



2023

SUSTAINABILITY REPORT





At Resolve Marine, we view environmental, social and governance practices through three lenses: organizational, operational, and aspirational. As a company, we are committed to best practices and continuous improvement (organizational). As a leader in creating solutions for some of the maritime industry's most complex problems, our day-to-day work has real consequences for environmental remediation and protection (operational). And our stakeholders look to us to go above and beyond minimum requirements and lead by example in making the world a better place (aspirational).



**WE INVITE
EVERYONE TO
BE PART OF
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AND JOIN A
BROADER ESG
CONVERSATION.**



MESSAGE FROM THE CEO

Resolve Marine was established 40 years ago, and since then, both our work and the clients we serve and support have evolved. Today, expectations regarding environmental, social and governance (ESG) issues are higher than ever, and all want to work with like-minded partners.

Environmental remediation is at the heart of every emergency response and marine salvage operation. It is often what we tackle first and last. Having successfully completed thousands of response jobs, and worked with multiple stakeholders where an incident has – or could – cause catastrophic environmental impact, we are experts in this space. We protect reputations. We help stakeholders navigate unfamiliar circumstances, often when they are in the glare of a global and local spotlight. We know how to connect the dots across a myriad of divergent agendas and coordinate an effective response.

In 2023, after conferring with clients and business partners that want to work with companies that take ESG seriously, we established an ESG task force whose ideas, discussions, and commitments resulted in the publication of our first sustainability report.

We invite everyone to be part of our journey and join a broader ESG conversation. And importantly, select a service provider like Resolve Marine that aligns your interests with ours.

A handwritten signature in black ink, appearing to read "J. Farrell". The signature is fluid and cursive, written in a professional style.

Joseph Farrell III
Chief Executive Officer

AT A GLANCE

Resolve Marine is a maritime solutions provider. From emergency response, salvage, and reclamation, to regulatory compliance, maritime training, and marine services, we bring a global presence and local response to every project.

Our global footprint includes employees, facilities, and floating assets and equipment in the Americas, Europe, and Asia.



8

global warehouse
facilities span 205,000
square feet

12

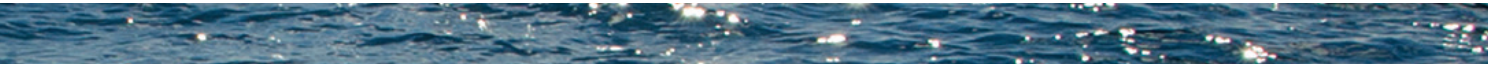
floating assets

21

21 OPA 90 response
depots and 120+
Chinese ports covered

8,500

critical assets ready to
deploy worldwide



MISSION, VISION & VALUES

Our vision is to leave the world in a better place.

Our mission is to serve as a world leader in providing safe, innovative maritime solutions.

We operate our business based on **values** of safety, teamwork, excellence, commitment, integrity, and creativity.



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, clients, 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 clients. 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 clients, 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.



SUSTAINABILITY PLATFORM

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, reputational management and making the right decisions for the right reasons.

This year, we are publishing a baseline sustainability report for 2023. We believe that transparency with our stakeholders adds accountability to our actions and creates a strong communications platform from which to advance and add value across our ESG commitments over time.

STAKEHOLDERS



SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (UN SDGs) are an internationally recognized set of standards. Businesses and governments can commit to these standards, define targets and measurable key performance indicators (KPIs), and, over time, track the progress of their sustainability efforts. According to the United Nations, UN SDGs are opportunities for business-led solutions to be developed and implemented that address the world's biggest sustainable development challenges.

Resolve Marine has committed to three UN SDGs: SDG 14 – Life Below Water; SDG 11 – Sustainable Cities and Communities; and SDG 5 – Gender Equality.

Our commitment to Goal 14 aligns with our core business of preventing and minimizing the impact of marine pollution, at sea and onshore. Our commitment to Goal 11 involves making a positive impact and giving back globally and locally to industry-related nonprofits and in areas where we have facilities and conduct project work. Resolve Marine's commitment to Goal 5 supports achieving greater gender equality and female empowerment in the maritime industry.



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.



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.



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.

2023 REPORTING



ENVIRONMENTAL

We measure quantities of debris recovered for projects and emergency response.

Debris Recovered

| | 2023 | 5-year total |
|---|--------|--------------|
| Liquid and bulk contaminants and cargo* | 86,255 | 116,393 |
| Containers, vehicles and other | 0 | 3,679 |

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

Resolve Marine also reports annually to the International Salvage Union (ISU) debris recovered and services provided. The ISU, a member organization of marine salvage companies from more than 30 countries, publishes results in its Annual Pollution Prevention Survey.



Organizational Metrics

| Total Employees | Male/Female Mix | Average Age | Average Years Employed | Women in Leadership Positions |
|-----------------|------------------------|-------------|------------------------|-------------------------------|
| 324 | 84% male 16% female | 43 years | 5.23 years | 18%* |

*Direct reports to the CEO

Health, Safety, Quality & Environmental Metrics

HSEQ is a top priority at Resolve Marine. We monitor KPIs regularly and report metrics internally and externally. A hierarchy of controls framework, regular communications, site visits and in-person and classroom training are among the many tactics used to ensure both onshore and offshore safety of our employees.



