

2023
Sustainability Report
Leading the way in Subsea Sustainability

J+S Subsea

ABOUT THIS REPORT

This report covers our Environmental, Social, and Governance (ESG) priorities for 2023. It outlines our commitments, priorities and performance on ESG and covers the period from 1 January 2023 to 31 December 2023, unless otherwise noted. The Report has been prepared in accordance with the [Global Reporting Initiative \(GRI\) Standards](#) for this reporting period. We have also mapped our activities to the [United Nations Sustainable Development Goals \(SDGs\)](#) that we feel we can best tackle as a company, and contribute to through our stakeholder engagements.



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ABOUT US

At J+S Subsea, our mission is to deliver The Complete Subsea Solution. We are dedicated to providing comprehensive, innovative, and reliable subsea services and technologies that meet the diverse needs of our clients. From design and engineering to installation and maintenance, we offer end-to-end solutions that ensure efficiency, safety, and sustainability in the subsea environment. Our commitment is to be the trusted partner for all your subsea challenges, driving progress and excellence in every project.

Over the years, our customer base has grown significantly and we are proud to count a large number of North Sea Operators as direct clients. We see working in the subsea environment as an engineering discipline, not an industry sector, and we have successfully operated in marine renewables since 2009.



EMPLOYEES



REVENUE



YEARS IN
OPERATION



KINTORE
LOCATION

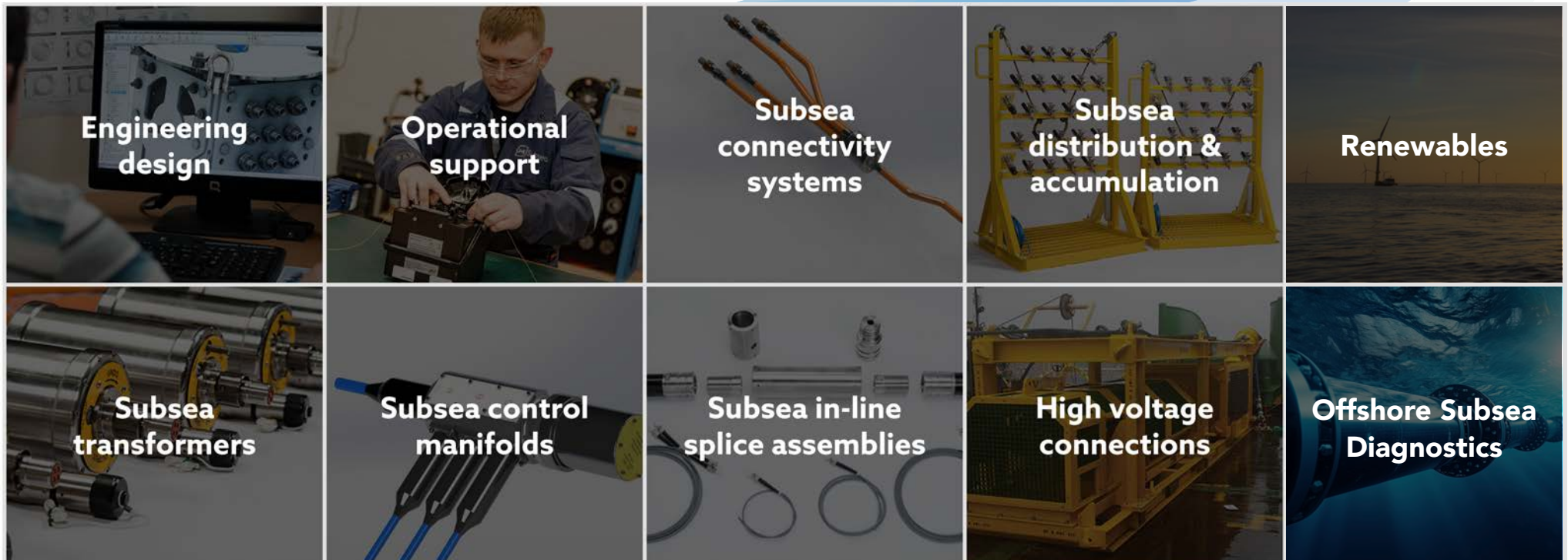


THE COMPLETE SUBSEA SOLUTION

J+S Subsea offers proactive, responsive, and cost-effective solutions for the design, engineering, operational support, and maintenance of subsea equipment, with a strong focus on the Subsea Production Control market. Our extensive experience in subsea controls means we understand customer needs and priorities. Our expert team is dedicated to providing competitive and timely engineering solutions tailored to your Subsea Energy Controls requirements.

We are committed to fostering a sustainable future by adapting our economic, social, and environmental practices. By leveraging our expertise in power and signal cable applications, we collaborate with clients to advance these goals. Additionally, we've expanded into Marine Renewables, enhancing our capacity to drive innovation and sustainability across sectors.

J+S SUBSEA PROVIDES EXPERTISE IN THE FOLLOWING:





MATT BLAIR
J+S Subsea Chairman

"J+S SUBSEA HAS JUST BEEN NAMED AS THIS YEAR'S SUSTAINABILITY WINNER IN THE DECOM AWARDS, AND IS ON TRACK TO DELIVER TURNOVER OF £10 MILLION IN THE COMING YEARS THANKS TO A SIGNIFICANT UPLEVELLING IN ITS COMMITMENT TO THE CIRCULAR ECONOMY."

- 🔗 [Learn more in this Q&A with Matt Blair](#)
- 🔗 [J+S Subsea's Debut at SPE Offshore Europe: A Deep Dive with chairman Matt Blair](#)
