

# Sustainability Report



April 2022



# SUSTAINABLE DEVELOPMENT GOALS



## Executive board statement

Acta Marine is committed to sound environmental practices, corporate social responsibility, and solid corporate governance. We are therefore very pleased to present our first comprehensive ESG report.

Acta Marine's operations increasingly take place within the offshore renewable energy space. In addition, we take part in climate adaptation projects, coastal defence, and other marine support activities on a global basis. We feel a strong responsibility in the decarbonization and greenhouse gas reduction of the offshore value chain. We take our job seriously; we maintain high operating and safety standards, protect the environment, and focus on initiating more sustainable operations. At all levels of our organisation on- and offshore we create awareness and commitment to our ambitions and goals. These goals align with five important UN sustainability goals that we support and contribute to in our initiatives. Acta Marine's three main ESG (Environmental, Social and Governance) pillars focus on the following:

We work proactively on further reducing our carbon footprint and to establish a more sustainable marine support industry with new technology and work methods, whilst creating transparency and insight.

On safety we continuously improve the required framework and culture to ensure a safe and secure work environment for our employees and all people we work with and to be a leading company for safety in our industry.

We strive to be an employer that creates the right conditions for employees to have a long, full, and happy career with Acta Marine. Enabling sustainable economic growth. We actively develop programs that support our (leadership) teams and further enhance development and wellbeing of our people in a responsible way and create employee engagement.

This report outlines our views, initiatives, and actions in the areas of Environment, Social and Governance (ESG) issues. Obviously the ESG initiatives link together with our adjusted Vision, Mission and CARE values.

We will monitor and report the progress we make on the relevant topics on a regular basis.

Change is not always easy; we fully commit to our ambitious goals. And we look forward to work as a team with our stakeholders to achieve these important goals and be a force for good.

**Acta Marine  
executive board**

April 2022

Rob Boer (chairman)  
Govert Jan van Oord  
Roel van Ess





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## Fleet overview

per 31 December 2021



3 W2W Construction Support Vessels



6 Tugs



2 Supply Vessels



6 Multicats



4 Multipurpose DP Vessels



2 Multipurpose Vessels



9 Crew Transfer Vessels



3 Truckable Workboats



3 Barges

## Our Vision, Mission and Values

### Vision

We live in a changing world. The global population is rapidly expanding – especially in coastal zones. Climate change is having a major impact on coastal regions. The world's energy demand continues to increase whilst simultaneously moving towards more sustainable sources.

Coastal infrastructure and offshore energy developments are key in facing these challenges. Maritime activities are crucial for the sustainable provision of energy, housing, trade and food for the expanding global population and future generations.

Acta Marine is the trusted marine support partner in developing coastal infrastructure and offshore energy markets.

### Mission

We deliver excellent marine support for coastal infrastructure and offshore energy markets. As leading marine support provider we add value to our clients and we strive for durable profitability. By continuously adapting and improving our services and assets we enhance sustainability and contribute to the decarbonization and greenhouse gas reduction of the offshore value chain.

We work as a team in an environment of trust, built on safety and expertise, to be a force for good.

### Acta Marine Core Values

As a family-owned company with a long-term vision, we take CARE of all aspects of our business: our clients, business partners and shareholders, our people, our assets, and the environment we work in.



### Collaborative

Through long-term relationships with our clients and stakeholders, we cooperate in a transparent way. We are service-orientated, taking care of our clients' needs and requirements.

### Accountable

Stewardship is in our DNA and we operate in a safe and responsible manner. We take ownership of our actions, of our behaviour and treat people and our planet with respect.

### Reliable

We act with integrity and do everything in our power to maintain our reputation as the trusted marine support partner. We honour our commitments and consistently deliver quality services with care for the safety and wellbeing of all involved and the environment we work in.

### Expertise

We build on our experience in offshore and coastal waters and continuously look for the best solutions and innovations that fit the needs of our clients and the industry as a whole. Utilising our knowledge and expertise, we explore new opportunities, technologies and markets and proactively improve our operations.



# Strategy and ambition on sustainability

At Acta Marine, we believe that sustainability is more than just taking care of the climate; it involves looking at the impact we can have on all stakeholders in the areas of Environment, Social, and Governance (ESG) issues. By becoming more sustainable, we believe that we enhance our position to address big global challenges.

Nevertheless, emission reduction and decarbonization are the challenges of our time and we believe that the offshore market will see an increase in green projects. The goal of these projects is to supply the changing world with sustainable energy and protect it against rapid climate change. Coherent with this, we believe that the supply chain that is necessary for delivering these sustainable projects, will need to become sustainable in itself as well. It is therefore Acta Marine’s mission to decarbonize its direct and indirect contribution to the offshore value chain. In line with our values, we operate in a responsible manner and take ownership of our actions and behaviour that impact the environment.

The topic of decarbonization is firmly present in our industry, however ESG means more than green strategies alone. Therefore, Acta Marine decided early 2021 to carry out a materiality assessment together with its main stakeholders in order to identify and rank main topics within the ESG framework. The materiality analysis illustrates the relative importance of a shortlist of 14 ESG topics to our business and our stakeholders. These topics were defined based on ESG benchmarks and reporting frameworks, alongside an analysis of our major clients and end-clients. The selected topics can be found in the boxes and are segmented to their relevant ESG theme.



