



GAC UK

MARS30 Commitment

2024



Delivering your strategy.



MARS30 - for People & Planet

Our Commitment



GAC UK is committed to growing long term relationships with customers we serve across multiple services, whilst significantly reducing our environmental impact, improving the well-being of our people and influencing our stakeholders to do the same.

MARS30 is our ten-year sustainability programme and stands for “Measure, take Action & Review for Success”. The programme drives forward change across the components of “People” and “Planet”.

It encompasses our guiding principles, objectives and roadmap of action towards a more sustainable future over the next ten years and beyond. This is underpinned by the [GAC Group’s sustainability approach to adapt, innovate, and reduce](#), the United Nations Sustainable Development goals and our ISO14001 Environmental Management System.

Our Vision, Mission and Values

Vision

To provide leadership and innovation in global business and community life by delivering a flexible portfolio of services built on quality, safety, honesty, vigour and a commitment to long term business relationships.

Mission

GAC is a worldwide service provider dedicated to building long term relationships with customers, staff and suppliers. We are committed to delivering integrated services to the Shipping, Logistics, Marine and related markets at the highest levels of quality and safety.

Spirit and Values

The GAC Spirit emphasises loyalty between management and staff and two-way responsibility to each other. We recognise that people’s lives extend beyond their jobs – who you are is just as important as what you do. We achieve service excellence through a smart and efficient combination of work and play.

Our MARS30 approach to sustainability

We recognise we have a responsibility to operate sustainably and responsibly. We have been incorporating sustainable practices into our business operations for some time, and we understand there is always more to do.

To realise our ambitious goals, we have assembled a diverse team dedicated to achieving our objectives. Our ‘Sustainability Village’ is a collaborative initiative that unites subject matter experts from within our GAC UK family with high quality external support. Together, we are building upon the foundations we have already established, to create solid, quantifiable change.

All our MARS30 People and Planet objectives are mapped to the most relevant UN SDGs to our business (SDG3, SDG8, SDG10, SDG13, SDG14 and SDG15) and underpinned by our ISO14001 Environmental Management System, which is externally certified by a UKAS Authorised Auditor.



People

Our People component represents the importance of the well-being and inclusion of our employees, customers and the communities we operate in and serve. We are dedicated to creating a supportive and inclusive work environment, ensuring the health and safety of our employees and upholding fair and ethical labour practices with all our stakeholders. It also extends to our responsibility towards the broader community and contributing to positive social impact.

Planet

Our Planet component underscores our commitment to environmental and climate responsibility. Our objective is to protect the environment and negate any adverse impact from our operations. We are taking steps now to reduce our emissions, and have committed to a Net Zero Carbon future.

MARS30 Goals - People

Overarching People Goal

Reduce voluntary staff turnover to less than 5% by 2030

2024 Goal

Reduce voluntary staff turnover to less than 10% by end of 2024

Our workforce is central to our success. We are committed to providing a safe, inclusive, and supportive working environment, recognising that people's lives extend far beyond their jobs. As part of this, we are dedicated to:

- [GAC Spirit](#)
 - Achieving UK Employee Engagement Survey completion rate of at least 75%, with a satisfaction score of at least 85%.
 - 100% completion of appraisal process.
 - All GAC UK managers to undergo Management Training workshops, including mental health and diversity awareness training
- Achieving a 10% increase in our staff fundraising total for the year 2023, to support our valued charity partners, Macmillan Cancer Support.
- Undertaking community engagement projects with sporting partners Aberdeen Football Club.
- Our [robust vetting processes](#) ensure suppliers are aligned with our values, promote ethical labour practices, share commitments to creating positive environmental and social impact and recognise the need for climate action.
- Our commitment to upholding high standards of human rights and labour practices in accordance with our [Code of Ethics](#) and associated policies and procedures.



