
	Women	Men	Women	Men
On Shore	101	231	100	267
Onboard	57	5892	56	6614

** Atlas does not have any employees, but select employees have responsibility across Atlas Corp., including those who serve as Officers of Seaspan and Atlas.*

Seaspan focuses on creating an environment that provides all its employees with the opportunity to contribute to the organization in a meaningful way, demonstrated through the annual corporate goals, which are the cornerstone of the company’s performance management framework. Annually, Seaspan conducts an employee engagement survey that allows employees to provide feedback on the organization and it focuses on addressing the feedback throughout the year.

INCLUSIVE WORKPLACE WORKING GROUP

Seaspan’s Inclusive Workplace Working Group is responsible for developing policies and initiatives to support the core principles mentioned below:

Safe and Inclusive Environment

Seaspan is committed to providing a safe work environment where all can perform and belong irrespective of race, ethnicity, sex, age, religion, disability, etc.

Positively Impacting Our Communities

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

Recruitment Best Practices

Seaspan hires for merit and intellectual diversity. Its recruitment process considers performance, qualifications, skills, alignment with its values, and experience, without bias.

Equitable Rewards and Recognition

Seaspan rewards and recognizes all employees based on regular performance reviews, what is achieved and how it is achieved, in a fair and equitable way.

Consistency in People Decisions

Seaspan provides consistency and transparency in its people-based decisions and practices. Through using evidence-based decisions, it has a baseline of fairness and workplace transparency.

EMPLOYEE BENEFITS

Seaspan recognizes that there are multiple dimensions to employee well-being and offers full-time, permanent employees and their dependent family members, in addition to market-competitive compensation, the following benefits programs:

- Medical, vision and dental insurance
- Prescription drug coverage
- Life and disability insurance
- Access to mental health services and mental health benefits
- Employee Assistance Program
- Employee transit subsidy
- Parental leave benefits
- Retirement savings programs
- Paid time off and holiday pay
- Professional Development reimbursement

Note: The above list offers a general overview of programs, benefit details may vary by office location.

LABOR RIGHTS

Seaspan reviews and complies with the applicable labour laws in accordance with the jurisdictions in which it operates. Seaspan supports the Maritime Labour Convention (2006) which safeguards seafarers’ fundamental rights to freedom of association and recognizes the right to collective bargaining. Seafarers employed onboard Seaspan vessels are covered under a Collective Bargaining Agreement negotiated with the Hong Kong Seafarers Co-ordination Committee and through a Special Agreement with the International Transport Workers Federation.

Through these Collective Bargaining Agreements, Seaspan, its seafarers, and trade unions ensure equal employment opportunities and establish fair wages and working conditions favorable to all parties.



HEALTH AND SAFETY AT SEA

Seaspan is dedicated to a strong safety culture at all organizational levels. This culture is supported by a robust set of safety standards, policies, and training initiatives.

The organization manages its vessels in compliance with all relevant maritime and international regulations. Seaspan’s safety policies and regulations apply to all ships owned and managed by the company and pertain to all crew employees, as well as third party contractors that board our ships.

Seaspan is a member of the Container Ship Safety Forum, a network and industry association that aims to improve safety performance and management practices in the container shipping industry.

TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

Seaspan’s Safety Management System (SMS) is the backbone of our health and safety training. It is available to all office staff and seafarers.

All newly hired seafarers undertake Seaspan’s comprehensive Induction Program wherein participants are introduced to Seaspan’s safety and operational processes which are laid out for Occupational Health & Safety. Ratings, who have higher exposure to potential workplace hazards, undertake an additional course focused on Training On Personal Safety (TOPS).

Officers undertake a Risk Management & Incident Investigation Course which trains them on the daily practice of carrying out Risk Assessment during toolbox meetings, aimed at identifying potential hazards and mitigating risk for the daily planned work.

Additional courses, including the Vessel Handling Simulator course for Navigation Officers, Cargo Care, Machinery Breakdown Prevention, all focus on best practices for preventing incidents and maintaining high safety standards in line with Seaspan’s SMS.

Furthermore, regular updates and safety alerts are sent fleetwide by the Designated Person Ashore (DPA). Seaspan uses its internal e-learning platform to update all safety issues, so that seafarers on leave can be updated before going for their next assignment onboard. Seaspan’s corporate communications app, The Bridge, maintains a repository of safety bulletins available to all seafarers whether onboard or on shore leave.



HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

Seaspan identifies Occupational Health and Safety (OH&S) risks based on their probability of occurrence and the severity of their outcomes. Seaspan’s SMS was developed internally, and it is continuously updated. The SMS includes procedures, forms, references, standard safety checklists and work hazard notifications. Seaspan also has a robust system to investigate work-related incidents, including a process to determine and identify hazards and derive corrective and preventative measures. For any significant incident reported, an investigation is conducted by the Vessel Team to determine the root cause, corrective, and preventative actions to avoid recurrence.

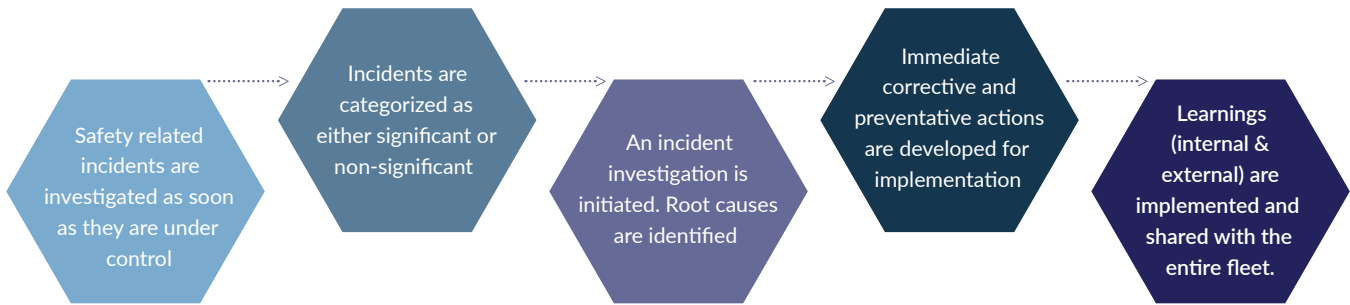
Seaspan promotes an atmosphere of responsible behavior and open communication in which employees are encouraged to self-report incidents within a constructive reporting environment so recurrence can be mitigated through shared lessons learned.

More risk mitigation techniques include:

- Subject matter experts who have sailed with Seaspan as senior officers and have extensive container ship experience have developed relevant health and safety procedures
- Procedures are regularly reviewed and updated per industry development, regulations, audits, inspections, and operational feedback

- Seaspan’s Safety Management System and OH&S Policy prescribes active worker participation and consultation in the development, implementation, and evaluation of occupational health and safety matters; records are maintained and are available to all employees on the internal document management systems
- Departmental and inter-departmental risk assessment exercises and toolbox meetings are performed daily onboard prior to commencing any job to ensure that risk levels are acceptable and to ensure everyone onboard is aware of relevant risks
- Seaspan crew members are empowered to cease work without fear of reprisal (Stop Work Authority) if they deem the risk levels exceed acceptable safety standards
- Employees report near misses monthly which are collated and analyzed to determine the severity and likelihood of risk and to ensure effective measures are in place
- Significant incidents are escalated to senior management. Lessons learnt are shared to prevent recurrence
- Continuously reiterating safe operations and safety mindset through safety flashes, weekly safety briefings by senior management, crew conferences, and onboard training and mentoring by senior auditors and trainers
- “Town Hall” calls with the entire fleet provide an opportunity for sharing information and keeping crew vigilant

INCIDENT WORKFLOW



Incident is defined as an unplanned event which has resulted in a loss, such as harm to people; damage to property including the ship, its equipment, cargo, or operational ability, as well as adverse impact on processes or earnings and damage to the environment.

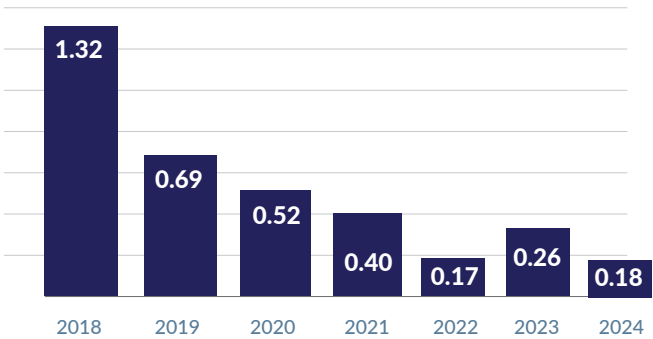
LOST TIME INJURY

Seaspan’s 2024 LTIF was 0.18.

