



ENVIRONMENTAL POLICY

At Pacific Marine Group, environmental management is an integral part of our everyday activities. Ensuring environmental compliance by our employees, contractors and visitors is a priority in our efforts to achieve an environmentally friendly workplace. We are committed to an environmental management system which is owned and implemented by all levels of management and staff. Pacific Marine Group's services include marine project management, vessel management, underwater construction and demolition, commercial diving, mooring installation and refurbishment, marine fabrication, towing and salvage activities and marine product research and development.

To this end we are committed to:

- ⚓ Minimising harm to the environment because of Pacific Marine Group's operations.
- ⚓ Identifying and preventing pollution at the source, reducing waste and committing to recovery and recycling where feasible.
- ⚓ Continual improvement because of environmental monitoring and performance.

Successful achievement of this policy requires:

- ⚓ The implementation and maintenance of the PMG Environmental Management System in accordance with ISO 14001:2015, MARPOL, AMSA Marine Orders & IMDG (where relevant).
- ⚓ Establish measurable environmental objectives and targets. Regularly review our progress, ensuring that this policy remains relevant to our business.
- ⚓ Educate our workforce of the key environmental issues, management controls and associated responsibilities to maintain Pacific Marine Group's high standard.
- ⚓ Ensure all management, employees and contractors have knowledge of their environmental obligations.
- ⚓ All works are to be performed in accordance with relevant environmental legislation and other requirements.
- ⚓ All projects are to have an Environmental Management Plan, which addresses potential environmental issues with documented management controls.
- ⚓ The PMG Environmental Management System is to be continuously monitored and improved.

To ensure the effective communication of this policy, Pacific Marine Group will ensure this policy is made available to all levels of management, employees & interested parties.

Kevin Chard
Chief Executive Officer

Review Date: *21* October 2019