



**ESG Commitment
Environmental,
Social &
Governance**

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Environmental, Social & Governance (ESG) Policy

We at Sea Clean are committed to conducting ourselves and our Business in an Ethical, Environmentally conscious manner. Our organization is equally diverse, and fair, we offer opportunities to all.

Our Corporate Ethos is to Utilize Cleaning Agents which are Environmentally Sourced, Eco-friendly, and Sustainable in order to Protect our immediate Environment and that of our Employees, Client's, and our Planet.

The purpose of our ESG policy is to contribute to our Community, Help Reduce Waste, Reduce Energy Consumption, Preservation of our Natural World, and provide a Fair and Safe Environment and Workspace for all our Employees and Stakeholders. We run our Company with Transparency and a with Zero Tolerance policy with regard to Corruption or Discrimination.



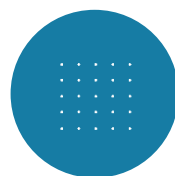
LOVE AND
RESPECT THE
ENVIRONMENT



GREEN CLEANING
AND CHEMICAL
FREE CLEANING
PRODUCTS



ADD-ON SERVICES
TO MINIMISE
CARBON
FOOTPRINT



TRAINED TEAMS
AND ENCOURAGED
EMPLOYEES

⊕ OBJECTIVES

Our policy aims to assist our Company to consider the ESG factors in our day-to-day decision-making progress, ensuring a Safe Workspace and Workplace, participating in Climate Change Strategies, and adhering strictly to Ethical and Prudent Corporate Governance.

RESPONSIBILITIES

All Employees at Sea Clean have an important role to play to ensure our ESG policy and our procedures are adhered to throughout the Company. We provide the necessary Training and Support to Successfully follow, implement and maintain this policy. Sea Clean makes this Policy Publicly available to support in order to uptake.

STRUCTURES

Sea Clean are committed to ensuring that appropriate arrangements are in place for effective implementation, Monitoring, recording, and Review of this policy. This policy has been communicated throughout our Company.

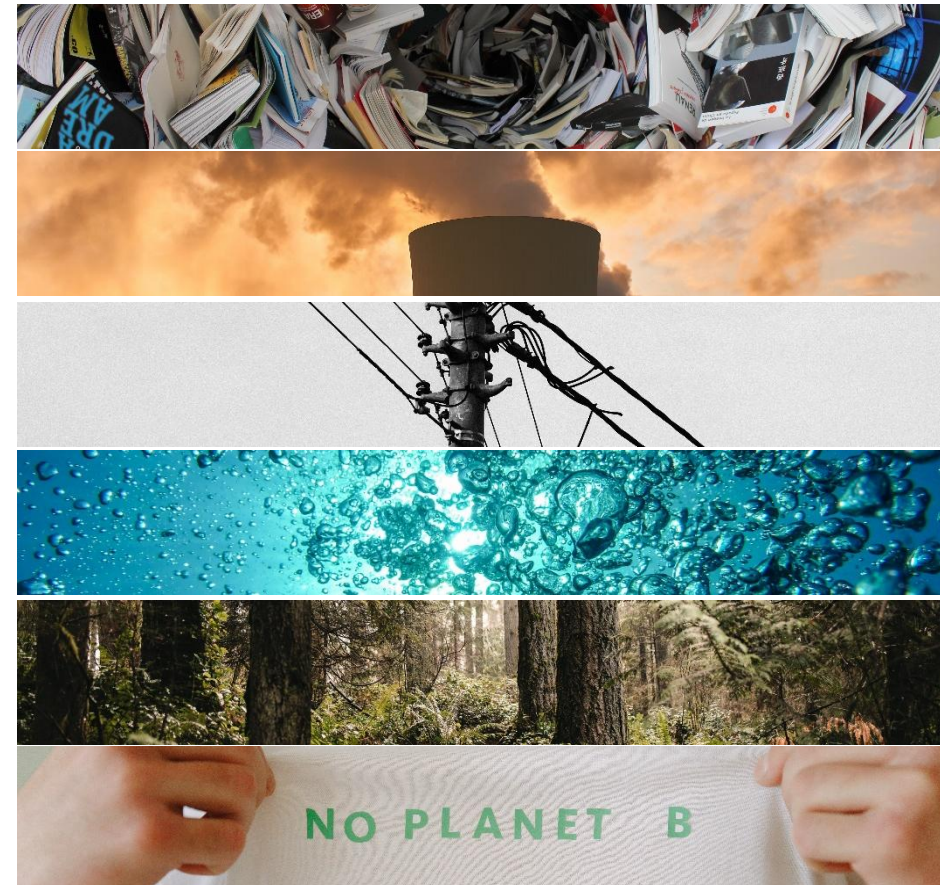
ESG – Environmental Criteria

The Environment is concerned with the biosphere and ecosystems of our planet, more specifically with the impact upon which human activity has on the Environment. This includes areas such as:

- Paper Consumption
- Air pollution
- Energy consumption
- Water consumption
- Waste output
- Chemicals Management
- Nature usage
- Environmental policies

Environment-related actions must be viewed not just in the context of our Company itself but also in the context of our entire supply chain.

