

ESS ENVIRONMENTAL AND SOCIAL SUSTAINABILITY



CAPABILITY STATEMENT

Sustainability where it is most needed

www.essustainability.com

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YOUR ESG TEAM

ABOUT US

We are ESS, an advisory services firm based in and focused on Africa and emerging economies. Our objective is to support companies, investors, financial institutions and organisations to cost-effectively integrate sustainable development into their business model.

Whatever the project or business needs, ESS provides the highest quality service in emerging markets. Our highly experienced, implementation-focused team ensure that your projects exceed international expectations on Environmental, Social and Governance (ESG) issues.

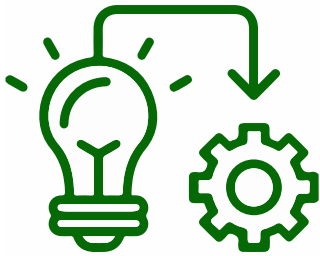
OUR CLIENTS

We have successfully completed a variety of projects on behalf of privately-owned companies (mining, energy, agriculture, industry etc.), investors, international financial institutions and other organisations.

Our clients trust us to deliver value beyond the bottom line, taking into account financial as well as ESG considerations. We work collaboratively with clients in a vast array of sectors, ensuring that ESG issues are proactively planned for and managed throughout the tenor of the investment.



OUR CORE VALUES



Implementation

We focus on making **ESG** happen on the ground, not just the theory – which is why ESS team members live in the countries where we work.

As such, we possess hard-earned knowledge of how to avoid things going wrong, and experience in getting things right in Africa and emerging markets.



International quality

ESS produces the **highest quality work at emerging market rates**, with strict quality control ensuring we meet and exceed standards.

Importantly, our team understands the needs of your business, as well as those of governments, investors and communities – helping you to achieve your goals cost-effectively.



Creating leaders

We are committed to developing the **next generation of HSEC, ESG and sustainability leaders** in Africa and emerging markets.

We put recent graduates and early-career professionals in the driving seat, and provide them with a detailed training programme to support their long-term success.



KEY SERVICES

HSEC Outsourcing

Our unique HSEC Health, Safety, Environment and Communities (HSEC) Outsourcing services are designed to simplify HSEC management, in order to get your projects up and running quickly in line with national and international requirements – all for a simple monthly fee.

We provide a HSEC management team and management system, needed to demonstrate compliance to investors and ensure the implementation of all aspects of HSEC management. Individual HSEC roles can also be provided (i.e. Social and Communities Specialist, Biodiversity Specialist etc.).

ESS provides the following HSEC implementation team and management system:

- A full-time in-country HSEC Manager
- A support team comprising an experienced HSEC Director and a Senior Partner
- An HSEC Management System, comprising the main policies, plans, procedures and other documents that can be prepared without requiring external specialists
- Back-office support provided by our dedicated remote HSEC team, ensuring that any issues are handled in accordance with national and international standards.

Management Systems (ESMS, HSMS)

We are specialised in developing HSEC Management Systems (HSECMS, also called ESMS or HSMS) at the corporate and project level, providing expertise and documentation to ensure that applicable standards are implemented as quickly and effectively as possible.

We develop, implement, audit and continually improve the HSECMS, all in line with ISO requirements as well as financier ESG standards, such as the IFC Performance Standards.

ESS can support you to:

- Develop and update key HSECMS documents to meet international and national standards
- Identification of HSEC staffing and budget needs
- Ensure appropriate levels of transparency and disclosure on ESG issues
- Manage specialist studies to input into key plans covering biodiversity (i.e. Biodiversity Action Plan, Offset Feasibility Study etc.), social and communities (i.e. Resettlement Action Plan, Livelihood Restoration Plan, Compensation, Community Development Plan etc.) and other disciplines.



KEY SERVICES

ESG Due Diligence and Gap Analysis Studies

What looks like a profitable financial investment can sometimes conceal hidden ESG challenges. Resolving these issues after financial close may result in additional permitting requirements, excessive delay, increased costs or even threaten the viability of your investment.

We dig below the surface to ensure potential environmental and social issues linked to your investment are identified, providing a clear and cost-effective pathway to full compliance with international standards, national regulations and best practice.

Services we can provide include:

- Conduct a Due Diligence or Gap Analysis to identify outstanding HSECMS and resourcing gaps, including an Environmental & Social Action Plan (ESAP) in line with IFC and international standards
- Identify and manage ESG risks in investments, divestments, mergers and acquisitions
- Ensure appropriate levels of transparency and disclosure on ESG issues
- Identify opportunities to engage and collaborate with communities and key stakeholders to obtain

IESC, Auditing and Reporting

We support investors and companies to align their projects with internationally-respected frameworks, such as the IFC Performance Standards and the Equator Principles.

