

Environmental, Social and Governance Report 2024

KBS Maritime

A KBR and BAE Systems Joint Venture



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01

Tackling Key ESG Challenges

Tackling Key Environmental, Social and Governance Challenges

As we reflect on the past year, we are immensely proud of the strides we have made in our Environmental, Social, and Governance (ESG) initiatives. These efforts are not simply boxes to be checked; they are foundational to our mission and our vision for the future.

Tackling ESG challenges requires a proactive and comprehensive approach. It demands that we go beyond compliance and embrace a mindset of sustainability, responsibility and long-term thinking.

Our commitment to a sustainable and safe environment has never been stronger. We have invested extensively in improving our safety protocols, ensuring that our Naval Base operates not only efficiently but with the wellbeing of our people and the planet in mind. Our employees are the lifeblood of our operations, and their safety remains our top priority.



WE RECOGNISE THE IMPORTANCE OF CONSTANTLY EVOLVING AND IMPROVING OUR PRACTICES

In the past year, we have accomplished several milestones in our ESG journey. We have significantly reduced our carbon footprint, with a significant decrease of 13% (13,065tCO₂e). This reduction was achieved through concerted efforts in optimising our operations and leveraging cleaner technologies. We also made impressive strides in enhancing our supply chain sustainability by launching our new framework agreement to bring in new (55%) and local suppliers (40%) into our supply chain. Our Zero Harm culture has proven to be a cornerstone of our safety protocols, fostering a culture of safety and responsibility across the Naval Base.

Looking ahead, we remain committed to achieving Net Zero through effective energy management and carbon savings. We will support our equality, diversity, and inclusion (EDI) targets by signing the Women in Defence Charter and launching an Apprenticeship Scheme in collaboration with the University of Portsmouth. Our goal is to foster supply chain knowledge by maintaining a balanced portfolio of small and medium-sized enterprises (SMEs) and local suppliers. We aim to integrate ESG considerations into our strategy and operations, ensuring sustainable growth and a positive impact on both our people and the planet.



James Davis
Managing Director, KBS Maritime



02

Overview









Our Commitment

We will always deliver solutions that are safe for our people and the environment. We are also motivated to continuously drive investment into improving the safety environment and establishing a sustainable Naval Base. Our people are our biggest asset. Without them we could not deliver to our customers so keeping them safe is our number one priority.

AT KBS MARITIME
WE'RE FOCUSED
ON SAFETY &
SUSTAINABILITY

Our 2024 ESG Highlights

|  Environment |  People | |  Supply Chain |  Zero Harm |
|--|---|---|---|--|
| 13,065 tCO2e carbon reduction at PNB | 18% of our population are female * | £304,000 spent on training | 2738 purchase orders placed in 2023/24 | > 325 hazards or incidents reported for resolving, review and investigation |
| | 9.4% of our population have worked at the Base for over 15 years. * | £60.1m spent in supply chain in 2023/24 | | 1 Zero employees and 1 subcontractor RIDDOR reportable injuries in year |
| | * >100 net increase in employees | | | |

Our 2024 Commitment

Environmental Impact

In 2023, we committed to a target reduction of 33.5% in the Net Zero Carbon plan for 2030. We have achieved 13% in 2024.

Throughout 2023 and 2024, we worked alongside Ancala and Southern Water to reduce the surface water from Naval Base drains entering sewers, reducing the burden on their sewage network and reducing the likelihood of flooding. We also have reduced the diesel fuel used for generators on site by over 50%, relative to 2022 and 2023.

Diversity and Inclusion

In 2023, we committed to promote Employee Resource Groups throughout 2024 to offer inclusion and bring wider awareness across the business to diverse topics and communities.

During 2024, **we launched our Equality, Diversity and Inclusion (ED&I) Policy** which details our stance on ED&I within our business. We have also **stood up our Employee Resource Group**, who have focused on supporting mental health and stress within our workplace.

Sustainable Supply Chain

As part of our 2023 commitment, we agreed to aim to set clear and fair expectations and foster collaborative relationships with the supply chain.

In March 2024, we launched a supplier framework which brings transparency and consistency to work across our programmes at Portsmouth Naval Base. The framework creates robust partnerships and gives our supply base early insight into future requirements and opportunities.





Environment



Environment

KBS Maritime has a key role in supporting Portsmouth Naval Base achieve its Net Zero Carbon goal by 2040 (scope 1, 2 and 3). KBS Maritime has supported the MOD in developing and proving the capability to meet the goal and is uniquely placed to ensure it remains on track.

The KBS Maritime carbon emissions reduction in year equates to 13,065 tCO2e, a 13% reduction against the 2022/23 baseline.

A data improvement strategy is in progress to use existing data and building management systems to reduce energy use in KBS Maritime occupied buildings and provide data to other occupiers.

A 25% reduction in the core electricity demand of Victory Building, through monitoring and active intervention.

Switch on of the MFW car park solar photovoltaic (PV) roof in 2024.

KBS Maritime is an ISO14001 accredited organisation.

50% reduction in generator diesel use in 2024.

We have reviewed and rationalised our fleet of vehicles and have >50% electric white fleet.



