



MSI Corporate Social Responsibility Statement

2020



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Our Commitment

Why it matters

MSI are committed to ethical and sustainable business practices. Regulating our business to ensure that our fundamental values are aligned with our business strategy and that our activities positively affect society as a whole.

Having a CSR policy in place, aims to guarantee that we take account of our social, environmental and economic impact across the scope of our business and through the services we deliver to our clients and service users. We're focussed on ensuring that we're mindful of the duty we have to our planet, our employees, clients and our community.

Understanding the positive or negative impact we have ensures that we continue to improve ourselves and each other, to be mindful ethically, and to consider human rights as well as the social, economic and environmental changes of what we do as a business.

Scope

The Policy applies to all employees (whether temporary, fixed-term or permanent), consultants, contractors, interns or any other persons associated with us.

Compliance

The purpose of this Policy is to ensure that all relevant activities, products and services of the business is identified and carried out in compliance with the relevant legislations which are the key elements around CSR. For example, Equality Act 2010, health and safety, environmental protection and human rights.

Policy Review

We have a team dedicated to take the lead on any issues relating to our CSR policy. They're the main point of contact for employees wishing to make or suggest changes or improvements. They're responsible for driving objectives, targets, systems and programmes within our business.

MSI's CSR policy will be reviewed on at least an annual basis or as required to ensure it reflects current business requirements. We reserve the right to make such changes at any time.

Environment

Reducing Environmental Impact

MSI strives to reduce the environmental impact of its business activities and improve environmental efficiency through objectives, targets, donations and charity work. Not only do we strive to make a change in-house, we also proactively search for ways we can make a difference globally.

In 2019, MSI proudly joined an alliance of leading stakeholders and 'Getting to Zero Coalition', a partnership between the Global Maritime Forum, the Friends of Ocean Action, and the World Economic Forum, to accelerate the decarbonisation of the shipping industry and demonstrate climate action by committing to have deep sea zero emission vessels operating on the seas by 2030. We actively seek ways to do the 'right thing' by:

- complying with environmental standards and regulations as well as with legislative requirements in line with The Environmental Protection Act 1990
- introducing working systems that feature good environmental practice, which also allow for changing environmental conditions. For example; recycling and going paper-less where possible
- maintaining the office to the highest standard to ensure minimal risk to the environment, including providing a food waste bin for composting purposes, reducing office printing, etc.
- Increasing the environmental efficiency of our facilities to reduce the consumption of energy and other natural resources (e.g. water, waste, electricity)
- acting as industry leaders by encouraging our employees to explore social and environmental issues and empowering them to express the issues important to them
- taking responsibility for unavoidable carbon emissions caused by overseas business travel. We offset our carbon emissions through the **ClimateCare** calculator which is the fastest way to achieve emissions reductions and the only way to achieve carbon neutrality. Where possible and efficient we will consider travel via rail instead of taking flights.

Charity, Volunteering & Community

Our aim:

To uphold our moral duty as a business, set a positive example for our employees and to make a difference where we can.

We recognise that there is always an opportunity for us to bring change or to help others make a difference. Our commitment to giving back to society through volunteering not only supports those in need but also empowers our employees, increases job satisfaction, motivates and strengthens morale across the business.

We believe that by providing an opportunity for our employees to get involved and support local charitable events, foodbanks, homelessness, schools and vulnerable people within our business community, will not only benefit those we're helping but also allows us to build a company culture which shares a common goal and one that our employees find rewarding, engaging and meaningful.

Charity Support

We regularly hold fundraising bake sales in our office to raise money for charities chosen by us. Our team voluntarily bake sweet (or savoury) treats to raise money for charities like **SaveTheChildren**, which MSI match funds for to double the donations.

We have also signed up to join the **Ahoy Centre** by forming our own MSI team to take part in the Maritime Barrier Challenge. The team will be raising money to aid this worthy charity who work with local young people and providing a safe space to learn valuable skills with the potential to lead them into the maritime sector.