- Resolve Marine is ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certified.¹ The certifications are based on the company's global integrated management system.
- On a project site, safety toolbox meetings are conducted daily, and a stop work authority process is employed as needed. Safety Committee meetings are held bi-weekly.
- For every job or project, a Job Safety Analysis form is completed. This form outlines high-level steps in performing a job. Specific hazards are defined, mitigations to control hazards are outlined, and personal protective equipment is summarized. Workers sign the form, agreeing to commit to safe work practices.

Community Engagement

Resolve Marine supports numerous nonprofit organizations and causes related to marine and wildlife conservation, education, U.S. military veteran programs, and more. Causes in the United States include Boys & Girls Club of America, Junior Achievement, Mission United and United Way, Nova Southeastern University, Seafarers' House, and the U.S. Coast Guard Foundation, to name a few.

¹ISO 14001 and ISO 45001 were received in April 2024.

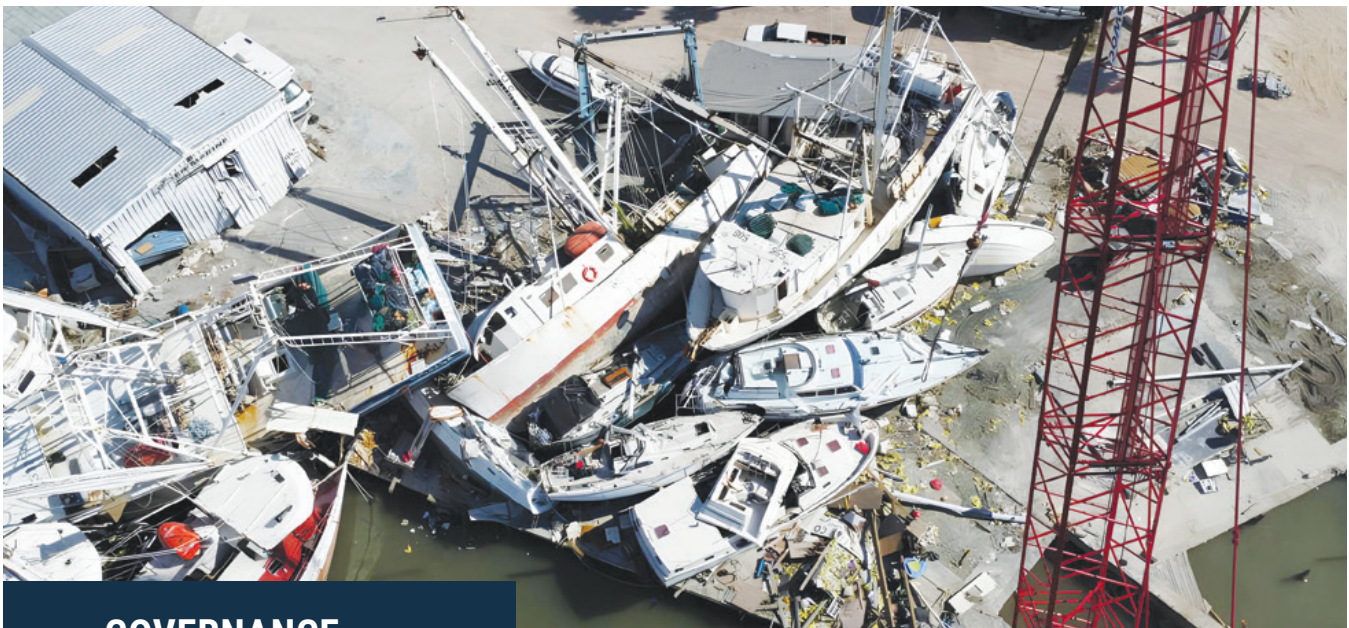
In Alaska and the Pacific Northwest, we engage at the local level and support Alaska Sea Life Center, Alaska Animal Rescue Friends, Alaska Peace Officers Association, International Bird Rescue, Kodiak Animal Shelter, Heart of the Aleutians Festival and Seattle Fisherman’s Memorial, among others.

Mission Resolve

Established by Resolve Marine founder Joseph E. Farrell Jr., the Mission Resolve Foundation is a nonprofit that aims to minimize challenges that coastal communities face.



The Foundation helps address critical maritime environmental initiatives, including marine plastics cleanup, coral and artificial reef restoration, coastal erosion mitigation, and other pressing ocean-related issues. Mission Resolve also fosters marine conservation by funding educational initiatives for schools, educators, and communities around the world. More information can be found at missionresolve.org.



GOVERNANCE

Code of Conduct

All employees (full-time, part-time and contract workers), directors and officers of Resolve Marine and its subsidiaries are bound to 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. The policy covers conflicts of interest, gifts, confidentiality and privacy, discrimination and harassment, safety in the workplace, international trade and anti-bribery, among others matters.

