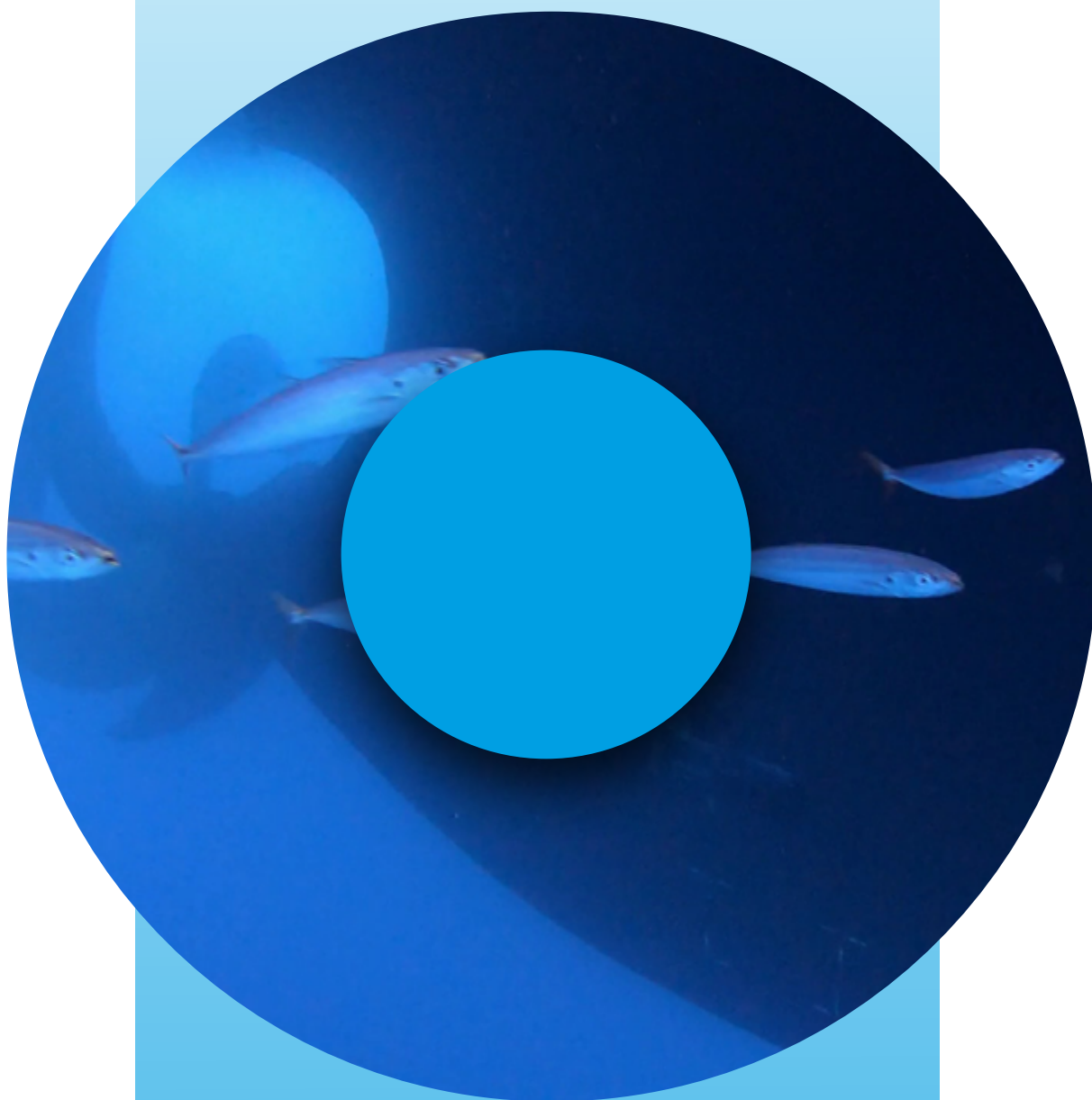


UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON PROGRESS (COP)
2022



CONTENTS

03	Statement of continued Support of the UN Global Compact
04	Zeaborn Ship Management – Overview
07	01 - Human Rights
10	02 - Labor
14	03 - Environment
19	04 - Anti-Corruption

STATEMENT OF CONTINUED SUPPORT OF THE UN GLOBAL COMPACT

Zeaborn Ship Management and its management board reaffirm their commitment to the United Nations Global Compact (UNGC) and its ten principles in the areas of Human Rights, Labour Standards, Environmental Protection and Anti-Corruption.