Further, we assist investors by acting as Independent Environmental & Social Consultant (IESC) for investments in line with the requirements of the Equator Principles and other international standards. IESC is sometimes referred to as Lender's Environmental and Social Advisor (LESA).

For companies, we also undertake third-party ESG audits to align projects with national regulations and international requirements, in ways both practical and proportional to the organisation's activities and potential impacts.

ESS can support you to:

- Undertake third-party IESC audits to assure that investor expectations are met, in order to access international finance and to secure project funding
- Prepare ESG and Sustainability Reports as per sustainability reporting standards (i.e. GRI, SASB)
- Develop key performance indicators (KPIs), documentation and policies.

KEY SERVICES

Sustainability, Climate and Carbon Assessments

We have a strong track record when it comes to undertaking assessments for sustainability, climate and greenhouse gas (GHG) emissions. This reflects heightened interest in how organisations contribute to the SDGs, as well as increasing regulatory requirements on management and the financial cost of dealing with climate-related risks (e.g. via the IFRS Sustainability Disclosure Standards).

We can also support you in the process of generating carbon credits, accompanying you through all the steps of carbon credit generation, markets and monitoring.

ESS can support you to:

- Undertake a Sustainability Options Assessment that identifies short, medium and long-term actions to improve the business model and maximise contributions to the SDGs
- Understand key climate risks and develop a climate change adaptation and mitigation plan
- Quantify your current and future GHG / carbon footprint, with scenario analyses, Life Cycle Assessments (LCA) and action planning
- Understand how your activities may qualify for carbon credits and provide implementation support.

Green Finance / Sustainable Finance Advisory Services

We support numerous financial institutions and international organisations in developing green and sustainable financial instruments and policy, as well as the integration of climate-related risks and opportunities in governance, strategy, risk management and reporting.

We provide you with strong expertise in green financial instruments and policy in an emerging market setting, as well as teams experienced in integrating the key requirements of international frameworks including the Sustainable Development Goals (SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD).

Services ESS can provide include:

- Undertake review of Bank portfolio / loan book
- Develop Green Finance strategies for your institution
- Carry out scoping / feasibility studies on green financial instruments and policy
- Integrate and monitor SDG and TCFD requirements.

KEY SERVICES

Environmental and Social Impact Assessment (ESIA)

As a leading ESIA practitioner in emerging economies, we understand that ESIA requirements differ across countries, and that investors increasingly seek ESIA studies that comply not only with local laws but align also with international frameworks such as the IFC Performance Standards and the Equator Principles.

Meeting these standards, especially for complex projects, can be challenging and costly, requiring a highly specialised team with expertise in both local regulations and international frameworks.

Services ESS can provide include:

- Undertake Project Briefs, Basic Assessments, and ESIA's / ESIA updates
- Manage independent specialist studies to supplement the ESIA studies
- Carry out Public Consultation and stakeholder engagement
- Perform GIS mapping and analysis
- Develop or update Environmental and Social Management Plans
- Prepare specialist plans, such as Rehabilitation and Closure Plans, Resettlement Action Plans etc.

Training and Capacity Building

We are leaders in the provision of training on HSEC, ESG and sustainability issues, with our own proprietary learning platform and curriculum on the material issues applicable to your industry.

The ESG landscape is changing rapidly, and it is critical to the success of your business activities that your team is up-to-date on best practice and cost-effective solutions.

We develop capacity through a “learning-by-doing” teaching method, supplemented with in-person and online courses tailored for each level of your organisation, from executive to intern – ensuring that the most important concepts are retained and applied well after our engagement.

ESS can support you to:

- Provide in-person capacity building and training sessions to your corporate and in-country teams
- Develop training materials with case studies drawn from your industry and best practice
- Undertake “Train the Trainers” so that your team can continue to provide training internally
- Leverage our online training platform to ensure key learnings are refreshed as required.

WHY CLIENTS TRUST US

Skin in the game – we understand your business needs

We treat your business like our own, providing solution-focused support and advice that is practical and proportional to your business activities.

Our services are very cost-effective, working out much cheaper than hiring internally and then paying consultants to develop management systems.

Your HSEC Outsourcing team knows what your financiers want, ensuring compliance is proactively implemented, documented and reported.

Further, **our teams help you better communicate** to stakeholders how your company balances your business needs with those of people and planet.

Problem-solvers – we make sense of complex ESG issues

We navigate complex landscapes of regulations and financier frameworks on your behalf, helping you to understand the impact of current and future ESG trends.

ESS has key contacts in the countries where we work, which simplifies processes and increases the likelihood of issues being appropriately resolved.

ESS team members are continuously trained to ensure they understand the ESG issues that may affect your business activities and sector.

Our team looks beyond compliance, identifying opportunities where our industry knowledge and contacts can bring the most added value.

