

# ESS ENVIRONMENTAL AND SOCIAL SUSTAINABILITY



## ESG OUTSOURCING

Environmental, Social and Governance

Sustainability where it is most needed

[www.essustainability.com](http://www.essustainability.com)

# WHY OUTSOURCING?

## ESG and your business

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

**ESG Outsourcing fast-tracks implementation of key international ESG requirements**, providing the team, know-how and management system to ensure a market leading approach.

**ESG is complex.** Depending on your investment portfolio, it can cover 20 or 30 disciplines – each as complicated as financial accounting.

**Your ESG Manager faces multiple challenges**, and needs to ensure meaningful progress in ESG performance. As your investment portfolio grows, they will develop your team and maintain an ESG Management System which provides a solution for every ESG question – from screening to FID.

## A global lack of ESG talent – and little visibility on ESG costs

However, **sourcing an internal team to manage ESG issues is difficult and expensive.**

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

This means that **suitably experienced and qualified ESG managers can easily command an annual salary upwards of USD 150,000.**

Further, a **basic ESG Management System can cost over USD 100,000**, as many documents are needed to align with key ESG standards.

**That does not include consultant costs** for key specialised services required, such as audits, due diligence and technical assistance to investees.

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

## ESG, HSEC, 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 ARE YOUR ESG TEAM

## ESG Outsourcing lets you focus on creating value

Our unique ESG Outsourcing services **assist our clients to enhance their ESG performance**, proactively managing risks and seizing opportunities to create long-term value for stakeholders and society.

**All for a simple monthly fee.**

Our services simplify management of ESG issues, letting you focus on what is most important – **getting strong financial returns from your investments.**

**We already provide ESG Outsourcing to banks, funds, programmes and group corporates**, and our many satisfied clients attest to our quality of service.

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

As needed, **we can scale our support** to provide additional individual ESG roles at extra cost.

## We provide cost-effective and scalable support, comprising:



A **full-time in-country ESG Manager**, based at your offices and responsible for managing ESG compliance in your organisation.



A **highly experienced senior support team**, comprising an ESG Director and a Project Partner, ensuring that key issues are proactively identified and addressed.



An **ESG Management System** comprising all relevant policies and procedures, which systematically identifies, assesses, manages, and monitors ESG risks and opportunities.



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

# WHY CLIENTS TRUST US

## Investors and investees – we understand your needs

**We treat your organisation like our own**, providing practical, solution-focused support that ensures long-term improvements in ESG performance.

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

**Your ESG Outsourcing team knows what financial markets require**, ensuring compliance is proactively implemented, documented and reported.

Further, **our teams help you better communicate** to stakeholders how your organisation balances 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 affect your investment sectors, via our proprietary online training platform and workshops.

**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.



IFC Performance Standards



# WHAT OUR CLIENTS SAY



## Credit Mutuel du Sénégal *Bank in Senegal*



**Papa Tété Diadiou, Strategy Director**

“As a major banking and microfinance institution in Senegal, we are most impressed with the quality of ESS's support in implementing a comprehensive ESG Management System for our organisation.

Their detailed-oriented approach ensures that our funder requirements are respected, and the ESS team regularly comes to our offices to support us.

We recommend ESS to other financial institutions.”