The following actions demonstrate Sea Clean's commitment to the Environment. This is actual and not aspirational.



Paper Consumption

At our Head Offices and Client's onsite, we have a policy of reducing our paper usage. The process we have made is documented. Substantial and future continuance is being monitored. We reduced the amount of paper used by approximately 75% by taking a few straightforward steps as follows.

REPORTS Since 2016, we have been using the iAuditor technology, which gathers and arranges our Client's KPIs which generates dynamic online reports in real time and does not require printing. This enhances communication and the quality of our services between our Head Office on Site teams and our Client's. With this change, we have reduced 90% usage of paper relating to our Client Reports.

PAYROLL In the earlier days, Sea Clean managed all payroll processes on paper. In 2017 we introduced Brightpay (an online payroll software) and Planday (an online scheduling system) these two software packages have massively reduced our use of paper by 95%. Additionally, all our pay slips are online, using a secure system that individually protects our Employee's information and

complies with G.D.P.R. The paper usage was reduced by 98% due to this investment.

TRAINING In order to ensure that our teams are trained, we have partnered with LMS Training Solutions to deliver all Sea Clean training in an online portal reducing our usage of paper to Zero. All our Induction training is completed via this online portal.

TOILET PAPER AND HAND TOWEL For our Client's, we constantly advise the use of triple toilet paper roll dispensers. It enables a reduction in paper waste and ensures that there is no waste in toilet paper.

BLUE PAPER The use of micro fibre cloths allowed us to replace blue paper and paper towels in our cleaning activities. Currently, we have applied it to all of our sites, reducing the usage of blue paper by approximately 70%. We are working hard to achieve our 2023 goal, which aims to reduce the usage of blue paper to zero. We are working in conjunction with our Client's regarding the necessity for modifications and the ways in which we can clean without this item.

All our micro fibre cloths are washed inhouse using environmentally friendly non-bioproducts

Air Pollution

COMMERCIAL TRANSPORT The Company is committed and in the process of changing our commercial vehicles to Hybrid Models.

HYBRID SCHEDULE For employees who qualify and where the position allows, Sea Clean has a policy to Work From Home, on agreed days, this lowers the need for transportation to work and thus reduces the environmental footprint.

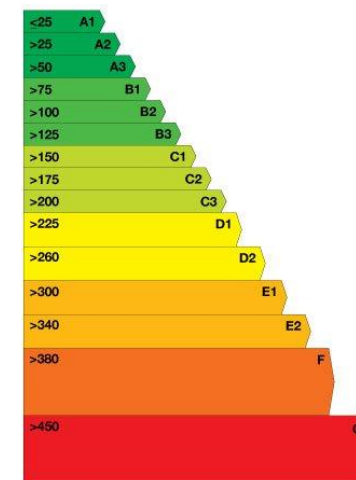
ORDER & DELIVERY OF PRODUCTS Sea Clean manages consumables / stock orders for all Sites and have done since 2006. Our stock orders are processed monthly and delivered directly to our sites. This process improves our organizational efficiency and lowers air pollution, and packaging for us, our Client's, and Suppliers.

Energy Consumption

CLOTH & MOP HYGIENE We arrange collection and distribution for mops and cloths before and after the sanitization process. Part of our organization methods for these items is to separate the mop heads and the micro fibre cloths to be sanitized. We understand that they require a different cleaning process to guarantee the future quality and sustainability of the items. We promote air dryers, reducing the usage of traditional dryer machines.

MACHINERY EQUIPMENT Our mission is to work only with machinery / equipment which uses the least amount of energy possible. Sea Clean only utilize lithium-ion battery-powered tools when working on-site. The batteries are long-lasting, rechargeable, and free of hazardous metal cadmium, allowing them to be disposed of sustainably.

ELECTRICAL APPLIANCES Sea Clean procure appliances in A Rating, which reduces overall energy consumption.