Net Zero Carbon Planning

Energy and Decarbonisation

Sustainability Through Projects



The Alford Schools of Military Music (ASoMM) project team recently celebrated a significant achievement, winning the Sustainable Procurement & Construction Award at the Ministry of Defence Sanctuary Awards. This accolade recognises the team's exceptional work in transforming a former military prison into a state-of-the-art training facility for Navy and Army musicians. Celebrated for over 30 years, the MOD Sanctuary Awards recognise projects that benefit sustainable development and help to conserve the environment, natural resources and heritage across Defence's UK and overseas estate.



04

Social



People

Our organisation places significant emphasis on our people, and this year we have made strides in fostering a culture of continuous learning and development. We had a 52% increase from the previous year in the amount spent on training, which has provided each employee with an average of ten training opportunities. Additionally, we have increased our workforce size over the last 12 months by over 100 people, actively bringing in new talent to the Naval Base to foster innovation and adaptability.

We have also celebrated long service, recognising 41 employees who reached decade milestones. Our enhanced recognition processes, including the KBS Kudos platform, have celebrated over 60 employees for their exceptional contributions, fostering a culture of appreciation and motivation.

As part of our ongoing commitment to creating a sustainable and inclusive workplace, we launched our Equality, Diversity, and Inclusion (ED&I) Policy. This policy will guide our actions in promoting fairness and protecting against bullying, harassment and discrimination.

Moving forward, we will continue to invest in our people, ensuring their growth and well-being while driving our organisation towards a brighter, more sustainable future.

Training and Development



Throughout 2024, we spent £304,000 on training our employees. This 2024 figure is an increase of 52%. Each employee has received, on average, ten training opportunities throughout the year.

We have successfully enrolled 8 of our employees onto Apprenticeship schemes, with all working towards a degree or masters level qualification.

52%
INCREASE IN
TRAINING SINCE
22-23

8 APPRENTICESHIPS

SUCCESSFULLY ENROLLED FOR
OUR EMPLOYEES

£304,000
SPENT ON EMPLOYEE TRAINING IN 2023-24



Training and Development

Case Study Port Operative

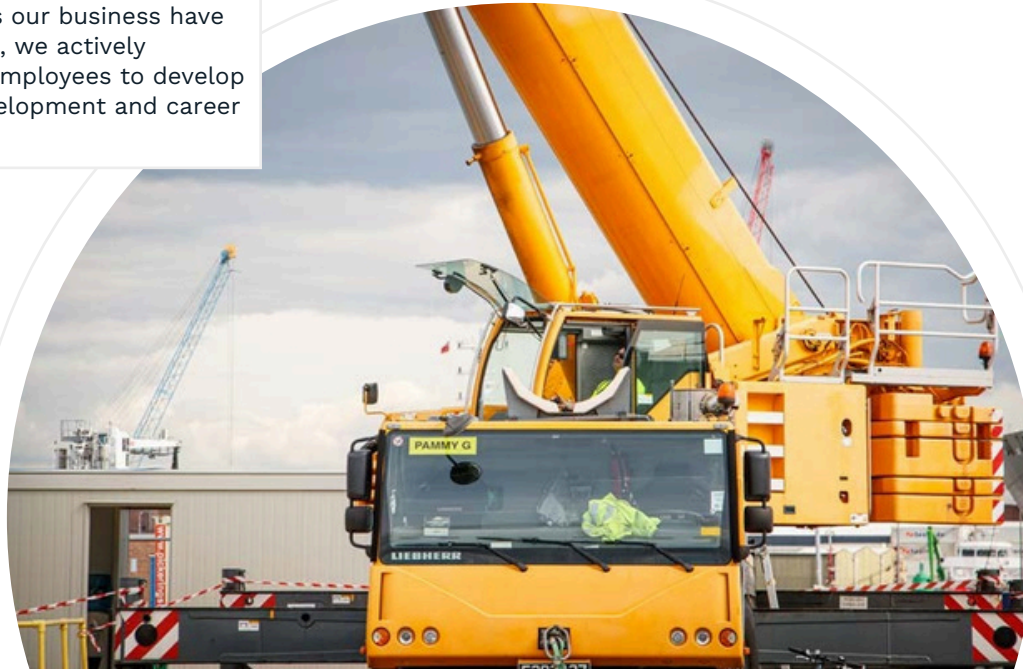
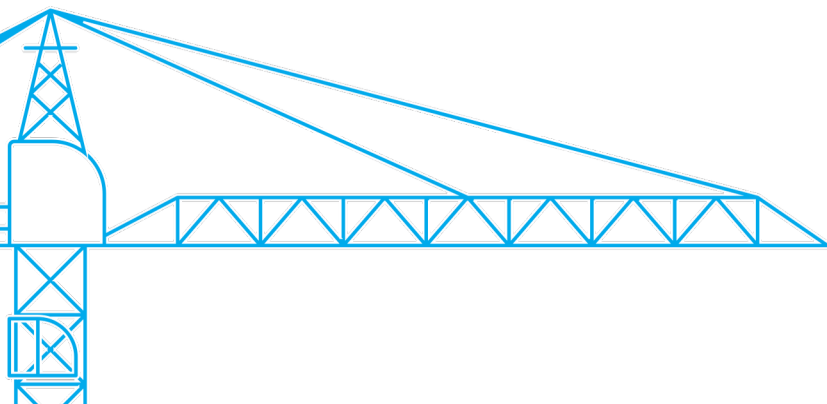
Developing our People

Sam Woodford joined KBS as a slinger and forklift driver three years ago. Sam has embraced numerous opportunities to expand his skill set and obtain new licences, all while supporting the Royal Navy's demanding needs. Today, Sam is a versatile port operative, proficient in handling a wide range of lift equipment, from MEWPs to 55-ton cranes, and holds an HGV Licence. We invest in the professional development of employees, offering a dynamic and rewarding career path. Sam's role in supporting the berthing and movement of warships, managing complex lifts and handling diverse cargo, underscores the critical support provided to the Royal Navy and allied navies at Portsmouth Naval Base.



