



OCEAN ECOLOGY

A DNV COMPANY

Social Responsibility Policy V03

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Responsibility Policy V03



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Updates

Section	Description	Page
All	Branding Update	All

This document outlines the Social Responsibility Policy for Ocean Ecology.



Social Responsibility

Policy

UK Employee Health & Welfare

Ocean Ecology are committed to providing all employees with the highest level of health and welfare care and consult all our employees on health and safety matters.

Weekly management meetings and bi-monthly staff meetings are held to discuss both ongoing projects and concerns. Every employee is given the opportunity to discuss potential risk exposure and health and safety in their work environment. If Ocean Ecology believe there is elevated risk of occupation health hazards to any member of staff they will be placed under a strict health and welfare surveillance programme with a minimum of weekly review appointments.

In line with guidance, health surveillance is considered if employees are at risk from:

- noise or vibration
- solvents, dusts, fumes, biological agents and other substances hazardous to health
- asbestos, lead or work in compressed air
- ionising radiation

Non-UK Activities

Ocean Ecology engage subcontractors when a project requires expertise additional to those provided in-house and/or when capacity becomes limiting. Ocean Ecology select and manage subcontractors, including freelance and associate personnel using an Approved Suppliers approach whereby each subcontractor must be approved prior to hire or proposal to a client during the tender process.

Ocean Ecology will not discriminate on the basis of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion in the allocation of Subcontractors.

Ocean Ecology consider social, environmental and financial factors when making decisions on the purchase of goods and procurement of Subcontractors. As a priority, we expect our Subcontractors to:

- Provide a safe and healthy working environment considering international standards, the knowledge of the industry and of specific hazards.
- Take appropriate steps to prevent accidents and injury

- To comply with all environmental legislation and regulations including local laws which relate to their environmental responsibility to facilitate the protection of the environment.

Non-UK sub-contractors QHSE

Health and safety is a key criterion in the selection of contractors. Ocean Ecology look into contractors' procedures for health and safety to make sure they can fit in with our procedures and policies. Ocean Ecology assess contractors' competence in health and safety and check for evidence before awarding contractors or proposing subcontractors to the client.

The key criteria Ocean Ecology look at are:

- Health and Safety Statistics
- QHSE Policies
- Environmental Policies
- Auditing and Inspection History
- Location

Our responsibilities to non-UK subcontractors

When procuring subcontractors, Ocean Ecology take on the responsibility for their management and safety.

Our commitments:

- Subcontractors are never expected to work excessive hours, outside of their normal operating procedures.
- Subcontractors are treated equal to full-time Ocean Ecology employees and are afforded the same level of assistance and support during their contract period.
- Subcontractors are continually provided with feedback on their performance and operating procedures to provide the best possible opportunity for them to succeed and improve as an independent to Ocean Ecology.
- We ensure information is free flowing and the transparent exchange of project information is fundamental to building strong working relationships with Subcontractors.

Planning and doing

- Ocean Ecology have safe working procedures and various rules and regulations we adhere to in the office, the laboratory and in the field. Subcontractors are made aware of them in advance and are welcomed to engage with health and safety matters by allowing them to feed into Ocean Ecology Risk Assessment Method Statements.
- Ocean Ecology review all client audits, inspections and assess any reservations prior to survey work.
- We inform subcontractors of the potential hazards of a project and make them aware of our emergency response procedures before work commences.

- Where appropriate we ensure all subcontractors are aware of and understand Control of Substances Hazardous to Health (COSHH) Regulations 2002 and review all relevant COSHH assessments undertaken by Ocean Ecology.

A handwritten signature in black ink, appearing to read 'G. Robinson', is positioned above the typed name.

Gary Robinson

Director and HSE Manager

28th June 2024



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