In 2024, Seaspan recorded one fatality resulting from a heavy weather incident while the vessel was sailing around Cape of Good Hope, South Africa. The vessel was immediately diverted to the nearest port to provide urgent medical assistance. A comprehensive incident investigation was conducted by the Fleet Management and Marine Standards department. Senior management shared the investigation’s results and follow-up actions with all onshore employees and seafarers to ensure transparency and accountability. Following the incident, Stop Work Authority was reemphasized across the fleet to empower seafarers to intervene and halt operations if safety risks are identified.

To further strengthen its safety culture, Seaspan’s Fleet Personnel department will launch a human factor training program in 2025. This initiative aims to enhance cognitive-behavioral strategies, empowering seafarers and shore-based employees to minimize human errors and improve decision-making in risky situations.

2018 – 2024 Lost Time Injury Rate



Seaspan considers the Occupational Safety and Health Administration (OSHA) requirements and the Container Ship Safety Forum guidelines in the LTIF calculation and methodology.

Seaspan defines Lost Time Injuries are the sum of Fatalities, Permanent Total Disabilities, Permanent Partial disabilities and Lost Workday Cases.

Lost Workday Cases is an injury which results in an individual being unable to carry out any of his duties or to return to work on the day following the injury unless caused by delays in getting medical treatment ashore.

Definition of fatality aligns with the compliance requirements of the respective flag states of vessels and the Guide to Safe Container Ship Operations by the Container Ship Safety Forum (CSSF).

HEALTH OF SEAFARERS

Seaspan recognizes the unique challenges of working at sea and have implemented comprehensive support measures to address medical and mental health needs of crew.

Seaspan has a dedicated 24/7 remote medical service provider for seafarers aboard vessels worldwide, giving crew prompt access to a team of doctors and medical specialists who can provide rapid assessment, guidance and follow-up care for any health concerns that arise at sea.

In addition to reactive medical case management, proactive wellness initiatives promote good health habits among seafarers. Seaspan has been a partner of Sailors’ Society since 2016 and supports the Wellness at Sea Program, which provides seafarers with support for their mental and emotional health. The program provides a 24/7 toll-free multilingual helpline dedicated to supporting crew members experiencing personal difficulties.

Additionally, Seaspan increased the onboard victualling rate in 2024, as part of its commitment to providing the best for its crew members.

Seaspan conducted a comprehensive health and well-being survey across fleet in late 2023. Analysis showed a clear link between elevated medical concerns and being overweight or obese. This insight will help shape targeted intervention programs encouraging healthy weight maintenance.

CONNECTIVITY



Seaspan acknowledges how onboard connectivity is an important influencing factor for mental health and wellness at sea. With that in mind, Seaspan was the first major owner/operator of containerships to fully equip its fleet with Starlink’s low latency and high bandwidth service. This collaboration with SpaceX Starlink supports Seaspan’s strategic vision of treating any vessel no differently than a remote office from an IT services and support perspective.

RECRUITMENT AND RETENTION

The attraction, retention, and engagement of top talent is one of our key priorities.

ON SHORE

Seaspan's approach to the employee experience starts with embedding its core values into its practices. This starts with the recruitment process, which is a wide-reaching approach to staff its global workforce, and carries through onboarding, learning and development, and career progression.

In 2024, Seaspan launched a new career development toolkit with resources for employees and managers to facilitate career development conversations and planning as a guide to helping employees understand the different career levels at Seaspan and the scope, knowledge, skills, and level of ownership that is required at each level.

In 2024, Seaspan achieved a retention rate of 84.5%. To better understand Seaspan's opportunities, employee feedback is collected through an annual engagement survey. Based on the feedback collected, Seaspan identifies key opportunities and builds out action plans with the support of leadership and employee groups.

Additionally, Seaspan annually hires a cohort of interns to begin the employment relationship at the early onset of people's careers, and converts high potential interns into full-time employees each year.

AT SEA

Seaspan's recruitment approach is primarily focused on developing cadets into highly competent senior officers. Since 2002, Seaspan has nurtured cadets to become top performing officers and engineers, and many have progressed to Master and Chief Engineer ranks.

To support Seaspan's growing fleet and provide sufficient time for cadets to progress, Seaspan has partnered with key crewing agencies in the Philippines, Ukraine, Sri Lanka, China, and Romania to recruit seafarers. These partners are fully compliant with the Maritime Labour Convention regulations and are reviewed on an annual basis, both by a local competent authority and a classification society.

Retention of seafarers is measured through the percentage of seafarers who, upon concluding a contract, sign back on for another.

