

# CORPORATE SOCIAL RESPONSIBILITY & ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY

## 1.0 Policy Statement and Commitment

At Motive Offshore Group (Motive), our Corporate Social Responsibility (CSR) philosophy is our commitment to conduct business ethically and sustainably across all global operations. We recognise that our long-term success is intrinsically linked to our ability to manage the impact of our operations on our colleagues, customers, supply chain and communities.

This integrated policy adopts the Environmental, Social, and Governance (ESG) framework as the structured and measurable method for achieving our CSR goals and is explicitly aligned with the United Nations Sustainable Development Goals (UN SDGs).

## 1.1 Scope and Application

This policy is the overarching framework for all environmental, social, governance, and local CSR/ESG policies. It applies to all Motive employees and 3<sup>rd</sup> parties, global locations, and relevant business partners, including our supply chain.

## 1.2 Core Guiding Principles (CSR & ESG)

Our policy is guided by the following principles, demonstrating our commitment to positive impact through evidenced actions:

Motive Core Value	CSR Intent	Corresponding ESG Principle
<b>People</b>	<b>Inclusion &amp; Empowerment</b> Leverage our global reach to uplift individuals and communities.	Leverage our reach as a global employer to advance social opportunity.
<b>Planet</b>	<b>Sustainability &amp; Transition</b> Act as responsible custodians of the planet, leading the industry towards a Net Zero future.	Embed a mindset and culture with all stakeholders to reduce our environmental impact and achieve decarbonisation.
<b>Product</b>	<b>Integrity &amp; Trust</b> Uphold the highest ethical and legal standards.	Demonstrate our commitment to ethical business practices through our 'evidenced actions' philosophy.

## 2.0 Responsibilities

### 2.1 Board of Directors

Provides strategic commitment and accountability for the Net Zero transition, establishes guiding principles, and allocates essential resources to achieve CSR/ESG goals and align with the UN SDGs.

### 2.2 Executive Team

Oversees the development, implementation, and management of this policy, ensuring ESG goals, including the Net Zero pathway, align with the company's mission, values, and overall CSR vision.



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### 2.3 Leadership Team & Management

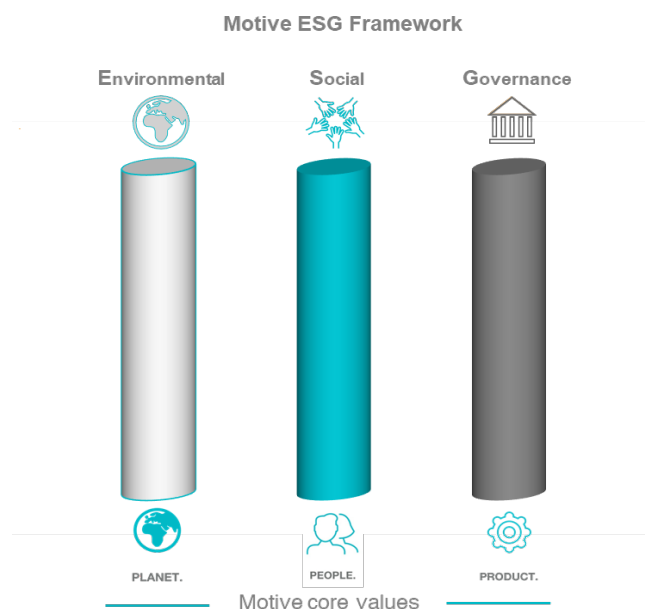
Ensures local policies are aligned with the Group framework and that colleagues receive appropriate training to deliver services in accordance with the policy's aims.

### 2.4 All employees

Responsible for adhering to all CSR/ESG-related policies, including environmental regulations, our Codes of Conduct, and people policies, fostering a culture of responsibility.

### 3.0 ESG Framework - Our Commitments

The three pillars of our ESG framework define the actionable goals through which we fulfil our broader CSR guiding principles.



## Environmental (E) Commitments

### 3.1 Protecting Our Planet and Achieving Net Zero

We accept our responsibility to minimise our carbon footprint, partner with our customers, governments, and other organisations to drive sustainable change, and commit to a global goal of Net Zero emissions.

- **Net Zero Pathway**

We are committed to achieving Net Zero Scope 1 and 2 Greenhouse Gas (GHG) emissions by 2045. We will develop and implement a clear pathway, including interim targets and will report to the Board on a quarterly basis on how our targets are being met, to reduce our operational emissions across all global facilities and fleet, directly supporting SDG 13: Climate Action.



- **Energy Transition & Product Focus**  
We will accelerate the transition of our business by actively growing our revenue from the Renewables and Decommissioning sectors. We will invest in and promote cleaner technology and equipment (e.g., electric/hybrid power solutions and low-emission assets) to support SDG 7: Affordable and Clean Energy and help our clients reduce their own carbon footprint.
- **Resource Management & Efficiency**  
We will reduce our reliance on natural resources by leveraging technology to drive energy efficiencies, transition to electric and hybrid vehicles, and embed sustainable practices across our inspection, manufacturing and rental operations, focusing on efficient use of materials and waste reduction, supporting SDG 12: Responsible Consumption and Production
- **Biodiversity & Pollution Prevention**  
We are committed to preventing pollution in all environments where we operate. This includes ensuring responsible water usage and preventing land and marine debris, directly contributing to SDG 6: Clean Water and Sanitation, SDG 14: Life Below Water, and SDG 15: Life on Land.
- **Customer & Supply Chain Influence**  
We will partner with our customers and supply chain to support and influence their sustainability objectives through effective energy, chemical, and waste management systems. We will develop strong partnerships with suppliers that share our sustainability and Net Zero goals through responsible and sustainable procurement.
- **Culture of Sustainability**  
We will embed sustainable behaviours into everything we do through education training, enhanced policies, and targeted campaigns to motivate all our employees and 3<sup>rd</sup> parties to take steps to minimise the environmental cost and promote sustainability.

