



2020

## HSEQ ANNUAL REPORT 2020

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### Introduction

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## INTRODUCTION

2020 was a challenging year for everyone, dominated by the COVID-19 pandemic response, which caused significant disruption across the world. GMS was not immune to such turmoil, and we experienced issues such as carrying out planned crew changes because of travel restrictions and quarantine requirements. We also closed our head office, and our staff were required to work from home. Our offshore teams' extended rotations created additional risk in terms of fatigue and stress caused by uncertainty. Nevertheless, our HSEQ performance was exceptional, and we managed to achieve our goal of no injuries. This is an outstanding achievement given the circumstances, and the credit for this lies squarely at the feet of our dedicated offshore employees. As we move into 2021, all our efforts will be focused on sustaining the achievements of 2020.

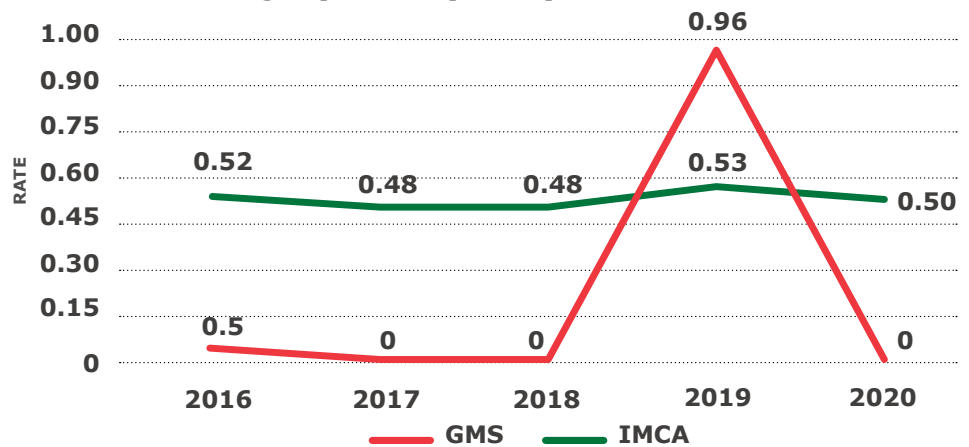
# HEALTH AND SAFETY REVIEW

The total number of hours worked by direct employees and subcontractors in 2020 was 2,030,955. There were no recordable injuries at any of our sites onshore or offshore. As can be seen from the chart below, our Lost Time Injury Rate (LTIR) decreased from 0.96 (2019) to 0.00 (2020). Our Total Recordable Injury Rate (TRIR) decreased from 0.29 (2019) to 0.0 (2020).

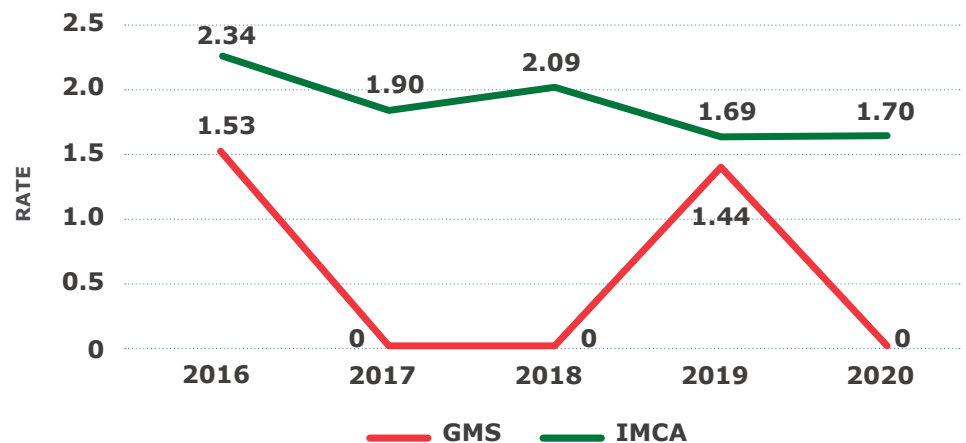
We have selected the International Association of Marine Contractors (IMCA) to benchmark our performance. IMCA is more representative of GMS' operations than other groups, such as the International Association of Drilling Contractors (IADC) or The International Association of Oil and Gas Producers (IOGP), that publish similar data. Overall, GMS's safety record exceeds the average of all IMCA contractors. GMS also contributes to the IMCA data.