For 2024, Seaspan's retention rate for all seafarers was 95.86%. The retention rate for Senior Officers was 94.65%, for Officers was 96.65%, and for non-Officers was 95.50%.

TIMELY RELIEF AND DISCHARGE OF SEAFARERS

In 2024, 97.98% of our seafarers were relieved and discharged from their duty within their designated 'Tour of Duty', reflecting an enhancement in operational efficiency and adherence to scheduling commitments. This improvement shows successfully streamlined processes and logistics, contributing to smoother crew rotations and overall operational effectiveness.



DIVERSITY AND INCLUSION

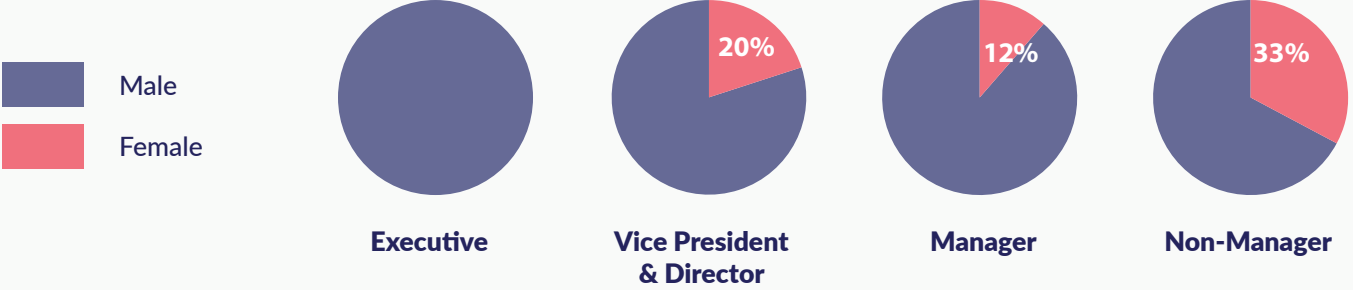
Seaspan's workforce is incredibly diverse, with offices in Hong Kong, Vancouver, and Mumbai, as well as seafarers from across the globe onboard our vessels. For this reason, inclusiveness is considered material among our internal stakeholders.

Seaspan established pillars for an inclusive workplace with a focus on providing direction and a framework to achieve both our near-term and long-term goals and to be able to communicate the intent of our inclusive workplace initiatives. In 2024, 100% of shore-based employees completed the Unconscious Bias Training. Seaspan will be rolling out additional modules in 2025, including those focused on creating an inclusive workplace and addressing anti-harassment, to further cultivate a culture of inclusiveness.

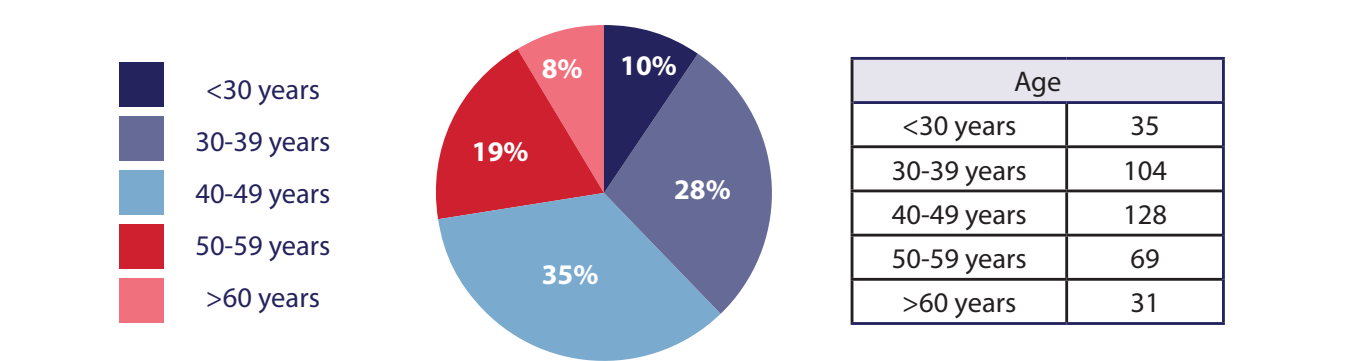
Seaspan has an extensive Bullying and Harassment Policy in place that employees need to sign-off on and adhere to throughout their employment. A confidential reporting system empowers employees to make complaints without fear of reprisal. Reports are investigated extensively, and proven violations are addressed immediately and appropriately.



