

# 20 24

Sustainability  
Report





## About Resolve Marine

A global leader in innovative marine solutions, Resolve Marine is a 'go to' problem solver that brings 40+ years of experience to every job. We aim to exceed expectations of our customers in everything we do.

Our global footprint, expert personnel and network of equipment, assets and resource partners are ready to respond 24/7.





## Message from the CEO

The release of our inaugural Sustainability Report in 2024 marked an important milestone for Resolve Marine. One year later, we've made meaningful progress on our report, deepened our engagement with stakeholders and advanced our Environmental, Social and Governance (ESG) initiatives.

This year's report is more comprehensive, data driven and reflects our commitment to accountability: we've established targets and report progress aligned with United Nations Sustainable Development Goals (UN SDGs). We've expanded our environmental reporting to include details of 2024 projects where environmental remediation played a critical role. On the social front, we've strengthened our reporting across workforce metrics, health and safety programs and community impact initiatives. In parallel, we've initiated internal discussions around how we select and allocate funding to the initiatives we support. This was an important step to ensure resources are directed where they can create the most value. Governance disclosures have also evolved, an essential step for a private, family-owned company striving for best-in-class practices.

Throughout the past year, ESG has been a recurring theme in our conversations with customers. We're regularly asked about our UN SDG targets, the environmental impact of our operations and our contributions to local communities. This report helps

us answer those questions more broadly, offering greater transparency into the values and actions that drive our business.

Sustainability in the marine industry is a shared, ongoing journey. We are proud to be part of it and invite you to continue the conversation with our team.

Joseph Farrell III  
Chief Executive Officer



Sustainability in the marine industry is a shared, ongoing journey. We are proud to be part of it and invite you to continue the conversation with our team."

## Our Work in 2024



**5** Continents



**16** Countries



**178** Companies Served



**47** Major Operations Completed



**25** Emergency Responses

**31** employees

**Dutch Harbor, Alaska**

**6** employees

**Anchorage, Alaska**

**27** employees

**Theodore, Alabama**

**218** employees

**Fort Lauderdale, Florida**

**23** employees

**Tacoma, Washington**

**4** employees

**New Orleans, Louisiana**



3 employees

London, United Kingdom

7 employees

Shanghai, China

1 employee

Athens, Greece

15 employees

Amsterdam, the Netherlands

25 employees

Mumbai, India

17 employees

Singapore

More than 170 active employees are located outside of office and facility locations.



# Sustainability at Resolve Marine

Our stakeholders have a vested interest in both what we do for them and what they do for us.

These mutually beneficial relationships are based on trust, reputation management and making the right decisions for the right reasons.

## Our Sustainability Platform

We believe that transparency with our stakeholders adds accountability to our actions, and over time, creates a strong communications platform from which to advance and add value across our ESG commitments.

## Stakeholder Engagement

Resolve Marine believes that building productive working partnerships with our stakeholders is a core element of being a responsible and responsive partner. Engagement provides a foundation for building confidence with our customers, the communities where we live and work, employees, suppliers and business partners, the environment, regulations and shareholders. We seek to engage our stakeholders in an open and constructive dialogue and to develop programs and solutions that are mutually beneficial.