Water Consumption

FLOOR CLEANING When cleaning and mopping floors, Sea Clean employs a bulk method process which involves a bucket system (2 buckets in one, 1 with clean water and another to retain/squeeze the dirty water). This reduces the usage of water and simplifies staff tasks, reducing the frequency of times to change the water

DISHWASHERS – Dishwashers are purchased by our Client's. We encourage procurement of equipment which are energy efficient. We monitor the water consumption and the time it takes to finish each cleaning cycle.

Waste Output

DELPH & CUTLERY In our Head Office, our cafeteria is stocked with reusable plates, cups, bottles, and utensils. Our Head Office Team all have dedicated utensils thinking sustainably. We offer everything required in order for them to work in a serene and comfortable setting. As a service provider, we suggest to our Clients who still use single-use plastic, to switch to reusable alternatives, or at the very least, compostable kits. We also train our employees to properly clean, dry, and store all of the delph and cutlery.

WASTE MANAGEMENT We recommend to our Client good waste management procedures. Where the Bins are clearly marked, for example:

- **General Waste** – uses black bags
- **Recycle Waste** – uses Recycle clear bags
- **Organic Waste** – uses Compostable bags.

WASTE MANAGEMENT TRAINING All Sea Clean employees undertake comprehensive waste management training annually. Additionally, we have monthly training in place which serves as a reminder of all the guidelines which require to be followed regarding Waste Management on site.

REDUCE PACKAGING To minimize waste and unnecessary use of packaging, we monitor our deliveries (packaging) once received onsite. We work closely with our Supplier to actively reduce waste.

PURCHASE RECYCLED MATERIALS Our first choice when ordering products is to source for products/equipment made from recyclable materials such as spray bottles, dusters, cleaning cloths, mops, and mop heads.

Chemicals Management

From 2017 Sea Clean have been working to prove the efficiency of Chemical Free cleaning products. We have tested various brands and usage for the Green products, in order to guarantee the quality of cleanliness.

In 2020 we began working with a nonchemical product, Tersano and in 2021 we introduced Green Speed. A Green Chemical Solution which is Environmentally Friendly. Both cleaning solutions are approved by L.E.E.D. Green Institution and we have introduced these products to our Client's sites.

TERSANO A cleaning solution, the lotus PRO high capacity cleaning system turns ordinary tap water into Stabilized Aqueous Ozone (SAO), nature's most powerful cleaner.

With the lotus PRO technology, SAO is created when introducing an extra oxygen atom to an oxygen molecule and water molecule.

This combination has proven to clean effectively, destroying a host of germs, bacteria, and other contaminants on surfaces, which helps to Deodorize and Sanitize them.

Our disinfection efficiency achieved is 99.9 percent. Assuming the same temperature and pH, a concentration of 1 mg/l of liquid ozone water achieves a disinfection efficiency of 99.9% in 57 seconds.

GREENSPEED It is a Cradle-to-Cradle Company that provides professional washing and cleaning detergents which are biodegradable and produced in an Ecological Sustainable Factory, developed by Ecover, a pioneer in the field of Ecological washing and cleaning detergents with 40 years of experience. Greenspeed has developed probiotic cleaning agents, consisting of friendly micro-organisms of organic origin which ensure optimal, sustainable cleaning. The products are ideal for tackling odour problems and are safe to use, they are not just environmentally friendly – they enrich the environment.

We can state that 98% of the products we use on-site are Environmentally friendly. We are working on different solutions to tackle all cleaning processes, including the degreaser and heavy cleaning process. We find all our products to be effective, safe and Sustainable.



**THERE
IS NO
PLAN B**

SEA CLEAN 2025 PLAN

Nature Usage

Sea Clean Environmental Awareness Campaign At Sea Clean, we support preserving the natural world and the climate. For our Business, our Client's, and Society in general, we are an environmental leader and add considerable value through a variety of environmental activities.

Sea Clean leads to embark on a Public Relations Campaign which involves both our workforce and our community in [World Clean-up Day](#), a charitable initiative led by the NGO.

Reforest the World In accordance with initiatives with [Tree-Nation](#), our plan is to sponsor Tree Planting. A non-profit initiative called Tree-Nation enables individuals and businesses to plant trees all around the world and reduce their CO2 emissions. We achieve our goals by being more proactive about our Environmental responsibilities, being able to assist, and educating our community on the significance of environmental measures, our aim is to begin in the year 2023.

Environmental policies

We promote Irish Legislation Environmental policies, preferably those focusing on emissions reduction, climate change, renewable water resources, forested areas, and biodiversity, which are followed and kept up to date by Sea Clean.

