

## OCEAN SCIENCE CONSULTING LIMITED (OSC)

### Corporate Social Responsibility

At OSC, we define Corporate Social Responsibility, as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and,
- Engaging, learning from, respecting, and supporting the communities and cultures with which we work.

All OSC, employees and contractors will adopt the Corporate Social Responsibility (CSR) standards described in this policy into their day-to-day work activities. OSC managers will act as role models by incorporating these matters into decision-making in all business activities. OSC's managers will also ensure that appropriate organisational structures are in place to effectively identify, monitor, and manage CSR issues and performance.

This Policy is built on the following areas that reflect existing and emerging standards of CSR:

- Business ethics and transparency;
  - We conduct business in an open, honest, and ethical manner;
  - We respect the law in countries where we operate;
  - We are committed to comply with all applicable import and export control laws and regulations;
  - We are committed to transparency and good governance;
- Environment Health & Safety;
  - We are committed to following our Health, Safety, Security & Environmental Protection Policy;
  - Our goal is for zero harm to people and the environment;
- Stakeholder relations;
  - We engage stakeholders clearly, honestly, and respectfully;
  - We are committed to timely and meaningful dialogue with all stakeholders;
- Employee relations;
  - We ensure employees are treated fairly and with dignity and consideration for their goals and aspirations;
  - We apply fair labour practices;
  - We are committed to equal opportunity;
  - We do not tolerate any form of workplace harassment;
- Human rights;
  - We are committed to respecting all human rights where we operate;
  - We do not engage or are not complicit in any activity that solicits or encourages human rights abuse;
- Community investment;
  - We will strive to provide employment and economic opportunities in the communities where we operate.

OSC routinely monitors, assesses, and reports on our conformity with this policy.

Signed:



Dr Victoria Todd  
**Director**



Ian Todd  
**Director**

Date: 05/02/2021