Environmental



Social



Governance

1. GHG emissions reduction

2. Fleet Life Cycle assessment

3. Biodiversity & Ecosystems

4. Waste Management

5. Fair labor practices

6. Safety & Security

7. Sustainable employability & development

8. Responsible supply chain management

9. Sustainable innovation & technology

10. Responsible business conduct

11. Partnerships & Stakeholder Engagement

12. Local content management

13. Financial/Economic performance

14. Quality & Risk management

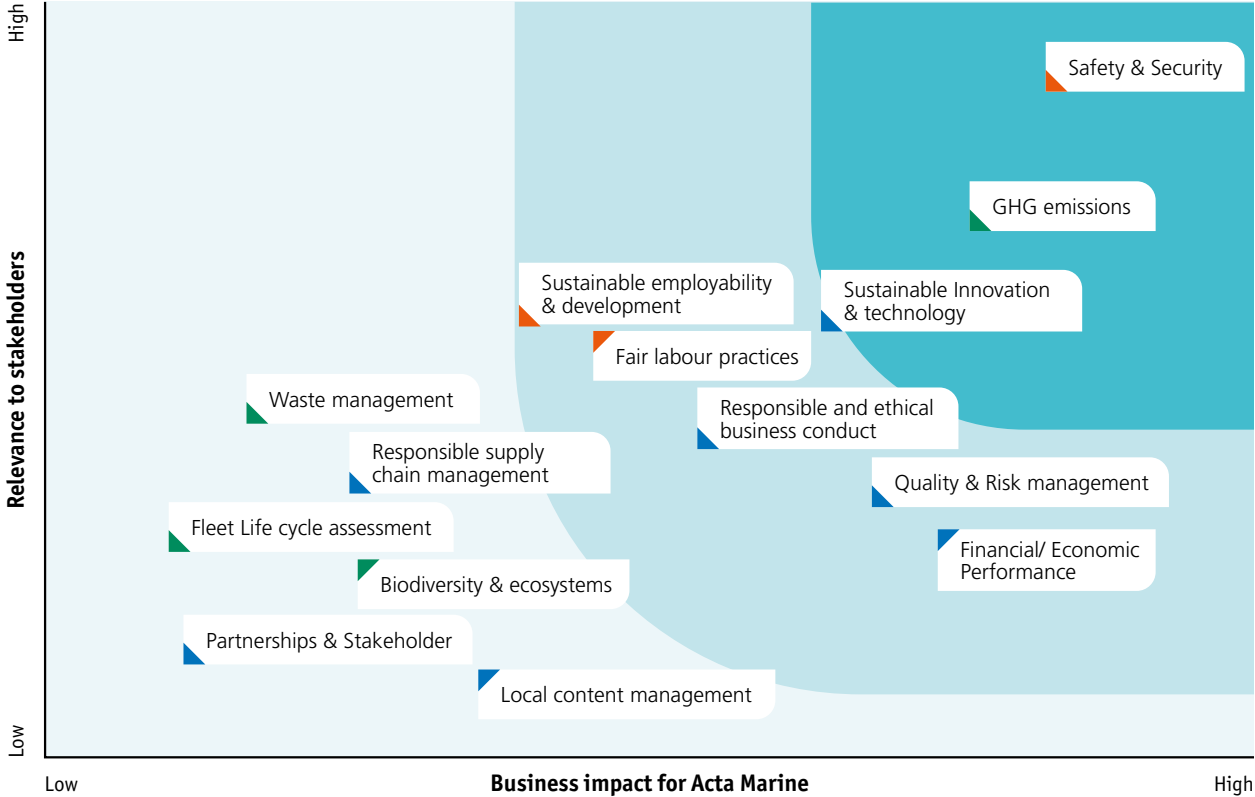


## Materiality analysis

During our first materiality analysis, an online assessment was carried out inviting input from a balanced mix of external and internal stakeholders to Acta Marine. This included amongst others our clients, banks, suppliers, industry associations, board of directors, management, employees, and shareholders. Each of the 14 topics were clearly defined and the internal and external stakeholders were asked to rank the issues from low to high importance. Meaning, what are the topics that Acta Marine needs to prioritize for the coming years to positively impact the ESG themes of the offshore value chain. The resulting materiality matrix as shown below presents the relative importance between these themes.

The outcome of the materiality assessment has provided us with valuable input to rank the individual topics and cluster topics within the individual themes (Environment, Social, Governance) as well. Based on this ranking Acta Marine has decided to prioritize three pillars:

1. Reducing emissions;
2. Safety and Security; and
3. Durable Employment and Development.



# Aligning with the Sustainable Development Goals

Designed for global action: Between 2000 and 2015, the Millennium Development Goals (MDGs) provided an important development framework and achieved success in a number of areas such as reducing poverty and improving health and education in developing countries. The United Nations Sustainable Development Goals (SDGs) succeed the MDG's, expanding the challenges that must be addressed to eliminate poverty and embracing a wide range of inter-connected topics across the economic, social, and environmental dimensions of sustainable development. The SDGs comprise a common set of 17 goals and 169 sub-targets. The goals call for worldwide action among governments, business, and civil society to end poverty, ensure prosperity for all and protect the planet.

Acta Marine is a strong player in the Offshore Energy and Coastal Infrastructure markets. By collaborating with our client on projects in these areas, we make a big contribution to SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all, to SDG 9: Industry, Innovation, and Infrastructure, and to SDG 13: Climate action.

With the structuring of our sustainability strategy around the three selected pillars, we are able to further align with the SDG's as can be seen in the following overview and is further elaborated on in the remainder of the ESG pillars and this report.



# Our ESG pillars

### Coastal Infrastructure

Addressing the impact of climate change in coastal regions, we provide tailor-made vessels and expertise for dredging, coastal defense, and port construction.

7 AFFORDABLE AND CLEAN ENERGY  
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  
13 CLIMATE ACTION

### Offshore Energy

Responding to the need for climate adaptation, we contribute to the world's increasing energy needs and diversifying energy supplies by providing safe and efficient operations with our fleet and crew.

### Focus on three pillars

### Reducing Green House Gas Emissions

**Targets**

- 70% reduction in net CO<sub>2</sub> emissions for Scope 1 & 2 in 2050 compared to 2020 emission levels.
- Creating transparency on and insight into current consumption and GHG emission levels.
- Optimize current work practices and continuously investigate and implement emission reducing measures that support our target for 2050.

