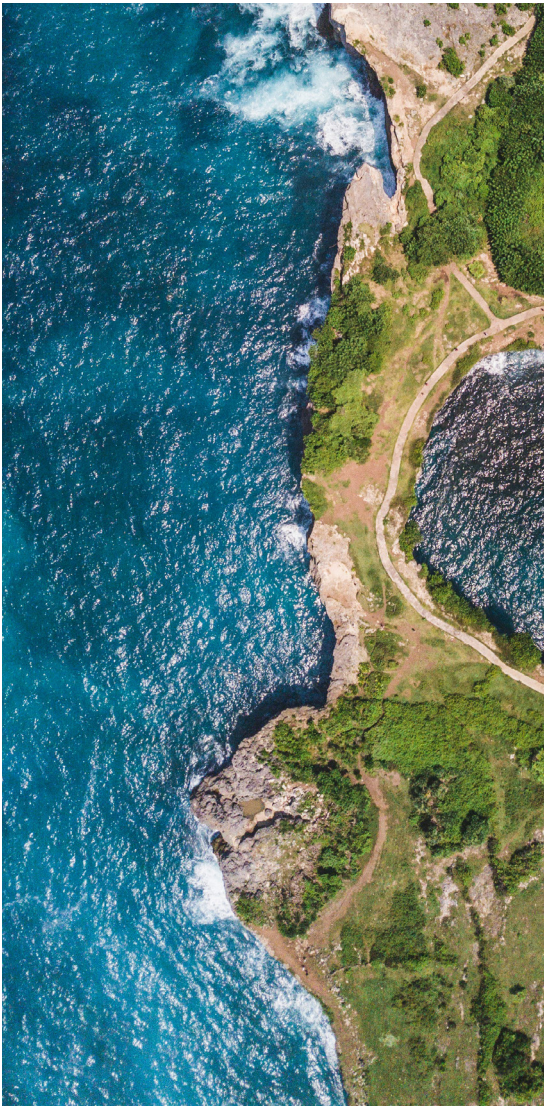




National
Oceanography
Centre

CORPORATE SOCIAL RESPONSIBILITY

2025-2028



INTRODUCTION

Our planet is a blue planet, with most of its surface covered by oceans. At the National Oceanography Centre (NOC) our mission is to deepen our understanding of the oceans to help all life on Earth thrive. We create value and public benefit by providing impartial scientific evidence that supports public policy, hazard assessment, ocean governance, regulation, and sustainable development.

The ocean, this vast expanse, is the lifeblood of our planet, playing a more significant role in regulating the environment than even the Amazon rainforest. Yet, so much of our ocean remains unexplored, and its value is often underestimated. That's why we are dedicated to gaining a deeper understanding of our oceans and coastlines. Our fate on this planet is intertwined with the ocean, and there is immense potential waiting to be harnessed in its depths.

Through ground breaking research, collaboration, and innovative solutions, we empower everyone to thrive by committing to:

- Making sense of global environmental changes, in which the ocean plays a crucial role.
- Protecting people and economic infrastructure from marine-related disasters.
- Advocating for the ocean by educating and engaging the public in understanding its role in our lives.
- Sustainably growing marine-based economies while safeguarding the ocean's future health.

OUR COMMITMENT

Our commitment to protecting and understanding the ocean aligns seamlessly with our Corporate Social Responsibility (CSR) goals, emphasising the importance of sustainability and the well-being of present and future generations.

As the National Centre and a global leader in oceanography, responsible for spear-heading and providing the UK National Capacity on behalf of the UK government and the Marine Research Community, we believe in leading by example. We operate as a registered charity with a core focus on public benefit. Our mission is to positively impact society by advancing ocean science and education, underpinned by sustained public research investment from UKRI. As a charity, we shoulder an additional responsibility to be attuned to the social, cultural, and environmental aspects of our operations, prioritising moral and ethical standards that go beyond mere legal compliance.

CSR is a self-regulating business model that ensures accountability to ourselves, our stakeholders, and the public. It revolves around conducting business in a manner that contributes positively to society and the environment. By embracing CSR, also known as corporate citizenship, we acknowledge our influence on various societal dimensions, including economic, social and environmental realms. The primary aim of CSR is to align our social and environmental initiatives with our business purpose and values.