## Manufacturing Africa

### *Seven African Countries*

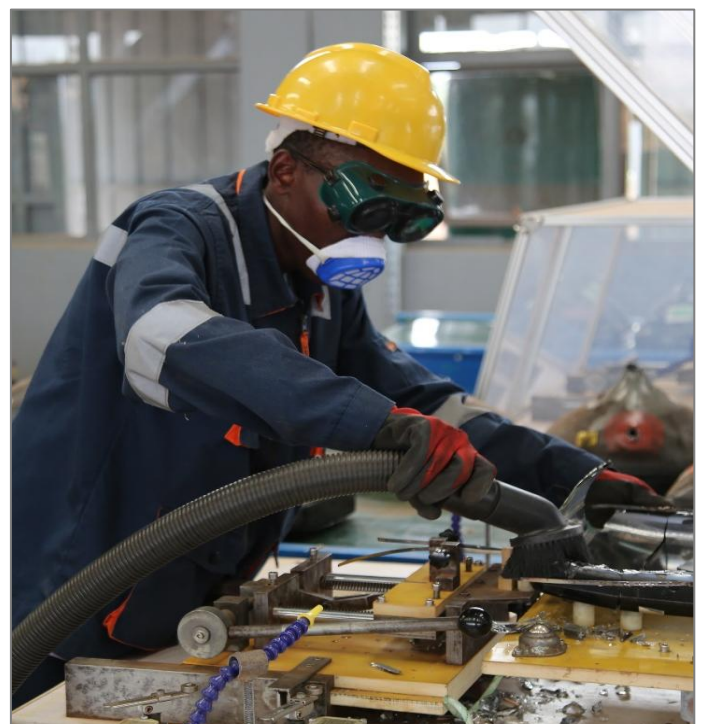
**Dr Christoph Zipfel, Team Leader**

“Manufacturing Africa provides transaction facilitation support in key African countries, already facilitating over USD 1 billion in Foreign Direct Investment and aiming to create 90,000 jobs.

ESS has provided ESG Outsourcing for the Climate and Environment Team for the Programme since 2021.

In that time, ESS has demonstrated flexibility, leadership and creativity in supporting the Programme to develop targeted support for our beneficiaries.

Their involvement continues to be a crucial component of the Programme's success.”



## OUR PEOPLE – YOUR TEAM

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 compliance and complex stakeholder relationships in difficult geopolitical locations. We present some of our key leadership team below.



**Adrian Mill**  
Managing Director  
*Dakar, Senegal*



**Jubilee Bubala**  
Principal E&S Specialist  
*Johannesburg, SA*



**Tracy Petersen**  
Senior HSEC Specialist  
*Cape Town, SA*



**Abbie Fasasi**  
Senior ESG Specialist  
*Lagos, Nigeria*



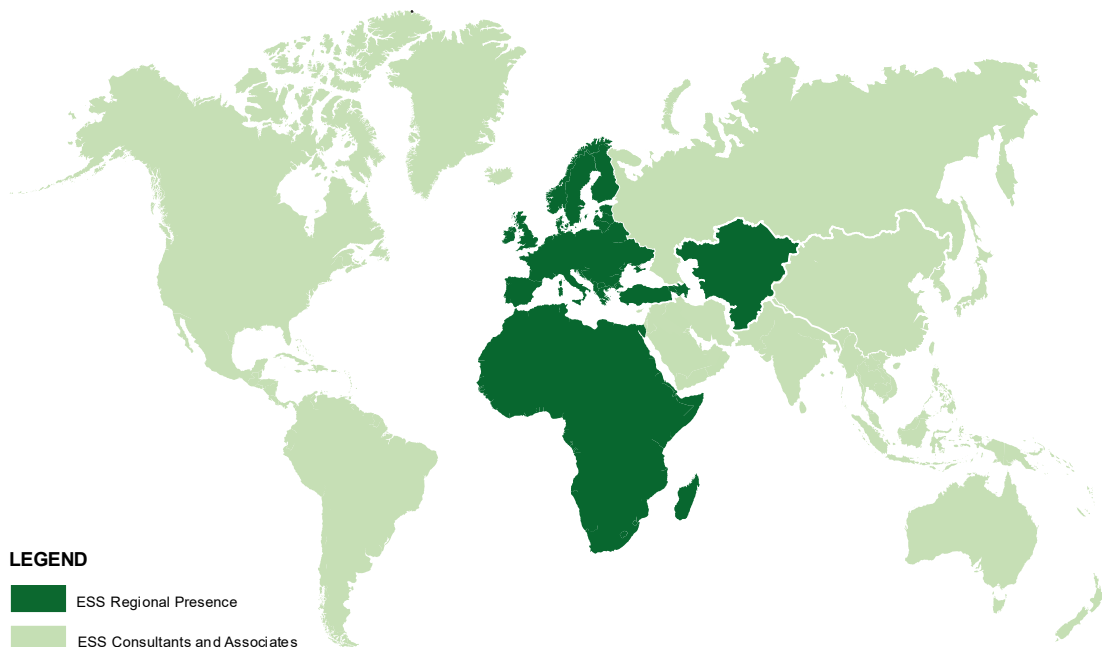
**Yerbulan Belgibekov**  
CA Regional Manager  
*Astana, Kazakhstan*



**Soleil Jones**  
Principal E&S Specialist  
*Cape Town, SA*

## WHERE ESS WORKS

ESS is focused on emerging economies, and that is where you will find our team – working on the ground with our clients to deliver value. Headquartered in Dakar, Senegal, ESS has a strong presence in Africa and Central Asia, also working in Latin America, Asia and Europe.





# MORE ABOUT ESS

## 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 your 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 ESG and HSEC issues.

