

Research excellence supporting a sustainable ocean

PML's Mission... is to pursue research excellence, enhancing its position as a world leader in the field of marine science to support its

Vision... of a healthy and sustainable ocean, through the delivery of impactful, cutting-edge environmental and social science.

PML's Values of...



Collaboration | Excellence | Innovation | Integrity | Meaningfulness | Respect | Responsibility

...reflect our organizational culture and underpin the ethos of this strategy.

Context...

International

The contexts for PML research are the 17 UN Sustainable Development Goals (SDGs), and the 'double-decade' of action: The Decade of Ocean Science for Sustainable Development, and The Decade of Ecosystem Restoration.

PML will contribute to the UNSDGs by continuing to work with partners internationally through research projects and wider initiatives.

National

The research environment is determined by UK Research & Innovation (UKRI) and within UKRI the Natural Environment Research Council (NERC) is PML's primary, though not its sole, stakeholder.

PML will support the UKRI's aspirations through multidisciplinary research that delivers cutting-edge science to address the challenges faced by developing countries, and the Grand Challenges of the Industrial Strategy. PML's research will remain closely aligned to the NERC Delivery Plan which seeks to "... deliver economic impact and create social and cultural impact by supporting society to become enriched, healthier, more resilient and sustainable".

Regional

In the South West there exists a critical mass of environmental science expertise, which can be globally competitive.

PML will continue to work with local and regional partners to better establish Plymouth and the South West region as an international centre for marine science and technology.

To focus and deliver the STRATEGY 2020-2025 PML's strategic aims have been collated under four strategic priorities.

1 Science excellence and impact

PML will continue to deliver its internationally recognised, world-leading expertise to achieve the following strategic aims:

- Identify and provide solutions to emerging environmental issues.
- Nurture and grow its core disciplinary excellence.
- Generate effective and relevant research, outreach and impact.
- Build new and strengthen existing partnerships.
- Attract sufficient external funding and investment to deliver, science, impact and stakeholder expectations.
- Maintain and acquire appropriate highly skilled and motivated staff, and state-of-the-art infrastructure.
- **PML's transdisciplinary approach will be led through five new 'Science to Impact' challenges:**
 - *Understand and mitigate climate change*
 - *Improve sustainability of fisheries and aquaculture*
 - *Encourage cleaner seas for nature and society*
 - *Combat biodiversity loss*
 - *Develop marine autonomy, technology and digitization.*

3 Social responsibility

Engaging and supporting our internal and external communities via the following strategic aims:

- Improve communication and change management for better engagement and motivation.
- Promote a positive working environment, equality, diversity and inclusion.
- Provide a safe and healthy working environment.
- Promote health and wellbeing through effective and supportive leadership, and welfare support.
- Value people's contributions, and celebrate successes.
- Develop innovative ways of enhancing the public ownership of our science.
- Contribute to education in marine and social sciences and especially to the training of the next generation of marine scientists.

2 Business excellence

Ensuring PML is an effective, efficient and sustainable business through the following strategic aims:

- Foster innovation and translational science between research and business.
- Maintain and enhance our governance process.
- Continuously maintain and develop efficient business processes and a culture of delivering excellent customer service.
- Maintain and enhance the business infrastructure.
- Conduct PML's business in an ethical manner.
- Pursue research that benefits the health and welfare of wider society.
- Enhance collaborative working with PML Applications Ltd.
- Augment our industrial and academic partnerships to commercially exploit our innovation and translational science.

4 Environmental responsibility

PML has a responsibility to take a leadership role in environmental responsibility and to reduce the impact of its activities on the environment. PML has identified the following strategic aims:

- The significant reduction of PML's impact on the environment through sustainable resource use, including a commitment to BSI PAS 2060.
- Make sustainable and ethical financial investments.
- Encourage and support behaviours that demonstrate a positive environmental impact.
- Work with funders that share PML's ethical values and approach to environmental responsibility.
- Increase the ecological value of our estates (e.g. space for wildlife).
- Demonstrate impacts that lead to the enhancement of biodiversity; contribute to climate change mitigation and adaptation; contribute to the provision of clean seas and the sustainability of fisheries and aquaculture.