

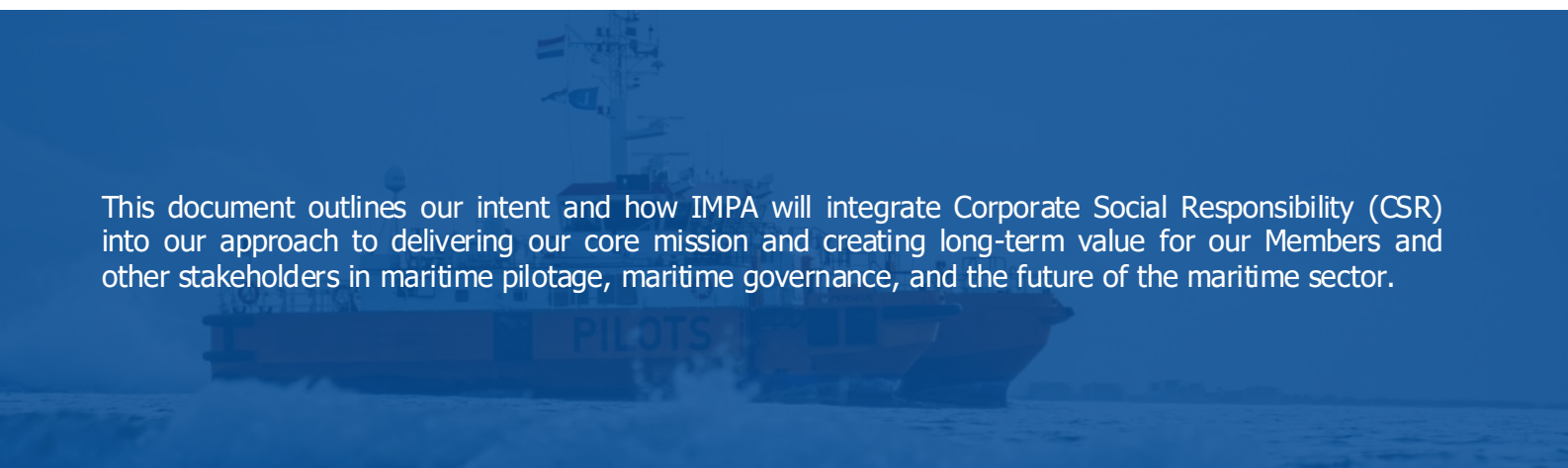


Driving Positive Change

Corporate Social Responsibility



Introduction



This document outlines our intent and how IMPA will integrate Corporate Social Responsibility (CSR) into our approach to delivering our core mission and creating long-term value for our Members and other stakeholders in maritime pilotage, maritime governance, and the future of the maritime sector.

IMPA's mission is to promote effective safety outcomes in pilotage as an essential public service. We champion the purpose of pilotage to ensure the safety of navigation, protection of the marine environment, and the efficiency of maritime trade, and to safeguard the lives of maritime pilots on duty.

This document outlines our Corporate Social Responsibility (CSR) Strategy, which is grounded in global standards, including the United Nations Sustainable Development Goals (SDGs), the United Nations Global Compact, and ISO 26000 – Social Responsibility. It adopts the Triple Bottom Line approach, focusing on People, Planet, and Profit. As a non-profit organisation, IMPA's *profit* comes from how we approach generating new value for our Members and stakeholders in maritime pilotage, maritime governance and the future of the maritime sector.

By adopting the Triple Bottom Line approach, we reflect our commitment to corporate social responsibility across our work. We are guided to pursue initiatives that contribute to fostering a resilient maritime workforce, reducing our impact on and conserving our planet, and advancing how we use our resources to support informed decision-making in maritime governance.

Our roadmap sets out short-, medium-, and long-term goals, which will evolve to address emerging needs, both internal to IMPA and those of the wider maritime community. We will evaluate our progress, measure the impact of our initiatives, and refine our approach over time. This is to ensure continued advancement toward a sustainable future for our Association, our Members, and other stakeholders in maritime pilotage, maritime governance, and the future of the maritime sector.

We will report on the outcomes and impacts of our initiatives annually in *The International Pilot*, on our website and at our biennial Congress, our flagship mechanism for sharing knowledge and experience among our Members. We will also report our achievements to external stakeholders when requested to do so and will consider voluntary reporting to external stakeholders from 2033.