Internal Mobility

Throughout 2024, we are pleased that 65 people (17%) across our business have moved into a new role or have been promoted. As a business, we actively encourage mobility within our organisation and support our employees to develop transferable skills which can support their own personal development and career goals.



Mental Health and Wellbeing

We have 20 Mental Health First Aiders across the business, with 16 having undertaken their training in 2024. We have launched a monthly 'Mental Health March', which is a gentle thirty minute stroll giving people the opportunity to exercise, talk and take time away from work. In addition, we offer monthly mental health drop-in sessions hosted by our Mental Health First Aid population, with the aim to make support and resources more readily accessible and available.



Our goal is to support individuals to manage the stresses of work and home and achieve the right balance for all employees.

AT 2.6%, OUR ABSENCE RATES ARE BELOW THE NATIONAL AVERAGE

We have developed a company risk assessment for stress and mental health and created an Individual Risk Assessment template, which can be used on a case by case basis based on role or individual circumstances.

Our absence rates continue to be below the national average at 2.6%, and we have equipped managers with better tools to support return to work conversations and Occupational Health referrals, should they be appropriate.



Equality, Diversity and Inclusion

We value a diverse workforce and the difference that individuals bring to the company. We will ensure our workforce are protected from bullying, harassment and discrimination by educating our workforce and having appropriate policies to support this.

We offer all our employees access to an Employee Assistance Programme and an Ethics Helpline. In addition, we have a robust Grievance and Disciplinary Procedure.

EQUALITY AND FAIRNESS FOR EMPLOYEES,

giving the same opportunities to all, regardless of reasons, protected by discrimination law.

We have launched our Equality, Diversity and Inclusion Policy, which details our standing on equality and fairness for our employees. As part of our policy, we ensure that our teams are protected against bullying, harassment and discrimination, and we will continue to educate all of our employees in our core values and behaviours.

To support building more gender diversity across our organisation, we aim to sign the Women In Defence Charter for 2025/2026. As an organisation, we are committed to improving gender balance across all levels and disciplines within our organisation.

Our people strategy is designed to support our aim to retain, attract and develop talent. This is delivered through succession planning, a competitive employee value proposition, talent management and our strategic workforce plan to ensure resilience in long term skills. This is underpinned by our people policies and support tools.

Our support mechanisms are:



Ethics Helpline



Employee Assistance Programme



Grievance and Disciplinary Procedure

As part of our recruitment activities, we have been running training with hiring managers around unconscious bias. In addition, we have refreshed our recruitment processes to ensure that we are inclusive in our advertising and sourcing the right candidates for our openings.

The proportion of female employees has risen to 18% from 12% since the start of the contract. 19% of our new hires are female, consistent with our target to reach 30% by 2030

Equality Diversity & Inclusion



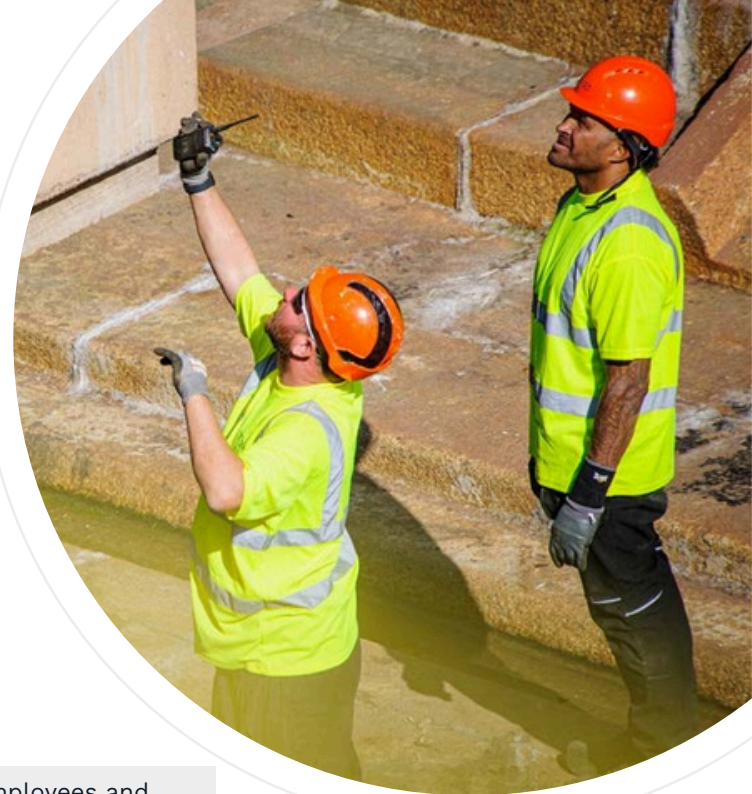
Long Service

Celebrating 30 years of service

In 2024, we celebrated 41 individuals who have reached decade milestones, from 10 to 30 years, at Portsmouth Naval Base since the inception of KBS Maritime. We hosted a lunch with our Managing Director and welcomed the Long Service Award recipients, where they were honoured for their collective 747 years of service. For every ten years of service, individuals receive £100 to spend with our Reward Gateway platform – KBS Plus.