Within the entire international commodity trade, the biggest proportion of transportation is seaborne. Specially during these unprecedented times, the world has witnessed the fundamental role of shipping on globalization. Zeaborn Ship Management recognizes its role in society through stakeholder engagement and appreciates its economic, ecological and social responsibility influence, both locally and globally.

Michael Brandhoff
Chief Executive Officer

This tenth annual Communication on Progress (CoP) documents the measures and results of Zeaborn Ship Management in the aforementioned four areas of the ten principles of the UN Global Compact. In this context, it also describes the objectives for the upcoming reporting period. The report will be made accessible to all stakeholders of the company.

Zeaborn Ship Management and its management board are committed to further incorporating the ten principles into their business strategy and to continuously develop and enhance respective objectives and measures.

Steffen Lanfer
Managing Director - Finance

ZEABORN SHIP MANAGEMENT (ZSM) – OVERVIEW

Zeaborn Ship Management is a globally acting, dedicated ship manager offering a comprehensive ship management product portfolio with particular focus on performance, efficiency, digitization and advanced customer care. We manage a fleet of about 130 vessels of different segments, from containerships, bulk carriers, tankers to multipurpose vessels of all sizes.

Over 4,500 employees on shore and at sea are committed to provide safe, environmentally friendly and reliable ship management operations to the company's clients.

In addition to mandatory certifications according to the International Safety Management Code (ISM-Code), the Maritime Labour Convention (MLC) and to the International Shipboard and Port Facility Security Code (ISPS-Code), Zeaborn Ship Management developed an integrated management system certified to the following

standards:

- ISO 9001:2015 (quality management),
- ISO 14001:2015 (environmental management),
- ISO 45001 (occupational health and safety management),
- ISO 27001:2013 (IT Security)

The management system is established and maintained both on board of the managed fleet and ashore. Through the maintenance and continued attainment of the outlined certifications, the company aims at efficient and sustainable operations. This means eliminating or reducing any adverse impact from our operations to our people (on board and ashore), communities and stakeholders in our value chain. At the same time, it also means contributing towards a better society and world.



At Zeaborn Ship Management, we are aware of the tremendous importance of the ten principles of the UNGC and the enormous value of sharing them among the 17 UN Sustainable Development Goals (SDG's). Unfortunately, we must also admit that like so many industries, the ongoing Corona pandemic, and the outbreak of the Ukraine conflict in the last two years has slowed us down in our efforts.

Our joint efforts to support our affected colleagues in the utmost possible way in these difficult and challenging times require full commitment of all our employees at sea and ashore, as well as all our other stakeholders involved. An increased level of communication measures, operational demand and dedication on a company-wide level, next to our efforts in maintaining a high degree of reliability of our fleet operations and the safety of our crew on board is of utmost importance for us.

However, in the last few months we have done some groundwork for the foundation of an overall applicable ESG strategy at Zeaborn Ship Management and our affected stakeholder environment.

When the International Maritime Organization (IMO), as the international maritime regulatory body, adopted extensive new CO2 regulations applicable to existing ships in June 2021, the management board of Zeaborn Ship Management already decided to invest in dedicated and qualified workforce to tackle the outlined challenges ahead:

- The Energy Efficiency Existing Ship Index (EEXI) addressing the technical efficiency of ships,

- the Carbon Intensity Indicator (CII) rating scheme addressing the operational efficiency,
- and the enhanced Ship Energy Efficiency Management Plan (SEEMP) addressing the management system.

In order to ensure compliance with the above-mentioned regulations and associated efficiency projects as well as forthcoming regulations, such as the inclusion of maritime transport in the EU ETS, we are also currently looking for both a project manager to manage activities in our Project & Performance department and a dedicated ESG lead to coordinate and steer the overall ESG strategy.



In addition, we are already encouraging our employees to familiarize themselves with the topic through the UN Global Compact Academy e-learning course 'How to Understand and Take Action on the Global Goals' and are looking forward to participating in the SDG Ambition Accelerator program to exchange ideas with other members of the UNGC initiative for the good cause.







