



## **Social Value Policy & Strategy**

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 river and light towage, marine construction, dredging and their 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 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.

We are committed to assisting our customers and supply chain to maximise social, environmental and economic wellbeing in accordance with the Public Services (Social Value) Act 2012.

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

### **Employment**

- In collaboration with GPS Marine Academy, we develop local people via Education and Skills Funding Agency (ESFA) approved Apprenticeships to obtain the knowledge and skills needed to access employment.
- We are committed to employing local people and only use responsible labour practices and respect human rights.

### **Environment**

- Enhance our environmental performance via our sustainability strategy; 'the voyage to net zero'. This includes significant commitment to eliminate carbon emissions by pivoting away from marine gas oil to a low-carbon biofuel as well as reducing toxic emissions associated with air quality, through the use of advanced emissions control technologies such as DPF and SCR.
- Protect the environment, including the prevention of pollution and prudent use of natural resources via our ISO 14001:2015 certified Environmental Management System.
- Play our part in promoting green and blue space and increasing biodiversity net gain in recognition of the social value this achieves.

### **Community Engagement**

- Carry out volunteering activities that deliver benefits to local communities.

### **Supporting the local economy**

- We are committed to buying from local suppliers and are in the processing of formalising an approved supplier process.
- We support the broader economy by procuring sustainable and ethical products and services.

### **Governance**

- Deliver high quality services to exceed customer expectations, via our ISO 9001:2015 certified Quality Management System.
- Ensure that commercial decisions are focused on the long-term and that the commitments made in our policies are adequately resourced.
- Ensure we do not engage in restrictive trade practices or other forms of anti-competitive behaviour.
- Ensure all employees can provide feedback to improve performance.
- Review, monitor, report and improve our performance using established international standards.
- Fulfil our legislative and compliance obligations using established management systems, operating procedures, risk assessments and competent people.
- 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.

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.

A handwritten signature in black ink, appearing to read "John B Spencer", is written over a horizontal line.

**Signed:** \_\_\_\_\_

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

**Date: 31/Jan/2021**

**Review Date: 30/Jan/2022**

**Issue: 1**