Experienced teams – we work with key financier standards

We possess significant experience working with international financiers, applying key international standards, frameworks and guidelines within a wide variety of sectors and countries.

Our team also has an **in-depth understanding of numerous other industry and sector-specific requirements**, including guidelines, certifications, conventions, corporate standards, etc.





OUR PEOPLE, YOUR TEAM

EXPERIENCE AND KNOW-HOW

With over 50 people across more than 20 countries in Africa and Central Asia, ESS is proud of our experienced, multi-lingual specialists.

Our team members understand the local context and possess significant knowledge on how to cost-effectively manage HSEC and ESG compliance as well as complex stakeholder relationships in difficult geopolitical locations.

We present a selection of our key leadership team below.



Adrian Mill
Managing Director
Dakar, Senegal



Jubilee Bubala
Principal ESG Specialist
Lusaka, Zambia



Soleil Jones
Principal ESG Specialist
Cape Town, SA



Yerbulan Belgibekov
CA Regional Manager
Astana, Kazakhstan



Abbie Fasasi
Senior ESG Specialist
Lagos, Nigeria



Tracy Petersen
Senior HSEC Specialist
Cape Town, SA



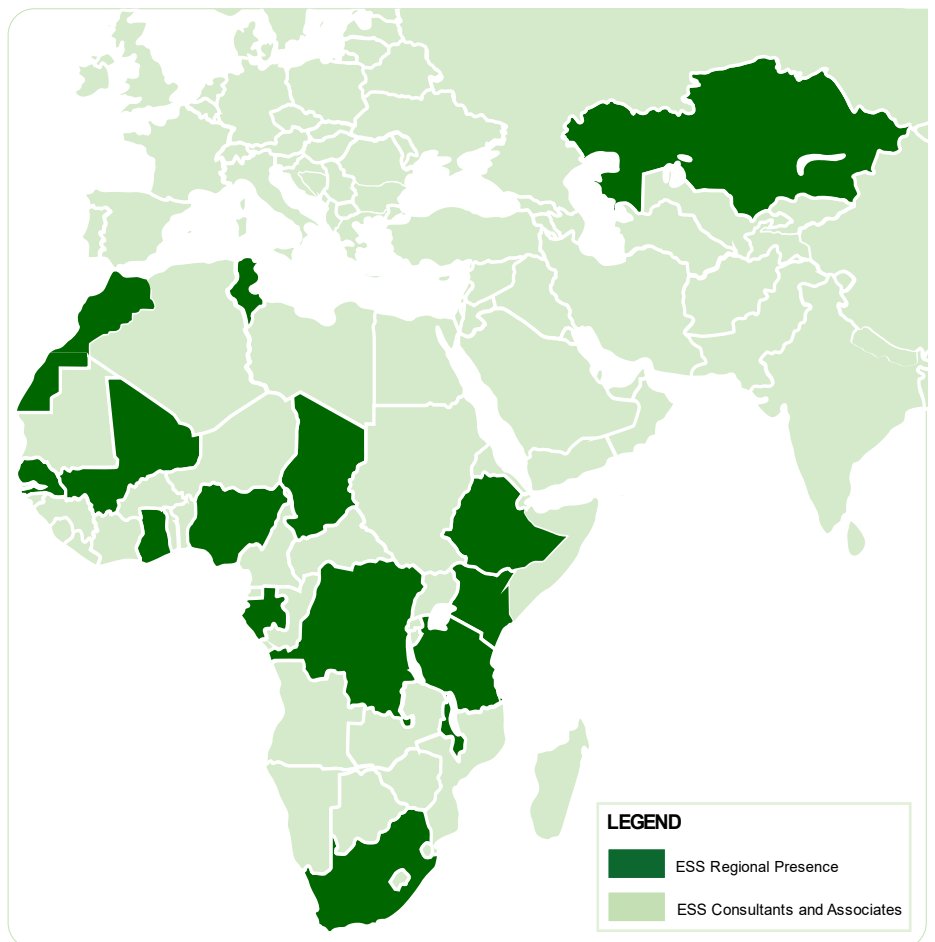


LOCAL AND INTERNATIONAL TEAM

ESS is focused on ESG in emerging economies, and that is where you will find our team – on the ground alongside our clients while delivering real value.

Headquartered in Dakar, Senegal, ESS has a strong presence in Africa. Our 50+ strong, full-time team can be found across the continent, possessing local knowledge and international experience.

With a regional office in Central Asia, we work in a wide range of geographies including Europe, the Middle East, Latin America and Asia.



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A person wearing a large, wide-brimmed woven straw hat and a blue long-sleeved shirt is bent over in a field, working with plants. The background is a blurred green field.

**ESS ENVIRONMENTAL
AND SOCIAL
SUSTAINABILITY**