01 HUMAN RIGHTS

PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

PRINCIPLE 2

make sure they are not complicit in human rights abuses.

Zeaborn Ship Management recognizes and appreciates its social responsibility and is or was engaged in the following activities within the reporting period of 2021 in this regard.

Zeaborn Ship Management and its management board are committed to support and to protect the International Bill of Human Rights within their sphere of influence and throughout all their business activities.

It is further the declared company's policy neither to permit nor to tolerate but to prevent any kind of discrimination and/or harassment of its employees on board or ashore on the grounds of race or the ethnic origin, gender, religion or belief, disability, age or sexual orientation.

Within its management system, Zeaborn Ship Management has established a reporting procedure that enables and encourages all employees to report any non-conformity or complaint with regard to the Maritime Labour Convention and other applicable national, international or internal rules and regulations. The latter also includes the declared company's policy statements available on the website of Zeaborn Ship Management. At the beginning of each year, the management board of Zeaborn Ship Management is carrying out a thorough review of the company's policy statement. The evaluation is based on the yearly Management Review. Necessary adjustments of the policy will be instructed as deemed necessary.

Beside the Company Policy, Zeaborn Ship Management provides further guidance regarding Human Rights to all stakeholders through its Code of Conduct (CoC) and its Code of Conduct for Suppliers (CoCS).

The seafarers on board of our vessels are away from their homes for several months. As it is crucial for them to be able to communicate with their families and friends while at sea, all vessels in Zeaborn Ship Management's managed fleet are providing all crew members with internet access.

The company's own social media guidelines are giving a clear orientation regarding a safe web navigation and a polite, respectful, and transparent communication in line with all applicable laws and regulations. Besides that, it is of utmost importance to stay in close contact with all employees on social media via our existing corporate accounts on Facebook, Instagram, LinkedIn, Xing and YouTube. Most of our monitored social networks are not only important communication channels which enables all employees to connect with their company, but also an important recruiting tool to some extent.



Constant communication and teamwork remain key - During the ongoing global pandemic and the Ukraine conflict, crew change and seafarer's well-being has been severely affected. In this sense, Zeaborn Ship Management endeavors are continued to support the rights of employees at sea:

issues and seasonal campaigns like, Easter, Christmas and 'Day of the Seafarer'.

Zeaborn Ship Management has also engaged in local actions in Singapore and Hamburg through donations to local charities or support of regional initiatives, e.g.:

- Zeaborn Ship Management has signed the Neptune Declaration, a joint industry effort for an action call on seafarer's rights, recognizing their key role as the frontline workers of the maritime industry carrying 90% of global trade, ensuring the global flow of goods that the world depends on. The aim is ensuring governments recognize seafarers as key workers and grant special status for their travel to and from ships to perform their jobs. We have also used our media channels to promote the annual International Maritime Organization's (IMO's) 'Day of the Seafarer' and the associated hashtag "#seafarerjourney".
- Call for all kinds of donations to help our Ukrainian seafarers' families.
- Regular (bi-weekly) calls to foster a closer relationship between ship and shore focusing on topics like e.g. safety topics, general wellbeing, hot topics on deck & engine room, visits & inspections, recent incidents across the fleet and company updates etc.
- Contact to our seafarers is not only maintained due to operations, but it goes beyond that with a humanistic approach through our annual noon-to-noon safety celebration 'Zeaborn 24', interannually 'Crewsletter'
- Home Nursing Foundation (HNF) - Singapore: HNF is a non-profit home healthcare service provider dedicated to bringing all-round care to the homes of frail and needy patients (regardless of their financial means), so that such patients can receive nursing care and support in their own homes with some comfort and with dignity – especially when they only can move limitedly during the pandemic.
- German Seamen's Mission - Hamburg: Every year we encourage the Hamburg based employees to buy lottery tickets for a Maritime Advent Calendar which is issued on an annual basis by the local maritime missions and was also supported this year with a donation from our side.
- YoungShip Cyprus (YSC) - Limassol: As we continue to expand our presence in Cyprus, we are aware of our evolving responsibility as a local employer. For this reason, Zeaborn sponsors parts of the annual gala dinner as well as a panel discussion of the YSC initiative to foster talent and connect them closer to the maritime industry.







