



ESG Commitment
Environmental,
Social & Governance

Table of Contents

Environmental, Social & Governance (ESG) Policy

ESG – Environmental Criteria

ESG – Social Criteria

ESG – Governance Criteria

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 Stakeholders. We run our Company with Transparency and a with Zero Tolerance policy with regard to Corruption or Discrimination.



OBJECTIVES

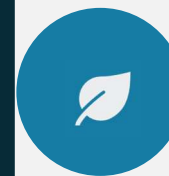
Our policy aims to assist our Company to consider the ESG factors in our day-to-day decision-making progress, ensuring a Safe Workspace and Workplace, participating in Climate Change Strategies, and adhering strictly to Ethical and Prudent Corporate Governance.

RESPONSIBILITIES

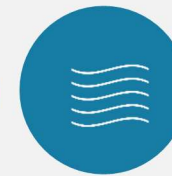
All Employees at Sea Clean have an important role to play to ensure our ESG policy and our procedures are adhered to throughout the Company. We provide the necessary Training and Support to Successfully follow, implement, and maintain this policy. Sea Clean makes this Policy Publicly available to support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



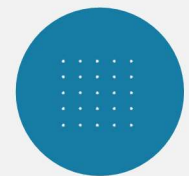
LOVE AND
RESPECT THE
ENVIRONMENT



GREEN CLEANING
AND CHEMICAL
FREE CLEANING
PRODUCTS



ADD-ON SERVICES
TO MINIMISE
CARBON
FOOTPRINT



TRAINED TEAMS
AND ENCOURAGED
EMPLOYEES

ESG – Environmental Criteria

At Sea Clean we have implemented the following actions as part of our ongoing commitment to the environment.

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.

Areas that have been improved;

Paper Consumption

At our Head Office and onsite, we have an ongoing policy of reducing our paper consumption, by taking a few straightforward steps as follows;

AUDITS Since 2016, we have been using the iAuditor technology, to report KPI’s, generate detailed and tailored online reports, in real time, for our clients. This reporting system does not require print outs.

PAYROLL In 2017 we introduced Brightpay (an online payroll software) and Planday (an online scheduling system) these two software packages have made our payroll systems paperless, whilst complying with G.D.P.R.

TRAINING All Sea Clean training is delivered online via LMS Training Solutions.

BLUE PAPER The use of micro fibre cloths has enabled us to significantly reduce the use of blue paper in our cleaning activities. All our micro fibre cloths are washed onsite, and allowed to dry naturally, where possible, using environmentally friendly non-bioproducts.

TREE PLANTING Sea Clean sponsors tree planting with Wolfgang Reforest. They plant trees on our behalf each year to help us off set carbon emissions.

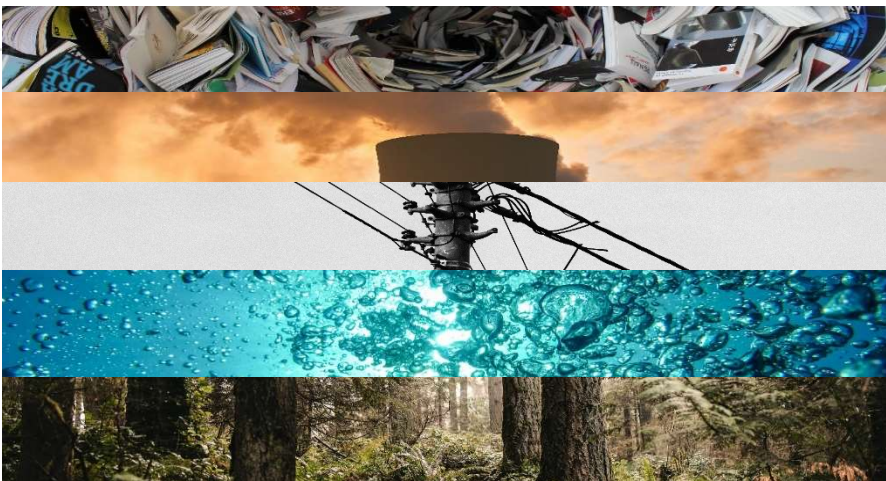
Energy Consumption

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 optimises water and product usage, using machinery where possible. Spray mops are utilised to further reduce water consumption.

Waste Output



WASTE MANAGEMENT We have implemented conscious waste management procedures with communal bins that are clearly marked for different waste items.

- General Waste – Uses black bags
- Recycle Waste - Uses recyclable clear bags
- Organic Waste – Uses compostable bags

WASTE MANAGEMENT TRAINING All Sea Clean employees undertake comprehensive waste management training annually.

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.

Cleaning Products

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 is 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. The disinfection efficiency achieved is 99.9 percent

GREENSPEED is a Cradle-to-Cradle Company that provides professional washing and cleaning detergents which are biodegradable and produced in an Ecological Sustainable Factory. 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 problem and are safe to use, they are not just environmentally friendly – they enrich the environment.

THERE IS NO *PLANET* *B*

SEA CLEAN 2023 POLICY

ESG – SOCIAL Criteria

What makes Sea Clean stand out as a Company is how we interact with Our Employees, Clients, and Community. We understand the impact that our behaviour and policies have on our business and the world.

These include the following areas:

Comparative Living Wages

Sea Clean as a Service provider is governed by JLC/ERO (Joint Labour Committee) which defines cleaning services wages and considers the competitiveness of the sector in Ireland.

Sea Clean is an ICCA (Irish Contract Cleaning Association) member, a representative body for the professional Commercial Contract Cleaning Industry in Ireland

Gender Pay Gap

We are proud to say that at Sea Clean, we have equal pay for both 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, this defines their wage.

Diversity and Inclusion

We are proud to say that Sea Clean is a Multilingual Company, with over 100 employees from different countries, speaking different languages which promotes and sustains an inclusive environment.

At Sea Clean we believe our diversity gives us a competitive advantage and it is fundamental to our Company culture.]

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

We have a zero tolerance with regard to exclusion and discrimination on any grounds at all levels of the Company.

Employee Engagement

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

TRAINING Sea Clean is proud to offer a Training programme to all employees.

WELLBEING Sea Clean offers an Employee Assistance Programme, (EAP) which provides our employees with benefits designed to promote work life balance. This programme is free of charge to all employees offering a wide range of support, counselling, and advice.

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 make it our outmost priority to provide a Secure, Safe, and Healthy Workplace for our employees while adhering to Health and Safety legislation. An appointed H&S officer that is responsible for monitoring compliance.

Regular Health & Safety Audits and Safety training are part of our programme.

Charity

At Sea Clean we believe in supporting and contributing to our communities therefore an annual charity budget is allocated to different charities in the country these include: Pieta House, Friends Helping Friends, Dogs Aid, My Lovely Horse

ESG- Governance Criteria

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

We strive to go beyond what is expected based on compliance, as we believe in our commitment To Excellence. The commitment is how we best meet the needs of our Client's, Staff and Stakeholders.

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 bullying/harassment of any kind is not tolerated.

We encourage promotion from within and provide extensive training to employees that have potential and the skillset to succeed in other areas of the Company. In 2022 Sea Clean promoted 13 employees into leadership positions. We promoted men and women, members of LGBTQI+ Community and encourage promotion of younger staff.

Head Office staff are encouraged and supported in this continuous professional development for their role. These include GDPR training, Health & Safety training, Leadership training, E.P.D 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, inducements, 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's knowledge and agreement.

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. Always being sincere and upfront with our Client's, this is one of the reasons why 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.



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www.seaclean.ie