Our Approach

Background

IMPA is part of the global community of organisations contributing to maritime governance at the international level. Our mission means that we actively collaborate with governments, industry organisations and civil society in the development of regulation, recommendations, standards, guidance and best practices designed to enhance safety of navigation and the maritime workforce, the sustainability of international shipping and the efficiency of maritime trade. The mission to which we are committed is in the public interest.

Our Intent

This strategy outlines how we can deliver our mission in a way that also creates new opportunities for our Association to contribute and add value to our Members and stakeholders in maritime pilotage, maritime governance and the future of the maritime sector. We anticipate helping to drive positive change and lasting impacts.

To achieve this, our strategy aligns with international frameworks, including the UN Sustainable Development Goals (SDGs), the UN Global Compact's 10 Principles, and the ISO 26000 - Social Responsibility. Central to our goals are key focus areas:

- Member and stakeholder engagement
- Our impact on Members and stakeholders
- Environmentally sustainable operations
- Collaboration and working in partnership
- Responsible management and mobilisation of our financial and other resources

The Triple Bottom Line (Our Pillars)

To shape our strategy and establish a clear sustainability roadmap, we have adopted the Triple Bottom Line framework, which comprises three pillars: People, Planet, and Profit, which will guide the development and implementation of initiatives we adopt under this strategy.



People

Fostering a resilient maritime workforce

Planet

Responsible use of our planet and preservation of the maritime ecosystem

Profit

Generating new value for Members and other stakeholders in maritime

Graph 1: Adapted Triple Bottom Line Framework for IMPA



A Resilient Maritime Workforce

Our goal is to foster a safe, inclusive and resilient maritime workforce across the maritime domain.

The IMPA Secretariat

The IMPA Secretariat serves the operational needs of the Association and is critical to its mission. Our Secretariat benefits from enhanced statutory entitlements, a strong focus on health, safety, the prevention of bullying and harassment, and a positive work-life balance, as well as the protection of key workplace rights. This is achieved internally through:

- Equality and Diversity Policy
- Bullying and Harassment Policy
- Grievance Policy
- Disciplinary Policy
- Flexible Working Policy
- Enhanced Maternity and Paternity Provisions
- Investment in Training and Development

Pilots on Duty

In support of our mission, we foster the highest operational standards through collaboration with internal and external stakeholders on regulations, recommendations, guidance, standards and best practices, including:

- SOLAS Regulation V/23 and its associated instruments
- ISO 799 series of standards
- Pilot Transfer Operations
- Guidance on Master–Pilot Exchange (MPX)
- Recommendations on Bridge Resource Management (BRM) for Maritime Pilots
- Design and Use of Portable Pilot Units (PPUs)
- Diversity & Inclusion Guidance for Pilotage
- Collaborations with industry associations and organisations on best practice related to maritime operations to improve the safety of maritime pilots and promote effective outcomes from pilotage as a public service.

The Wider Maritime Workforce

We aim to contribute to the well-being and professional development of the wider maritime workforce through:

Active Community Engagement, which includes:

- Collaboration with organisations supporting seafarers, including maritime charities.
- Active participation in capacity-building activities under the Joint Capacity Building Coordination initiative
- Collaboration with the IMOGender Network to advance gender equality.

Future Investment in the Next Generation

- In 2025, IMPA will establish the IMPA Foundation, whose charitable purpose will be to support young people and people from under-represented groups to pursue careers in the maritime industry and benefit from excellence in maritime professional training.



Responsible Use of Our Planet and Conservation of the Maritime Ecosystem

Our goal is to promote sustainable practices through two main approaches:

- Targeted policies and initiatives about internal processes and practices
- Collaborating with specialised organisations to conserve oceans and marine ecosystems

Internal Processes and Practices

Our Headquarters is the largest single source of our Association's impact on the planet. We are committed to finding ways to minimise this impact whilst maintaining the level of service provided to Members and the extent and scope of collaborations with stakeholders in maritime pilotage, maritime governance, and the future of the maritime industry.