- 🔗 [J+S Subsea had the privilege of attending the global underwater hub for a special visit from his majesty king charles iii](#)

A MESSAGE FROM OUR CHAIRMAN

It's a real honour to introduce J+S Subsea's first ever ESG report. Since its inception J+S Subsea has been committed to growing a business built on integrity, social purpose and environmental stewardship. I joined J+S Subsea in January 2007, and early on, we recognised a gap in the supply chain for a sustainable, independent, cost-effective, response product and service.

OUR EVOLVING STRATEGY

In 2023 I was honoured to receive an invitation to the Global Underwater Hub to meet with Gillian Martin, Member of Scottish Parliament, the Scottish Minister for Energy and the Environment. It was an enlightening occasion during which we discussed the future of the underwater industry. I was thrilled to be part of such a significant conversation and it has helped the team and I to optimise our approach to integrating ESG matters into our business strategy.

This year has been one of major milestones, an industry award and some crucial new hires. I am proud to see the team growing together in both ability and confidence, and gaining the industry recognition they deserve. Through organic growth and targeted acquisition, and a significant uplevelling in its commitment to the circular economy, we are on track to deliver turnover of £10 million in the coming years. As we grow, we will continue to provide the responsive operational support that has been our unique selling point, and that has brought us a wide range of energy clients. We will continue to operate in the Energy sector, but will build on our previous work in marine renewables and explore opportunities in other emerging energy markets as the world transitions to net zero.

SUSTAINABILITY PIONEERS

I am cognisant that sustainability is integral to the continuing success of J+S Subsea. Our innovative solutions are supporting the development of a circular [blue economy](#). Take our [Legacy Locker](#), which is helping provide support to the subsea opex¹ market, while supporting circularity and the energy transition. Additionally, through our more recent work on Product carbon assessment and savings in carbon footprint through reuse, we can offer our clients information on [scope 3](#) savings which feeds directly into their ESG reporting requirements.

1. operation expense

A NEW ESG FOCUS

In 2022 we hired a new Environment and Sustainability Advisor 'Kairvee Tyagi'. Kairvee has proven to be a huge asset to the team, being instrumental in developing our new ESG Framework, ESG Policy and Decarbonisation Plan. I am so proud of the great strides we made in 2022-23 for our measurement of emissions and our understanding of the company's environmental and social impact. It's giving us key insights to further our decarbonisation and ESG progress.