Whistleblower Policy

A whistleblower program was implemented in 2023 for all employees. A confidential tool, the program is designed to protect individuals who report misconduct and/or policy violations and ensure that employees feel secure and free from any retaliation from filing a report. Access points include phone, email, the company’s intranet, and online forms. The program is administered by a third party, Integrity Counts.

In 2023, two notifications were submitted to the Whistleblower Hotline.

MAKING AN IMPACT

Reporting to the public about the impact of our ESG journey begins with this report. In 2024, we aim to publish targets across our UN SDG commitments, expand social and governance KPIs, and add case studies from the reporting period. Members of the ESG task force will continue to engage with our clients and we intend to develop standard language to use in the tender/bid process when asked about ESG at Resolve Marine.

We encourage you to visit the dedicated section of our website at <https://resolvemarine.com/sustainability> to learn more, stay current on our progress, and connect with us to continue the conversation.



CASE STUDIES

Making an impact is one of three brand pillars at Resolve Marine. Here, we highlight two complex environmental operations recently conducted by our teams.



OIL SPILL RESPONSE IN THE SOLOMON ISLANDS

The Solomon Trader, a bulk carrier loaded with over 10,000 metric tons of bauxite and an estimated 100 tons of fuel oil, grounded on a coral reef in Kangava Bay, Rennell Island, a UNESCO World Heritage site known for its pristine beaches and endemic marine life.

The vessel, with full cargo and fuel tanks, presented a logistical, engineering, and environmental challenge that required careful coordination as naval engineers, working with the Solomon Island government officials, developed plans to lighten the ship's cargo and fuel, refloat the vessel, and clean oil that spilled at sea and onshore. Oil spill response crews deployed nearly 12,000 feet of boom and sorbent pads were used to contain the spill. Offshore skimming vessels recovered free floating product and drones were used to direct skimming operations.

Teams on the beach surveyed the shoreline using SCAT, a process that assists in prioritizing shoreline segments for cleanup and develops minimally invasive cleaning plans. Shoreline personnel pressure washed oiled limestone, flushed sandy and rocky areas, and removed oiled debris. Locals were trained and employed to assist with manual beach cleanup removing oily sand, debris and buried oil.

Along a 300-meter stretch of shoreline, 400 logs lay in a slurry of heavily weathered oil. Cleanup teams first removed the bulk and free-floating oil and then proceeded to sort the logs into sections, cleaning the beach underneath. The logs were then transported through a boom channel to an offshore deck barge where they were milled. The clean, milled logs were fumigated and exported for resale.

Waste material and oiled debris was bagged, sorted, and incinerated. Waste minimization policies were followed to reduce the amount of waste produced from the response.

Over the course of four months and working in harsh and remote conditions, Resolve Marine refloated the Solomon Trader and carried out repairs enabling the vessel to be transported to deeper water and towed to Singapore. The removal of the vessel coincided with the conclusion of oil spill response cleanup efforts.



NURDLE SPILL AND CLEANUP IN SOUTH AFRICA

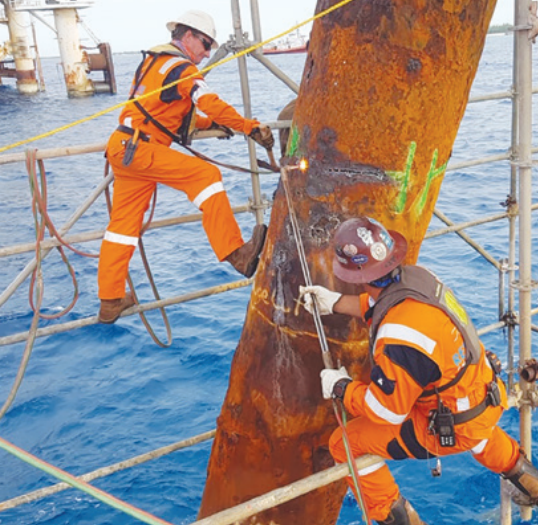
During a major storm inside the Durban Harbor, South Africa, a containership lost two containers over the side containing polyethylene beads, also known as nurdles.

Approximately five millimeters in diameter, the beads are raw material for most plastic products manufactured worldwide. In a 2021 article, *The Guardian* called nurdles “the worst toxic waste you’ve probably never heard of.” The pellets, which partially float, get into the marine life food chain with deadly consequences.

For this operation, Resolve Marine was contracted to act as advisors during cleanup operations and provide guidance, technical support, methodology, coordinate with the local coast-state maritime and environmental authorities, and oversee hazardous material beach cleaning teams.

The project initially focused on bead pollution in the Durban Harbor and Durban beachfront areas. Beach inspection protocols were undertaken along with storm drift analysis, ROV techniques, and aerial surveillance. The project then expanded by more than 1,500 kilometers: north to the border with Mozambique and south to Cape Town.

Using mechanical techniques developed by Resolve Marine engineers and local workers and volunteers, over two billion nurdles were removed from beaches, harbors and lagoons and properly disposed.





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