## Social (S) Commitments



### 3.2 Valuing Our People and Community

We are committed to providing a safe, inclusive, and respectful workplace and actively participating in local communities to create measurable social value.

- **Health, Safety & Wellbeing**  
We maintain a world-class safety culture with a continuous focus on zero harm and support for the physical and mental wellbeing of all employees and 3<sup>rd</sup> parties, directly supporting SDG 3: Good Health and Well-being.
- **Career Pathways & Development**  
We will provide access to valuable and long-lasting careers through investment in learning and development, apprenticeships, and developing clear career pathways supporting both SDG 4: Quality Education and SDG 8: Decent Work and Economic Growth.
- **Diversity, Inclusion and Equality**  
We will foster and invest in a diverse and inclusive culture, enforcing a zero-tolerance policy for discrimination or unethical behaviour. This commitment to fairness supports SDG 5: Gender Equality and SDG 10: Reduced Inequalities.



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- **Social Opportunity & Recruitment**  
We will continue to grow our partnerships with local organisations, employment projects, and government initiatives to successfully support people from socio-economically disadvantaged backgrounds and recruit from the broadest possible talent pool, contributing to SDG 8: Decent Work and Economic Growth and SDG 10: Reduced Inequalities.
- **Community Engagement:** We will actively support our local communities through focused initiatives, contributing to SDG 11: Sustainable Cities and Communities.
- **Community Value & Supply Chain**  
We will actively support our communities by securing products and services from diverse suppliers, such as small businesses and local enterprises, and working with our supply partners to add social and economic value beyond our direct employment.

## Governance (G) Commitments



### 3.3 Ensuring Ethical Leadership

As an ethical business, we are committed to doing business correctly, ensuring transparency, accountability, and long-term sustainability.

- **Ethical Standards & Culture**  
We will maintain high ethical standards as outlined in our Anti-Corruption, Bribery and Ethics Policy, ensuring our values guide the behaviour of our leadership, colleagues, and all stakeholders. We enforce a zero-tolerance policy against bribery, corruption, and financial crime, supporting SDG 16: Peace, Justice, and Strong Institutions.
- **Transparency and Accountability**  
We will establish strong governance structures and processes that ensure transparency and accountability at all levels, fostering trust among employees and 3<sup>rd</sup> parties, partners, customers, and the wider community. We will publicly report on our ESG and Net Zero progress annually.
- **Compliance and Review**  
We will ensure compliance with all relevant laws, regulations, and industry standards, including those related to the energy transition, through well-defined policies and procedures, regular monitoring and review from independent external bodies, and a commitment to continuous improvement.
- **Partnerships**  
We will actively seek and maintain strategic partnerships with customers, governments, and other organisations to maximise our collective impact on sustainability and societal goals, fulfilling SDG 17: Partnerships for the Goals.



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**4.0 Alignment with UN Sustainable Development Goals (SDGs)**

Motive aligns its CSR strategy with the global call to action defined by the UN SDGs. Our ESG commitments directly support the following priority goals:

Motive Core Value	Priority UN SDGs	Focus Area	Motive's Contribution
People	SDG 3, 4, 5, 8, 10	People & Social Opportunity	Ensuring zero harm and promoting wellbeing (SDG 3), providing quality training and career pathways (SDG 4,8), and fostering an inclusive culture that champions gender equality and reduces all forms of inequality (SDG 5,10).
Planet	SDG 6, 7, 12, 13, 14, 15	Planet & Net Zero	Investment in cleaner energy equipment and renewables, transition to Net Zero operations, responsible consumption and production (waste), and the protection of marine and terrestrial ecosystems (pollution prevention and resource efficiency).
Product	SDG 11, 16, 17	Governance & Partnerships	Upholding ethical business practices and fighting corruption (SDG16), supporting local communities (SDG11), and collaborating with all stakeholders (customers, suppliers, government) to achieve the global goals (SDG17).

**5.0 Supporting Policies**

This policy is supported by Motive's Health, Safety & Environment and Quality Policy, the Modern Slavery Policy, the Motive Equality, Diversity and Inclusion Policy, Anti-Corruption & Ethics Policy, Whistleblowing Policy and our Responsible and Sustainable Procurement Process.

**6.0 Policy Conclusion and Commitment**

This integrated Corporate Social Responsibility and ESG Policy serves as the foundational commitment for Motive Offshore Group to operate ethically, sustainably, and responsibly worldwide.

We recognise that the transition to a Net Zero economy and the pursuit of the UN SDGs are not merely compliance requirements but essential drivers of long-term business value and resilience. The successful realisation of our commitments across the Environmental, Social, and Governance pillars relies on the collective effort and unwavering dedication of every Motive employee and partner.

We commit to the rigorous measurement, transparent reporting, and continuous improvement of our ESG performance. We will report on the performance of our ESG and net zero targets to the Board and the wider Group on a quarterly basis and will report on this performance publicly on an annual basis via an annual sustainability statement. By upholding the highest standards of integrity and acting as responsible custodians of our planet and people, we ensure that doing business the right way remains central to the One Team, One Motive vision.

Your adherence to the principles outlined herein is mandatory and ensures our shared progress towards a sustainable future.



Dave Acton  
 Chief Executive Officer  
 October 2025



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