MSI look forward to volunteering our time by speaking to and supporting sailors during a ship visit at the **Port of Tilbury** later this year. This is a space where merchant sailors can come to simply take a break and generally be away from the confinement a ship after several weeks.

We understand that the work of these seaman is vital for our economy, providing 90% of the UK's goods, brought in by sea. Often, these men are a long way from home, away from their families and speak very little English. This can be a very tough and lonely time so we look forward to providing help and offer our support where we can as a team to help these worthy, unsung heroes.

MSI are members of **The Business Club** by Better Bankside, a business improvement district, working closely with other community stakeholders to co-create a programme that benefits the whole community. In 2019, our team got involved with their 'Together at Christmas' appeal to support local charities and food shelters. Our team put together individual gift packs for the most needy and vulnerable residence within the borough in which our business operates. Our contribution helped to provide over 2,000 homeless, vulnerable and elderly people across Southwark.

We actively encourage our colleagues to get involved in community initiatives and projects and offer a paid Annual Volunteer Day to all staff so they can support and donate their time to a cause that's important to them.

Donations

Each year we donate 1% of our annual profit between our chosen two charities, supporting both Maritime and Marine sectors, voted for by our team. These company donations go towards helping to fund areas such as 'new welfare provision projects', 'Access to justice' and mental health and isolation issues as well as helping to protect our seas, shores and wildlife.

To go even further, we matched the total funds spent on designing and publishing our Christmas cards to our clients and partners and donated the total to our chosen charities.

Commitment to People

Our Culture

We believe our people are our assets. In order to grow a positive workplace culture, we believe we need to nurture it and create an open and engaging workplace for our employees to feel involved in decision making and the growth of the business.

Our MSI Monthly Lunches prove a huge hit with our teams, with food sourced from local vendors, delivered straight to our offices. It's a chance for the team to frequently get together to enjoy some downtime and cross team interaction.

London Living Wage Employer

MSI are proud of our commitment to pay all our employees, contractors and temporary staff at least the London Living Wage as we believe that investing in our employees reaps rewards for both the employee and the business overall.

Ensuring that our employees are rewarded for their contribution and hard work is hugely important to us.

Training and Development

We're committed to funding and improving the practical and vocational skills of our employees. It's important to us that we invest in training and development programs and offer these opportunities to our employees for their personal growth and job satisfaction.

MSI have previously supported relevant degrees and diplomas as well as courses on software packages and report writing.

Employees are always encouraged to attend seminars and conferences to continuously build their industry knowledge.

Knowledge sharing

Our internal presentations, held and arranged by employees are especially popular with all members of MSI. Employees often volunteer to present on a topic they're researching or on a sector or part of the industry in which they work. These presentations help with engagement and offer a collaborate approach in a relaxed setting for other teams to get involved and understand what our colleagues are working on as well as offering an eye-opening learning opportunity. Attendees are fuelled with drinks and nibbles, loyally sourced from the famous Borough Market which is always a popular choice with our team!

Internal Skills Transfers

We realise that one of our most valuable strengths we hold, is the years of knowledge we have combined and the lessons we share and learn from each other.

The best place to learn is in-house, through discussions and team learning sessions where we get to pick each other's brains to gain an understanding of other sectors. This encourages greater team work, awareness and understanding of each other's roles.

Internships

We've partnered up with universities to offer professional work opportunities to students who want to gain real-life experience by working at our offices over their summer break. Students are trained by our employees and prepared for a 5-week placement to allow them to understand the industry and our business whilst building on their employability skills.

We're proud to invest our time in helping give these future leaders exposure to valuable experience and a stepping stone for their future careers.



Maritime Strategies International Ltd

UNITED KINGDOM

24 Southwark Bridge Road
London SE1 9HF
United Kingdom

Tel: +44 (0)207 940 0070

SINGAPORE

8, Shenton Way
#13-01, AXA Tower
Singapore 068811

Tel: +65 8754 3450

info@msiltd.com

www.msiltd.com