CSR BENEFITS

Our first CSR strategy was a significant step, showcasing strong commitments, but we recognise that small changes aren't enough. With our second approach, we aim to be more ambitious, making social responsibility a key aspect of our business model. We will seek third-party authentication to review and certify our social and environmental performance, helping us stay accountable and continuously improve.

Since becoming independent from the Government, we've worked diligently to ensure our operations align with our values. We monitor and manage our performance to stay committed to social responsibility. Today, people expect us to demonstrate our commitment to positive social values. We understand that incorporating CSR into our business model brings numerous benefits:

- **Enhanced Reputation** Engaging in CSR activities improves our public image, leading to increased customer loyalty, attraction of top talent, and stronger relationships with stakeholders.
- **Risk Management** Addressing social and environmental issues pro-actively helps mitigate potential risks, prevent legal issues, and protect our reputation.
- **Cost Savings** Sustainable practices can reduce costs in the long run, such as through energy-efficient operations and responsible sourcing.
- **Competitive Advantage** CSR initiatives distinguish us from our competitors, attracting investments and partnerships while appealing to ethically minded customers.
- **Employee Motivation** Employees are more engaged and motivated when they connect with the company's values and social contributions.
- **Community Impact** CSR investments enable us to positively impact the communities in which we operate, building goodwill and strengthening stakeholder relationships.

OUR VALUES

Our organisational culture is deeply rooted in our values, embodied by our staff. These values promote excellence, innovation, openness, honesty, ethical behaviour, environmental stewardship, and public engagement. By adopting the charity governance code, we commit to the seven principles that assure our stakeholders of the highest standards of governance and continuous improvement.

Our approach to CSR ensures that everything we do aligns with our charitable goals, providing our Board of Trustees with a framework to ensure we live up to and demonstrate our values. We aim to embed CSR into the heart of our business, making it an integral part of our core operations, decision-making processes, and daily activities. We envision a future where CSR is a fundamental aspect of our corporate culture, guided by our commitment to our four pillars and building upon the work we have already accomplished.



EXCELLENCE



INNOVATIVE THINKING



EMPOWERMENT



ENVIRONMENTAL RESPONSIBILITY



INTEGRITY



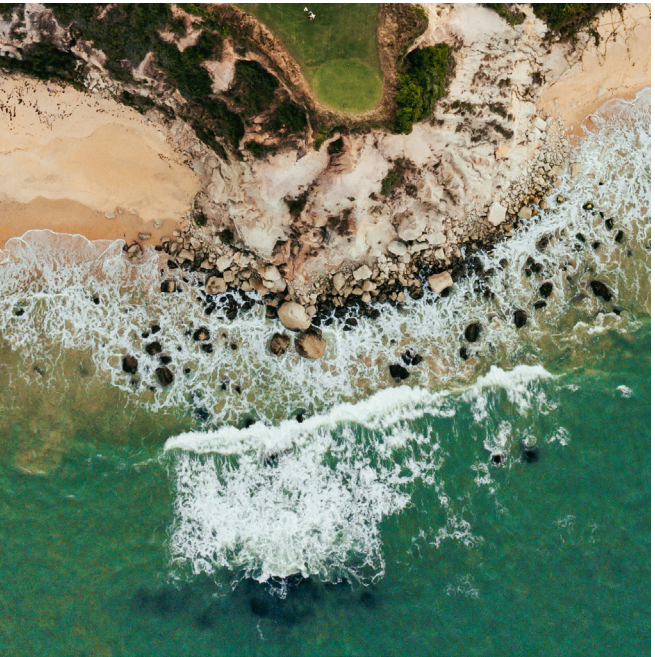
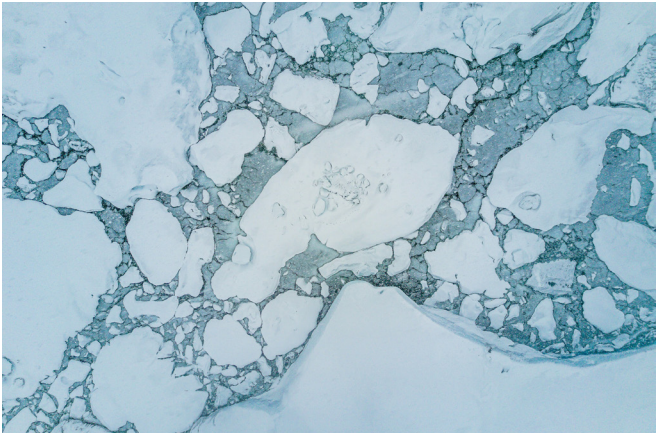
WORKING IN PARTNERSHIP

