

UN GLOBAL COMPACT – COMMUNICATION ON PROGRESS (COP)

Time Period: 1 January 2020 – 25 January 2022

WENTWORTH RESOURCES

Statement of Continued Support by the Chief Executive Officer

25 January 2022

To our stakeholders,

I am pleased to confirm that Wentworth Resources reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles in our business strategy and operations. Further, as a publicly listed company, we are committed to transparent disclosure and maintaining regular dialogue with our stakeholders to ensure our sustainability strategy and priorities remain aligned with their expectations. We produce both an [Annual Report](#) in line with UK regulations and published our inaugural [Sustainability Report](#) in April 2021.

Yours Sincerely,

Katherine Roe
Chief Executive Officer

About Wentworth Resources

Wentworth Resources is a leading domestic natural gas producer in Tanzania with a core producing asset at Mnazi Bay – one of only two natural gas producing fields in country – in the onshore Rovuma Basin in Southern Tanzania.

Issue Areas

HUMAN RIGHTS

Assessment, policy and goals

Wentworth supports the UN Global Compact's principles on Human Rights and works to ensure that all our stakeholders are treated with the utmost respect.

- a. In 2021, we updated our policies relating to human rights in our [Anti-Modern Slavery and Human Trafficking Policy](#) as well as our [Code of Ethics and Business Conduct](#).
- b. We require all our employees, contractors, partners, suppliers, and advisors to abide by our Code of Ethics. Our rigorous due diligence process ensures we hold external parties to account before engaging in any activity, and that they are aware of the details of the Code.
- c. We diligently follow all human rights regulations of international human rights law, including the International Labour Organisations (ILO) conventions and the Tanzanian Natural Wealth and Resources Regulations, to ensure oil and gas sector participants operate according to the highest standards of ethics and in the interest and welfare of the people of Tanzania.

Implementation

We have compulsory annual training to ensure that all our employees understand the business' approach to human rights. At the end of the training, employees are also required to complete an assessment to ensure the material is thoroughly retained. This training is compulsory for the entire workforce, management team and Board.

Measurement of outcomes

- 100% of employees trained in human rights policies and procedures
- Zero instances of human rights violations

LABOUR

Assessment, policy and goals

Wentworth strictly adheres to the UN Global Compact's labour standards and applicable local labour laws in Tanzania. We strive to maintain the best working conditions through industry-leading health and safety performance, and do not tolerate any form of discrimination, harassment, retaliation, intimidation, unfair treatment or hurtful or inappropriate behaviour.

- a. In 2021, we updated our [Health and Safety Policy and Procedures](#).
- b. As an equal rights employer, we are proud of our inclusive and multi-national workplace. We consider applications for employment regardless of age, colour, disability, ethnic origin, marital status, nationality, race, religion or belief, gender, or sexual orientation.
- c. We pride ourselves on our commitment to fostering diversity throughout our entire workforce. Our CEO, Katherine Roe, is one of only two female CEOs of a London-listed oil and gas business, and in 2021, we welcomed our first female Board member.
- d. As a Tanzanian business, we invest in our local community by creating employment and supply chain opportunities for local people and building long-term partnerships that create real value. Our [Local Content Policy](#) outlines our strategy for cultivating local talent.
- e. We provide our employees with opportunities to advance their professional development and personal growth through annual training programmes designed to enhance technical skills, improve sector knowledge, and obtain additional degrees or qualifications.

Implementation

All employees are required to complete mandatory health and safety training on an annual basis. Employees are also required to complete training in 'Equality and Diversity Essentials.'

Measurement of outcomes

- 4 years without a Lost Time Incident
- 1.44 Total Recordable Incident Rate
- Zero Fatalities
- 1,344 hours of HSSE training completed
- 32% female employees; 50% female Board
- 68% minority ethnic employees
- 93% of our employee in our Dar es Salaam office are Tanzanian
- Average of 15 hours of training completed per employee

ENVIRONMENT

Assessment, policy and goals

We work diligently to reduce the impacts of our operations on the environment.