Our Stakeholders	How Resolve Marine Engages with Stakeholders
<b>Customers</b>	We serve large and small global and local customers in shipping, government services, aerospace, renewable energy, ports and infrastructure and oil and gas industries. We regularly engage with customers to solicit feedback about our performance — testimonials which appear in this report — respond to ESG-related due diligence questionnaires and in the tender/bid process, provide ESG-related data and information when requested.
<b>Local Communities</b>	Local communities are often part of marine responses and projects and Resolve Marine facilities, offices and employees are part of local communities. Our UN SDG commitments include supporting local nonprofit organizations and providing humanitarian aid relief.
<b>Employees</b>	We believe that the foundation of a successful company is centered on the wellbeing, empowerment and development of our employees, a pool of full- and part-time workers. Our teams are skilled, resourceful problem solvers who bring Resolve Marine’s vision, mission and values to life on shore and in the field. Regular performance reviews provide feedback between managers and teams and an annual engagement survey is conducted. Our commitment to UN SDG #5 aims for greater gender equality and female representation in our workforce.
<b>Suppliers and Business Partners</b>	Collaboration is at the heart of every response, and we rely on a global network of resource partners and suppliers to support operations by providing specialized equipment and expertise to project and emergency response work worldwide. We aim to work with trusted partners whose ESG values align with ours and to ensure we present best-in-class capabilities in every proposal and operational response.
<b>Environment</b>	Our environmental response competencies range from early intervention and damage control to environmental cleanup and disposal. In the field, we prioritize sustainable practices and strive to mitigate any potential negative impacts on marine ecosystems. Our commitment to UN SDG #14 and associated targets and actions are outlined beginning on page 12 of this report.
<b>Regulations</b>	In the course of responding to marine emergencies and salvage and wreck removal work, we obtain authorizations and permits to work and approvals to environmental remediation plans. As a service provider, our Regulatory Compliance division ensures that customers comply with OPA 90 Salvage and Marine Firefighting regulations when transiting U.S. and U.S. territorial waters, Alaska Alternative Planning Criteria when transiting Alaskan waters and calling on Alaskan ports, and Ship Pollution Response in China.
<b>Shareholders</b>	As a private company, family and an independent member of Resolve Marine’s Board of Directors have fiduciary duties that include acting with the utmost integrity, making informed and thoughtful decisions, dealing honestly and fairly, and following the company’s governing bylaws and operating agreements. For more information, see the Governance section of this report.



# Mission, Vision & Values

Employees at Resolve Marine bring our mission, vision and values to work, every day.

## Vision

To leave the world in a better place.



### Safety

The safety and health of our employees is a guiding principle in how we do business, exemplified by our safety culture. We are committed to continual improvement and keeping our people, customers, and the environment safe.



### Teamwork

We are global collaborators who consider the cooperation, engagement, and input of others. We align and integrate ideas and opinions to ensure that diversity of thought and experience is taken into account and strive to effectively communicate amongst ourselves and with others.



### Excellence

Our success has been built on delivering quality services to our customers. This stems from our team's passion for knowledge, ingenuity, and an ethos of excellence.



### Commitment

We are committed to our people and our organization's mission and purpose. We are dedicated to the communities where we work and live, and to global and local environmental stewardship.



### Integrity

We are trusted by customers, respected by our teammates, and take seriously our responsibility for doing the right thing. We are known for being fair, ethical, honest, and treating others with dignity and respect.



### Creativity

We are creative solution experts who are agile, resourceful, and innovative. Ingenuity and experience are core to our continued success in solving problems.

## Mission

To serve as a world leader in providing safe, innovative maritime solutions.



# SUSTAINABLE DEVELOPMENT GOALS

## United Nations Sustainable Development Goals (UN SDGS)

Resolve Marine uses UN SDGs as a guiding framework where we can make the most impact to address the world’s biggest sustainable development challenges. As an organization, we view ESG practices through three lenses:

### Organizational

As a company, we are committed to best practices and continuous improvement.

### Operational

As a leader in creating solutions for some of the marine industry’s most complex problems, our day-to-day work has real consequences for environmental remediation and protection.

### Aspirational

Our stakeholders look to us to go above and beyond minimum requirements and lead by example in making the world a better place.

In the 2024 Sustainability Reporting section of this year’s report, we publish UN SDG targets and progress made.

In 2023, we committed to three UN SDGs that align with our business practices. In the 2024 Sustainability Reporting section of this year’s report, we publish UN SDG targets and progress.



We prevent and minimize the impact of marine pollution.



We support local communities where we live and work and causes across our industry.



Achieve greater gender equality and female empowerment.