Case Study 30 years of Service

At KBS Maritime, we are committed to supporting long service employees and fostering their career development. Marty Paine, who recently celebrated his 30 Year Long Service Award, is a testament to this commitment. Joining the dockyard in 1992, Marty has progressed from Trainee Rigger to the esteemed position of Restricted Berth Manager. Throughout his career, he has embraced numerous opportunities for growth, from working on HMS Victory to shaping the operations of the Helpdesk and leading the Rigging Team. His journey reflects the dynamic career paths available at KBS Maritime, where employees are encouraged to develop their skills and take on new challenges. Marty's story, including his involvement in preparing Portsmouth for the new aircraft carriers and his role in supporting the Queen Elizabeth Class carriers, highlights our dedication to professional development and operational excellence.



Reward and Recognition



KBS Kudos

At KBS Maritime, we value the hard work, commitment and achievements of our colleagues and recognise this through different mechanisms; seeking to reward and recognise people based on their contribution and the scope of their role. Supporting our 'One Team' performance culture, our recognition schemes seek to acknowledge both team and individual achievement. Our KBS Kudos platform focuses on instant financial and non-financial recognition for colleagues who have delivered over and above. An essential element is that recognition through Kudos does not need to be top-down - anyone can recognise someone doing a wonderful job.

In November 2023, we launched our first Employee Engagement Survey. Across our business, we had a response rate of 71%, with a 66% engagement rate. For 2024, we set ourselves fifteen actions, following the feedback of the survey, across three core streams; One Team, People and Right First Time.

Our survey launched again in November 2024, and our goal is to have increased the engagement rate to 70%. We are keen to create an organisation where opinion matters and is acted upon through targeted and achievable action plans.

OVER 60 OF OUR TEAM HAVE BEEN CELEBRATED WITH A KUDOS AWARD IN 2024



KBS Plus

Our employee discount scheme, KBS Plus, offers employees exclusive discounts on a wide range of products and services. Through the scheme, employees can enjoy significant savings on things like supermarket shopping to holidays. We understand the importance of work-life balance and the desire to stretch the purchasing power of our employees, and our discount scheme aims to enhance their overall well-being.

EMPLOYEES HAVE ACCESS TO 1000 DIFFERENT OFFERS AND SAVINGS



Community

We are an active part of the communities we operate in, supporting them through a wide range of initiatives and helping to deliver social value commitments - not only for ourselves, but also for our customers.

Our goal is to enrich the community by providing employment opportunities to underrepresented groups and providing outreach opportunities within the local business community. We aim to diversify our workforce continually through active engagement across the local communities and develop policies specifically to support those coming from an Armed Forces background - including active Reservists.



Bronze Employer Recognition Scheme

Veterans at KBS Maritime make a positive difference every day. With their background in facilitating, resilience and ability to make things happen, they bring the right skill set and experiences that support our projects and services at Portsmouth Naval Base.

We have received the Bronze Award for the Ministry of Defence's Employer Recognition Scheme and signed the Armed Forces Covenant, demonstrating our strong commitment to supporting the Armed Forces community.

We aim to further enhance our policies to enable us to **achieve the Silver Award for the Ministry of Defence's Employer Recognition Scheme** within the next twelve months.



Partner of The White Ensign Association

Since 2022, KBS Maritime has been a partner of The White Ensign Association, a charity supporting Service Leavers into employment. Throughout 2023, we have worked with the Association to build awareness of the types of roles available to those leaving the Navy, as well as guidance.



Supporting the Career Transition Partnership

Throughout 2024, KBS has supported a Career Transition Partnership (CTP) event to promote our current roles and future roles throughout the Armed Forces Community. To further support the transition, we regularly update the on-site jobs board and engage with the CTP team as to future requirements and skills.



Local Community Engagement and Fundraising



Rowans Hospice

During the summer of 2024, we supported the Rowans Hospice with 60 hours of volunteering effort to support the upkeep of their garden.



**90 HOURS OF
VOLUNTEERING
OVER THE SUMMER**



MS Society

Our teams raised over £1600 for the MS Society through taking on the South West Ultra Challenge.



**OVER £1600 RAISED FOR
THE MS SOCIETY**

All of our employees are eligible to receive Special Paid Leave for community volunteering projects and as Armed Forces reservists.

Community

TEAM PORTSMOUTH WORKING WORLDWIDE



Team Portsmouth

As part of our contract at Portsmouth Naval Base, we are marked against annual collaboration targets. For the second year running, KBS Maritime achieved the maximum score for collaboration. This significant achievement is a testament to our team's commitment to collaboration and innovation with DE&S (Defence Equipment and Support) and the Royal Navy. This is part of an annual incentivisation measure under the FMSP (Future Maritime Support Programme) contract which is based on our performance against relationship management, adherence to delivery plans and management of cross lot risks. As part of relationship management, six behaviours are assessed, including Decision Making, Communication, Leadership & Management, External Interfaces, Commercial Behaviours & Alignment and Flexibility.