- a. We will be publishing updated Water Management, Waste Management, Chemical Management and Biodiversity policies in 2022.
- b. We have a Spill Prevention and Control Plan to ensure we are able to mitigate any spills quickly and effectively.
- c. As a single-asset non-operator with a lean corporate structure, we maintain a low emissions profile. Scope 1 emissions from our operational activities arise mainly from the use of generators at the Mnazi Bay gas producing facility. We have minimal flared emissions in comparison with our industry peers, with a pilot flare used solely as a safety mechanism.
- d. Our operating partner, Maurel & Prom, has set a target to limit emissions at Mnazi Bay to 1,600 t CO₂-e per annum.
- e. Alongside our longstanding shareholder, Vitol, we will jointly develop community-focused carbon credit programmes in Tanzania to offset all of our Scope 1 & 2 emissions and partially offset Scope 3 emissions from 2022.
- f. We measure and disclose our Scope 1 & 2 emissions in line with the GHG Protocol and SASB standards.
- g. We are committed to disclosing our Scope 3 emissions in 2022 and are exploring disclosure in line with TCFD recommendations in anticipation of mandatory reporting by 2025.
- h. Natural gas from Mnazi Bay is also accelerating Tanzania's energy transition by providing a reliable and affordable baseload power supply, whilst simultaneously enabling more renewable technologies – such as hydroelectric power – to be added to Tanzania's energy mix without compromising energy access or security. Natural gas accounts for 50% of Tanzania's energy mix – 30% of which is generated by Mnazi Bay.

Implementation

Water Management

We ensure all effluent is removed from our site to avoid polluting local freshwater supplies. We monitor our water supply lines for leakages to reduce wastage, and we are increasing the amount of water extracted from desalinated sea water to avoid putting undue stress on local water levels.

Waste Management

All waste generated by our operations is sorted, recycled, or reused where possible. All organic waste is used in fertilizer compost which is used for flower gardening around the camp. We do not permit the on-site burial of solid waste – all solid waste is disposed of by a licenced waste management company.

Biodiversity

We avoid sensitive, slow-growing mangrove areas and where possible restore any cleared areas. We follow the Government of Tanzania's general management plan for the Mnazi Bay-Ruvuma Estuary Marine Park – a resource-rich area which is home to globally significant marine biodiversity.

Emissions Management

Alongside M&P, we take the following steps to reduce our Scope 1 emissions:

- Minimising the depressurisation of the flowline by reducing the number of shutdowns. If several planned operations require shutdown, then M&P will try to conduct the activities at the same time if possible. This will reduce the amount of flared and vented gas.
- Conducting routine maintenance & inspection to lower the possibility of gas leakage.
- Reducing the number of hours it takes for the facility's diesel generator (GE3) weekly maintenance from 6-8 hours to 1-2 hours per week, reducing generator energy consumption.
- Reducing vehicle usage and mobilisation in Mnazi Bay (and also related to the office in Dar es Salaam).
- Installing a load bank, which will improve efficiency of the gas generator by up to 20%, reducing gas consumption and emissions proportionately.

Measurement of outcomes

- Zero spills at Mnazi Bay
- Scope 1 Emissions: 1,613t CO₂e (32% reduction YoY)
- Scope 2 Emissions: 63.0t CO₂e
- Carbon intensity of 1.3kg CO₂e/boe – one of the lowest in the E&P sector
- 121m litres of diesel and HFOs replaced by natural gas in Tanzania
- 328,000 tonnes saved in CO₂ emissions since the introduction of gas-fired generation in Tanzania in 2007

Anti-Corruption

Assessment, policy and goals

We have a zero-tolerance stance on bribery or corruption in any form. Our robust policies ensure compliance with both UK and Tanzania law.

- a. In 2021, we updated our [Anti-Bribery and Corruption](#) and [Tax Evasion](#) policies.
- b. We have comprehensive Whistleblowing procedures, outlined in our newly refreshed [Speak Up / Reporting of Violations Policy](#).
- c. All additional policies and procedures related to bribery and corruption are outlined in our [Code of Ethics and Business Conduct](#).

Implementation

To ensure adherence to our policies all employees receive mandatory annual training.

Measurement of outcomes

- Zero incidents of non-compliance with the Code of Ethics
- 100% of employee trained in Anti-Bribery and Corruption Policies