Similarly, the team and I are fully focused on building a diverse team capable of always providing forward thinking subsea solutions, as we ramp up our investment in sustainable innovation. This includes supporting key stakeholders to promote Science, Technology, Engineering and Mathematics (STEM) to the next generation of engineering talent. In 2023, J+S Subsea was named sustainability winner in the Decom Awards. I have never been more confident of J+S Subsea's ability to further catalyse the success of our business, and the sustainability progress of our clients. We are helping to lead the way in Subsea Sustainability and I hope you enjoy reading about our progress and are inspired to join us on our journey.

ENGAGING WITH KING CHARLES III

J+S Subsea are extremely proud that our Chairman, Matt Blair, had the distinct privilege of attending the 2023 Global Underwater Hub for a special visit from His Majesty King Charles III. The meeting proved to be an invaluable opportunity to discuss crucial topics such as the J+S Subsea Legacy Locker initiative, ESG policy development, and our recent Decom Mission sustainability award.

It was truly inspiring to engage with The King, as he possesses a deep understanding of environmental and sustainability matters. We are confident that he left the meeting with a solid grasp of the industry's commitment to tackling these pressing challenges head-on. His presence and insights have further fuelled our determination to make a positive impact in the realms of sustainability and environmental stewardship.

A MESSAGE FROM OUR ENVIRONMENT & SUSTAINABILITY ADVISOR

It is an honour to help lead J+S Subsea on its ESG and Decarbonisation journey. I joined this innovative company just over a year ago and together, we have already achieved great things, especially around better understanding our impact. In 2023 we performed J+S Subsea's first ESG [materiality assessment](#), giving us greater confidence and clarity on where we can make the most difference for our customers, employees and stakeholders. It's truly an exciting time for J+S Subsea and I feel so fortunate to be able to deliver on our new ESG Strategy, always 'Leading the way in Subsea Sustainability'.



KAIRVEE TYAGI: RISING STAR WINNER

J+S Subsea's Kairvee Tyagi has been announced as winner of the Rising Star Award in the Subsea Expo Awards. The Environmental and Sustainability Adviser was one of three young people shortlisted as a Rising Star, which recognises someone under the age of 35 who is employed in the underwater sector, whether in underwater energy, aquaculture, marine science, defence, underwater cabling or subsea mining.

[Read more here](#)

[Winner of the Subsea Expo 2024 Rising Star Award](#)



James Morris
Engineering Director

"Sustainable principles are built into our processes, products, and designs, so equipment lasts longer, and material resources are conserved.

This is a cultural attitude applied to our Engineering discipline through the life cycle of our products and services. The J+S Subsea Legacy locker initiative pushes for common sense use, refurbishment, and re-use of subsea equipment to promote sustainability whilst providing clients with an improved and timely service which maximises their project lifecycles."



Phil Reid
Managing Director

"Having worked in the oil and gas industry for over 25 years, I have seen first-hand the exciting transition to more sustainable subsea solutions. We have a long way to go in enabling a net zero energy future, but I see my role at J+S Subsea as a crucial one for making this happen. Decarbonising the subsea industry is only possible if we put sustainability front and centre of our strategy, and we have done so at J+S Subsea from day one."



Lucinda Craig
Business Development
Director

"As the Business Development Director, I'm truly impressed by our team's sustainability efforts. Their hard work speaks volumes about our commitment to making a difference. This report isn't just numbers; it's a reflection of our values and the positive change we're driving in everything we do. I'm confident that our focus on sustainability will not only benefit the planet but also strengthen our relationships with customers and communities. Together, we're making a real difference, and that's something to be proud of."