MARS30 Goals - Planet

Overarching Planet Goal

Reduce overall carbon emissions by 30% by 2030
(Using 2023 figures as our base mark - 403.47 tonnes)

2024 Goal

10% reduction on Scope 3 carbon emissions
(Using 2023 figures as our base mark - 305.34 tonnes)

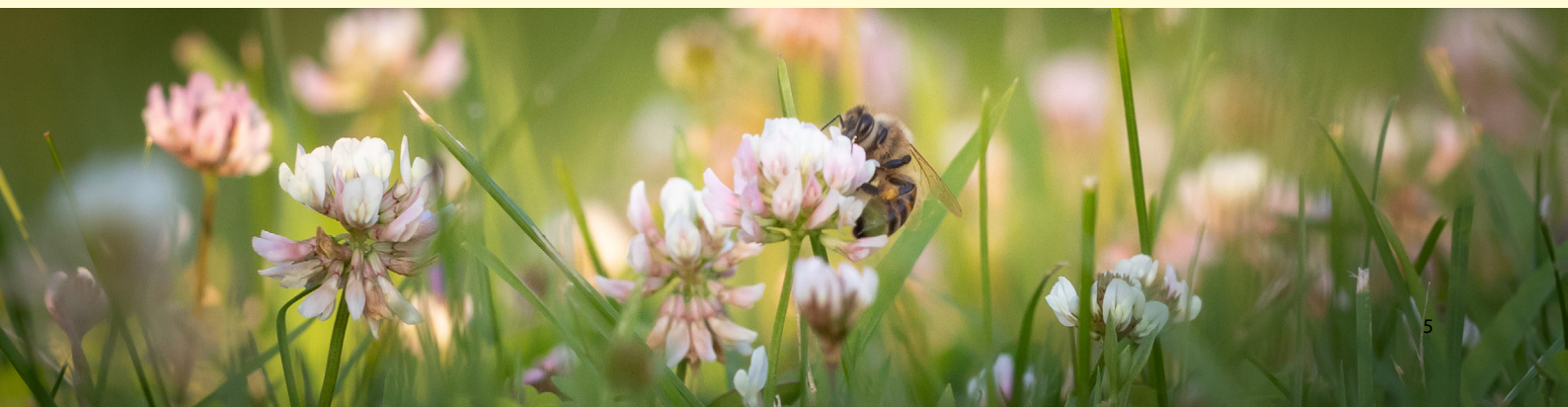
GAC UK recognises the critical importance of climate action and we are committed to tracking and reporting emissions using intensity reporting calculations. In line with UK Government and GAC Group-level commitments, we aim to meet Net Zero by 2050.

Our roadmap to Net Zero 2050 involves several key steps:

- Measuring our scope 1, 2 & 3 carbon emissions.
- Providing carbon emissions data for customer freight movements.
- Measuring carbon emissions for port calls handled by GAC UK.
- Implementing carbon reduction strategies, including insetting and offsetting initiatives.
- Providing a measurable year-on-year emissions reduction plan.
- Reporting on our progress annually.
- Carbon offsetting all GAC UK internal events.

For 2024, our additional Planet initiatives will focus around sustainable procurement and biodiversity initiatives, including:

- PPE recycling scheme.
- Continued support of Scottish apiary and wildflower meadow.
- Organised beach and river cleans across the UK.



Delivering our goals

We acknowledge that our actions have a lasting impact on the environment and society. We are committed to operating with the utmost care, ensuring that our operations are conducted ethically and responsibly. This also refers to economic responsibility, managing our business for revenue growth, productivity improvement, and return on investment, requiring sound corporate governance procedures and policies. Our dedication to sustainability is not just about the past or present; it's about building a lasting legacy.

To deliver on our MARS30 goals we are committed to ensuring transparency and accountability through our ISO14001 Environment Management System. This defines the organisation's roles and responsibilities, reinforcing our obligations. It extends to vigilant monitoring and transparent reporting on a range of factors, from waste and energy metrics to employee behaviours. Our actions and commitments are mapped against the UN SDGs and our reporting mechanisms will give stakeholders a clear view of our journey towards being a responsible and sustainable business.

At the start of each year we will release a new MARS30 Commitment document to serve as a strategic roadmap, outlining our People and Planet goals for the forthcoming year. At the conclusion of each year, we will compile an Impact Report that assesses our performance against the targets set. This report will provide an insightful overview of our achievements, challenges, and the overall impact of our initiatives. We want to foster a culture of continuous improvement and transparency, demonstrating our unwavering commitment to sustainable business practices.



Nicholas Browne
GAC UK – Managing Director

