

The Global Marine Group (GMG) is an innovative market leader in offshore engineering and consists of four business units CWind, Global Marine, Global Offshore and Ocean IQ delivering a comprehensive range of services to the telecommunications, offshore renewables, utilities, and oil & gas sectors, with a shared track record of successful project execution.

The long-term success & growth of GMG relies upon our continued ability to improve the quality of services & products we deliver, whilst fulfilling effective duties of care to environmental management, sustainability & community engagement.

In order to effectively discharge these duties GMG demands total commitment & accountability from all personnel to implement the following Environmental, Social & Governance (ESG) standards;

- **Visible & effective environment & sustainability leadership and ownership at all organisation levels**
- **Implementation of our Environment & Sustainability Management Systems & associated guidance, including maintaining our internal SSEMP and our external ISO 14001 & ISO 14064 certifications**
- **Actively targeting “Zero Spills and/or Discharges” in our operations and business activities**
- **Provision of adequate resources, training, safe systems of work in order to effectively fulfil our environment & sustainability obligations engaging all stakeholders in sustainability thinking**
- **Use of detailed aspect and impact assessments to ensure tasks are completed in an environmentally sound and sustainable manner**
- **Monitoring and assessment of our suppliers and contractors, to ensure they deliver environment & sustainable efficiencies in line with our own standards**
- **Improve on design, management and operation of vessels and facilities to consider environmental impact and energy efficiency**
- **Make our policies, standards & lessons learnt available to all employees & interested parties, to drive environment & sustainability awareness**
- **Set targets against which individuals are held accountable & measured as a means to monitor our overall environment & sustainability performance**
- **Ensure that any vessel controlled by GMG that is being recycled or scrapped is recycled at an approved recycling yard and that in the event of sale to another company or intermediary, same rule shall apply**

Environment & Sustainability performance is the responsibility of everyone working for and on behalf of the GMG and we all have the authority to stop any activity that is being carried out in an inappropriate, environmentally degrading or unsustainable manner. Additionally, GMG are committed to our Corporate Social Responsibilities and endeavour to exceed any legislative obligations in reducing our impact on the environments in which we operate via an established ESG working group who lead the business in identifying improvement opportunities. Customer satisfaction and the good name of the GMG are directly dependent upon this working philosophy, and therefore compliance with this policy is mandatory & binding upon all employed, and upon all personnel working on GMG vessels and sites.

This policy's high standards shall be achieved through Management Systems that meet the requirements of all relevant international & local legislation, statutes & regulations. This system shall be regularly reviewed to ensure it remains relevant, effective, and best-of-class standards. The Director of RQHSE has the responsibility and authority to;

- co-ordinate & monitor the implementation & effectiveness of RQHSE Management Systems
- ensure provision of competent personnel for effective implementation of RQHSE Management Systems
- ensure the measures laid down in this policy are fully complied with
- provide this policy to interested parties



Bruce Neilson-Watts
Chief Executive Officer

Date: 29/06/2022