# 2024 Sustainability Reporting

## Environment

### Environmental Impact of Select Emergency Response and Project Work In 2024

Response / Project	Environmental Impact
<b>Kwigillingok</b> Alaska, USA	Removed ~6,000-gallons of kerosene (heating oil) that spilled onto the frozen tundra in a remote, environmentally protected village of Central Yup'ik Native Alaskans. Work involved decanting and collecting contaminants with sorbent material, shore-seal boom and skimming equipment.
<b>Tanker Collision / Fire</b> Singapore	Following a collision and fire onboard, 67,000 cubic meters of naphtha cargo was lightered in a ship-to-ship transfer operation preventing hydrocarbons and other material from being released into the water.
<b>General Zalinski</b> Canada	A multi-agency effort to conduct a subsea fuel removal used a hot tap methodology on a World War II transport ship at depths of 30 meters. Stakeholders included the Canadian Coast Guard, Fisheries and Oceans Canada, Gitga'at First Nation, British Columbia Ministry of Environment and Climate Change and WorkSafe BC.
<b>Obsession</b> Puerto Rico	Fuel removal and subsequent wreck removal of a sailing vessel that ran aground on a protected coral reef in Flamenco Bay, Culebra. Operations avoided damaging a critical marine habitat while protecting endangered corals and wildlife.
<b>Taurus</b> Colombia	Wreck removal of a 1,900-ton vessel from Buenaventura's active waterway involved repositioning the casualty to shallow water and conducting a refloat for towing to a local scrap yard. All traces of the fire-impacted vessel, including onboard rotting fish cargo, were removed to the satisfaction of the local Dirección General Marítima.
<b>Marine Honour</b> Singapore	As a part of a multi-organizational effort, operational response over a three-month period involved shoreline cleanup, oil containment, skimming operations, canal washing, and beach and sand cleanup across the Singapore coastline. Over 490 tons of solid waste and oil-soaked sand were collected for subsequent disposal.
<b>MV Dali</b> Baltimore, Maryland, USA	In response to the MV <i>Dali</i> allision with the Francis Scott Key Bridge, Resolve Marine refloats the 984-foot containership and removed over 3,400 tons of bridge material. 2,400 tons of material was recovered and recycled, and 78+ tons of material was recovered for reuse.





Kwigillingok



Tanker Collision / Fire



General Zalinski



Taurus



Obsession



Marine Honour



MV Dali

## Case Study

One project in 2024 stood out and is an example of how a salvor and insurer can work together to provide a solution that aligns with ESG principles. In line with our SDG target #14.2, Resolve Marine proposed an environmentally friendly methodology to recover the casualty, versus a more traditional method of cutting up the vessel into sections which carries more risk to the marine environment. We applaud West of England P&I for trusting our approach and factoring sustainability into their choice of salvor.

### **Wreck Removal Off the Strait of Magellan, Chile**

Resolve Marine was called upon by West of England, a protection and indemnity insurance company, to remove a wellboat which grounded outside the Strait of Magellan in southern Chile.

The salvage team developed a “one piece” removal plan to raise the vessel off the seabed and onto a barge for transportation. This method involved converting a Resolve Marine-owned deck barge, the RMG 302, into a temporary submersible barge. Resolve Marine welders and engineers installed a pumping and ventilation system on the barge to allow the bow to be submerged while divers installed chains around the wreck. Once the bow of the barge was submerged, the casualty was partially refloated using compressed air and dewatering pumps. Patented chain pullers installed on the stern of the RMG 302 were then used to pull the wreck up and onto the deck of the barge. As the wreck was brought to the center of the RMG 302, the barge’s tanks were dewatered, and the barge itself was refloated with the wreck resting safely on deck. The wreck was then secured for transit and sailed to a disposal site in Valdivia, Chile. The Resolve Marine crew then completed an intricate removal process that utilized large cylindrical air “roller” bags to shift the wreck off the barge onto land.





“

In managing marine casualties, we prioritise solutions that balance environmental and social impact with practical realities. Our choice of contractor reflects that commitment. Resolve Marine shared our focus on sustainability, and we are pleased to work with a partner that considered these values throughout the operation.”

-Suzanne Byrne, Group Head of Claims  
West of England P&I

**WEST.**



# UN SDG Commitments, Targets & Progress



## We prevent and minimize the impact of marine pollution.

Our core business is to prevent marine pollution and we do so through preparedness and response. We document pollutants recovered from vessel casualties, revitalize marine environments, and continually reinvest in our equipment and assets.

### 14.1 – REDUCE MARINE POLLUTION (INCLUDING LAND-BASED ACTIVITIES)

#### Target

Document pollutants Resolve Marine has prevented and recovered from entering the environment.

#### Progress

Debris Recovered	2024	2023	6-year total
Liquid and bulk contaminants and cargo*	68,390	86,255	184,783
Containers, vehicles and other	4,711	0	4,860

\*In tonnes, bunker fuel, crude oil, refined oil, chemicals and hazardous substances, bulk cargo and other

#### Target

Implement recycling and waste management programs across warehouse and office locations.

