

ESS ENVIRONMENTAL AND SOCIAL SUSTAINABILITY



HSEC OUTSOURCING

Health, Safety, Environment & Communities

Sustainability where it is most needed

www.essustainability.com

WHY OUTSOURCING?

HSEC and your business

Companies are facing increasing pressure from **investors, governments and shareholders** to manage Environment, Social and Governance (ESG) and HSEC risks, in order to access finance, improve reputation, and demonstrate corporate leadership.

Corporate management needs **advice on ESG as early in project development as possible**, in order to identify and avoid ESG risks.

HSEC is complex. Depending on your project and business activities, it can cover 20 or 30 disciplines – each as complicated as financial accounting.

Your HSEC Manager sits on the front line of managing these issues. As your project grows, they will develop your HSEC team and maintain an HSEC Management System which ensures that you have a solution for every ESG question.

A global lack of HSEC talent – and no visibility on HSEC costs

However, **sourcing a team internally to manage HSEC issues is difficult and expensive.**

Strong demand and limited human resources in emerging economies means it is very hard to find high quality HSEC team members, as few have been appropriately trained.

This means that suitably qualified **expatriate HSEC managers can easily command annual salaries upwards of USD 150,000.**

Further, a **basic HSEC Management System can cost over USD 100,000**, as significant work is required to align with international and national standards.

That does not include consultant costs for key specialised studies required, such as environmental permitting, resettlement and biodiversity.

Our HSEC Outsourcing service solves this issue by providing you with an international-quality HSEC team and management system at a fixed month fee.

HSEC, ESG, sustainability – what's the difference?



ESG: Performance monitoring of multiple assets for ESG risk management and compliance with international standards, frameworks and guidelines used by investors and national governments.



HSEC: Similar to ESG, except that management is focused on implementation at the project level. HSEC management is typically concentrated on a single asset and/or business.



Sustainability: Key aspirational objectives relating to international sustainability frameworks such as UN Sustainable Development Goals (SDGs), and integration into the Company's business model.



Management System: Policies, plans, procedures, permits and other documents setting out how the company will manage key issues. For HSEC, usually called an HSECMS, HSMS, or ESMS.

WE DO HSEC MANAGEMENT

HSEC Outsourcing lets you focus on your business

Our unique HSEC Outsourcing services are designed to simplify HSEC management, in order to **get your projects up and running quickly** while meeting national and international ESG requirements.

All for a simple monthly fee.

Our services make managing HSEC easier, letting you focus on what is key to your company's success – **your core business activities.**

We already provide HSEC Outsourcing in more than 10 countries and growing, and our many satisfied clients can attest to our quality of service.

Beyond a full-time HSEC Manager, you get senior support and key management system documents to **demonstrate ESG compliance to financiers.**

Where needed, **additional individual HSEC roles** can also be provided at extra cost.

We provide cost-effective and scalable support, comprising:



A **full-time in-country HSEC Manager**, based at your site and responsible for managing HSEC compliance on the ground.



An **experienced senior support team**, comprising an HSEC Director and a Project Partner, which ensures that all issues are proactively identified and addressed.



An **HSEC Management System**, comprising the main policies, plans, procedures and other key documents that can be prepared without requiring external specialists.



Back-office support from our dedicated remote HSEC team, ensuring all issues are handled in accordance with national and international standards, as quickly and economically as possible.



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.



WHAT OUR CLIENTS SAY



Ghoubet 60MW Wind Farm

Djibouti

ESS has provided HSEC Outsourcing services to the Ghoubet Wind Farm for over three years, from development through construction and operations.

Red Sea Power has several investors with very strict ESG requirements. As such, we have been very pleased with the experienced, multi-lingual HSEC team members provided.

Further, the Project has benefited immensely from the very strong management system that the ESS team developed.

We would not hesitate to recommend their services.

François Maze, CEO

Banio Potash Mine Project

Gabon

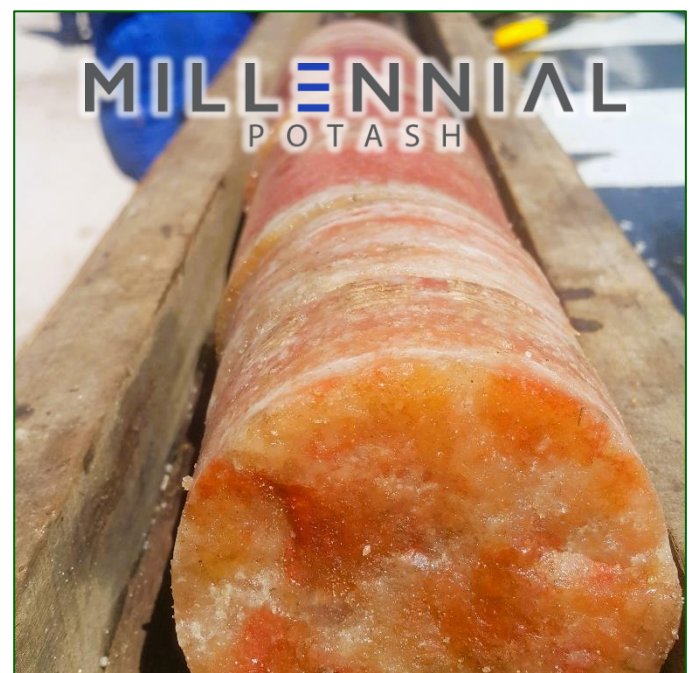
Knowing that the Gabonese government has a very strong interest in ESG, we knew that we had to demonstrate early leadership in this field.

