

JS-QHSE-POL-7-1

Revision Date: 15/02/2023

J+S Subsea are committed to ensuring Environment, Social & Governance (ESG) is at the core of all our business operations and values by consistently *basing all our actions on sustainability principles to protect our planet and future*. We are dedicated to ensuring that we meet the needs and expectations of our stakeholders, clients and customers while also ensuring that we don't compromise people or the planet.

We strive to build sustainable, equitable, healthy, and diverse communities through a combination of innovative business practices and exemplary environmental, social and governance performance. This commitment informs every aspect of our business, including how we design and build new projects, operate our company, collaborate with stakeholders, and report progress.

We will set objectives and targets and assess the impacts of our operations to continually improve our ESG performance whilst aligning with the UN Sustainable Development Goals (SDGs) and reporting frameworks set out in the Global Reporting Initiative (GRI) standards.

At J+S we are committed to actioning the following:

- Promote and encourage involvement in local environmental initiatives/schemes.
- Reduce the use of energy, water, and other natural resources by measurement of greenhouse gases and setting reduction goals for achieving net zero.
- Minimise waste by reduction, re-use, and recycling methods through utilisation of Legacy Locker; and maintain the commitment to a Circular Economy
- Comply with current environmental legislation and work to minimise the impact of our activities on the environment.
- Engage with our employees to provide a challenging, dynamic, inclusive, and diverse work environment that supports their professional development.
- Support the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD), engage with our stakeholders, and encourage enhanced disclosure on climate change, biodiversity, and the SDGs
- Use of local suppliers and businesses to reduce our impact on carbon emissions.
- Supporting and respecting the protection of human rights and ensuring that we are not complicit, knowingly, or unknowingly, in human rights abuses.
- Collaborate with our stakeholders, clients, and customers to help them meet their ESG targets.

We know that our success as a business is determined to our commitment of these actions and so we will collaborate with our internal and external stakeholders to ensure that these actions are fulfilled and to help develop more sustainable ways of working.

All staff will take ownership by active participation and engagement of ESG and our values throughout the business.

Progress on this policy is reported to the Board regularly and will be reviewed annually as part of our management review process.

J+S Subsea Ltd

Site 7, Tumulus Way
Kintore, AB51 0TG

T: +44 1224 773435
E: info@jands.co.uk
Web: www.jands.co.uk

ESG Policy Statement



JS-QHSE-POL-7-1
Revision Date: 15/02/2023

Signed: *Phil Reid*
Name: Phil Reid
Position: Managing Director
Date: 15/02/2023

J+S Subsea Ltd
Site 7, Tumulus Way
Kintore, AB51 0TG

T: +44 1224 773435
E: info@jands.co.uk
Web: www.jands.co.uk