


Document Title	Corporate Social Responsibility Policy	
Document Reference	1.03.7	
Version	1.0.0.4	
Issue Date	1 st January 2020	
Document Author	John F Macleod	
Document Approval	Douglas Leask	
Applicability	All areas of operations within the company	
Pages	2	

CORPORATE SOCIAL RESPONSIBILITY POLICY

INTRODUCTION

It is the policy of the Company that its operations are executed at all times in such a way as to ensure, so far as is reasonably practicable the health, safety, security and welfare of all its employees and all persons likely to be affected by its operations.

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

Leask Marine offers a combination of vessel charter, commercial diving, marine construction & consultancy services. We recognise that we must integrate our Corporate Social Responsibility Policy values and operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers, the community and the environment.

- ☉ We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- ☉ We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- ☉ We shall be open and honest in communicating our strategies, performance and governance to our stakeholders in our continual commitment to sustainable development.
- ☉ The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

OUR PARTNERSHIP FOCUS

- ☉ We shall ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationships with all our stakeholders
- ☉ Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices
- ☉ We shall encourage suppliers and contractors to adopt responsible business policies and practices
- ☉ We shall encourage dialogue with local communities for mutual benefit
- ☉ We will register and resolve customer complaints in accordance with our standards of service.
- ☉ We shall support and encourage our employees to help local community organisations and activities in our region
- ☉ We shall work with local schools, colleges and universities to assist young people in choosing their future careers, being an advocate for our industry
- ☉ We shall operate an equal opportunities policy for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continual development

This document is uncontrolled when printed

Page **1** of **2**

PUBLIC

- ☉ We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement
- ☉ We shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment
- ☉ We shall provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work
- ☉ We shall develop Environmental policies and objectives as part of the business planning cycle.

This policy will be reviewed annually to ensure it reflects the businesses current priorities, plans and targets.

Signed:

A handwritten signature in black ink that reads "D Leask". The letter "D" is written in a simple, blocky style, while "Leask" is written in a more fluid, cursive script.

Name: Douglas Leask, Managing Director

Date: 1st January 2020