This is why we turned to ESS to provide their HSEC Outsourcing services from day one.

ESS helps us to navigate community engagement and the ESIA process, while also managing health and safety in a remote area. We very much like their commitment to using African team members, which aligns with our local content ethos.

We look forward to continuing to work together.

Jason Wilkinson, CEO





OUR PEOPLE, YOUR TEAM

EXPERIENCE AND KNOW-HOW

With over 60 people across more than 20 countries in Africa, Central Asia and Latin America, 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



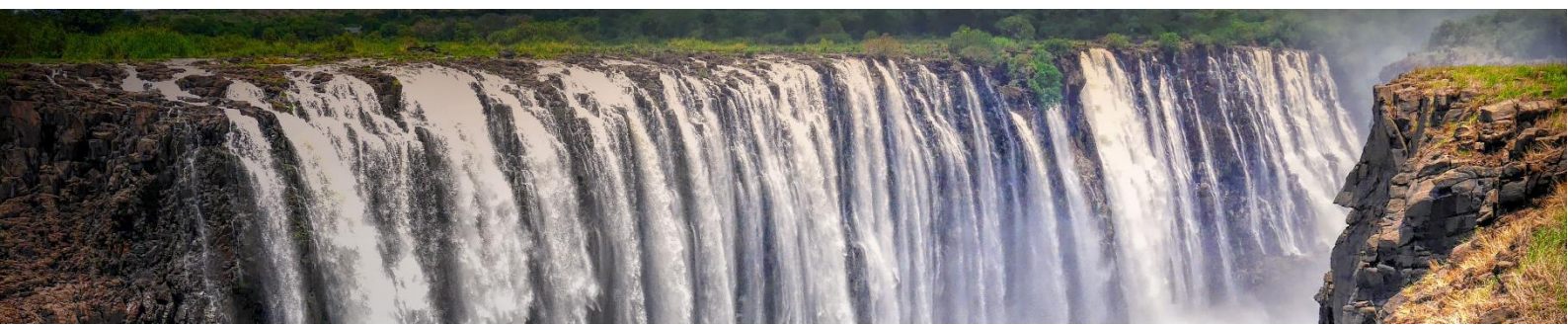
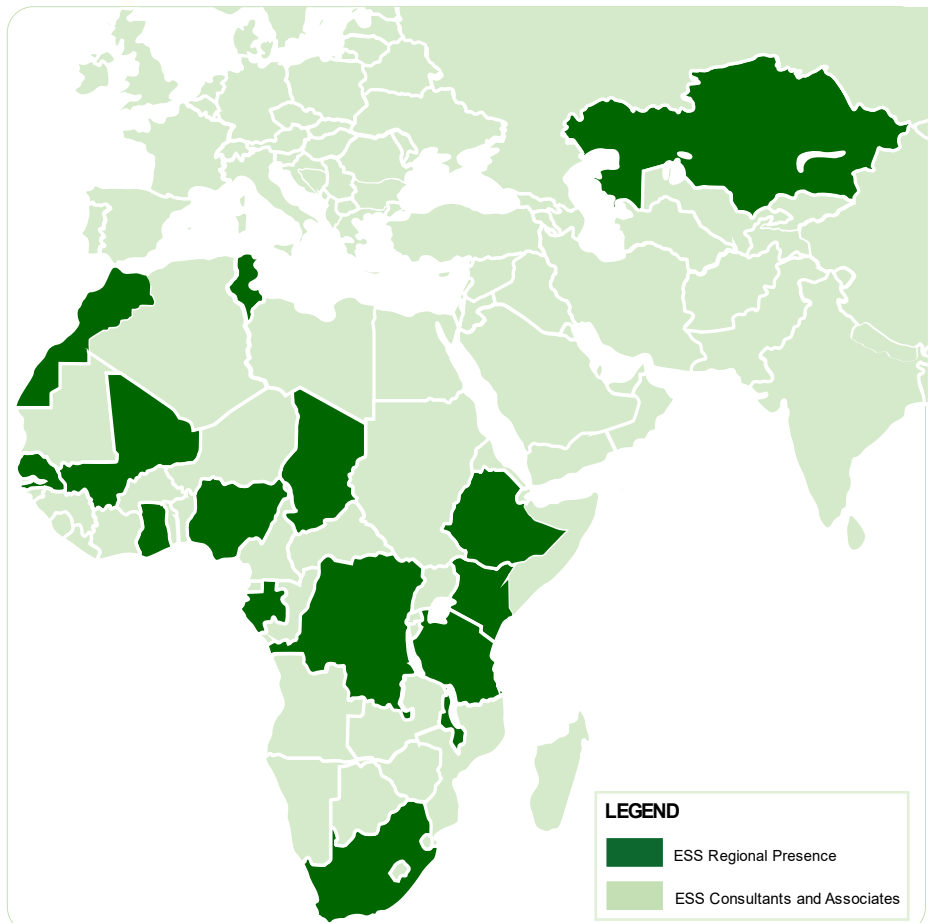
OUR TEAM PRESENCE