In total, there were 37 reported incidents across GMS vessels and operations, including four minor first aid cases. First aid cases are usually minor cuts or bruises that typically require basic first aid or no first aid but are still recorded for reporting purposes.

## Lost Time Injury Rate (LTIR)



## Total Recordable Injury Rate (TRIR)



There was one minor pollution incident where approximately 1-2 litres of lube oil was spilt into sea in port. The incident was reported to the local port authority and thoroughly investigated. The spillage was cleaned up using onboard spill response equipment.

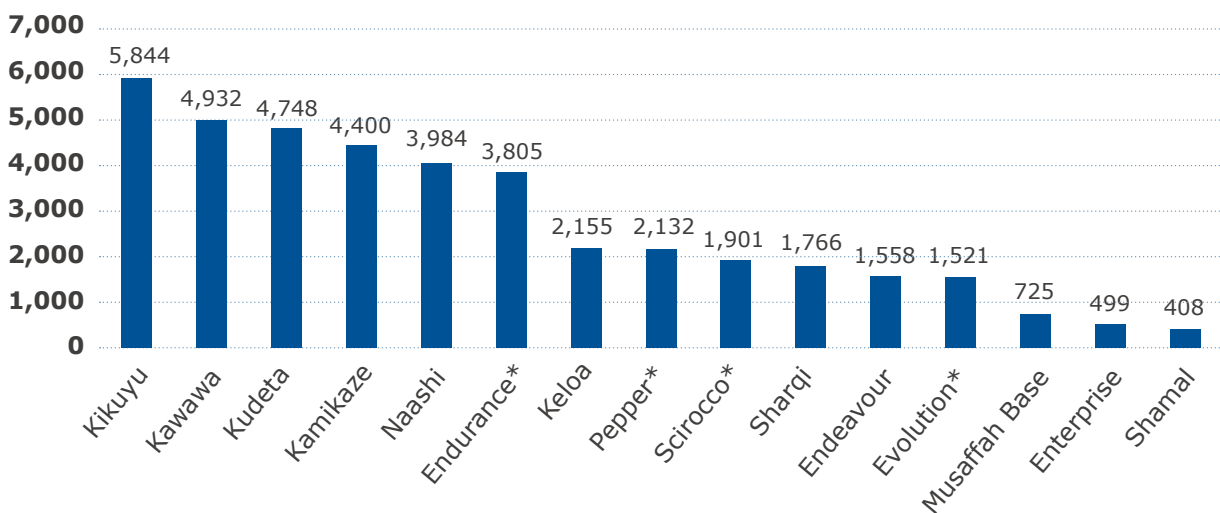
CATEGORIES	TOTAL
Fatality	0
NON Work Related Injury	0
Lost Time Injury (LTI)	0
Restricted Work Day Case (RWDC)	0
Medical Treatment Case (MTC)	0
First Aid Case (FAC)	4
Occupational Illness and Occupational Disease	1
Material/Productivity Loss	9
Pollution	1
Loss of containment	1
Fire or Explosion	0
Security	0
Near Miss	17
HiPO	2
Safety Critical Equipment/Failure	10
Technical Offhire	0
Vehicle Incident	0
Man Hours Worked	2,030,955
Total Days Lost	0

## A number of our vessels also achieved significant milestones in regard to the number of days without a Lost Time Injury (LTI).

- Kelo, Pepper and Scirocco both surpassed five years without an LTI.
- Kikuyu achieved a remarkable milestone of 15 years without an LTI.

As can be seen from the chart below, our vessels have achieved a significant number of days without an LTI. In total, at the end of the year, the combined GMS fleet has accrued over 100 years without an LTI.

**Days Since Last LTI**



\*denotes no LTI since vessel entered operations.

## COVID-19

Throughout the COVID-19 pandemic, GMS has maintained the highest standards in terms of precautionary measures, both in our offices onshore and our vessels offshore. Hygiene standards were increased significantly, as well as other measures such as social distancing and mask-wearing.

All staff were tested frequently to ensure that any cases were identified quickly. We frequently communicated with staff to ensure that everyone was apprised of all the latest developments internationally and regionally. This was important as some of our offshore staff were not able to crew change due to travel restrictions.

We remain vigilant and continue to test staff regularly and observe all the latest scientific advice. A large proportion of our staff has also now been vaccinated.