Our initiatives include:

- **Reduced printing policy.** Transitioning 98% of our publications to online formats to minimise paper consumption, significantly reducing the environmental impact of printing and postage.
- **Remote working policy.** Supporting flexible work arrangements to reduce the organisation's environmental footprint and allow the use of co-working spaces for the work of the Association.
- **Co-working spaces.** The Secretariat's use of co-working spaces rather than dedicated offices, provides opportunities to efficiently access space and services as needed, thereby helping to reduce waste.

Collaborating with Specialised Organisations

From Q1 2025, the Employer-Sponsored Environmental Volunteering Program (ESEVP) will enable employees to dedicate up to four paid days per year to volunteering activities focused on environmental protection, ocean restoration, and marine conservation in and around the United Kingdom.

This demonstrates a commitment to using the resources of the Association to:

- Reduce pollution in rivers, lakes, and coastal waters.
- Contribute to enhanced maritime biodiversity.
- Combat ocean plastic pollution and supporting global clean-up efforts.
- Safeguard 30% of the UK's waters by 2030 (*30x30 Initiative*).



Generating New Value for Members and Other Stakeholders in Maritime

As a non-profit organisation, IMPAs *profit* comes from how we generate new value for our Members and stakeholders in maritime pilotage, maritime governance and the future of the maritime industry.

This is enabled by responsible management practices, operational efficiency, partnerships and focusing our resources on where the most significant impact is achieved for our Members, our stakeholders and the future of maritime.

Maritime Governance and Stakeholder Engagement

IMPA is proactive in its stakeholder engagement and adopts an approach based on open and constructive dialogue.

Our objective is to maintain and enhance the extent to which the International Maritime Organisation (IMO) and its member States, including small island developing states (SIDS) and less developed countries (LDC), benefit from maritime pilots' expertise when cooperating in the pursuit of safe, secure, environmentally sound, and efficient shipping. This includes ensuring access to operational and technical expertise in areas such as digitalisation, decarbonisation, and the human element, as well as efforts to promote opportunities to women in maritime.

Embedding People, Planet and Profit into Decision Making

This is primarily achieved through:

- Considering the people, planet and profit impacts of our decisions and actions at all levels within the IMPA Headquarters
- Proactively seeking opportunities to improve our operational practices in line with our objectives for people, planet and profit and, when appropriate, supporting our Members in adopting approaches which meet their objectives for Corporate Social Responsibility (CSR).

Maximising the Impact of our Resources

Responsible management of our resources is central to achieving both our core mission and creating new value for our Members and stakeholders in maritime pilotage, maritime governance and the future of the maritime industry. We are committed to:

- Employing sound financial management practices to build and maintain financial reserves that enable the Association to respond to emerging needs for authoritative information about pilotage and related fields.
- Mobilising our resources to support evidence-based decision-making in maritime pilotage and related fields to ensure that outcomes deliver a net benefit to society.
- Mobilising our resources to support young people and people from under-represented groups to pursue careers in the maritime industry and benefit from excellence in maritime professional training.

Sustainability Roadmap

Long-term

Develop a framework for reporting the impact of our initiatives on Members and external stakeholders, with an option for them to voluntarily report their own initiatives



Mobilise our resources to support members who choose to adopt similar approaches to ESEVP within their national associations, through the development of a tailored framework suited to their needs, as well as facilitating partnerships



Consider adopting new approaches to accumulating resources to ensure that IMPA can maintain and expand its contribution to evidence-based decision-making in maritime governance



2033

Mid-term

Evaluate the impact of the IMPA Foundation and support members considering the integration of a triple bottom line approach, aimed at creating long term value for their members and national stakeholders



Build partnerships with key organisations to expand the impact of our own ESEVP by expanding the volunteer network beyond the Secretariat to engage our global membership and external stakeholders



Embed sustainable practices across the organisation's operations, integrating them into all decision-making processes, while providing stakeholders with evidence-based findings on industry challenges and safety concerns to enable informed and sound decisions



2028

Short-term

The establishment of the IMPA Foundation to support young people and people from under-represented groups to pursue careers in the maritime industry and benefit from excellence in maritime professional training



Implement an employer-sponsored environmental volunteer programme (ESEVP), encouraging Secretariat participation and fostering collaboration with NGOs focused on environmental protection, ocean restoration, and marine conservation



Implement the IMPA policy on reserves and identify opportunities to create new efficiencies, enabling the Association to expand its contribution to evidence-based decision-making in maritime governance



2025

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