

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, impartial environmental and social science.

PML's Values of...



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

...reflect our organisational 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 national 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 societies across the globe, and the UKRI 2022-2027 strategy which sets out a clear ambition for the UK as a global science superpower and an innovation nation. PML's research will remain closely aligned to the NERC Delivery Plan which seeks to "... fund ambitious and adventurous research and innovation, and provide the training, skills, and infrastructure the UK needs to remain at the forefront of environmental science".

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.
- Transform PML's ability to study the marine environment by exploiting the new opportunities provided by the emergence of digital science technologies.

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, and
- Develop marine autonomy, technology & digitization.

3 Social responsibility

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

- Develop and implement a PML People Strategy.
- Improve communication and change management for better engagement and motivation.
- Promote a positive working environment, equity, 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 awareness 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.
- Diversify our funding streams through growth in foundation and philanthropic funding.
- Through growth in other sources of income, e.g. our own commercial trading subsidiary, self-finance and deliver science activities on our own terms in a sustainable, long-term manner..
- 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:

- Set out the strategy and implementation plan for making significant moves towards PML achieving net zero carbon.
- Significant reduction of PML's impact on the environment through sustainable resource use, and investment in infrastructure to move toward net zero carbon.
- 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.