02 LABOUR

PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

PRINCIPLE 4

the elimination of all forms of forced and compulsory labour;

PRINCIPLE 5

the effective abolition of child labour; and

PRINCIPLE 6

the elimination of discrimination in respect of employment and occupation.

The employment conditions of seafarers' employment agreements of the crew members on board of Zeaborn Ship Management managed vessels are based on collective bargain agreements (CBA), fully in compliance with the Maritime Labour Convention of 2006 (MLC 2006), its amendments from 2014 and other applicable rules and regulations.

It is the declared policy of Zeaborn Ship Management that all employees both on board and ashore shall be treated in a fair, just and correct manner based on relevant international and national rules and regulations and applicable working terms and conditions. Zeaborn Ship Management considers harassment and bullying a serious and unacceptable offence.

The company has since long established a grievance procedure, which clearly defines the right of any seafarer to file a complaint arising from an alleged violation of his contractual or any other rights. Furthermore, anti-bullying posters ("Say no to harassment and bullying! Stand up and raise your voice!") have been developed and displayed on board all managed vessels, providing advice and support (hotline) to the seafarers concerned.

In effort to combat human rights abuses, Zeaborn has led a focused campaign in 2020, to

raise awareness within its pool of seafarers to deter harassment and bullying. More than 1,400 seafarers undertook this awareness training on-board and ashore.

Anonymous speaking-up or whistleblowing is encouraged by top management with dedicated channels of communication.

The aforementioned MLC 2006 governs the minimum requirements for seafarers to work on a ship and the conditions of employment, the accommodation and recreational facilities as well as food and catering on board, the health protection, medical care, welfare and social security protection of seafarers. The effectiveness of the system was continuously monitored through annual internal audits on board of each vessel since then. Furthermore, the company fully complies with the requirements of the Maritime Labour Convention amendments 2014, which are providing additional financial security for the seagoing personnel in case of repatriation or abandoning of a ship.

External crewing agencies are also audited by Zeaborn Ship Management on a yearly basis. These audits include the verification of their compliance with the MLC 2006 as well.



Zeaborn Ship Management's internal and external recruiting process ensures that under-aged seafarers are not employed on board of Zeaborn Ship Management managed vessels. Personnel documents are being reviewed during various steps of the initiation of employment and also by the Master as a representative of the company on board.

With regard to a safe working environment, Zeaborn Ship Management is obliged to ensure that all identified risks to its personnel are being assessed and appropriate safeguards are established in order to ensure that no unacceptable or avoidable risks are taken.

To fulfil this commitment, procedures to identify critical shipboard operations and to control substances hazardous to the health of employees are established within the management system of the company. All procedures are regularly reviewed and revised. Part of the review is not only the proper implementation of these procedures but also a verification of implementation by conducting internal and external audits on board and in the office. All audits are related to the company's Occupational Health and Safety certification (ISO 45001). Further employee input is obtained through various tools such as the monthly minutes of the Ship Management Meeting, the annual "Master's Review" or by addressing a proposal for improvement. The verification in the office was carried out successfully during the reporting period of this Communication on Progress. In addition, further positive feedback and impact on the safety system was not only given by the employees but also by clients who carried out own office- and shipboard audits according to their own- or to industry standards.

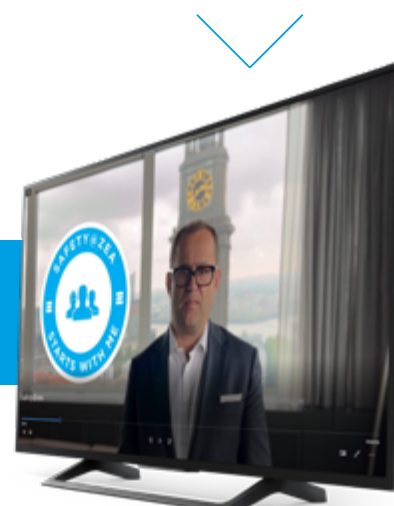
In the reporting period, we continue with our clear goal to implement and to consolidate a

system of 'Challenge and Response' which empowers anyone to challenge an unsafe act and to stop any kind of incident well in advance before it happens. This still requires a collaborative team work on board, ashore and between the ships and the office.