#### Progress

Recycling reflects our commitment to environmental stewardship and aims to support a healthier planet for future generations.

In 2024, Resolve Marine launched a recycling program at its Fort Lauderdale facilities branded “Make a Real Impact.” The program involves collecting paper, plastics, glass, metals, E-waste and clothing. Recycling bins were placed in shared breakrooms, at individual workstations and throughout the warehouse to encourage participation. In Dutch Harbor, Alaska, our team participates in local community cleanup efforts and in our Theodore, Alabama facility, scrap metal is recycled among other efforts. Recycling programs are also in place in Athens, London, Mumbai, the Netherlands, Singapore and Tacoma, Washington facilities.

### 14.2 – PROTECT & RESTORE MARINE AND COASTAL ECOSYSTEMS

#### Target

Formalize ESG considerations into the Tender Board Review process. Where possible, provide options that reflect customer ESG preferences.

#### Progress

In 2024, we integrated ESG initiatives into the tender/proposal process. The bid process involves a check list which now incorporates ESG-related commercial and operational considerations, for example, prioritizing the use of local



subcontractors, proposing methodologies that are more environmentally friendly, and using floating assets and equipment that are more energy efficient.

## 14.A – INCREASE SCIENTIFIC KNOWLEDGE, RESEARCH AND TECHNOLOGY FOR OCEAN HEALTH

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### Target

Quantify reinvestment and investment in environmentally friendly portable equipment, tools and innovation.

### Progress

Resolve Marine has ongoing programs to develop specialized equipment for use in field operations. In 2024, investment continued in an ROV Hot Tap System that will extend subsea oil removal capabilities beyond the depth limitation of salvage divers. Final assembly and testing of the equipment is ongoing.



### We support local communities where we live and work and causes across our industry.

Responding to and mitigating marine-related natural and environmental disasters is core to our service and response capabilities. We marshal resources and work with partners to supply humanitarian aid relief and supplies when needed. We support nonprofit organizations.

## 11.5 – REDUCE ADVERSE EFFECTS OF NATURAL DISASTERS

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### Target

Aim to donate to local causes when there are direct economic losses from a natural disaster / vessel casualty.

### Progress

Our commitment to UN SDG #11 includes supporting organizations and working with partners to supply humanitarian aid relief.

In 2024 humanitarian efforts included:



We responded to World Central Kitchen's (WCK) request for food supplies to Gaza. Resolve Marine's crane barge RMG 280 was mobilized from Gibraltar to Cyprus to increase aid being delivered through the maritime corridor from Cyprus to Gaza. Tragically, the fatal attacks on WCK volunteers in Gaza hampered efforts to further assist.



Following severe flooding in Southern Thailand in late 2024, Resolve Marine donated to Disaster Aid Thailand, a humanitarian aid organization dedicated to providing relief and support to communities affected by natural disasters.





Players from the Unalaska Little League team.

## 11.6 – REDUCE THE ENVIRONMENTAL IMPACT OF CITIES

### Target

Support local, regional and global nonprofit organizations.

### Progress

Donations to community, education, marine industry and wildlife nonprofit organizations totaled \$163,000 in 2024. We also established a process that enables facilities and offices to direct donations where they can create the most value locally.





Social

## UN SDG Commitments, Targets & Progress



### Achieve greater gender equality and female empowerment.

We are committed to greater gender equality by attracting, hiring, retaining, and promoting women throughout our workforce, both on and offshore. We are committed to publishing diversity, equity, and inclusion statistics and over time, aim to demonstrate higher female representation in our workforce.

## 5.1 – END GENDER-BASED DISCRIMINATION

### Targets

- Senior management will:
  - Review hiring decisions and define practices that ensure equitable treatment.
  - Review pay per position to ensure equitable treatment (base salaries as well as discretionary pay) and implement adjustments when discrepancies are found or identified.
  - Publish recruitment statistics for female representation in those receiving interviews and offers made and hired. Implement adjustments for discrepancies.
- Internally promote the Whistleblower Hotline as a mechanism to report harassment, including racism and sexual discrimination.

