



Shipping | Logistics | Marine

GAC UK & Ireland

MARS30 Commitment

2026

MARS30 - for People & Planet

Our Commitment



GAC UK & Ireland is committed to growing long term relationships with customers we serve across multiple services, whilst significantly reducing our environmental impact, improving the well-being of our people and influencing our stakeholders to do the same.

MARS30 is our ten-year sustainability programme (2020-2030), and stands for “Measure, take Action & Review for Success”. The programme drives forward change across the components of “People” and “Planet”.

It encompasses our guiding principles, objectives and roadmap of action towards a more sustainable future. This is underpinned by the [GAC Group's sustainability approach to adapt, innovate, and reduce](#), the United Nations Sustainable Development goals and our ISO14001 Environmental Management System.

Our Vision, Mission and Values

Vision

To provide leadership and innovation in global business and community life by delivering a flexible portfolio of services built on quality, safety, honesty, vigour and a commitment to long term business relationships.

Mission

GAC is a worldwide service provider dedicated to building long term relationships with customers, staff and suppliers. We are committed to delivering integrated services to the Shipping, Logistics, Marine and related markets at the highest levels of quality and safety.

Spirit and Values

The GAC Spirit emphasises loyalty between management and staff and two-way responsibility to each other. We recognise that people's lives extend beyond their jobs – who you are is just as important as what you do. We achieve service excellence through a smart and efficient combination of work and play.

Our MARS30 approach to sustainability

We recognise we have a responsibility to operate sustainably and responsibly. We have been incorporating sustainable practices into our business operations for some time, and we understand there is always more to do.

To achieve our goals, we have a dedicated Sustainability Team divided into two focus areas: People and Planet. These teams work collaboratively to develop new initiatives and deliver our objectives each year. Together, we are building on our established foundations to drive measurable, impactful change.

All our MARS30 People and Planet objectives are mapped to the most relevant UN SDGs to our business (SDG3, SDG8, SDG10, SDG13, SDG14 and SDG15) and underpinned by our ISO14001 Environmental Management System, which is externally certified by a UKAS Authorised Auditor.



People

Our People component represents the importance of the well-being and inclusion of our employees, customers and the communities we operate in and serve. We are dedicated to creating a supportive and inclusive work environment, ensuring the health and safety of our employees and upholding fair and ethical labour practices with all our stakeholders. It also extends to our responsibility towards the broader community and contributing to positive social impact.

Planet

Our Planet component underscores our commitment to environmental and climate responsibility. Our objective is to protect the environment and negate any adverse impact from our operations. We are taking steps now to reduce our emissions, and have committed to a Net Zero Carbon future.

MARS30 Goals - People

Overarching People Goal

Reduce voluntary staff turnover to less than 5% by 2030

2026 Goal

Maintain voluntary staff turnover at less than 9% by the end of 2026

Our workforce is at the heart of our success. We are committed to upholding the high standards of human rights and labour practices, in line with our [Code of Ethics](#) and associated policies and procedures. We strive to provide a safe, inclusive, and supportive working environment, recognising that people's lives extend far beyond their jobs. As part of this, we are dedicated to:

- [GAC Spirit](#)
 - Achieve a 100% completion rate for all 12 participants enrolled in the new mentoring scheme, Pathways, launching in 2026.
 - Launch a new monthly People & Planet newsletter for all UK and Ireland staff, keeping everyone informed about our latest achievements and upcoming MARS30 plans.
 - Achieve a 90% retention rate, ensuring employees successfully complete their probationary period and remain with the business for at least 12 months.
- Raise £25,000 in support of our new Charity of the Year partner, [CALM \(Campaign Against Living Miserably\)](#), to help fund vital suicide prevention initiatives.
- Maintain our [Diversity in Maritime charter status](#) by delivering our action plan to boost diverse representation, while promoting employee wellbeing, mental health, and family-friendly, inclusive practices.
- Deliver workshops to Falkirk FC Youth Academy as their Official Academy Training & Development Partner.
- Roll out our new GAC LEGO STEM activity across careers fairs, industry events and community programmes.
- Continue sponsoring Aberdeen FC Women's Team and the Girls' Football Academy, while collaborating with Aberdeen Football Club Community Trust on local projects that support children and promote inclusion through sport.

In 2025, we signed a one-year agreement with Falkirk FC to become their Official Academy Training & Development Partner. This partnership strengthens our presence in the local HQ area and creates opportunities for young people by equipping them with essential life skills beyond the pitch and introducing career opportunities with GAC.



MARS30 Goals - Planet

Overarching Planet Goal

Reduce overall carbon emissions by 30% by 2030
(Using 2023 figures as our base mark - 403.47 tonnes)

2026 Goal

2.5% reduction of Scope 3 emissions based on intensity reporting per person
(Using 2025 figures as our base mark - 584.38kg/co2 per person)

For 2026, our additional Planet objectives will focus around waste reduction and biodiversity initiatives, including:

- Continue supporting the Scottish apiary and wildflower meadow, along with our newest hive in Ireland, contributing to vital bee research and biodiversity initiatives.
- Launch new planet-focused initiatives as part of the Pathways scheme, embedding sustainability and environmental responsibility into the next generation of GAC leaders.
- Participate in beach and river clean-up initiatives across the UK and Ireland.

We recognise the critical importance of climate action and are committed to tracking and reporting emissions using intensity reporting calculations. In line with UK Government and GAC Group-level commitments, we aim to meet Net Zero by 2050.

Our roadmap to Net Zero 2050 involves several key steps:

- Measuring our scope 1, 2 & 3 carbon emissions.
- Providing carbon emissions data for customer freight movements.
- Measuring carbon emissions for port calls handled by GAC UK.
- Implementing carbon reduction strategies.
- Providing a measurable year-on-year emissions reduction plan.
- Reporting on our progress annually.



In 2025, we partnered with OpenHive in Ireland to establish a hive at Glen of the Downs Apiary, supporting two major research projects: the COLOSS global honey bee health study and a University College Dublin initiative on honey's biochemical and microbiological properties. This partnership reinforces GAC UK & Ireland's biodiversity commitments, alongside continued support for Kin Bees and a wildflower meadow in Scotland since 2021.

Delivering our goals

We acknowledge that our actions have a lasting impact on the environment and society. We are committed to operating with the utmost care, ensuring that our operations are conducted ethically and responsibly. This also refers to economic responsibility, managing our business for revenue growth, productivity improvement, and return on investment, requiring sound corporate governance procedures and policies.

To deliver on our MARS30 goals we are committed to ensuring transparency and accountability through our ISO14001 Environment Management System. This defines the organisation's roles and responsibilities, reinforcing our obligations. It extends to vigilant monitoring and transparent reporting on a range of factors, from waste and energy metrics to employee behaviours. Our actions and commitments are mapped against UN SDGs and our reporting mechanisms give our stakeholders a clear view of our journey towards being a responsible and sustainable business.

At the start of each year we release a new MARS30 Commitment document to serve as a strategic roadmap, outlining our People and Planet goals for the forthcoming year. At the end of each year, we publish an Impact Report to review our achievements and measure performance against our targets. We want to foster a culture of continuous improvement and transparency, demonstrating our unwavering commitment to sustainable business practices.

Nicholas Browne

GAC UK & Ireland – Managing Director