DEMOGRAPHICS BY GENDER



DEMOGRAPHICS BY AGE



Note: Data of staff on shore only

Seaspan’s workforce at sea is culturally diverse, with seafarers from across the global onboard our vessels. The top ten jurisdictions represented include the Philippines, India, Sri Lanka, Ukraine, Romania, Bangladesh, China, Myanmar, and Ethiopia.



ADVANCING GENDER EQUALITY

According to *The Seafarer Workforce Report* by BIMCO and the International Chamber of Shipping, it is predicted that there will be a shortage of 90,000 seafarers globally by 2026. This emphasizes the need for more diverse talent and makes it crucial for Seaspan to highlight the positive aspects of a career at sea and implement initiatives to address crewing challenges head-on. The global maritime workforce consists of only about 29% of women, and just one-fifth of the personnel working for national maritime administrations are women. In addition, according to the IMO, women make up less than 2% of seafarers worldwide.

To ensure a fair and equitable hiring process and support the recruitment of a diverse workforce, Seaspan has a number of policies and practices in place:

- Inclusive recruitment that shows women at all levels of ranks
- Ensuring recruitment panels are gender diverse
- Collaborating with training institutes to induct aspiring female cadets
- Provide placement opportunities at selection so that cadets do not have to look for employment after training
- An established competence management system providing standardized assessment and evaluation process for progression, resulting in women advancing through the ranks at the same rate as their male counterparts

In 2024, Seaspan began collaborating with training institutes to establish a new bursary program to provide financial support for female seafarers to be rolled out in 2025.

Dedicated Ships for Women Seafarers

In 2024, Seaspan had 25 dedicated vessels for female seafarers to ensure a supportive workplace. This ensures that all personnel onboard are appropriately trained, the facilities meet the needs of a gender-diverse crew, and female seafarers are paired with female peers to ensure support onboard.

Onshore Support and Mentorship

To ensure our female seafarers have a safe and comfortable liaison for discussing personal matters, they are provided with the contact information of female shore-based employees (4 personnel at various offices) that they can reach out to at any time to solicit advice and support.

Female Cadet Program

In collaboration with the Seven Islands Training Institute, Seaspan has established a unique female cadet training program designed to introduce more female seafarers to the workforce. Seventeen female cadets participated in the program in 2024.

Building our Workforce of the Future

Seaspan also promotes diversity beyond the workplace. Representatives visit schools to provide career guidance to young women and share inspiring stories of female seafarers who have excelled in their profession. Seaspan also preselects cadets for placement at our partner training institutions, supporting their transition into the workforce after completing their training.

SEAFARER FORUM

Seaspan hosts annual forums in its largest crewing regions, including Philippines, Romania, and India. The theme of the 2024 Forums was Enhancing Quality Growth. Several sessions on safety and operations provided a dedicated space for focused collaboration.

More than 750 seafarers and shore staff attended the forums in Manila, Constanta, and Mumbai.



ENHANCING
QUALITY GROWTH

CORPORATE SOCIAL RESPONSIBILITY

CONNECTING THE LOCAL COMMUNITIES

Seaspan appreciates the contributions of its seafarers and their sacrifices in being away from their friends and families. As part of its corporate social responsibility efforts, Seaspan aims to build trust with local communities through various giving-back events and initiatives.

Sri Lanka: In partnership with the Arunodhya Foundation, the Seaspan team renovated a local community center in June 2024 and visited children in need to spread joy and promote unity.

India: An outreach program was organized in Goa to introduce the maritime industry to locals. Onshore staff and seafarers visited six high schools to introduce career development opportunities in the maritime industry. Both male and female cadets were invited to share their onboard experience.

Philippines: Seaspan donated used but well-maintained office computers to a local school, helping students in need and reducing wastefulness to promote sustainability.

Canada: In 2024, shore staff launched a new annual Shoreline Clean Up Initiative granting a volunteer team in its Vancouver office an afternoon off work to undertake the cleanup of a local beach. Twenty team members recovered more than 25 pounds of waste, including glass shards, plastic waste, and harmful rope and twine.

Seaspan makes donations every year in support of causes related to the betterment of the maritime industry and the natural environment. In 2024, donations were made to the following organizations:



BENEVOLENT FUND

The Benevolent Fund is a demonstration of Seaspan's commitment towards its team members. The fund was established to support seafarers who have suffered significant monetary loss or damages due to unforeseen natural calamities, disease, armed conflict, or severe/fatal injuries or illness.

The fund collects donations from sea and shorebased employees and then the company matches the total donations. The consolidated donations are directly transferred to the affected member(s) or their immediate next of kin.