Image: Crown Copyright



SHAPING PORTSMOUTH

Shaping Portsmouth

KBS Maritime is an Associate Partner of Shaping Portsmouth. Through Shaping Portsmouth, we aim to support key programmes within the Portsmouth footprint including the Business Climate Action Group. Our partnership with Shaping Portsmouth has the goal of increasing our local supply chain and increasing skills and employment within the area.

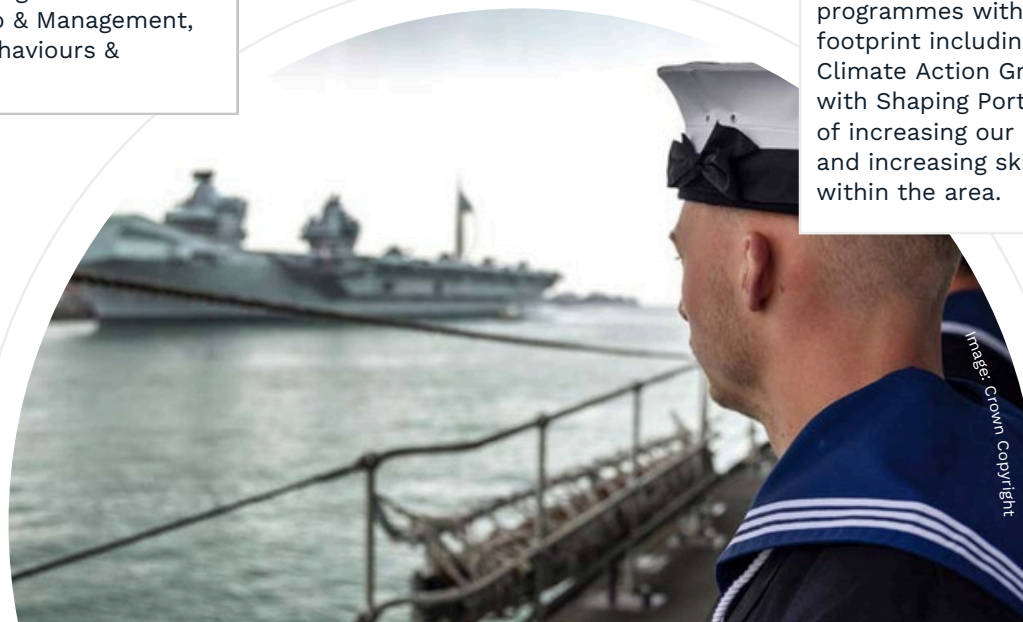


Image: Crown Copyright

Supply Chain

KBS strives to achieve an in-depth knowledge of our whole supply chain, extending beyond just the framework suppliers. This enables us to enhance our current data, determine a baseline of our suppliers' capabilities and maintain a balanced portfolio of new, local, and SME suppliers. Once our data has been cleansed, we aim to maintain the percentage of SMEs and local suppliers to the standard that has already been achieved with the multi-discipline framework.



Supply chain spend

In 2023, our supplier spend was £42m, with the number of purchase orders raised increasing by 14%. Our goal is to increase our current understanding of KBS involvement with small and medium size enterprises. We are committed to maintaining the percentages of SMEs and local suppliers engaged under the multi-discipline framework, throughout our entire supply chain. We intend to monitor our growth and advancements in this domain.

£60M SPENT IN 2024
within the Supply Chain



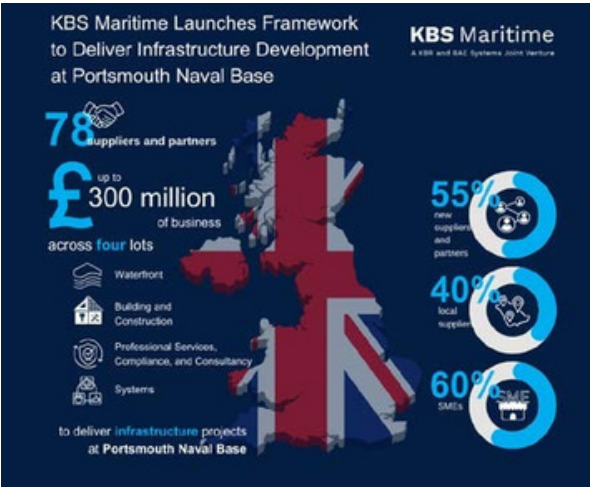
KBS Maritime, in collaboration with Novo-K Procurement Solutions, has implemented a comprehensive multi-disciplinary framework. This framework supports the ambitious transformation programme at Portsmouth Naval Base through our long-term agreements.

Having this framework in place will facilitate a more structured and efficient process, ensure we obtain value for money and secure our continued work with suppliers who support our values and commitment to deliver.

During 2025, KBS Maritime will host an event that includes all framework suppliers. The aim of the event is to foster engagement with our company and encourage cross-supplier collaboration for the duration of the framework.

