Corporate Social Responsibility (CSR) Policy

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Maritime Asset Security and Training (MAST) Ltd recognises the growing importance of Corporate Social Responsibility (CSR) as a commitment to clients, employees and other stakeholders.

We recognise CSR not only as a responsibility but essential to our long-term success.

Our approach is built around eight key areas, designed to deliver lasting benefits::

1. **Employees** – We respect our employees' values, provide fair and safe working conditions, and promote equal opportunities. Through ongoing training and development, we aim to enhance job satisfaction and improve quality of life.
2. **Health Safety and Security** – A commitment to health, safety and security is embedded in all our operations, ensuring a safe working environment in every location we operate.
3. **Environmental Impact** – We actively manage our activities to minimise pollution, reduce waste, and take advantage of recycling opportunities, while being mindful of our impact on neighbouring communities. Our carbon reduction commitment is also documented in a separate statement committing us to net zero by 2040.
4. **Sustainable Development** – We consider the long-term effects of our operations on the communities we engage with, including areas such as energy use, transport, and social and economic development.
5. **Customer Relationships** – We are committed to meeting client needs with high-quality services that fully comply with relevant legislation and standards.
6. **Suppliers and Partners** – We work fairly and transparently with suppliers and partners, maintaining strong and ethical business relationships.

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7. **Community Involvement** – We support charitable initiatives and invest in local communities through funding, volunteering, and work experience opportunities.
8. **Ethos** – We promote professionalism and integrity across the organisation, encouraging ethical conduct and best practices in everything we do.

MAST's CSR commitments are supported and maintained through the following core policies:

- Standards of Business Conduct (P01)
- Health, Environment, Safety and Security (HESS) Policy (P11)
- Drug and Alcohol Policy (P09)
- Equality and Diversity Policy (P35)
- Whistleblowing Policy (P08) and Third Party Complaints Policy (P45)
- MAST Code of Conduct (P04)
- Voluntary Principles Policy (P38)
- Anti-Harassment and Bullying Policy (P69)
- Anti-Slavery Policy (P70)
- Grievance Policy (P07)
- Human Rights Statement (P53)
- MAST's carbon reduction plan (?)

These policies form the foundation of our CSR programme and reflect our ongoing commitment to responsible, ethical, and sustainable business practices.



Phillip Cable
CEO