## OUR CLIENTS

**We have successfully completed a wide variety of projects** on behalf of companies (mining, energy, agriculture, industry etc.), investors, international 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.



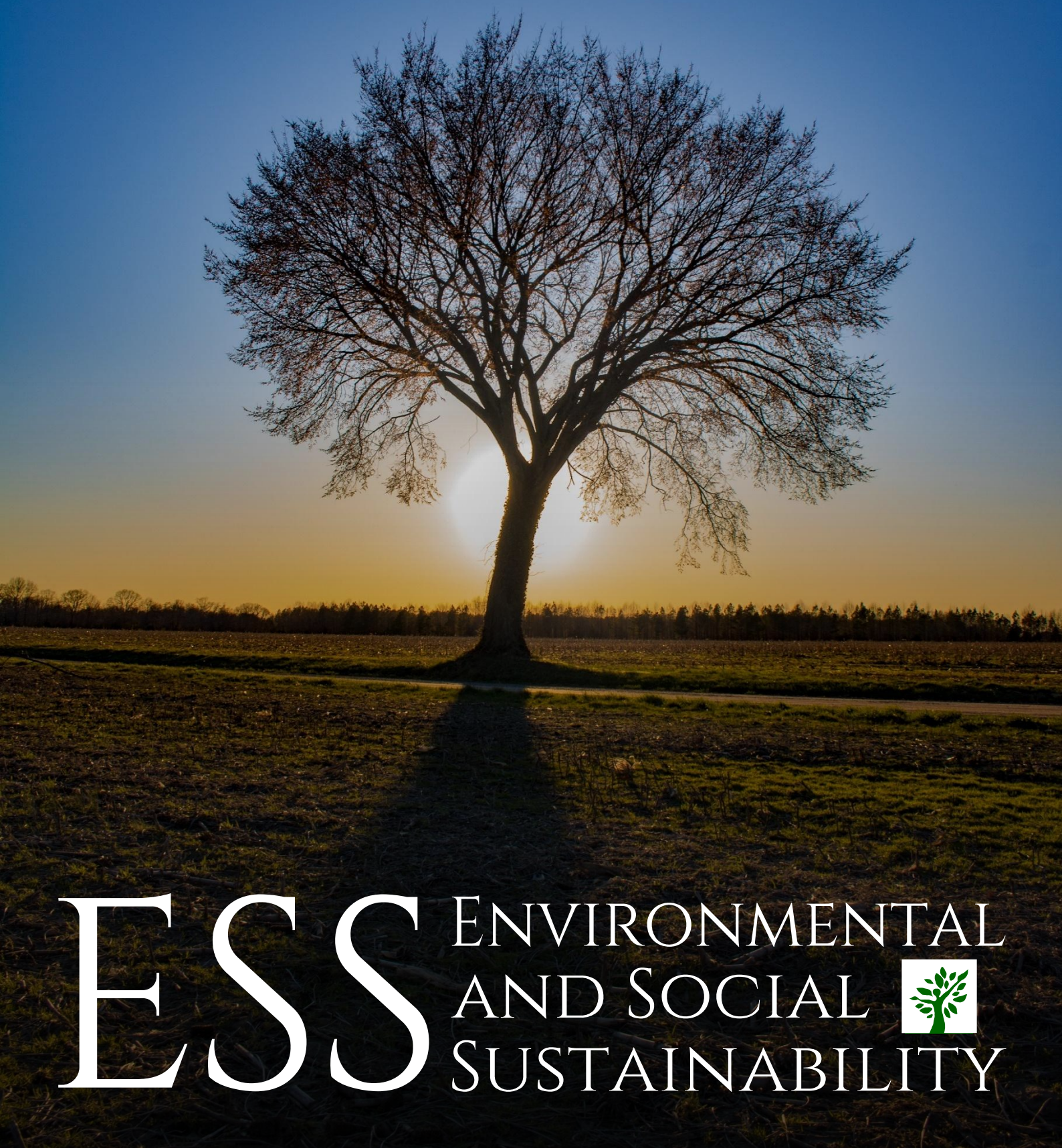
**ESS (Environmental and Social Sustainability)**

**HQ:** Rue YF 488 x YF 498 Virage, Dakar, Senegal

**Office:** +221 33 860 9352 / **Mobile:** +221 77 099 0555

**Email:** [ess@essustainability.com](mailto:ess@essustainability.com)

**Website:** [www.essustainability.com](http://www.essustainability.com)



ESS ENVIRONMENTAL  
AND SOCIAL  
SUSTAINABILITY