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 Latin America, the Middle East, Asia and Europe.



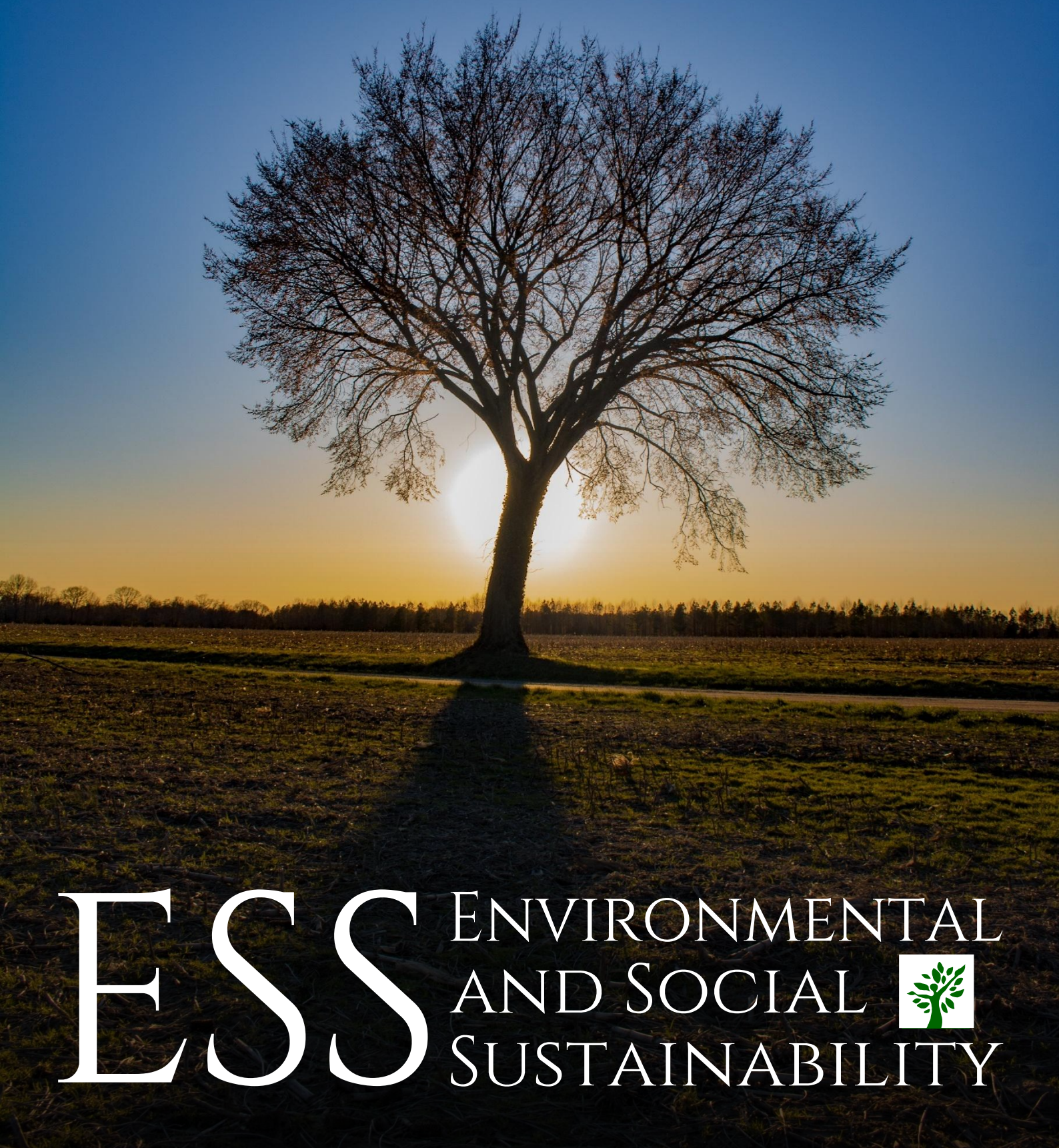
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