HOLDING OURSELVES TO THE HIGHEST STANDARDS

Certification and international standards help build stakeholder and public trust while holding us to higher standards and best industry practices. In line with our commitment to CSR, we aspire to adhere to the ISO 26000 standard and its key principles:

- **Accountability** We are committed to being fully accountable for our impact on society, the economy, and the environment, taking corrective actions when necessary.
- **Transparency** We are dedicated to transparency regarding our activities' societal and environmental impacts, sharing information openly with stakeholders.
- **Ethical Behaviour** Guided by our values, we prioritise integrity, prevent corruption, and uphold high ethical standards across all operations.
- **Human Rights** We respect human rights and exercise due diligence to prevent or mitigate any adverse impacts.
- **Respect for Stakeholder Interests** We consider the perspectives of stakeholders affected by our activities, fostering mutual respect through regular communication.

As regulatory reporting for sustainability initiatives evolves, we commit to regularly reviewing our objectives and reporting to ensure alignment with emerging requirements. We aim to voluntarily adopt the IFRS Sustainability Disclosure Standards and ensure that our processes and controls meet the necessary quality standards. While we currently operate under a qualitative CSR framework, we recognise the importance of measurable sustainability assessments like Environment, Social, Governance (ESG) and will consider incorporating them as part of our CSR strategy.



REPORTING AND ASSURANCE

The CSR Sub-Committee, meeting quarterly, is responsible to the Business Operations Committee (BOC) for overseeing the management of our CSR commitment. The committee ensures that we:

- Contribute to sustainable development, including health and welfare.
- Consider stakeholder expectations.
- Follow applicable laws and international norms of behaviour.
- Integrate CSR throughout the organisation and its relationships.

The CSR Sub-Committee proposes objectives for approval and monitors delivery plans, KPIs, and reporting requirements. The committee reports quarterly to the BOC on CSR strategy progress, significant issues, risks, and the effectiveness of policies and procedures.

PILLAR ONE

RESPONSIBLE BUSINESS OPERATIONS

To review and refine our governance and compliance frameworks in line with our CSR mission. We will:

- Demonstrate ethics, trust, and transparency in all decisions.
- Ensure clarity in our policies and procedures to foster a culture of compliance.
- Prioritise sustainable and ethical procurement and financial decisions.
- Develop our asset base in line with strategic priorities.
- Strengthen our due diligence frameworks to assure all stakeholders.
- Understand and reduce the impact of our business operations, such as net-zero computing

PILLAR TWO

ENVIRONMENTAL RESPONSIBILITY

To minimise the environmental impact of our operations, prioritising environmental stewardship across all activities. We will:

- Review our carbon accounting and refresh our reduction targets.
- Monitor waste, promote recycling, and ensure ethical disposal.
- Protect biodiversity and ecosystems at our sites.
- Encourage sustainable commuting and business travel.
- Maintain our environmental management system to ISO 14001 standards and seek further third-party authentication.

PILLAR THREE

COMMUNITY IMPACT

To positively impact all the communities we operate in, considering both our geographical communities and the broader ocean professional community. We will:

- Promote ocean literacy from primary education to graduate levels.
- Attract young talent to marine research careers early.
- Train the next generation of ocean professionals.
- Improve diversity among ocean professionals.
- Increase public engagement through sustainable events, assessing their environmental impact using third-party standards.



PILLAR FOUR

OUR PEOPLE

To ensure our people and teams can reach their full potential while fostering an inclusive and supportive culture. We will:

- Focus on performance and potential, empowering staff to achieve.
- Implement frameworks for aspiring leadership and management.
- Promote equality, diversity, and inclusion throughout the organisation.
- Prioritise health, safety, and well-being.
- Engage with staff to deliver our cultural priorities, making NOC a great place to work.

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