### Safety & Security

**Targets**

- Promote and stimulate incident reporting and keep the LTIFR below 1.
- High operational and accreditation standards: ISO 9001, ISO 14001, ISO 45001, and OVID level 1.
- Continuous training in cyber security
- Risk Assessment applied company wide in 2025. Continuous improve the Integrated Management System.
- Continuous improve the Safety Culture. Establish level 3 of the Safety Culture Ladder in 2024 and level 4 in 2028.

### Durable Employment & Development

**Targets**

- Establishment of the Works Council by the beginning of 2022.
- Implementation of Leadership Training Program.
- Perform employee satisfaction surveys on a bi-annual basis.
- Refresh our approach to performance management and talent development measures that support our target for 2050.





## Pillar 1:

# Reducing emissions

Reducing emissions through onshore and offshore operational efficiency and innovations to decarbonize the offshore value chain.

### Reducing emissions

As an owner and operator of marine support vessels and working on coastal infrastructure and offshore energy projects on a global scale, we see our biggest contribution to greenhouse gas (GHG) emission reductions coming from our fleet operations. In terms of carbon emissions, our fleet has accounted for around 98% of our Scope 1 and 2 CO<sub>2</sub> footprint in 2020. Our target of 70% reduction in CO<sub>2</sub> emissions for our own operations (Scope 1 & 2) in 2050 compared to 2020 emission levels supports the Paris Climate Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C. Furthermore, our target supports many other European and global ambitions to battle climate change. With this target, we aim to supply our clients with solutions that can be incorporated in marine projects and to become more sustainable.

At Acta Marine we inherently believe lowering our impact on climate change is one of our main responsibilities. However apart from our intrinsic motivation there is also an extrinsic aspect to this challenge. Therefore, we think it is also one of the key factors in achieving long term growth and durable profitability. Our commitment to emission reduction is further supported by the belief that regulatory

restrictions and legal implications will steer the market towards the incorporation of sustainable solutions over time. However, that action is needed now to be properly prepared for this change.

We see Acta Marine's GHG emission reduction strategy in three phases where in the short term it is built on creating transparency on and insight into current consumption and emission levels.

- Findings and insights need to be transformed into new best practices how to improve vessel operations of our current fleet.
- In the mid-term leading up to 2030, several measures will be taken based on retrofitting emission reduction technology to reduce fuel consumption and emissions from our existing asset base.
- In the long-term leading up to 2050, new vessels will be equipped with technology that will allow for significant emission reductions whilst maintaining fuel flexibility to ensure business continuity and full zero emission setup after further maturing of onboard technology, availability of new energy carriers, and onshore supply logistics thereof.



Pathway to reduce GHG emissions 70% by 2050 compared to 2020

Optimize current work practices

2021 - 2025

Acta's GHG emission reduction strategy is built firstly on creating transparency on and insight into current consumption and emission levels. Findings and insights need to be transformed into new best practices how to improve vessel operations of our current fleet. Measures to be taken:

- Fuel consumption dashboards for crew in order to create awareness on impact of operator behavioral aspects
- Incentive scheme for crew to reduce fuel consumption
- Operational best practices for running the ship (Green settings, switching off larger engines, create client awareness on project choices and modes of operation that improve consumption)
- Emission compensation through blending of biofuels

Retrofit emission reduction technology

2021 - 2030

Several measures will already be taking in the next couple of years based on current state of technology to reduce fuel consumption and emissions such as:

- Implementing and improving heat and energy recovery systems
- Further electrification through battery systems and hybrid drive (peak shaving and spinning reserve)
- Shore power connections for in port cold ironing of existing fleet
- Retrofit of NO<sub>x</sub> emission control and reduction measures

Prepare and future proofing of new tonnage

2025 - 2030

New vessels will be equipped with technology that will allow for significant emission reductions in medium term (2025-2030) and full zero emission setup after further maturing of fuel cell technology and onshore supply logistics. Our strategy is based on creating fuel flexibility to mitigate compliance and business risks.

- Dual fuel engine setup that can be easily modified for receiving e-fuels (MeOH, CH<sub>2</sub>, LH<sub>2</sub>/LOHCs) when green fuels become available – creating fuel flexibility;
- Electrical infrastructure for receiving alternate power generation technology (fuel cells);
- Enlarged battery systems to allow for receiving fuel cells and improving;
- Allocation and preparation of area for fuel treatment facilities (heating, chemical reaction, mixing etc)
- Prepare vessel arrangement and hull structure to allow for e-fuel storage (tank retrofitting, coffer dams, venting lines, safety systems, bunker systems, switchboard adjustments.

Ambition

To be a leading sustainable marine support provider by continuously adapting and improving our services and assets to enhance sustainability and contribute to the decarbonization and greenhouse gas reduction of the offshore value chain.

Target

- 70% reduction in net CO<sub>2</sub> emissions for Scope 1 & 2 in 2050 compared to 2020 emission levels
- Creating transparency on and insight into current consumption and GHG emission levels
- Optimize current work practices and continuously investigate and implement emission reducing measures that support our target for 2050

SDG Alignment

With our pillar 1, we align with **SDG 13. Climate action**. With this, we want to take urgent action to combat climate change and its impacts. In specific, our ambition and targets are best aligned with the below sub targets of SDG 13:

**13.2** Integrate climate change measures into national policies, strategies, and planning

**13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.



Our emissions

In 2020, we initiated and completed our first GHG Inventory following the international standard of the Greenhouse Gas Protocol. Collecting data from the inventory in relation to our Scope 1 and 2 improved our knowledge related to the carbon footprint from our activities and supported the development of a baseline from which to build our progress. Because we only recently started with the inventory on our GHG emissions, we have not included scope 3 emissions in this ESG report and aim to incorporate this in our successive reports. To create a comprehensive inventory, we focus on the Well to Wake (WTW) emissions factors for our vessels. Furthermore, we monitor our progress by applying the CO<sub>2</sub> equivalent (CO<sub>2</sub>e). This is a unit of measurement that is used to standardise the climate effects of various greenhouse gases. In addition to the most important man-made greenhouse gas, carbon dioxide (CO<sub>2</sub>), there are other greenhouse gases such as methane (CH<sub>4</sub>) or nitrous oxide (N<sub>2</sub>O) that have a big effect on climate.

