



Sustainability Policy Statement

GPS Marine Contractors Ltd recognises that its activities, products and services have the potential to have both positive and negative impacts on society, the environment and the economy. Our activities include: dredging, marine construction, river and light towage, the operation of tug barges and marine craft and the associated business administration.

Top management endorses this policy and ensures it is compatible with the context and strategic direction of the Company. Top management in co-ordination with the Department Managers are accountable for the effectiveness of this policy and are responsible for ensuring that it is communicated, understood, implemented and maintained at all levels within the Company and ultimately, that it achieves its intended outcomes.

Top management has established the following to help deliver on the Company's vision:

- **Develop and implement a 'net zero' emissions strategy.**
 - **Achieve net zero emissions for all activities by the end of 2030 (reductions and off-sets).**
 - **Eliminate all emissions from vessels and reduce toxic air pollution by replacing the existing tug fleet with a hydrogen fuel cell alternative from 2040.**
- Protect and strive for improvement of the health, safety and wellbeing of our people.
- Deliver high quality services to exceed customer expectations.
- Ensure that commercial decisions are focused on the long-term.
- Protect the environment, including the prevention of pollution and prudent use of natural resources.
- Reduce impacts associated with energy use by actively and responsibly managing energy consumption.
- Implement responsible labour practices and respect human rights.
- Ensure we do not engage in restrictive trade practices or other forms of anti-competitive behaviour.
- Fulfil our legislative and compliance obligations using established management systems, operating procedures, risk assessments and competent employees.
- Ensure all employees can provide feedback to improve performance.
- Be open with our interested parties about our decisions and activities that we know will have, or are likely to have, a significant health, safety, environmental, quality or sustainability impact.
- Implement a process of continual improvement and innovation to enhance our performance, which includes engaging both externally and internally with customers, consumers, employees and other interested parties.
- Review and improve our performance annually using established international standards.

This policy will be communicated to all employees and organisations working for or on our behalf. Employees and other organisations are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves, others, or the environment.

This policy will be reviewed annually by top management and where deemed necessary will be amended and re-issued. Previous versions of this policy will be archived and are available upon request.

This policy statement is available to interested parties, upon request.

Signed:  _____

John B Spencer, Managing Director on behalf of GPS Marine Contractors Ltd

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