The shipping industry at large, is still experiencing incidents and unfavorable outcomes despite having mature and robust Safety Management System (SMS) and Planned Maintenance System (PMS) protocols, qualified and experienced crew and strong support systems. Zeaborn Ship Management is no different, and we have to look for innovative solutions to rise above the plateau that we may have reached with existing methods.

To address this in the managed fleet, we implement the 'Safety@ZEA' training program. This largely comprises of three pillars: first our existing Global Resource Management (GRM) training, second is our existing Zeaborn training program including 'Zeaborn 24', and third shall be our new training initiative based on industry best practice experiences like Shell's maritime partners in safety. All of this goes hand in hand with the current rollout of the Karco TrACE platform to all fleet.

'Safety@ZEA' is intended to be part of our work culture, focused on increasing the awareness of safety throughout all levels of the organization. The vision is for 'Safety@ZEA' to become part of the Zeaborn Ship Management ethos, by transferring the learning from the program to an inherent safe way of behaving daily in all situations, whether routine or otherwise. Along with training material on diverse subjects, we shall also address the wellbeing and mental health of all staff.



The focus is on developing a mindset aligned to safe behavior among all employees. We request the involvement from all levels of the organization to work towards this goal. This requires commitment from the top, and this we shall do by making our presence felt on board and becoming partners to our seafaring colleagues in their endeavor to improve safety through training. A new concept of Training Champions has been introduced to help in maintaining progress with the program on board and ashore.

From 2020 onwards and in an effort to maintain contact with our crew worldwide despite COVID-19 pandemics, the company continued to arrange crew meetings primarily online in shorter sessions.

The company assists employees ashore and facilitates access to good quality bicycles through a company bike leasing program, thus encouraging well-being of employees. In addition, Zeaborn offers the Germany based colleagues a comprehensive company sports program with access to a wide range of sports facilities and online classes.

In 2020 and although triggered by the COVID-19 pandemic, the company became one of the first in its type and location to quickly adapt and adopt a new modern hybrid office environment for all its employees ashore in Hamburg. This not only includes more work-life balance and flexibility, but the new office space also offers quality spaces and ergonomics. Training on work ergonomics and additional considerations were provided to staff for office and mobile work and is continued as required. By the end of 2022, it will also be implemented at the Cyprus office as part of an extensive office refurbishment.



SAFETY AT ZEA

STARTS WITH ME





03 ENVIRONMENT

PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges;

PRINCIPLE 8

undertake initiatives to promote greater environmental responsibility; and

PRINCIPLE 9

encourage the development and diffusion of environmentally friendly technologies.

This approach is reflected in all company instructions and procedures, which ensure the safe operation of all vessels with regard to environmental protection, in compliance with all relevant laws and regulations and in line with the requirement of the ISO 14001:2015 standard. Further internal and external verification audits were carried out on board of several vessels of the fleet.

Zeaborn Ship Management is clearly committed to protect the environment, which is a broader view compared to the previous approach to prevent any kind of pollution. Therefore, Zeaborn Ship Management is permanently reviewing its company policy, its relevant procedures and KPIs. Consequently, the company was one of the first ship managers worldwide who revised its management system to cope with the latest ISO 14001:2015 standard.

Zeaborn Ship Management is convinced that this is a major step and a significant commitment to protect the environment, prevent pollution, mit-

igate and adapt the climate change and protect biodiversity and ecosystems.

All Zeaborn Ship Management employees are informed about this policy. They are trained regularly to enhance their skills and abilities to environmental protection.

Furthermore, Zeaborn's commitment has been shared with all stakeholders when the Environmental Statement is available on the company's own website.

Within the recent reporting period, Zeaborn Ship Management has continued the successful co-operation between the office and ship staff on the one hand and with classification societies, naval architects, shipyards, research institutes, engine makers and charterers on the other hand in order to reduce fuel consumption and CO₂ emissions of all vessels under management.

Important measures are listed below and on the following pages.

REDESIGN

IMO MEPC 75 decided that all vessels larger than 500 GRT will have to reduce carbon intensity emissions by 40% till 2030, based on reference

emissions of shipping in 2008. Every vessel has depending on type and size to comply with an EEXI (Energy Efficiency Existing Ship Index)



and CII (Carbon Intensity Index) upper limit. The regulations will be set into effect from 01.01.2023 onwards. Intensive preparations are needed to prepare the necessary calculations and documentation. EETs (Energy Efficiency Technologies) will be required in order to get the vessels compliant with the EEXI regulations. Zeaborn Ship Management is preparing the documents and calculating preliminary EEXI and CII values to get the vessels compliant with the regulations within the necessary time frame.