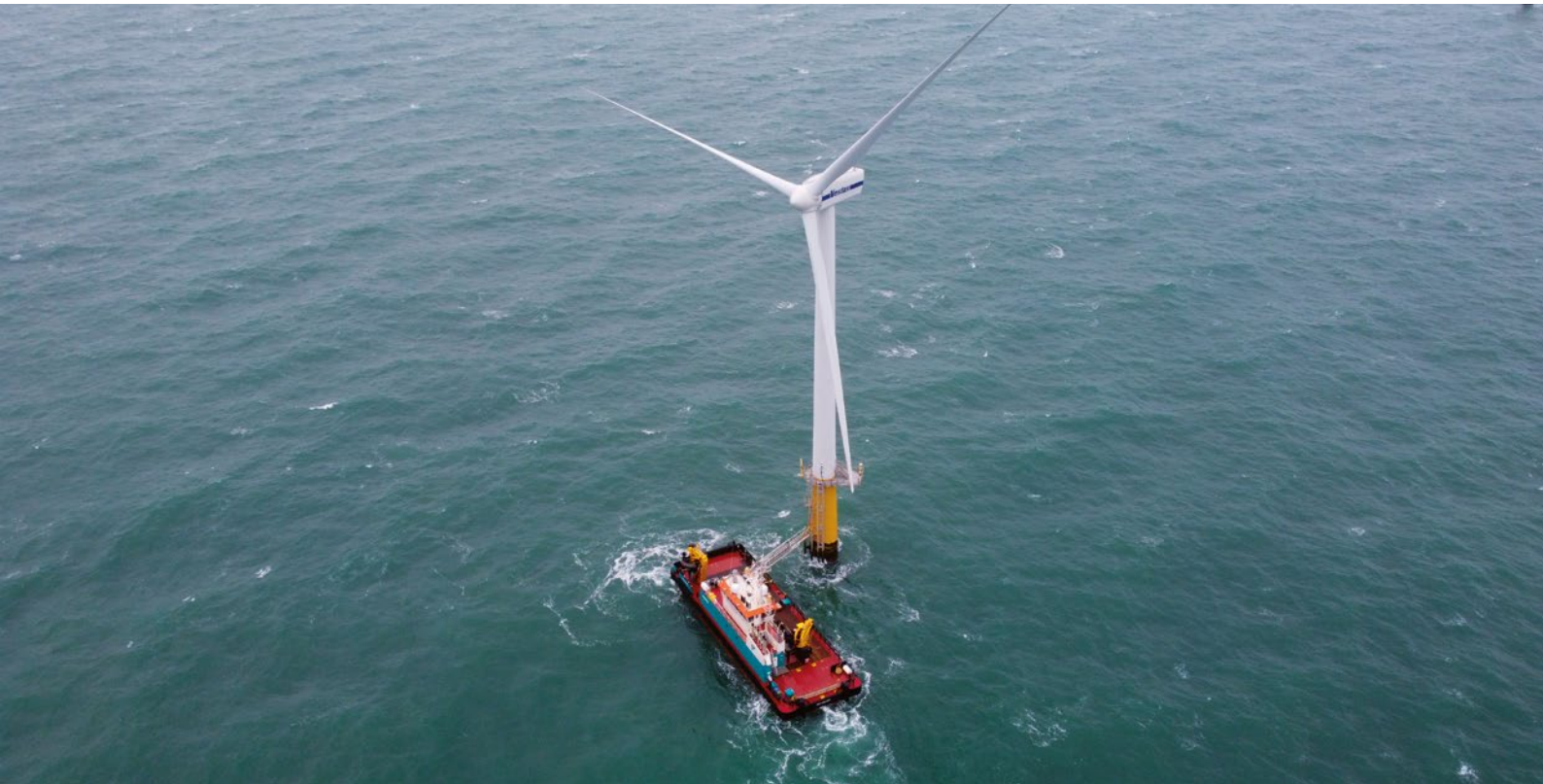
The total of Scope 1 and 2 GHG emissions have been 37.147 tonnes CO<sub>2</sub>e in 2020 and 39.399 tonnes CO<sub>2</sub>e in 2021 of which about 98% can be accounted for by our fleet of vessels. The increase in emission can be explained because of higher vessel utilisation. Apart from measuring our absolute levels of CO<sub>2</sub>e emitted, we aim to work towards a more relative measure that can be decoupled from the number of vessels we operate. This will provide more insight on the reduction of emissions realized by our efforts. As an owner and operator of vessels, we are aware that our biggest potential impact

is to be achieved in our fleet. Therefore, we need to continuously lower our emissions if we want to achieve our goal of 70% reduction in net CO<sub>2</sub> emissions for Scope 1 & 2 in 2050 compared to 2020 emission levels. That is why we work according to our pathway to reduce GHG emissions and are taking actual measures to do so.

Triple Drive Hybrid DP2 Multicat Coastal Crown

In line with our workboat strategy, we have introduced the newest addition to our fleet; our Multicat Coastal Crown. In view of our vision that not only the maintenance phase, but also the construction phase of offshore projects will have to become more sustainable in the future, we have opted for a vessel that is as green as possible. As a result of stricter regulations in the field of Nitrogen emission levels especially in environmental delicate areas, this Multicat is equipped with Tier III engines with Selective Catalytic Reduction (SCR) installation. These engines have a maximum NO<sub>x</sub> emission of 2 gr/kWh which is a reduction of approximately 70% compared to Tier II engines.