Keeping up our commitment to a transparent tendering approach

KBS continues to follow a comprehensive, open, fair and transparent tendering procedure, adhering to the principles of PCR2015.



78 suppliers on our Framework

55 % are new suppliers

40% are local suppliers

60% are SMEs



Supporting local suppliers and supply chain

KBS Maritime advocates for partnering with organisations that demonstrate strong social value credentials. We incorporate tender evaluation questions that assess factors such as diversity, collaboration with SMEs and VCSEs, and their capacity to develop local training and educational opportunities in industries facing skill shortages, particularly in high-growth sectors or those located in deprived areas.

Suppliers are assessed based on their environmental policies and practices which significantly enhance their operations and project delivery services. These values align with the most recent Government Directive regarding social value and environmental impact. KBS Maritime assigns a minimum weighting of 10% to social value related questions in open market published tender documents, with this weighting adjusted based on the specific project type and desired outcomes.

The approved suppliers for the framework have undergone social value testing as part of the evaluation criteria in the tender process. KBS Maritime will continue to adhere to the most recent Government Directives regarding supplier selection.



Case Study

Ideal Scaffolding Southern

Ideal Scaffolding Southern has been providing access solutions for commercial and historic buildings since 2005. The KBS Maritime Number 25 Store project aims to transform the building into a state-of-the-art facility, forming part of a suite of facilities across the Base in support of Navy Command operations. The project, which will span over multiple years, involves a series of stages leading to the full completion of the building. The upgrade will include roofing enhancements and repairs, energy-saving measures - both internally and externally - to support the Royal Navy's Net-Zero goals across the base. The project will culminate in transformation of this historic building into a facility fit for 21st-century operations. In May 2024, KBS Maritime, in collaboration with the contractor Ideal Scaffolding Southern, successfully completed the first stage of the project. This initial phase entailed the waterproofing of 2200 sqm of roof space. The construction process included erecting full access scaffolding and a temporary roof, which provided coverage for 2436 sqm, along with façade sheeting across 2700 sqm to achieve complete encapsulation of the building.



Case Study

Concept Building Services (Southern) Ltd

Concept is a rapidly growing building services company with a wide range of capabilities, managing the delivery of a wide range of infrastructure solutions across Europe, from simple pipe repair to full-scale building construction. KBS Maritime successfully completed a facility design and refurbishment project for The Alford Schools of Military Music. This project delivered a sustainable and fit-for-purpose facility to support the training of hundreds of world-class military musicians for the Corps of Army Music and Royal Marines Band Service. The new and upgraded facility was visited and opened by HRH The Princess Royal, the Naval Base Commander, the Head of the Alford Schools of Music and the musicians on 23rd November 2023. KBS Maritime partnered with Concept for the construction elements and have been supported by numerous specialist suppliers throughout the 34 month project.



Zero Harm

Our goal for safety, health and the environment is 'Zero Harm'. This means zero fatalities, zero serious injuries and zero significant environmental incidents.

KBS Maritime has developed an integrated SHE (Safety, Health & Environmental) management system certified to ISO 45001 and 14001, including the identification and communication of safety critical controls for our highest hazard activities.

SHE dashboards are used by the business to ensure controls remain in place and are monitored easily. We monitor and learn from all near misses, reviewing these as robustly as if they had led to an injury.

1,200 SHE inspections undertaken by employees, well above our target

Over **325** incidents reported for resolving, review or investigation reportable injuries in 2024

1 subcontractor RIDDOR reportable injury, and no employee RIDDOR reportable injuries in 2024

Zero Harm Day

On 5th June, KBS Maritime embraced the second annual Zero Harm Day—a day dedicated to reinforcing our commitment to safety. This event, rooted in our core values, is not just a single day of activities but a continuous journey towards a safer workplace.

First Aid Awareness Sessions

Over 40 people from the business have joined our organised lunch and learn sessions, sharing first aid awareness, specifically CPR. We have more sessions and topics planned for the coming twelve months.

ZERO HARM

**OVER 40 PEOPLE
ATTENDED CPR
AWARENESS TRAINING**



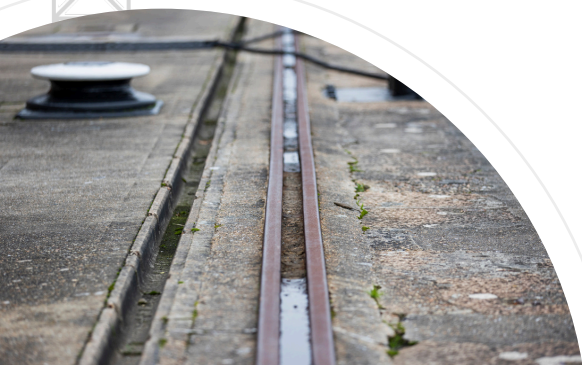
Zero Harm

Case Study

Clearing the rails for a safer Naval Base working environment

The permanent dockside cranes that once operated around Portsmouth Naval Base running along the jetties, berths, locks and docks, have long been removed. However, the redundant crane rails and crane stops left behind have become hazards for those working in the area, leading to reported injuries, such as sprained ankles. In response, a project was initiated to address these safety concerns and make the Naval Base a safer place to work. The primary goal of this project is to eliminate the hazards posed by the crane rails, which present tripping and falling risks to dockyard personnel.