# ENVIRONMENT AND SUSTAINABILITY

In 2020 we implemented some initiatives aimed at reducing our carbon footprint:

## Closures of offices and facilities

We relocated our office and other facilities, leading to a reduction in our geographical footprint, which led to a 17% decrease in electricity consumption. The relocation included closing the Musaffah offices and onsite construction base. We opened a new office, at International Tower, in Abu Dhabi, which has impressive sustainability credentials, having been developed in line with the US Green Building Council LEED® rating system.

## Decrease in business travel (COVID-19)

All business travel was suspended in 2020 due to COVID-19, and we have continued to restrict non-essential business travel, with positive developments in video conferencing reducing the need for face to face interactions.

We expect this trend to continue for the foreseeable future and will continue to encourage all employees to minimise non-essential business travel.

## Change in refrigerant

We changed the refrigerant used on our vessels for the cooling process, resulting in a 30% decrease in refrigerant emissions. We are continuing to evaluate other alternative refrigerants with the aim of further reducing emissions.

## Other emission reductions projects

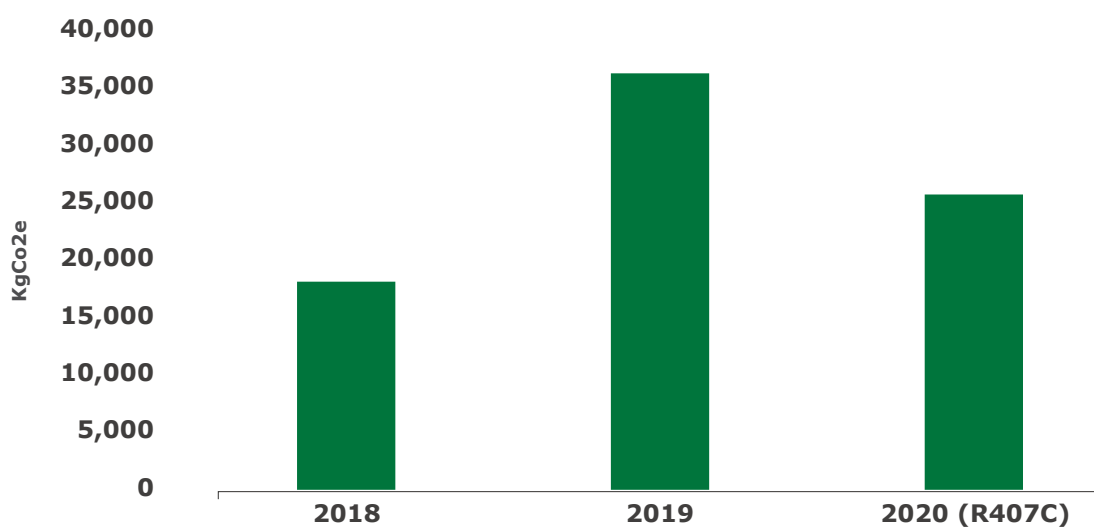
As part of our drive to reduce overall emissions, we are evaluating a number of additional measures aimed at reducing our carbon footprint. One of these is a trial of a lube oil filtration system on one of the large class vessels that could significantly extend the life of lube oils. The results of the trial are expected to be published in 2021.



