



Property of Oil Spill Response 	Document Title ESG Policy	Document Number OSRL-TECH-POL-00553	
		Revision	0



ESG Policy

REVISION HISTORY

Revision	Date	Description	Author	Reviewer	Approval
00	05/01/2023	First Issue	Tim Swift	Richard Morrish	Robert Limb

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OSRL recognises that our global activities have an impact on the environment and communities where we operate. A relevant and material Environmental, Social, and Governance (ESG) policy provides OSRL with an integrated framework to mitigate its environmental impact and contribute positively to local communities.

OSRL's ESG policy covers aims and objectives in three main areas:

Environment

OSRL understands that our business has an impact on the environment. The depletion of natural resources and the threat of climate change have raised concerns about the environment and the potential long term impact on businesses. To mitigate its environmental impact OSRL will:

- Reduce overall Greenhouse gas emissions, through minimising energy consumption where possible, only travelling where it is beneficial to do so and reducing use of non-recyclable resources where possible
- Comply with environmental protection laws and good practices including recycling and waste management
- Seek to innovate and adapt, working with Members and suppliers to create new ways of working that ensure sustainability for our business and planet

Social


OSRL is committed to being a great place to work and to offering support to the communities in which we operate. To ensure this OSRL will:

- Maintain a safe and healthy environment for all employees, contractors and visitors
- Be an equal opportunities employer that embeds diversity, equity and inclusion at the heart of our day to day activities
- Ensure all job applicants and employees are treated fairly and on merit regardless of their identity
- Contribute to the communities in which we operate including support for local and national charities and actively participate in work experience programmes

Governance

Strong governance underpins sustainable performance. Honest, trustworthy, transparent and accountable leaders set a culture that ensures alignment with OSRL's values throughout the company. To ensure strong governance OSRL is committed to:

- Maintaining a clear Mission and Vision, defining OSRL's purpose
- Oversight from a diverse Board of Directors and Executive Team
- Fair Executive compensation (based on the sustainable performance of the Company)
- Following sustainable, fair and competitive business practices, including
 - A robust anti-bribery and corruption policy
 - A zero-tolerance approach to any form of slavery and human trafficking within our business and the supply chain we use

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Setting Targets

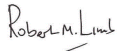
OSRL will engage with and encourage suggestions from all stakeholders, internal and external, on ways to implement and improve sustainable practices in our global activities and operations. OSRL will also seek to benchmark its performance, in so far as is practical, against the wider Oil Industry and other relevant organisations.

To deliver positive change OSRL will set annual ESG targets to define priorities and measure success.

Approval

This ESG policy has been reviewed and approved by OSRL’s Chief Executive Officer and Executive Team.

OSRL Chief Executive Officer

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Robert Limb