

# MAST CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT



**Maritime Asset Security and Training (MAST) Ltd** recognise that Corporate Social Responsibility (CSR) matters are of increasing importance to staff and interested parties, including candidates and clients, and are fundamental to the continued success of the organisation.

MAST believes that its CSR Policy Statement shall provide long-term benefits to its employees, customers, partners and individuals in all communities around the world, and will focus on the eight key areas:

**Employees** – Respecting the values of employees, providing good conditions of work and equal opportunities, improving employee satisfaction and through training, developing their intellectual capacity for their greater benefit and quality of life.

**Health and Safety** – Embedded in all activities and processes for the provision of a safe working environment, wherever that may be.

**Environmental Impacts** – Managing business development activities in order to maximise on recycling opportunities and minimise the risk of pollution, waste and nuisance to neighbours.

**Sustainable development** – Long term impacts arising from the communities that MAST interact with including energy efficiency of dwellings, transport, meeting social and economic needs.

**Relationships with Customers** – Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations.

**Suppliers and Partners** – Treating suppliers fairly.

**Community involvement** – Charitable giving and engagement with local communities through funding, support and work experience programmes.

**Ethos** – Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.

The Organisations CSR Statement shall be implemented and maintained through the following key Policies:

- a) Standards of Business Conduct (P01)
- b) Health, Environment, Safety And Security (Hess) Policy (P11)
- c) Drug And Alcohol Policy (P09)
- d) Equality And Diversity Policy (P35)
- e) Whistleblowing Policy (P08) And Third Party Complaints Policy (P45)
- f) MAST Code Of Conduct (P04)
- g) Voluntary Principles Policy (P38)
- h) Anti harassment and bullying Policy (P69)
- i) Anti-slavery Policy (P70)
- j) Grievance Policy (P07)
- k) Human Rights Statement (P53)

A handwritten signature in black ink, appearing to read "Phillip Cable", is positioned above the name and title.

**Phillip Cable**  
CEO