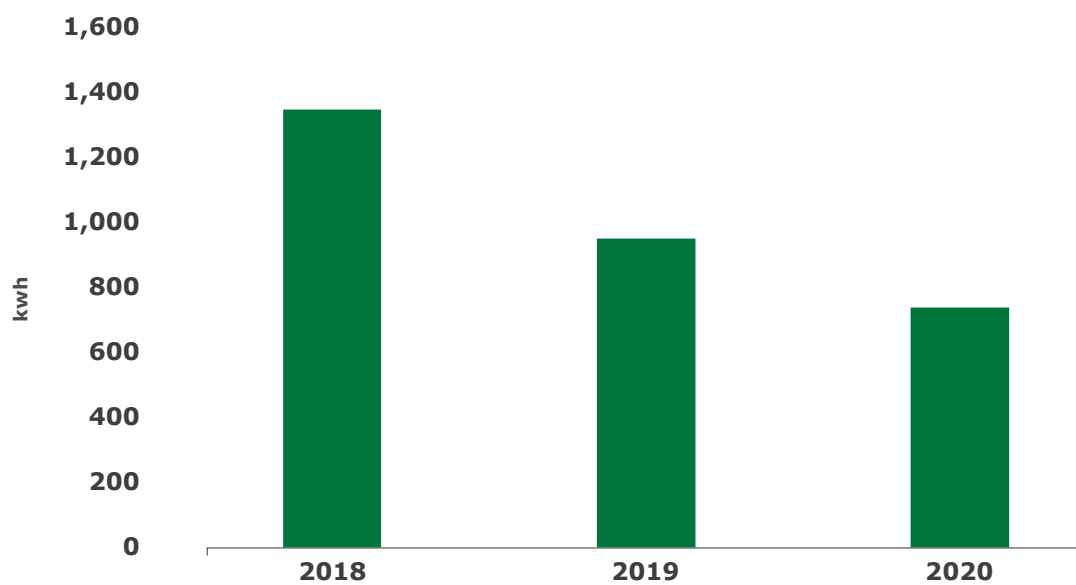




### KgCO2e Refrigerant Consumption



### Electricity Consumption



# CARBON EMISSION REPORTING

To monitor the impact of our operations on the environment, we collate Greenhouse Gas ("GHG") data. The figures outlined below make up the baseline reporting for GMS. The 2019 totals have been included from the Mandatory Greenhouse Gas reporting that preceded it.

Scope 1 consumption and emissions relate to gas and fuels' direct combustion or consumption, utilised for the Group's vessel operations.

Scope 2 consumption and emissions relate to indirect emissions, relating to the consumption of purchased electricity, in day to day business operations.

The total consumption (kWh) figures for energy supplies are as follows:

Utility and Scope	2019 Consumption (kWh)	2020 Consumption (kWh)	2020 UK Consumption (kWh)	2020 Global (excluding UK) Consumption (kWh)
Grid-Supplied Electricity (Scope 2)	988,254	815,940	0	815,940
Gaseous and other fuels (Scope 1)	0	0	0	0
Transportation (Scope 1)	160,657,371	166,036,232	18,089,737	147,946,495
<b>Total</b>	<b>161,645,625</b>	<b>166,852,172</b>	<b>18,089,737</b>	<b>148,762,435</b>

The total emission (tCO<sub>2</sub>e) figures for energy supplies reportable by GMS are as follows:

Utility and Scope	2019 Consumption (tCO <sub>2</sub> e)	2020 Consumption (tCO <sub>2</sub> e)	2020 UK Consumption (tCO <sub>2</sub> e)	2020 Global (excluding UK) Consumption (tCO <sub>2</sub> e)
Grid-Supplied Electricity (Scope 2)	580	479	0	479
Gaseous and other fuels (Scope 1)	0	0	0	0
Transportation (Scope 1)	43,108	42,893	4,674	38,219
Refrigerants (Scope 1)	3,554	2,520	0	2,520
<b>Total</b>	<b>47,152</b>	<b>45,891</b>	<b>4,674</b>	<b>41,217</b>

Our carbon footprint is derived primarily from the transportation of our fleet. Our Scope 1 direct emissions for this first year of reporting are 42,893 tCO<sub>2</sub>e. This is a reduction of 0.3% from the previous year, while in the same period, vessel utilisation (the primary source of direct emissions) increased by 14%.

In total, our Scope 1 and 2 emissions were 45,891 tonnes of carbon dioxide equivalent compared to 47,152 tonnes in 2019. The decrease is predominantly related to reduced electricity and refrigerant emissions arising from the changes implemented described above.



# QUALITY

## Continuous Improvement Analysis

### 2019

Internal Audits  
(85% Completion)

11 External Audits  
(100% Completion)

No Critical Actions Raised

No. of Overdue Actions  
by Year end: **20%**

8 Client Feedback  
Collected

### 2020

Internal Audits  
(100% Completion)