Progress

- During the year, we strengthened hiring practices by standardizing sourcing, screening and interview procedures, as well as regularly reviewed hiring decisions. Consistent practice adjustments were the focus. We also conducted pay equity reviews across roles, implemented pay structure of grades and ranges ensuring fairness in base and discretionary pay, with corrective actions implemented where disparities were identified.
- The company expects to report recruiting data in future sustainability reports.
- For information about Resolve Marine’s Whistleblower Hotline, see the Governance section of this report.

5.5 – ENSURE WOMEN’S FULL AND EFFECTIVE PARTICIPATION AT LEADERSHIP LEVELS

Targets

- Review and track advancement opportunities and career tracking by gender. Implement adjustments for discrepancies.
- Aim for 25% of women in leadership positions by 2027.
- Aim that women represent 20% of workforce by 2027.
- Establish a policy that encourages women employees to join WISTA USA or WISTA International.

Progress

Workforce Metrics	2024	2023
Total Employees*	550	324
Male/Female Mix	84% male; 16% female	84% male; 16% female
Average Age	43 years	43 years
Average Years Employed	4.7 years	5.2 years
Women in Leadership Positions**	22%	23%

\*Active employees fluctuate based on ongoing field operations and deployed personnel  
\*\*Defined as women who lead a team of one or more direct reports; 2023 has been restated

- We tracked advancement by gender, addressing gaps through targeted actions. Progress was made toward our activities by implementing data tracking and reporting measures to benchmark current levels.
- Resolve Marine established a global policy encouraging all female-identifying employees to join national, international and local WISTA chapters. A global organization, WISTA provides networking and educational opportunities, connects women in the marine industry and champions our commitment to gender equality. Resolve Marine reimburses travel and expenses to attend local chapter events and approves nominations to attend the U.S. annual general meeting. Resolve Marine counts more than 12 employees that are WISTA members.
- Resolve Marine is committed to advancing gender equality, a top priority for the leadership team. While current data reflects a similar status to 2023, we are actively working to make progress each year.





Resolve Marine team members Rebecca Garcia-Malone (left) and Mara DuVernois (right), were panelists at WISTA USA's AGM

## Health, Safety, Quality & Environmental (HSEQ) Programs

The heart of HSEQ at Resolve Marine is our people, policies, procedures and alignment across and amongst our global workforce. Safeguarding our teams, protecting the environment and delivering operational excellence are top priorities.

Workforce Metrics	2024
Total training, all employees	3,878 hours
Safety training, all employees	3,233 hours

### Stop Work Policy

At Resolve Marine, every employee, subcontractor, or visitor is empowered and expected to stop work when safety is at risk. This policy ensures hazards are addressed immediately, corrective actions are implemented and work only resumes once conditions are verified safe with full support from management.



### Safety Training

In 2024, 83%, or 3,233 training hours, were dedicated to safety. Safety training includes HAZWOPER 40-hour certification, U.S. Occupational Safety and Health Administration (OSHA) regulatory compliance and general safety protocols. By equipping our teams with knowledge, skills and competencies to operate safely and effectively, we strengthen both individual readiness and organizational resilience.



### Compliance and Certifications

Resolve Marine is compliant with OSHA regulations, reinforcing our responsibility to maintain the highest levels of workplace safety and hazard control. We are ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certified.

## Other Social Engagement Actions & Activities

### Global Workforce Training, Talent Development and Communications

Workforce development at Resolve Marine reflects our commitment to empowering employees, growing leaders and fostering a culture of continuous learning.

- Through our online Compass learning platform, employees completed 3,220 course sessions across 252 unique courses totaling 3,878 training hours in 2024. Top course categories included safety, professional development and job-specific skills, with the Resolve Marine 10-Hour Safety Course as the most completed.
- We launched Creating Leadership Excellence At Resolve Marine (C.L.E.A.R.), a leadership program in partnership with Kintla. Delivered virtually through five 90-minute modules, the course focuses on the transition from technical/team leaders to general managers, roles that require increased capabilities across influence, authority, teamwork and performance coaching.
- A streamlined onboarding process improved how new hires are welcomed, offering clearer communication, updated company overviews and enhanced orientation sessions.
- Our Flagship intranet remained a central hub for internal communications and includes updates on companywide policies and organizational and division announcements. Four global town hall meetings were hosted during the year, with recordings made available to all staff.

