



Northern Divers (Engineering) Limited: Sustainability Policy

Introduction

Northern Divers (Engineering) Limited has long been recognized as one of the world's most trusted commercial diving companies. With a strong history of performance measurement and a commitment to responsible business practices, we continue to play a vital role in sustaining healthy communities. This Sustainability Policy underscores our commitment to fostering a sustainable future, balancing environmental responsibility, social equity, and economic success while ensuring that we continue to deliver world-class service to our clients.

1. Our Commitment to Sustainability

We recognize that sustainability is not only a matter of legal compliance but is fundamental to the continued success of Northern Divers. Our business strategy affects all areas of the company—from our office staff to our experienced diving team. We are committed to ensuring that sustainability permeates every aspect of our business, including operations, workforce management, health and safety, and environmental practices.

2. Environmental Stewardship

Environmental sustainability is paramount to Northern Divers. We recognize our responsibility to safeguard the natural environment and minimize our ecological impact. The following actions will guide our environmental strategy:

- **Fuel and Waste Management:**
 - All fuel is stored securely in appropriate containers and vehicles to prevent leakage or contamination.
 - Oil spill kits are carried on all operations to mitigate potential spill risks.
 - Only the required amount of fuel is carried at any time to reduce wastage and the potential for excess fuel storage.



- Waste, including hazardous and non-hazardous materials, is disposed of responsibly in designated bins or returned to our depot for proper disposal. Efforts are made to minimize waste wherever possible.
 - **Equipment Maintenance and Recycling:**
 - All equipment undergoes thorough checks before use and is regularly serviced to ensure optimal functionality and longevity.
 - Batteries are collected, returned to the depot, and properly recycled through our designated Battery Back recycling program.
 - **Reducing Carbon Footprint:**
 - We are committed to continuously measuring and reducing our carbon emissions through smarter operational practices, reducing energy consumption, and investing in cleaner energy alternatives.
 - **Sustainable Operations:**
 - We are focused on reducing our environmental footprint in all areas of our operations, including minimizing waste, energy usage, and emissions associated with our fleet and operations.
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3. Workforce Development and Equality

We recognize that the success of Northern Divers hinges on the skill, well-being, and motivation of our employees. As such, we aim to cultivate an environment where our workforce can thrive:

- **Diversity and Inclusion:**
 - Northern Divers believes that diversity goes beyond legal compliance—it is integral to our success. Our business strategy fosters an inclusive environment for all employees, irrespective of gender, race, or background.
- **Employee Well-being and Safety:**
 - We ensure that employees are treated fairly, with respect for their individual potential. By offering comprehensive training and development programs, we enable employees to meet their professional aspirations while maintaining a safe and healthy workplace.



- Safety is our priority. Employees are expected to adhere to all safety rules, cooperate with management, and take reasonable care of themselves and others to maintain a safe working environment.
 - **Training and Development:**
 - To meet our clients' expectations for high-quality service, we maintain a world-class approach to training and development for all employees. Our goal is to continually enhance the skills of our diving team, office staff, and management to ensure we meet the highest industry standards.
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4. Ethical Business Practices and Community Engagement

Northern Divers understands the importance of maintaining strong ethical standards in every aspect of its business. We are committed to:

- **Transparency and Accountability:**
 - We operate with transparency in all our dealings and continuously monitor our business performance to ensure we uphold the highest standards of integrity. We take full accountability for our actions and outcomes.
 - **Positive Impact on Communities:**
 - As a company with a long history of supporting healthy communities, we are dedicated to engaging in initiatives that benefit both the local and global communities. Our activities reflect our commitment to social responsibility and environmental stewardship.
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5. Continuous Improvement and Review

- At Northern Divers, we believe that sustainability is a continuous journey. We are committed to:
 - Regularly reviewing our sustainability policies to ensure we remain at the forefront of environmental and social responsibility.
 - Setting and achieving measurable sustainability goals each year.



- Continuously improving our performance and building upon our foundation to ensure that we stay an industry leader and responsible business partner.

6. Conclusion

Northern Divers (Engineering) Limited is dedicated to remaining at the leading edge of the industry while improving our sustainability performance. We understand the critical role we play in the health of the environment, the well-being of our employees, and the sustainability of the communities we serve. This policy provides a framework for continuing to build on the solid foundation of success we have established over the years. Through ongoing commitment and collaboration, we will continue to deliver high-quality services in a way that sustains and nurtures the world around us.

RD Watson- Operations Manager