IMO and US Coast Guard (USCG) regulation force ship owners to implement/retrofit Ballast Water Treatment Systems (BWTS) in order to prevent the spread of harmful aquatic organisms from one region to another and halt damage to the marine environment from ballast water discharge, by minimizing the uptake and subsequent discharge of sediments and organisms. The first Zeaborn Ship Management managed vessel retrofit started in 2018 with the implementation of a 500 m³/h UV / Filter BWTS on a 2.500 TEU container vessel and has been completed and commissioned in the first quarter of 2019. In 2020 8 vessels with BWTS were in operation. At the moment 14 BWTS installation projects are in progress, 12 are expected to be finished in 2021. It is expected that in 2022 20 units, in 2023 18 and in 2024 one unit will be installed.

Since January 2015, all vessels operating in Emission Control Areas (ECAs) also referred to as Sulphur Emission Control Areas (SECA), have to ensure that their emissions are reduced. Zeaborn Ship Management already started in early 2014 to implement measures and modifications in order to meet these regulations well before the due date. Currently all Zeaborn Ship Management managed vessels calling SECAs / ECAs are fully compliant with the relevant MARPOL Annex VI regulations. Most other vessels managed by Zeaborn Ship Management, which are not sailing in those areas, are modified pro-actively.

From 01.01.2020, the sulphur content of marine fuels shall not exceed 0.50 % sulphur for operation outside ECA and from 01.03.2020, the carriage of non-compliant fuel on ships not fitted with 'equivalent' means of compliance (e.g. exhaust gas cleaning systems) is prohibited. All vessels must have a vessel specific 'ship imple-

mentation plan' (SIP) on board from now on. The IMO has agreed that administrations and PSC authorities may consider the SIP when verifying compliance with this regulation.

Several owners decided to install an exhaust gas cleaning system (EGCS) on some of their vessels. Eight vessels of the fleet managed by Zeaborn Ship Management have been equipped with an EGCS, two vessels equipped with EGCS have left the management, there are currently no scrubber projects ongoing. Remaining vessels managed by Zeaborn Ship Management are using compliant low sulphur fuel.

The EU Ship Recycling Regulation (EU SRR) requires every vessel calling ports in the EU to carry an IHM (Inventory of Hazardous Materials) since the 31 December 2020. The EU SRR is closely related to the Hong Kong Convention, which is not yet in force. All vessels have been examined according to requirements of the regulations and the necessary plans and certificates are available on board.

The requirement to keep the inventory always updated is ensured by a cooperation between Zeaborn Ship Management, Nautilus Log and SGS (SGS Search Ingenieursbureau B.V.) via an electronic log and report book. This allows to monitor the ecological footprint of a vessel in line with the Company's Code of Conduct and Environmental Statement.

Continuous improvements on the vessels propulsion system are done to minimize exposure risks for the environment, during the reporting period four additional shaft air seals were installed. Whenever the seal exchange is not possible the stern tube oil filling is replaced by environmental friendly oil during the vessels dry docking.

MONITORING AND REPORTING

The Project and Performance Team has been re-organized and strengthened in 2022 to be able to enable a close monitoring of consumption and emissions. In order to enhance the reporting quality, increase the transparency of the reported data and to enable easier sharing of data with relevant stakeholders in the industry a new reporting and monitoring tool was introduced in the fleet. It enables optimal efficiency regarding to fuel consumption, emission monitoring and asset protection. It does not only deliver analytical data but is also indispensable for successful monitoring: It checks the ship's operation continuously, gathering data on energy output, fuel consumption and sailing conditions on a day-by-day basis. Its reporting features reveal where steps may be taken to increase efficiency, giving the crew specific recommendations for performance improvement.

On top of that, Zeaborn Ship Management has implemented additional functional modules in its KPI based vessel performance evaluation software to monitor engine performance and lube oil consumption improving the VPMC's guidance and support for the vessels to improve their operational efficiency.