The Multicat is also equipped with a battery pack of 300 kWh of battery capacity in the ship, so that our bow thrusters can be operated electrically and that we can operate on DP for about 3 hours without the use of generators. With this installed battery capacity, we forecast a reduction in fuel consumption of approximately 17% and a similar reduction in CO<sub>2</sub> emissions.





### The Battery Energy Storage System onboard the Acta Centaurus

We have installed a Wärtsilä battery pack with a capacity of 600 kWh on Acta Centaurus. This package is used for peak-shavings, ensuring that the load variations of the engines are reduced. In addition, the package is used as a Spinning Reserve (when engines might experience a failure). In DP2 mode, our Acta Centaurus always has 2 engines running as a contingency. This is taken over by the battery pack and ensures that no 2 additional engines are running continuously on standby and thus consume fuel. In the event of a failure, the battery pack can maintain the DP2 capacity for 12 minutes before the other 2 engines are started and can take over the work. This installed power of electrical capacity results in a 17% reduction in fuel consumption and substantial lower emission values. In addition, the ship has a Battery Power Notation.

### Tier III engines in our Crew Transfer Vessels

Motivated by a strict project requirement, we have installed new Tier III engines with Selective Catalytic Reduction (SCR) installation in 3 of our crew/ survey vessels. These engines have a maximum permitted NO<sub>x</sub>

emission of 2 gr/ kWh and a measured NO<sub>x</sub> emission of 1.4 gr/ kWh resulting in a reduction of over 70% NO<sub>x</sub> emissions. Although NO<sub>x</sub> is not a GHG, it does contribute to the GHG N<sub>2</sub>O and negatively affects the biodiversity.

### Onboard fuel system

On one of our long-term projects in the German Bight where we work on scheduled transits to the project location, we started looking at the possibility of saving fuel. Rather than trying to solve this on a technical level, we started from the assumption that a key factor is human behaviour. For this reason, we have applied the Onboard Energy Efficiency system which gives us real-time insight into our fuel consumption. The system combines the data from the ships' engines and the crew's logbook. We have implemented this on the main engines for 3 vessels and after a baseline measurement we already saw a drastic and sustained drop of 33% in overall fuel consumption while working the same hours each day. With this system, more sustainable initiatives can be implemented and evaluated, after which they can be standardized. In addition, this software is also installed on one of our Walk to Work vessels and is also

incorporated on our newest addition; Multicat Coastal Crown. We are currently investigating the roll-out of similar software on to our fleet which will also enable us to measure our carbon footprint.

### HVO

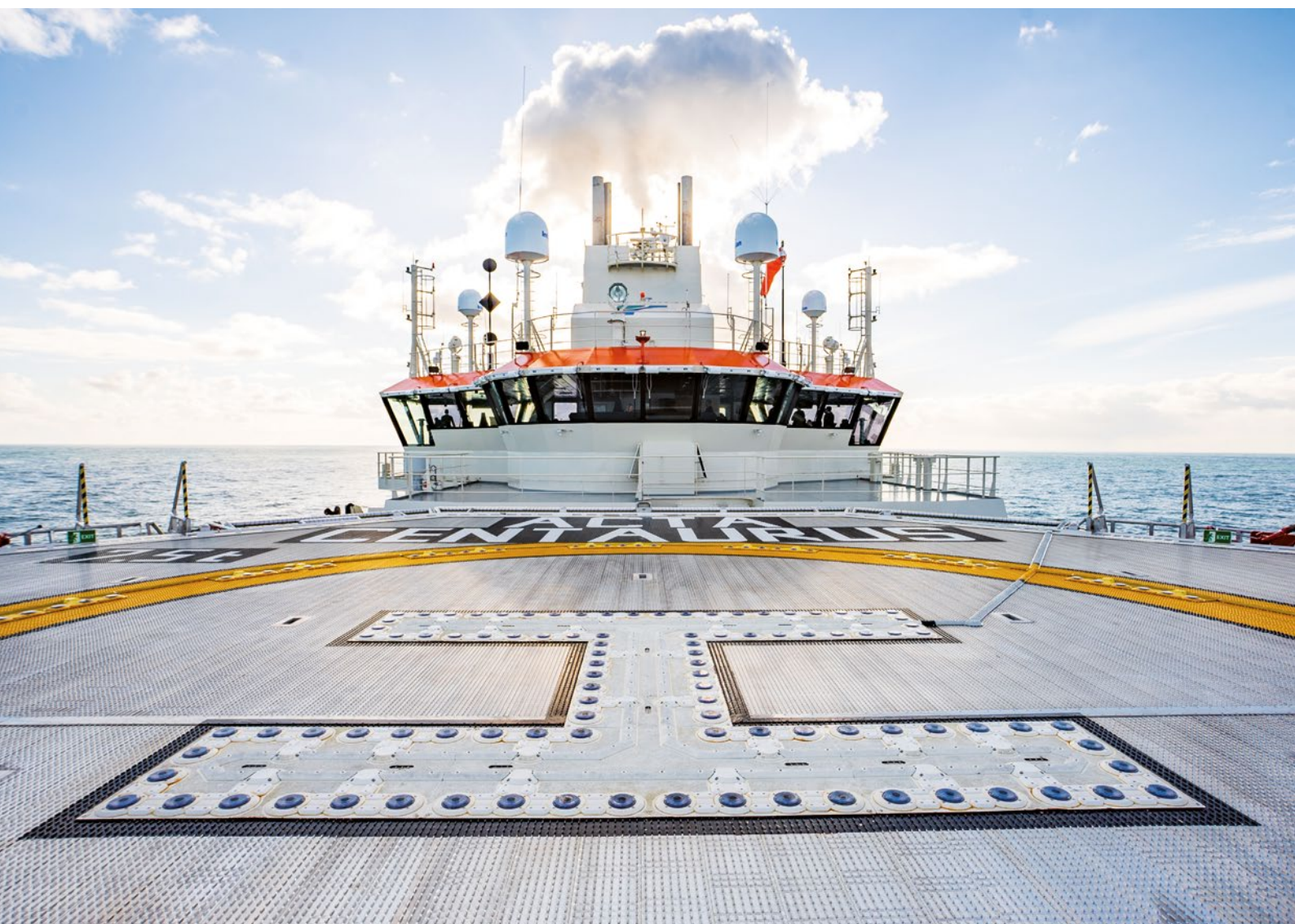
To assist the lowering of Scope 3 emissions of our client, we have investigated the application of Hydrotreated Vegetable Oils (HVO) to reduce CO<sub>2</sub> emissions. We apply MD100 HVO resulting in 80-90% CO<sub>2</sub> reduction (well-to-propellor) in our CTV Offshore Waddenzee on a long term Operational and Maintenance campaign for the Windpark Fryslân Inland Wind Farm. In 2021 alone, we have reduced our emissions by 240 tonnes CO<sub>2</sub>e by using this alternative fuel.

