



Property of Oil Spill Response 	Document Title ESG Policy	Document Number OSRL-TECH-POL-00553	
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ESG Policy

REVISION HISTORY

Revision	Date	Description	Author	Reviewer	Approval
00	05/01/2023	First Issue	Tim Swift	Richard Morrish	Robert Limb
01	10/08/2023	CEO Updated	Tim Swift	Richard Morrish	Vania De Stefani
02	09/10/2024	Content Updated	James Pointer	Richard Morrish	Vania De Stefani

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Introduction

OSRL aims for our global activities to have a positive impact on the environment and communities where we operate, and we are fully committed to operating as a socially responsible and sustainable business.


Our Environmental, Social, and Governance (ESG) policy provides us with an integrated framework to mitigate our environmental impact and contribute positively to local communities. We ensure our high standards are embedded in our procedures throughout our operations to take account of our ESG responsibilities and ethical standards.

OSRL’s ESG policy covers aims and objectives in the following areas:



Environment

OSRL understands that Climate change and the depletion of natural resources is one of the most significant risks to the planet, impacting the environment with potential long term consequences for businesses. We understand how our operations can impact the environment, and we aim to embed environmental governance and monitoring in our activities, and implement best practice to manage our environmental risks. Our policy sets out our goals and activities in this field as follows:

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- **Resource conservation.**

We promote Resource Conservation in our activities to minimise our environmental impact, reduce waste, and promote recycling and responsible consumption. Where possible this includes the implementation of energy-efficient practices to minimise energy consumption and promote renewable energy sources. It also includes the use of eco-friendly materials, and adoption of sustainable procurement strategies;

- **Climate Change**

We are committed to reducing our greenhouse gas emissions and our carbon footprint. As part of this initiative targets will be identified for our bases to offset and reduce their net carbon emissions. We aim to promote renewable energy sources, and encourage staff to adopt eco-friendly practices, including only travelling where it is beneficial to do so;

- **Pollution**

We aim to reduce pollution and other negative environmental impacts caused by our operations, and we comply with environmental protection laws and good practices. We are committed to protect and preserve biodiversity. We work to minimise the impact of our operations on ecosystems, and support initiatives that restore and protect natural habitats.

OSRL are compliant with ISO 14001 (Environmental management systems), which demonstrates our ongoing commitment to remain aligned with best Environmental management practices in key business areas and processes; and

- **Innovation**


We seek to innovate and adapt, working with Members and suppliers to incorporate environmentally sustainable practices into all the services we provide.

Social

Our values prioritise our corporate social responsibility, and we endeavour to create an environment that prioritises our staff and supports the communities within which we operate. Our culture is designed to promote individual growth and prosperity, by being a place employee's are proud to work for.

- **Compensation, Culture and growth**

OSRL offer competitive compensation and benefits to our employees. Our work environments reward collaboration at all levels and make people feel valued. Our leaders demonstrate an 'open door policy' and encourage employees to report concerns. Our policies address employee responsibilities which are reinforced in our employee training. Personal and professional growth for employees at all levels of the organization is supported by annual performance reviews, role-specific training and professional development opportunities. To encourage an engaged and fully informed workforce, we hold quarterly global 'townhall' meetings led by our Executive leaders, and perform regular Employee Engagement Surveys. This allows our employees to provide us with open and honest feedback, and provides an opportunity for direct communication about where OSRL is succeeding and where it can improve.

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- **Diversity and inclusion**

OSRL value diversity and are committed to equal opportunities in recruitment, promotion, and employee development, regardless of race, gender, age, sexual orientation, disability, or any other protected characteristic. We aim to develop a workforce with diverse talents, perspectives and abilities, and the enhanced innovation, decision making and creativity it provides. We have sought to create an environment that is positive and free from discrimination and harassment, that supports pay equity, fairness and equality.

- **Health and safety**

OSRL prioritise the health and safety of our employees, creating high standards for a safe working environment, compliant with safety regulations and labour laws across all our sites. We aim to promote high standards of well-being including a supportive work environment that promotes work-life balance and personal well-being. As part of this process and practice, employees are encouraged to make suggestions to improve our working environment.

OSRL are compliant with ISO 45001 (Occupational health and safety management systems), which demonstrates our ongoing commitment to remain aligned with Health and Safety best practices in key business areas and processes.

- **Supporting our communities**

We are committed to supporting the well-being and development of the communities in which we operate. This includes collaboration with local initiatives, charitable organisations, and community development projects through volunteering, donations, and partnerships. Our employees are encouraged to participate in community activities, with a provision made of two paid volunteer days per year for each employee to engage in community service. OSRL encourages employees to actively support events that interest them personally.

Governance


Strong governance practices are essential for supporting strong performance, and creating value for our stakeholders. This includes a robust approach to corporate governance that aims to ensure OSRL's policies, corporate values and business principles continue to be complied with and all applicable laws and regulations and are conformed to.

Our leaders set a culture that ensures our business practices are aligned with OSRL's values throughout the company.

- **Business Integrity**

OSRL supports a culture of integrity and high moral and ethical standards, reinforced by our compliance related policies. These documents are subject to regular review and are made available to all colleagues on our intranet. This includes OSRL's 'Anti Bribery and Corruption' policy and our 'Dignity at work' policy which all staff are required to read, along with mandatory compliance training which must be completed periodically.

Our Audit Committee oversee the company's risk and compliance functions to gain assurance that appropriate operational and compliance controls are in place and operating effectively to identify, evaluate and manage risk.

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Our Board monitors the continuing alignment of OSRLs performance with our values and best practice, and is composed to ensure it is independent, effective, highly skilled and diverse.

- **Ethics and Human Rights**

OSRL upholds the protection of human rights and welfare within its business activities and supply chain, as set out in our Modern Slavery Statement. It is incorporated in all relevant policies and statements, such as our policies on Recruitment, Corporate Social Responsibility, and Procurement. We reject all forms of forced or child labour, Modern slavery and human trafficking, and are committed to combatting modern slavery throughout our supply chains. We strive to work with suppliers and business partners who share our values and commitment to ethical business practices.

Our Dignity at work policy protects against unlawful discrimination and harassment. We encourage honest and direct communication to resolve issues and concerns, including a whistleblowing process to report suspected compliance violations, unlawful or unethical behaviour, or fraud.

- **Customer Satisfaction**

We prioritise customer satisfaction by providing high-quality services to meet their needs and expectations. We communicate transparently with our customers, and handle their data responsibly and securely.

OSRL are compliant with ISO 9001 (Quality management), which demonstrates our ongoing commitment to remain aligned with best practices for quality management in key business areas and processes.

Implementation and Review

OSRL will engage with and encourage suggestions from all stakeholders, internal and external, on ways to implement and improve sustainable practices in our global activities and operations.

We will regularly monitor and review our performance and make adjustments and improvements as necessary. We strive for continuous improvement and transparency. To deliver positive change OSRL will set annual ESG targets to define priorities and measure success.

By our adherence to this policy, we aim to make a positive impact on society, the environment, and our business operations.



Vania De Stefani

OSRL Chief Executive Officer

Date: 11/12/2024