08 External Audits  
(100% Completion)

No Critical Actions Raised

No. of Overdue Actions  
by Year end: **10%**

4 Client Feedback  
Collected

### RESULTS

Remote internal audits  
were introduced due to  
travel restrictions

Expected reduction due  
to vessels being in  
mid-audit cycle

No critical findings  
in 2020

Overdue actions were  
promptly closed in  
2021 Q1

Less obtained but still  
very high satisfactory rate



# AUDIT PLAN

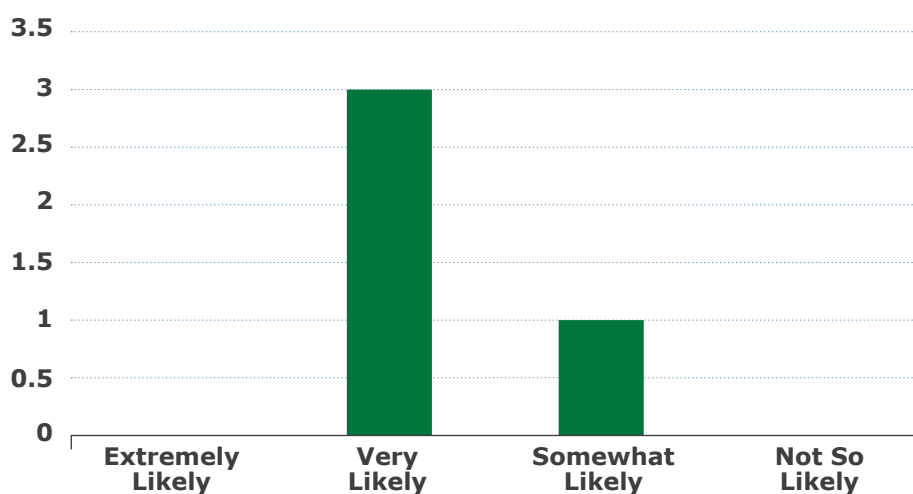
Audit planning was adapted to a remote system in 2020 due to travel restrictions. Nevertheless all planned audits were carried out as required.

AUDITS	PLANNED	EXECUTED
Internal Audits - Office	6	6
Internal Audits - Vessels	13	13
Contractor Audits	0	0

## Customer satisfaction

Customer satisfactions surveys are sent out to our clients periodically and at the end of a contract. A summary of the results are presented below.

### How likely are you to use GMS again in the future?







## Documentation review

Last year the company not only underwent a profound change in leadership but also the business management system also went through a massive renovation with the review of all of the controlled documentation.

The aim was to ensure policies, manuals, procedures, plans, etc. were up to date and were a true reflection of the new direction of the company and its processes. This project required the involvement of all the levels of the organisation and in a span of 3 months around 195 documents were reviewed, approved, released and implemented across the company both onshore and offshore.

TIER	DOCUMENT TYPE	TOTAL
T1	Policies	5
T2	Commitment	4
	Corporate Governance	6
	Corporate Standard	20
T3	Manuals	60
	Procedures	67
	Guidelines	1
	Work Instructions	2
T4	Plans	30
Total		195



## Vessels

### K-Class

Kamikaze, Kawawa, Kelo, Kikuyu, Kudeta, Naashi

### S-Class

GMS Shamal  
GMS Scirocco  
GMS Sharqi

### E-Class

GMS Endeavour  
GMS Endurance  
GMS Enterprise  
GMS Evolution

### P-Class

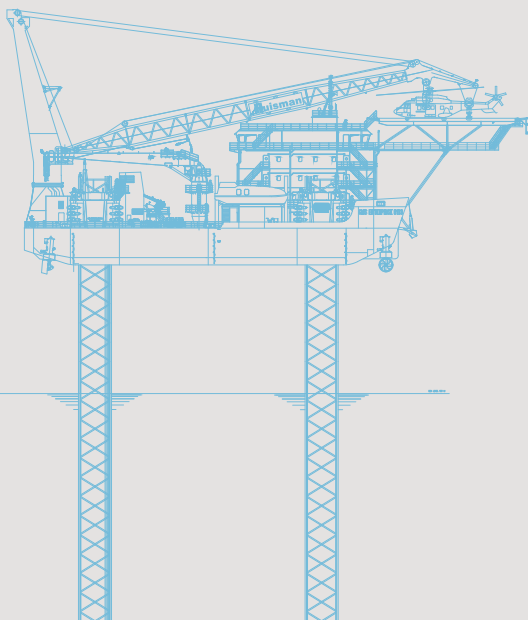
Pepper

## Gulf Marine Services

Our assets are engaged in a wide range of services throughout the total lifecycle of offshore oil, gas and renewable energy activities.

### Our major services include:

- Enhanced oil recovery
- Diving support activities
- Drilling support, completions and testing
- Platform construction, hookup and commissioning
- Platform restoration and maintenance
- Well abandonment and decommissioning
- Well intervention and workover
- Wind turbine installation and maintenance
- Accommodation barges



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