### Onshore operations

Although most of our emissions are generated by our marine operations, sustainability is needed in all aspects of our operations. That is why we apply 100% green electricity in our offices. We have changed our car policy to make the transition to electric lease cars, resulting in a reduction of roughly 15 ton CO<sub>2</sub>e. Finally, we investigate and keep track of our travel movements on a global scale.

### Green Maritime Methanol

Acta Marine is part of the Green Maritime Methanol (GMM) coalition. GMM is a consortium of leading international maritime companies, supported by the Maritime Knowledge Centre, that have joined forces to further investigate the feasibility of methanol as a sustainable alternative transport fuel in the maritime sector. The project is supported by TKI Maritime and the Netherlands' Ministry of Economic Affairs.







## Pillar 2:

# Safety & Security

Providing a safe and secure work environment by protecting our employees and all people we work with from potential threats. Continuously improving the framework with which policies, procedures, and processes are implemented to guarantee safe marine support of the highest quality.

With a long-term vision, we take CARE of all aspects of our business: our clients, business partners and shareholders, our people, our assets, and the environment we work in. The Quality, Health, Safety, Security, and Environment (QHSSE) Policy Statement is the cornerstone of our management system, which follows all applicable legislation, regulations, and relevant industry standards. Everyone at Acta Marine is bound to work according to this Policy Statement. All managers and captains/ skippers have the responsibility to communicate and implement our QHSSE policies and standards to ensure that their teams comply.

Acta Marine is committed to create a healthy and safe working environment. We consider that this is not only beneficiary for the individual employee, but also for his/ her family and co-workers, for the client and for the company. Therefore, we are committed to provide our employees with the necessary facilities, equipment, tools, procedures, attention to psycho-social wellbeing and training to enable them to do their job healthy and free of injuries.

### Ambition

Our ambition is to achieve no harm to people, assets, and the environment and to be a leading company for safety in our industry.

### Targets

- Promote and stimulate reporting of incidents and ensure a logical ratio in the Safety Pyramid. Keep the LTIFR below 1.
- Ensure a high standard of operations excellence by maintaining accreditation for the ISO standards 9001, 14001 and 45001. Also maintain the OVID Level 1 compliance.
- Have all employees trained in Cyber security and maintain the organization certified for ISM- Cybersecurity.
- Ensure Risk Assessment is practiced through all levels in our organization in 2025.
- Continuously improve the Integrated Management System and establish mobile accessibility in 2023.
- Continuously improve the Safety Culture. Establish level 3 of the Safety Culture Ladder in 2024 and level 4 in 2028.

### SDG alignment

With our pillar 2, we align with **SDG 3. Good health and well-being**. With this, we want to Ensure healthy lives and promote well-being for all at all ages.





# Our safety performance

## Incident Statistics

In 2020 an internal incident reporting survey was performed amongst Acta Marine personnel. Purpose of the survey was to determine the level of implementation and the effectiveness of the incident reporting procedure. The survey taught us that the incident reporting procedure is well known, but the reporting rate can be improved.

To increase the reporting rate, the following actions will be initiated:

- Provide more and better feedback after incident is reported
- Introduce an incentive scheme

The target of an LTIFR <1 was not achieved in 2020. This was due to 2 Lost Time Incidents and another severe incident on one of Acta Marine's vessels working in the Middle East. With renewed focus on incident reporting and on safety awareness during the project execution phase, Acta Marine lowered the frequency rate below 1 in 2021.

## Accreditation

For many years Acta Marine is accredited for ISO 9001. In 2018 the company obtained the ISO 14001 and OHSAS 18001 certificate.

OHSAS 18001 was the worldwide standard for Occupational Health and Safety management and replaced by ISO 45001 in 2019. Acta Marine was audited for the new standard in February 2020 and passed the audit without any major non-conformities. The OCIMF (Oil Companies International Marine Forum) provides an inspection program used to enhance safety of Oil & Gas operations. Acta Marine adopted and achieved compliance with level 1 of the OCIMF Offshore Vessel Inspection Database (OVID) and Offshore Vessel Management and Self-Assessment (OVMSA). Every year Acta Marine is audited for compliance with the International Safety Management (ISM) code of the IMO. The vessels that must comply with this code (>500GT and Special Purpose Vessels) are inspected every 2.5 years. In addition, these vessels are also inspected on compliance with maritime security (ISPS) and maritime labour regulations (MLC).

Acta Marine commits itself to maintain all above-mentioned accreditations to ensure continuous improvement and to support operational excellence.

## Emergency Response

Yearly, company-wide emergency response exercises are organized to test and train the organization in emergency response. Since 2020, COVID-19 was subject of the exercise and a ship-shore emergency scenario was prepared to include external stakeholders as client, port authorities and medical services. Lessons learned from the exercise were implemented and used to improve and prepare the organization for the world-wide COVID-crises.