Looking ahead, there is a long-term objective to remove crane rails in certain areas and undertake additional berth and jetty remedial works. These efforts will be part of a broader project aimed at enhancing the overall safety and functionality of the Naval Base, ensuring a secure working environment for all personnel.



OVER 12 PROJECTS AND INITIATIVES DELIVERED TO IMPROVE SAFETY ACROSS THE NAVAL BASE

Case Study

Beating the odds with widespread defibrillator availability at Portsmouth Naval Base

Automated External Defibrillators (AED) play a crucial role in emergency medical situations, particularly in cases of cardiac arrest, where every second counts. Strategically located across Portsmouth Naval Base, there are 26 AED units, including one at HMS Temeraire and one on the Upper Harbour Ammunitioning Facility (UHAF). The widespread availability significantly increases the chances of survival for individuals experiencing sudden cardiac events. The locations of the units ensures that you will always be near one.

Following recent site visits, it was observed that some AED units were nearing the end of their battery lifespan, indicating a need for new parts. As part of a SHE led initiative, there has been an ongoing project to ensure all of the Base AEDs are up-to-date and compliant with inspection requirements.



05

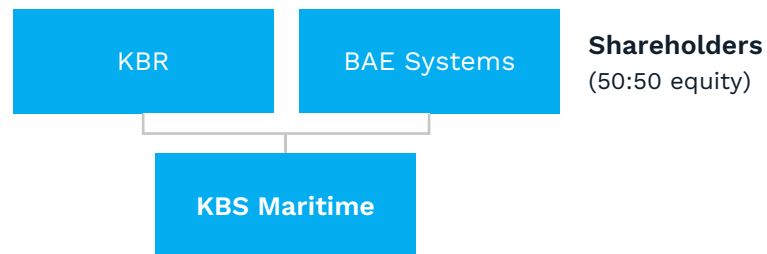
Governance



Governance

Effective corporate governance is the fundamental compass that guides KBS Maritime to sustainable success. It ensures accountability, transparency and ethical decision-making, fostering trust among shareholders and paving the way for long-term prosperity.

Shareholder Overview and Board Structure KBS Maritime Corporate Structure



The KBS Maritime Leadership Team is committed to ongoing and proactive dialogue with shareholders. A full programme of formal and informal events is held throughout the year, through a set of monthly JV Board meetings with focus topics. This programme of shareholder engagement aims to ensure that the KBS Maritime performance, strategies and objectives are clearly communicated to shareholders and provides a forum for shareholders to address any issues. ESG forms part of an annual review cycle to monitor our commitments and engage the shareholders. Our ESG annual objectives ensure our commitment to ESG by setting specific goals and targets.

The shareholders are committed to the future development of KBS Maritime within the wider UK and International defence infrastructure market, drawing on their respective capabilities.



Image: Crown Copyright



Ethics & Code of Conduct

At KBS Maritime, we are committed to behaving ethically in all aspects of our business. Each of us has a key role to play in ensuring we maintain our reputation for being a trusted and responsible business.

We ensure a strong Code of Conduct - agreed upon with our shareholders and managed throughout the organisation - through comprehensive briefings, training and open discussions at team meetings. This ensures integrity is one of our core values.

Effective management of any concern or breach is controlled via a system of manager escalation. This is supported by trained HR experts and further supplemented by an anonymous Ethics Helpline. The latter is provided by our shareholder, BAE Systems. Raising issues or concerns can result in a range of outcomes, including, where appropriate, changes to governance, practices and training.

**97% OF OUR EMPLOYEES
HAVE COMPLETED OUR CODE
OF CONDUCT TRAINING**



Modern Slavery

We are committed to promoting ethical practices and upholding human rights in every aspect of our business. We firmly condemn modern slavery in all its forms and have zero tolerance for any associated practices with our business and our supply chain.

KBS Maritime expect that our suppliers shall not engage in any form of modern slavery, including human trafficking, forced, bonded or indentured labour. All work should be voluntary on the part of the employee. Suppliers should allow employees to freely choose to work or to leave employment.

Our suppliers are expected to provide all employees with a written contract or offer letter (depending on the jurisdiction of employment) in their local language, clearly indicating their rights and responsibilities regarding wages, working hours, benefits and other working and employment conditions, and where legally required, register that contract.

We also expect our suppliers to ensure that child labour is not used in the performance of work. The term 'child' refers to any person under the minimum legal age for employment where the work is performed, and/or the minimum working age as defined by the International Labour Organization (ILO), whichever is higher.



Team Portsmouth Runners-Up for BCI Europe Awards 2024 for Exemplary Recovery Efforts

The Royal Navy, KBS Maritime and Team Portsmouth were runners-up for the BCI Europe Awards 2024 in the Most Effective Recovery category. This recognition is for the Naval Base's outstanding business continuity planning and resilience, ensuring the successful execution of major exercise Steadfast Defender in February 2024.



Business Continuity

KBS Maritime understands the benefit of maintaining a Business Continuity Management System (BCMS), which has been adapted to meet the business needs and that of the Authority within Portsmouth Naval Base. In the maintenance of the contract fulfilled by KBS, it is imperative that critical functions are kept up and running during times of crises and downtime minimised during incidents. By following the methodology and processes prescribed within ISO22301:2019 for which certification to the Management Standard is held, KBS Maritime is fully prepared for unplanned events that could interrupt daily activities and takes a proactive approach to minimising the impact of incidents.