### Mission Resolve

Established by Resolve Marine's founder Joseph E. Farrell Jr., the Mission Resolve Foundation is a nonprofit organization focused on restoring the ocean's health with education, restoration and humanitarian efforts. In 2024, the foundation raised donations to save North Atlantic Gray Whales, among other philanthropic activities. More information can be found on [missionresolve.org](https://missionresolve.org).



**MISSION RESOLVE**  
FOUNDATION





# Governance

Governance at Resolve Marine provides a framework for how we are directed and controlled and promotes accountability, transparency, risk management, compliance, stakeholder engagement and responsible decision-making.

## Code of Conduct Policy

All employees (full- and part-time and contract workers), directors and officers of Resolve Marine and its subsidiaries are bound by a Code of Conduct Policy. The policy ensures that the company and its representatives conduct business consistent with local, legal, and ethical responsibilities and obligations.

- Conflicts of interest
- Gifts and other benefits
- Corporate opportunities
- Confidentiality and privacy
- Honest and fair dealing
- Protection and property use of company assets
- Compliance with laws, rules and regulations
- Disclosures
- Discrimination and harassment
- Safety in the workplace
- International trade, including sanctions and anti-boycott laws
- Anti-bribery Policy
- Internal reporting of incidences violating the Code of Conduct Policy

## Whistleblower Policy

As part of our governance framework and commitment to UN SDG #5.1, Resolve Marine's whistleblower program upholds standards of ethics, integrity and legal compliance. The program, "Speak Up," empowers employees to confidentially and, if desired, anonymously, report suspected violations of our Code of Conduct Policy, including harassment, or other potential legal or regulatory concerns.

The program reinforces our culture of accountability and transparency, ensuring that all employees can raise concerns without fear of retaliation. Access points include phone, email, the company's intranet and online forms. During the year, four communications were sent to employees drawing attention to the program, which is administered by a third party, Integrity Counts. In 2024 there were three submissions, each that were researched, acted upon and closed.

## Board of Directors

- Following a recommendation from Resolve Marine's external auditors, in 2024, the company established an **Audit Committee** to strengthen financial oversight and corporate governance. Chaired by an independent board member, the committee serves as a liaison between the external auditors and Resolve Marine's Board of Directors, ensuring a clear and independent line of communication that operates separately from senior management. Committee members include the company's Chief Executive Officer, Chief Financial Officer and the Senior Director of Financial Reporting, Tax, Audit and Compliance. The committee's responsibilities include reviewing financial reporting practices, assessing internal controls and overseeing audit processes. In its inaugural year, the Audit Committee implemented several governance enhancements recommended by the external auditors, reinforcing the company's commitment to transparency, accountability and sound financial management.
- The **Compensation Committee** of the Board of Directors plays an essential role in ensuring that employee compensation practices are competitive, fair and aligned with Resolve Marine's strategic goals. By reviewing third-party benchmarking studies, the committee evaluates salary and benefit structures assuring that they remain attractive across the industry and fair across all employee groups, including a focus on gender pay fairness. The committee also provides oversight of decisions made by senior management on compensation matters and makes recommendations to the Board of Directors around executive hiring, incentive structures, salary adjustments, benefits programs and broader hiring practices. The committee's oversight reinforces Resolve Marine's commitment to transparency, equity and long-term employee value.





# What Our Customers Are Saying

“We fully recognize the coordination and planning required to successfully arrange a vessel of opportunity and execute subsea operations on short notice under significant time restraints and cost pressures. Those things don’t just happen without considerable force of will. Thank you for your efforts and professionalism. It was a pleasure working with you and your team.”

—A Subsea Cable Company

“Excellent collaboration when tackling unique problem sets. Great communications moving through the response.”

—A U.S. Government Agency

“You helped us complete something that we had multiple companies tell us “it can’t be done” and was something that had never been done before. The Resolve Marine team showed up like an NBA All-Star team in your orange jump suits and overall provided seamless execution of the project.”

—A Leading Aerospace Company



 +1.954.764.8700

[www.resolvemarine.com](http://www.resolvemarine.com)

### We Value Your Feedback

Go to the link below to take a short survey about our 2024 Sustainability Report.



### Connect with us

