



**ENVIRONMENTAL, SOCIAL & GOVERNANCE  
(ESG) PLAN  
2025 – 2027**

**JO-HS-RPT-002**

A01	01-03-2025	Issued for Comments	SJL	CL	SJL
<b>REV</b>	<b>Date</b>	<b>Reason for Issue</b>	<b>Prepared by (Sign)</b>	<b>Checked by (Sign)</b>	<b>Approved by (Sign)</b>

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## 1. INTRODUCTION

JERA is committed to implementing a structured Environmental, Social, and Governance (ESG) strategy aligned with Open-ES, Azure Energy, and ANPG Angola requirements. As an EPC service provider, we recognize the need to integrate sustainability, ethical business practices, and responsible social engagement into our operations.

This ESG Plan outlines our initial commitments and progressive targets to build a responsible, transparent, and sustainable business.

## 2. ESG COMPLIANCE & ALIGNMENT

Our ESG initiatives adhere to the following standards and frameworks:

- **Open-ES:** A global platform supporting ESG performance tracking and sustainability improvements.
- **Azure Energy:** Compliance with local content, decarbonization, and community engagement requirements in Angola's oil & gas sector.
- **ANPG Angola:** Meeting local workforce employment, HSE compliance, and sustainable EPC execution mandates.
- **ISO 14001 (Environmental), ISO 45001 (Health & Safety), and ISO 26000 (Social Responsibility)** for international alignment.

### 3. ESG OBJECTIVES FOR EPC EXECUTION

#### 3.1. Environmental Sustainability

JERA will implement sustainable construction and engineering solutions by:

- **Reducing Carbon Footprint:** Implementing low-carbon technologies in EPC projects to reduce emissions.
- **Energy-Efficient Operations:** Using energy-efficient equipment and optimizing power consumption at project sites.
- **Waste & Water Management:** Establishing waste segregation, recycling policies, and efficient water use strategies.
- **Sustainable Procurement:** Prioritizing local suppliers with sustainable and ethically sourced materials.

#### 3.2. Social Responsibility & Workforce Development

JERA is committed to building an inclusive, safe, and responsible workforce by:

- **HSE Leadership & Compliance:** Strengthening on-site safety policies, PPE enforcement, and worker well-being.
- **Local Content & Employment:** Hiring and training local talent in Angola, in compliance with ANPG requirements.
- **Community Engagement & Social Impact:** Supporting education, local infrastructure, and healthcare initiatives.
- **Diversity & Inclusion:** Ensuring gender equality, anti-discrimination policies, and ethical labor practices.

#### 3.3. Governance & Ethical Business Practices

JERA will ensure strong corporate governance through:

- **Supply Chain ESG Compliance:** Implementing a Supplier Code of Conduct aligned with Open-ES and ANPG standards.
- **Anti-Corruption & Ethical Procurement:** Enforcing strict anti-bribery policies and compliance frameworks.
- **ESG Reporting & Monitoring:** Tracking key ESG performance metrics using Open-ES tools for transparency.

## 4. IMPLEMENTATION TIMELINE

PHASE	ACTIVITY	TIMELINE
PHASE 1: Q1 2025	<b>ESG FRAMEWORK ESTABLISHMENT:</b>	3 MONTHS
	ALIGN WITH OPEN-ES, AZULE, AND ANPG STANDARDS	
PHASE 2: Q2 2025	<b>ENVIRONMENTAL IMPACT REDUCTION PLAN:</b>	6 MONTHS
	INITIATE CARBON & ENERGY EFFICIENCY PROGRAMS	
PHASE 3: Q3 2025	<b>SOCIAL RESPONSIBILITY INITIATIVES:</b>	9 MONTHS
	COMMUNITY ENGAGEMENT AND WORKFORCE DEVELOPMENT	
PHASE 4: Q1 2026	<b>GOVERNANCE &amp; SUPPLY CHAIN ESG COMPLIANCE:</b>	12 MONTHS
	IMPLEMENT SUPPLIER AUDITS & COMPLIANCE PROGRAMS	
PHASE 5: Q2 2026	<b>FULL ESG INTEGRATION &amp; CONTINUOUS IMPROVEMENT</b>	ONGOING

## 5. ESG REPORTING FRAMEWORK

JERA will establish a structured reporting framework to track ESG progress and ensure compliance with Open-ES, Azule, and ANPG requirements. The reporting structure includes:

- **Monthly ESG Performance Reviews:** Assessing key ESG indicators for environmental impact, social responsibility, and governance.
- **Quarterly ESG Reports:** Compiling data-driven insights for internal stakeholders and regulatory compliance.
- **Annual Sustainability Report:** Providing a comprehensive assessment of JERA's ESG performance, aligned with Open-ES guidelines.
- **Supplier ESG Compliance Audits:** Conducting periodic evaluations to ensure supply chain sustainability.
- **Carbon & Energy Efficiency Tracking:** Monitoring progress using industry best practices.
- **Reference to JO-HS-RPT-001:** Consolidated Sustainability Report - Ensuring all ESG initiatives are aligned with the latest sustainability performance data and industry benchmarks.

## **6. CONTINUOUS IMPROVEMENT & NEXT STEPS**

JERA recognizes that ESG is an evolving journey. Our next steps include:

- Scaling ESG initiatives based on project needs and client requirements.
- Enhancing carbon footprint reduction in future EPC projects.
- Expanding social impact projects to support local communities and workforce development.
- Strengthening ESG partnerships with clients, suppliers, and industry stakeholders.

## **7. CONCLUSION**

This ESG Plan represents JERA's commitment to responsible and sustainable business practices in EPC execution.

By aligning with Open-ES, Azure, and ANPG requirements, we ensure that our operations drive positive environmental, social, and governance impact while delivering high-quality, compliant EPC services.

## 8. APPENDICES

The following reports have been referenced in this ESG Plan:

- 8.1. Appendix A: JO-HS-RPT-001 - Consolidated Sustainability Report**
- 8.2. Appendix B: JERA Energy Consumption Report**
- 8.3. Appendix C: JERA GHG Reduction Plan**
- 8.4. Appendix D: JERA Pollutant Emissions Report**
- 8.5. Appendix E: JERA Water Withdrawal & Consumption Report**

Signed on behalf of JERA,

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