



The Marine & Property Group Ltd: Corporate Social Responsibility Policy

At The Marine & Property Group Ltd we recognise that we must integrate our business values with a commitment to the principles of corporate social responsibility (CSR). Encompassing these core values in the way we lead, work and behave ensures we meet the expectations of our clients, employees, regulators, investors, suppliers, the community and the environment. Our policy is based on the following principles:

- To integrate our CSR considerations into all our business decisions
- To recognise that our social, economic, and environmental responsibilities are integral to our business and therefore minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To comply with, and exceed where practicable, all applicable legislation, regulations, and codes of practice.
- To review, annually report, and to continually strive to improve our CSR performance by taking seriously all feedback that we received from our customers and stakeholders

The Company Directors are responsible for the implementation of this policy and will make the necessary resources available to realise our corporate social responsibilities. However, all employees of The Marine & Property Group Ltd are responsible for our successful performance of this policy. Our strategy to is adopt a partnership approach within the community and between our employees, our suppliers, and the environment. Therefore, we aim to deliver gradual improvement and evolve this policy over time from lessons learnt year on year.

We shall:

People

- Operate an equal opportunities policy for all present and potential future employees
- Offer our employees clear and fair terms of employment
- Provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment
- Provide, and strive to maintain, a clean, healthy and safe working environment
- Invest in our employees through development programmes and ongoing training both internally and externally to ensure all colleagues enjoy their work and have opportunities to progress within a workforce that is increasingly diverse

Environment

- Strive to improve our environmental performance through the implementation of sustainable development and environmental policies
- Acknowledge that our work has an impact on the environment and accept that we have a duty to manage that impact in a responsible and ethical manner by identifying all significant environmental impacts and putting processes in place to prevent, reduce and mitigate them.

Community

- Encourage and empower employees to get involved with their local communities and charities to use their skills and Company resources for mutual benefit

Trading

- Ensure a high level of business performance while minimising and effectively managing risk
- Uphold the values of honesty, partnership and fairness in our relationships with clients and suppliers
- Ensure our contracts clearly set out the agreed terms, conditions and the basis of our relationship
- Operate in a way that safeguards against unfair business practices
- Encourage responsible trading, only using suppliers and contractors in our supply chain who follow and adopt responsible business policies and practices

Signed on behalf of The Marine & Property Group Ltd

A handwritten signature in black ink, appearing to read 'A. O'Brien', is written over a light grey rectangular background.

Director

18th August 2021