When considering the above-mentioned steps we comply with Government policies and fulfil our commitment.

- **Conduct operations in a sustainable manner**
- **Continue to conduct research on innovation within our industry**
- **Work with our suppliers to promote and source sustainable, eco-friendly, green products and packaging**
- **We dispose of product/packaging and waste in a sustainable environmentally secure manner**
- **Provide all Seaclean employees with the necessary training and tools required to carry out their duties sustainably**
- **Comply with EU and Irish Legislation, including Codes of Practice and Industry Standards**
- **We are Mindful of our water usage and recognize that it is a finite resource**

ESG – SOCIAL Criteria

The Social Criteria examines how businesses treat their personnel. We allocate a percentage of profit to our local community. We encourage our employees to engage in volunteer work. We comply with the following;

- Comparative Living Wages
- Diversity and Inclusion Percentage
- Gender Pay Gap
- Employee Engagement
- Charity
- Health & Safety Legislation

The Social related actions are viewed not just in the context of our enterprises themselves but also in the context of our entire supply chain where they are inserted.

The following actions demonstrate Sea Clean's commitment to the environment and outline the way we conduct business:



Comparative Living Wages

The payment of living wages remains one of the most powerful routes to help people out of poverty, start to tackle inequality, aware of human rights, and achieve Sustainable Development Goals.

Ireland as a fair country is compulsory in combating poverty and institutionalized a minimum wage. Sea Clean as a Service provider is governed by JLC/ERO (Joint Labour Committee) which defines cleaning services wages.

Sea Clean is an ICCA (Irish Contract Cleaning Association) member and our Director is on the Board of the ICCA since 2018.

Diversity and Inclusion Percentage

We are proud to say that Sea Clean is a Multicultural Company. We have over 100 employees, from 16 different countries, speaking different languages, all connected and able to engage with each other on daily basis activities. This engagement is only possible due to the training program which connects employees and how they can achieve their best performance.

We at Sea Clean support LGBTQI+ rights and encourage Diversity among all staff. Our recruitment policies are designed to ensure that there is no bias, to any

applicant. In 2024 45% of our onsite teams and approx. 30% of our Head Office employees are proudly part of the LGBTQI+ community.

In addition Sea Clean has zero tolerance for age prejudice, our Company hires people of any age or experience. If an employee wishes to engage and can perform in their role, we are here to give them the opportunity to show how great they are. Our youngest staff is 21 years old and our eldest is 50years of age, both performing amazingly, helping each other, and sharing experiences.

Gender Pay Gap

We are proud to say that at Sea Clean, we have equal pay for Male and Female staff members. We evaluate the Employee's Performance independent of their gender or sexuality, based on their yearly performance, qualifications, work experiences, and expertise they bring to our business defines their wage.

Employee Engagement

Employee engagement is critical for the successful implementation of our ESG policies at Sea Clean.

Employee engagement starts on the 1st Interview, where we are able to identify staff skills and their desire to work with us.

LANGUAGE Here at SeaClean we have multiple nationalities working together, which assists in communication between staff where their first language may not be English. All our Training, Health & Safety we deliver / translate, to our most spoken foreign language.

TRAINING Sea Clean is proud to offer a training programme to all employees. We have a schedule in place from commencement on their 1st day onsite. We educate staff in all duties that are relevant to their roles. We have a Supervisor and Team Leader program available to staff, which encourages career development and growth.

WELLBEING SeaClean offers an EAP; Employee Assistance Programme, which provides our employees with benefits designed to promote their work life balance.

OPEN DOOR CULTURE All staff are encouraged and supported to speak to their supervisors should they have any concerns, we maintain a 'No Blame' culture within Sea Clean.

Health and Safety

We provide a Secure and Healthy workplace. Regular Health & Safety Audits and safety training are part of our programme.

Charity

Sea Clean contributes to Local charities:

- Friends Helping Friends
- Dogs Aid
- My Lovely Horse Rescue (MLHR)

As well as World Charities:

- UN World Food
- ISPCA, PETA

ESG – Governance Criteria

Good corporate Governance continues to be central to Sea Cleans approach in generating long-term sustainable growth.

We strive to exceed expectations beyond mere compliance, reflecting our unwavering commitment to excellence. This dedication drives us to implement robust practices that align with the highest standards of integrity, accountability, and sustainability. By embedding these principles into every aspect of our operations, we ensure that the needs of our clients, employees, and stakeholders are not only met but exceeded. Our approach fosters trust, inspires innovation, and creates lasting value for everyone we serve, positioning Sea Clean as a leader in responsible business practices.



