

The Global Marine Group is a leading independent provider of submarine cable solutions offering a broad range of services including consultancy, subsea cable engineering, installation and maintenance, covering the lifespan of a submarine cable system and delivered to customers worldwide.

The long-term success and growth of GMG relies upon our continued ability to improve the quality of services and 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 and accountability from all personnel to implement the following Environmental, Social & Governance (ESG) standards.

- **Visible and effective environment & sustainability leadership and ownership at all organisation levels**
- **Implementation of our Environment & Sustainability Management Systems and associated guidance, including maintaining our internal SEEMP and our external ISO 14001 & ISO 14064 certifications**
- **Actively targeting spills and 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 and lessons learnt available to all employees and 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 endeavor 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 and 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 and local legislation, statutes, and regulations. This system shall be regularly reviewed to ensure it remains relevant, effective, and best-of-class standards. The Head of QHSE has the responsibility and authority to:

- co-ordinate and monitor the implementation & effectiveness of QHSE Management Systems
- ensure provision of competent personnel for effective implementation of QHSE 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: 03-07-2023