Mandatory reporting schemes like the EU MRV or IMO DSC are followed by processing vessel reported data into the required reporting formats and having them verified and submitted to the

relevant stakeholders. Zeaborn Ship Management and vessel owners began to integrate ESG (Environmental, Social and Corporate Governance) issues into the company managements strategies, this requires additional reporting, the requested data differ greatly depending on the stakeholders focus. To gather the required data the reporting tools are constantly updated to meet the new demands. The effectiveness of Zeaborn Ship Management's energy efficiency system is backed by benchmark systems of its customers. These systems collect and monitor data about vessel performance as well. The fuel efficiency benchmark system of the market leader showed that vessels managed by Zeaborn Ship Management saved fuel in line with the top competitors.



COMPANY POLICY

The management board of Zeaborn Ship Management reviews the environmental company's policy in regular intervals and confirms its validity. As mentioned earlier, this was done in 2019 and confirmed the broader view of the company's environmental approach.

As an important part, the Code of Conduct for all employees covers the environmental aspects of Zeaborn Ship Management's business. It con-

firms that the protection of the environment as well as the conservation of natural resources do have a high priority.

Greater environmental responsibility is also expected from all suppliers and subcontractors around the world. We see positive trends, especially in Asia, that suppliers are changing their behavior towards greater responsibility.

OFFICE

In 2020, Zeaborn Ship Management reviewed its environmental management system for the office. As a result, the management board has confirmed the environmental objectives and targets.

In order to enhance the understanding and support of all employees ashore, the objectives and targets are still divided into three environmental aims:

1. Reduction of waste
2. Saving of resources
3. Avoiding of pollution

All three aims are subdivided into single measures or projects. Each measure or project is clearly described and defines the responsible team / department, the status and in particular the related risks and opportunities.

In some exemplary commitments, the company

continues to offer subsidized monthly passes for public transport within the metropolitan area of Hamburg, to encourage employees to use environmentally friendly transportation for commuting between home and work.

Similarly, and as mentioned earlier, Zeaborn Ship Management has partnered with a company to facilitate the access of top-quality bikes and e-bikes to all its employees in Hamburg on a leasing basis. Thus also promoting the use of environmentally friendly transport.





04

ANTI-CORRUPTION

PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Zeaborn Ship Management is a member of the Maritime Anti-Corruption Network (MACN), a leading anti-corruption initiative in the maritime industry. The network has a clear vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large. This is achieved through capability building, collective action, and collaboration.

During the reporting period and after more than two years of membership, the degree of transparency, awareness and reporting is still improving fleet wide. To live up to its membership, the company provided a tailor made MACN training to all employees ashore. The training was aimed at general awareness and on how to best support and empower our Captains and staff onboard to report, reduce and avoid corrupt demands from locals where their ships trade. Similarly, Zeaborn has initiated a learning campaign on board, to raise awareness on the various means of corruption and bribery that could be encountered, as well as provides guidance on how to handle such situations. It is a company re-

quirement for all masters to complete the MACN training.

After attending the MACN member meeting during spring in London this year we took several action points on our future roadmap with us:

- Improve regular reporting and feedback loops to the managed fleet
- Update of frontline and awareness material
- Feasibility study and testing period of MACN's 'Global Port Integrity Platform' and immediate support app 'Beacon'

Additionally, our Code of Conduct gives guidance to all employees regarding:

- Attitude towards business partners and third parties
- Antitrust and fair competition
- Anti-Corruption and improper advantages
- Anti-Money Laundering
- Trade Control Regulations



MACN's Spring Meeting at the St Pancras Renaissance Hotel in London on 27-28 April 2022.



Further contractual rules and regulations are governing the acceptance and granting of presents, corporate hospitality and other invitations and stipulating in which cases employees have to report to the company if such benefits are offered to them by third parties that uphold or are about to enter into business relations with Zeaborn Ship Management or its related companies. Any secondary employment or additional business of employees of Zeaborn Ship Management has to be reported to the company and is subject to approval in order to reduce possibilities of contradictions of interest. Salaries paid by Zeaborn Ship Management are ensuring that employees are able to support themselves without the need of an additional income.

The management board continues to hold regular meetings to discuss topics related to anti-corruption, reviews the company's policy and revises its guidance to the employees, stakeholders and interested parties.

IMPRINT

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