On the 1st of January 2021, Cyber Security became mandatory under the ISM legislation. In 2020 Acta Marine initiated preparations to comply with the requirements of this standard. Amongst others, an internal and an external HAZID were performed, an awareness training was set-up and procedures were updated. With these initiatives we were able to comply with cyber security requirements during the first ISM Document of Compliance audit in 2021.

## Risk Assessment

Our ambition is supported by managing risks. Therefore, we have increased our efforts on Risk Management. Occupational Health Survey (Risk Inventory & Evaluation (RI&E)) forms the base to identify potential risk to which personnel may be exposed to and is used to determine which specific risk assessment should be performed further.

In 2020 the RI&Es for our office locations in Rotterdam and Den Helder as well as for our fleet of Construction Support Vessels have been updated or renewed. Focus in 2021 and beyond has been to update the RI&Es for our Workboats and CTV's.

To enhance our risk assessment capabilities, we have additionally implemented the Bowtie risk assessment methodology for the major & most occurrent risks of our vessel operations. The Bowtie methodology is an improved method, because its visual and accountability improvements enhance personnel involvement. With this method and digital tool, it will help to build and create a database that includes potential vulnerabilities.

To determine the risk on project level the risk assessment methodology of HAZID is used. HAZID stands for Hazard Identification Study. In previous years Acta Marine joined the HAZIDs that were organized by our client and in December 2019 we developed our own internal HAZID template. In 2020 we started to organize HAZIDs for internal projects (cyber security, BESS Acta Centaurus) and construction projects (Seamade, One-Dyas M7 platform, Moray East) and the past two years a lot of internal HAZIDs were performed.

## Safety Culture

In 2019 the Acta Marine 'CARE for Safety booklet' was developed. This small booklet is intended to raise awareness and informs personnel of the Acta Marine Core Values (CARE) and the Acta Marine Integrated Management System. The most important procedures of the Management System are explained. In 2020 the Acta Marine online training portal was created. The Basic Safety & Risk Management Course was the first course in use and is meant to further increase safety awareness and to create a basic understanding of safety amongst all employees. Next to safety, also the subject's environment, risk assessment and emergency response are discussed.

By the end of 2020 all employees of Acta Marine attended the course, finished it successfully and received the certificate.

## Renewed Integrated Management System (IMS)

Acta Marine developed an online training portal, CSV Fleet manual and Workboats & CTV Fleet manual. A uniform document format and document numbering system is developed to improve recognizability and acceptance of the documents within the management system. With these improvements the Integrated Management System is ready for expansion of the fleet of vessel and ready for the future.

For the shore based organization the IMS is available via sharepoint. For the vessels the fleet manual is available using the shipboard resource application being either DNV-GL shipmanager for the CSV fleet or MARAD for the workboats and CTV's.

To enhance the use of the Management System and to follow the industry developments in this area the focus in the coming years will be on mobile accessibility of the management system.





## Pillar 3:

# Durable Employment and Development

Recruiting, retaining, and developing great employees while remaining aligned with organizational goals. Creating the right conditions for employees to have a long, educational, healthy, and happy career.

### Durable Employment and Development

We recognize that retaining and attracting talent is key to ensure future growth and essential for delivering on strategic ambitions. We foster a culture whereby our people are motivated to enhance sustainability of our company.

We see the importance of retaining and developing our personnel, whether it is in our offices or on our fleet. We believe in the power of development. By enhancing our Performance Cycle methodology, we will be able to evaluate, track, and steer performance and show appreciation.

We stimulate a culture of open communication, by welcoming employee feedback.

Finally, the keyword in this sustainability pillar is “intrinsic” motivation. Through tangible and intangible appreciation and support, we want to enhance the intrinsic motivation of our personnel and strive for recruiting, retaining, and developing great employees.

### Ambition

Recruiting and retaining the right people by being aware of our company's and candidates' needs, and by building a strong employer brand and increasing our stewardship. Our organization will become more sustainable by:

- Providing staff with training and development
- Incorporating sustainability into our onboarding process for new employees

- Offering incentives and recognition for sustainability achievements
- Policies that promote co-worker cooperation and involvement with the company's environmental objectives.

### Targets

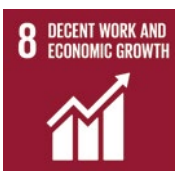
- Establishment of the Works Council by the beginning of 2022
- Implementation of Leadership Training Program
- Perform employee satisfaction surveys on a bi-annual basis.
- Refresh our approach to performance management and talent development

Employee engagement surveys are valuable instruments to monitor employee wellbeing and results are used as input for our human resources strategy.

### SDG alignment

With our pillar 3, we align with **SDG 8. Decent work and economic growth**. In specific, our ambition and targets are best aligned with the below sub target of SDG 8:

**8.3** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation.





# Our People

## Vitality program

In 2019, a Preventive Medical Examination (PMO) was carried out for Acta Marine by MediWerk. The objectives of this examination included gaining insight into vitality and health barriers of our employees in relation to work, but also identify health risks in relation to lifestyle. Acta Marine cares for the physical and mental wellbeing of personnel and wants to offer concrete advice. For this reason, Acta Marine followed up with a Vitality program.

