



# GAC UK & Ireland

## MARS30 Commitment

### 2025



Delivering your strategy.

# 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

### 2025 Goal

Maintain voluntary staff turnover at less than 10% by the end of 2025

Our workforce is at the heart of our success. We are committed to upholding 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](#)
  - Achieving UK Employee Engagement Survey completion rate of at least 75%, with a satisfaction score of at least 85%.
  - Achieving 100% completion of the appraisal process, including the introduction of a new mid-year six-month appraisal for all employees.
  - Introducing new mental health awareness training via our Learning Management System and providing refresher courses for all Mental Health First Aiders as required.
- Achieving a 10% increase in staff fundraising for 2024, supporting our valued charity partner, Macmillan Cancer Support, in its third and final year of partnership.
- Retaining our [Diversity in Maritime charter status](#) by following our action plan to increase diverse representation, particularly across senior roles, while promoting inclusion through training, policies, and best practice sharing.
- Collaborate with Aberdeen Football Club on community engagement projects, focusing on initiatives for local children and supporting the Girls' Football Academy.

In 2024, we signed a three-year sponsorship deal with Aberdeen FC Women and extended our support to the Girls' Academy. This partnership demonstrates our commitment to advancing women's football across the North-East Scotland, creating pathways for girls and women to develop and pursue professional careers in the sport.



## MARS30 Goals - Planet

### Overarching Planet Goal

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

### 2025 Goal

5% reduction of Scope 3 emissions based on intensity reporting per person  
(Using 2024 figures as our base mark - 608 kg/co2 per person)

For 2025, our additional Planet objectives will focus around waste reduction and biodiversity initiatives, including:

- Launching an internal awareness campaign to promote recycling at all sites throughout the year.
- Benchmarking waste levels at each office, where feasible.
- Continuing support for the Scottish apiary and wildflower meadow.
- Organising beach and river clean-up events.

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 March 2024, during OUR 'MARS30 month', we distributed wildflower seed balls to all our staff. The seed balls contained bee-friendly wildflowers, supporting our commitment to biodiversity and reinforcing our bee and wildflower initiative.



## 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 conclusion of each year, we compile an Impact Report that assesses our performance against the targets set. 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

