

Corporate Responsibility Policy Statement

Burgess Marine prides itself on fulfilling all responsibilities to its stakeholders. Our aim is to contribute to a sustainable society while providing ever higher value to our customers and shareholders. Our Corporate Responsibility principles are based on best practise acknowledged across our customer base and cover:

- Workplace (employees, contractors)
- Marketplace (customers, suppliers, partners)
- Environment

We want to attract, develop and motivate the best people to achieve their full potential, in a working environment that is open, honest and unprejudiced. We value people's individual and team contributions, and offer opportunities to share in Burgess Marine's commercial and social success. We are committed to equality of opportunity, and will never tolerate harassment or discrimination in any form.

We support an inclusive working environment in which we value everyone as an individual acknowledging, respecting and utilising difference and ensuring everyone is treated fairly.

We care for the health and safety of each other in all our operations and make sure that our premises and systems are safe. We recognise and value the importance of our people and consequentially take a keen interest in employee wellbeing.

Customer relationships based on mutual trust help us to deliver innovative solutions that anticipate and meet customers' needs and replicate our own high standards and expectations on corporate responsibility.

We will work for positive environmental, social, ethical and economic impacts in our supply chain. We are committed to treating suppliers with fairness and respect, valuing their diversity. We will work with them in innovative ways that create added value for our customers and partners.

Our business conduct is within the law and applicable professional standards and regulations. We honour our ethical principles and conduct our business in an honest and trustworthy manner.

We do not offer or accept excessive gifts, hospitality or other inducements which encourage or reward a decision, or engage in any form of bribery.

We work actively to address the impact of our business on the natural environment across all operations. We conduct our business in such a way as to prevent pollution and minimise as far as is appropriate the adverse impact on the environment. We continue to improve our performance against targets associated with significant environmental aspects and to comply with all applicable environmental legislation.

A handwritten signature in black ink, appearing to read "N. Warren".

Nicholas Warren,
Managing Director.

01/07/16