## Performance Cycle

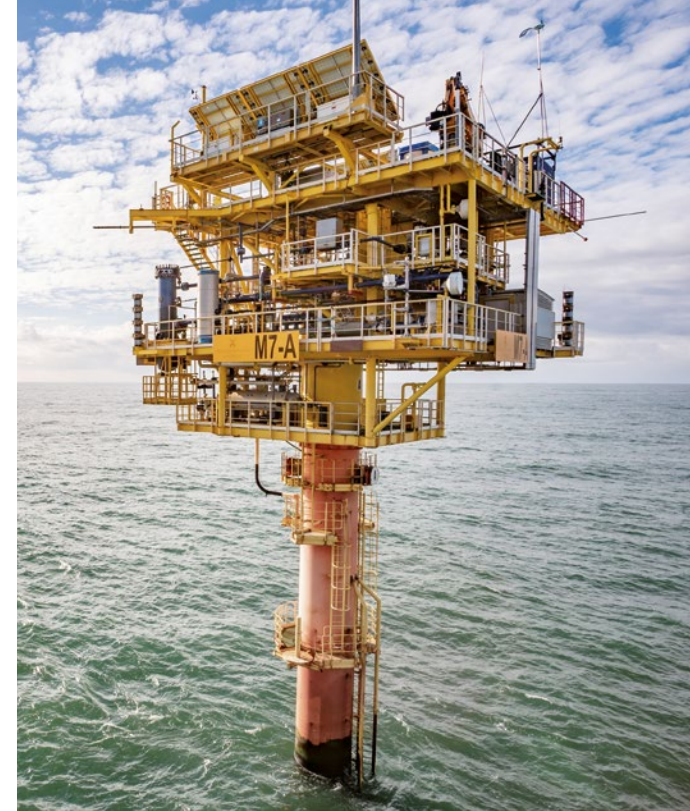
Acta Marine has committed to the performance cycle methodology as part of its performance appraisals. We also learn a lot about our people in a 'spontaneous' setting. Every day is good day to have a conversation. How do they experience their work?

## Training

Our training matrixes have been updated and we are enabling our employees to follow courses and trainings to give them the tools they need to practice their work even better and to offer them personal growth. Together with their manager they draw up a learning plan after approval of the manager and involvement of HR (if needed), the employee will be monitored.

## Pilot Leadership program

Within Acta Marine we set up a pilot for a leadership program. We believe it is important that our managers are given sufficient tools to be able to be good and reliable leaders.





## Colophon

### Design

Schuttelaar & Partners

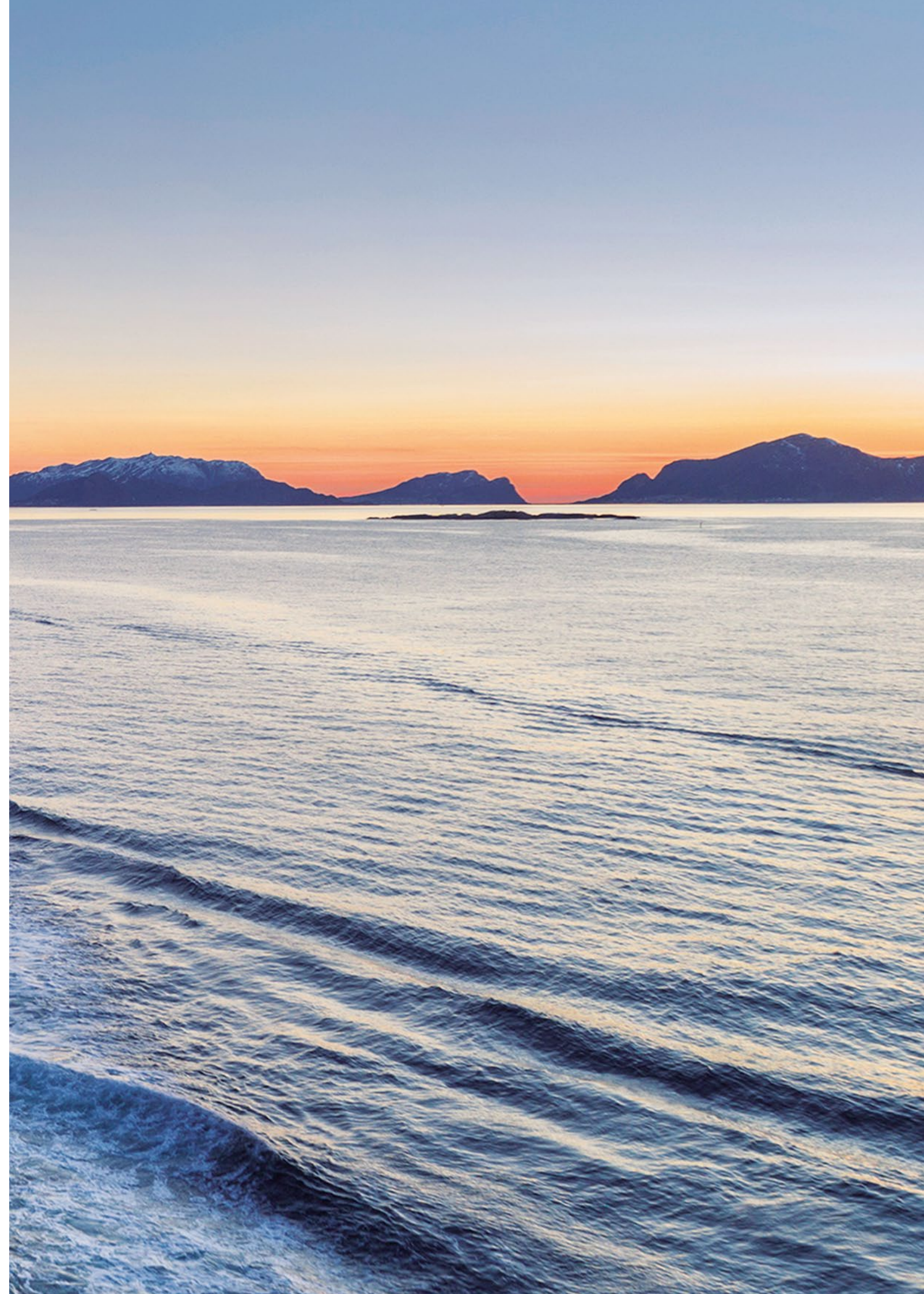
### Photography

Coastal Vanguard: Flying Focus

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