ISO Standards/Accreditation

Since 2021, KBS Maritime has achieved five ISO certifications. ISO 22301, ISO 55001, ISO 9001, ISO 14001, and ISO 45001 now stand as our commitment to delivering quality services, projects and programmes to the Royal Navy and UK MOD under the Future Maritime Support Programme. We also hold the official accreditation from Cyber Essentials Plus and are recognised as an organisation which is dedicated to cyber security. We intend to achieve the ISO27001 Information Security Management Systems standard in 2025.



06

Future Targets



Future Targets

Our goals for the next twelve months will be focussing on three key areas:



Net Zero and Environmental Impact

2025 Goals and Targets:

- Building Management Systems (BMS) – energy demand management
- Heat network RIBA 3 (carbon savings)
- Geothermal solutions development



Supply Chain

2025 Goals and Targets:

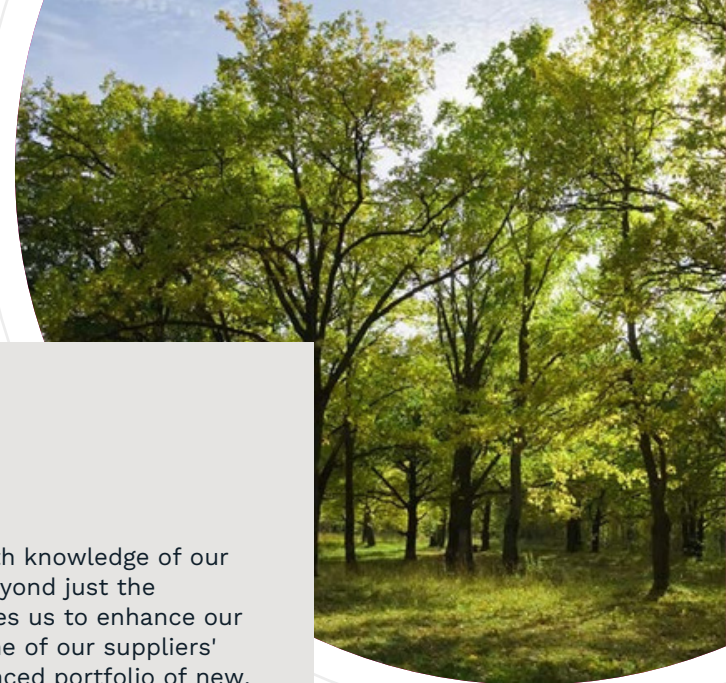
- KBS strives to achieve an in-depth knowledge of our whole supply chain, extending beyond just the Framework Suppliers. This enables us to enhance our current data, determine a baseline of our suppliers' capabilities, and maintain a balanced portfolio of new, local, and SME suppliers.
- Once our data has been cleansed, we aim to maintain the percentage of SMEs and local suppliers to that standard that has already been achieved with the Multi-Discipline Framework.



Equality, Diversity and Inclusion

2025 Goals and Targets:

- In 2025, we plan to sign the Women In Defence Charter to further increase our commitment to diversifying our workforce and offering fair employment opportunities to females.
- In 2025, we plan to launch our first Apprenticeship Scheme with the University of Portsmouth, aimed at offering degree-level apprenticeships to bring further resilience to our workforce and offer on-the-job practical learning to young-people.
- We aim to further enhance our policies to enable us to achieve the Silver Award for the Ministry of Defence's Employer Recognition Scheme within the next twelve months.



BY SETTING OURSELVES AMBITIOUS GOALS, COLLABORATING WITH STAKEHOLDERS AND SHAREHOLDERS, AND EMBRACING INNOVATION, WE AIM TO FURTHER INTEGRATE ESG CONSIDERATIONS INTO OUR STRATEGY AND OPERATIONS.



07

Full Emissions Disclosure

Current Emissions Reporting

Reporting Year: 2022-2023

EMISSIONS TOTAL (tCO₂e)

Scope 1 Gas (steam boilers) – 962.11

Gas (CHP) – 3201.98

Bottled gas (propane, acetylene) – 0.05

Fuel (Non-EV Fleet, 64 vehicles of 112) – 57.24

Scope 2 Electricity (buildings, EV fleet) – 61.88

Scope 3 (Included Sources)

Diesel (for site generators & mobile plant) - 939.1

Diesel (UHAF generator) – 83.65

F-Gases – 0.5

Commuting – 326.10

Business travel – 3.11

Air travel – 5.63

Water supply – 8.36

Water treatment – 8.64

Electrical losses (T&D) – 22.78

Fuel deliveries (to Base) – 1.86

Fuel deliveries (in Base) – 3.42

Food – 239.64

Site materials (embedded) (maintenance) – 84.00

Site materials (embedded) (construction) – 9,692.7

Total Emissions KBS Maritime (16% allocation of Base) - 15, 703

HMNB Portsmouth emissions – 89,905 tCO₂e



Environmental, Social and Governance Report 2024

KBS Maritime

A KBR and BAE Systems Joint Venture

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