

VOICES INTO ACTIONS

YOUR VOICE COUNTS

WE'RE LISTENING!



WE FEEL SAFE

Investment and focus on key H&S activities; Fleet Safety Day, Legacy training, Fleet VFLs. Safer by Competence training



MAKING LIFE BETTER

- £4k welfare budget per vessel to **improve conditions** onboard
- Continued commitment to making life better on board



HELPING ME TO GROW BE THE BEST

- Marine contributes significantly to 2,969 training sessions in 2015 for A&A
- **New Marine Development Programme** for future talent
- MTP for leaders
- Investment in on-line induction process coming soon!
- Annual appraisals introduced



BEING THE BEST

We are helping the UK business to be the best for its employees! Marine's engagement result showed the most **significant improvement** from 51% to 77%



KEEP TALKING

- I'm giving feedback & seeing change!
- Focus groups to discuss engagement survey results and **actions required**
- Timely updates on business performance

OUR OBJECTIVE

Together we're on a journey to be the best and to grow our business



MARINE