Diversity and Leadership

Sea Cleans head office staff have clearly defined roles and responsibilities, covering all aspects of our business. All employees are treated with dignity, and respect and have equal opportunities within our Company. The organization provides a Secure and Healthy Work Environment for our employees, and harassment of any kind is not tolerated.

We encourage promotion from within, training our staff which shows potential in other areas. In 2022 Sea Clean promoted 13 employees into leadership positions:

60% of promotions are women

50% of our leaders are part of the LGBTQI+ Community

40% of promotion are younger than 30 years old

Head Office staff are encouraged and supported in this continuous professional development for their role. These include GDPR training, Health & Safety training, Leadership training, and IOSH training.

Tax Strategy and Accounting Standards

Sea Clean complies with all legislation.

- Sea Clean holds a Tax Clearance Certificate
- We invoice in a timely manner and manage all terms of credit control
- We value the relationships which we have developed with our suppliers and honour credit terms
- Sea Clean undertakes quarterly management accounts completed by an external Account Auditor
- Sea Clean Directors hold Monthly Board Meetings

Bribery and Corruption

The offering, payment, solicitation, or acceptance of bribes in any form, whether direct or indirect, is not permitted by Sea Clean. In addition, Sea Clean employees are instructed not to receive from any individual or business organization that competes with Sea Clean; gifts, favours, or entertainment for themselves or others without Sea Clean agreements.

Leveraging Technology for Sustainability:

Our Partnership with Greenly

At Sea Clean, we are committed to leading in sustainability by integrating advanced tools into our operations. One of our most impactful initiatives is our collaboration with **Greenly**, an industry-leading platform designed to measure, track, and improve environmental performance.

How Greenly Supports Our ESG Goals

- Carbon Footprint Measurement:**
 Greenly enables us to precisely measure our carbon emissions across various activities, from office operations to on-site cleaning services. By identifying the sources of our emissions, we can prioritise actions that deliver the greatest environmental benefits.
- Goal Setting and Progress Tracking:**
 Through Greenly, we establish specific, science-based sustainability goals and monitor our progress in real time. This ensures that our commitments to reducing carbon emissions and minimising our environmental impact are not only ambitious but also achievable and measurable.
- Transparency and Reporting:**
 Greenly provides detailed reports which are shared internally and with our stakeholders. These reports enhance our accountability

and help clients understand how partnering with Sea Clean contributes to their own sustainability objectives.

- Strategic Insights:**
 The platform offers tailored recommendations to improve our practices, such as optimising resource usage, enhancing energy efficiency, and reducing waste. These insights drive continuous improvement in our ESG strategy.

Benefits for Our Clients

By utilising Greenly, Sea Clean ensures that our services align with best practices in sustainability. This not only enhances our environmental performance but also provides our clients with tangible benefits, such as reduced operational costs and improved environmental compliance.

Looking Ahead

Our partnership with Greenly reinforces our commitment to sustainability, empowering us to lead by example within the Irish cleaning industry. As we continue to innovate and evolve, we are excited to leverage technology such as Greenly to make a meaningful difference for our planet and our stakeholders.


 The Greenly logo is displayed in white lowercase letters on a dark green rectangular background. The letter 'e' in 'greenly' has a small green leaf-like shape above it.

greenly

Ethics and Values

In order to protect their own reputations as well as the reputation of Sea Clean, we and our employees strive to operate with full Honesty, Truthfulness, and Integrity.

Environment

Sea Clean respects our natural environment and the need to preserve it while reducing the effects of our operations. We are actively working to improve our environmental practices, and we make ourselves available for independent third-party verification, inspection, and certification.

Client's;

In our advertising and public relations engagement, Sea Clean takes every reasonable precaution to avoid making false claims, or exaggeration. By always being sincere and upfront with our Client's, we have developed long-lasting relationships.

Suppliers

At Sea Clean, our suppliers are chosen on the basis of price, quality, delivery, service, and integrity. Our choice of suppliers is made objectively, with honesty and openness being paramount.

SEACLEAN VALUES



Excellence

We are dedicated to excellence, providing top-quality cleaning services with consistent performance, trust, and client satisfaction.



Care

We are committed to our duties, colleagues, and clients, demonstrating care through respect, responsibility, and detail. We engage employees and exceed client expectations.



Sustainability

We prioritise eco-friendly practices, aligning with modern standards, and engage employees in sustainability initiatives to reduce environmental impact.



Partnership

We build strong relationships through teamwork, trust, and collaboration, fostering loyalty with personalised service and ensuring employees feel valued and engaged.



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