MAPPING OUR MATERIAL ISSUES

To guide our business in the coming years we performed a materiality assessment¹ covering the years 2022-23. This enabled a comprehensive understanding of our material issues so we can better measure and manage our sustainability progress. The assessment gathered insights from a range of employees and managers and has been useful in creating our ESG Vision, Mission and Framework.

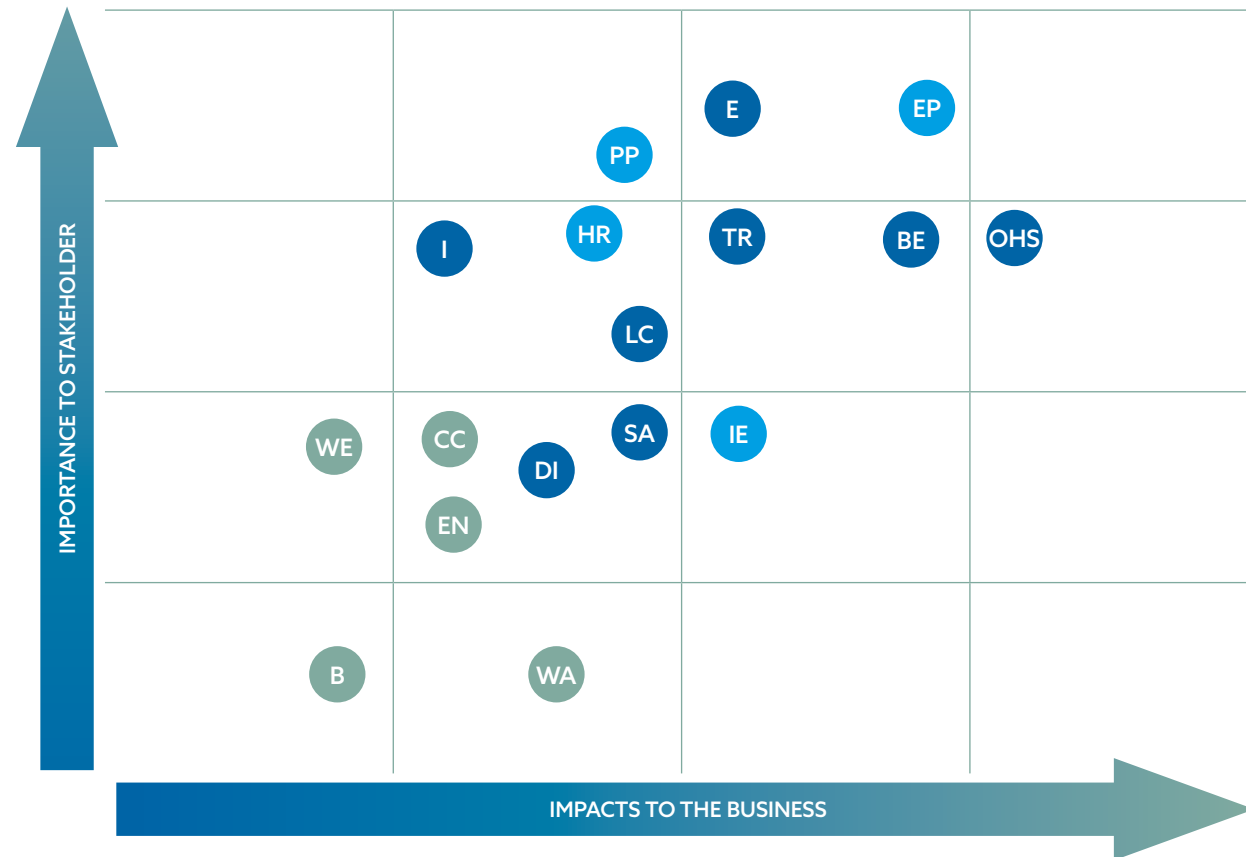
We have identified 17 core material issues that impact our business and that are important to our stakeholders. Of these 17 issues, 5 priority issues were identified as: Economic Performance, Business Ethics, Occupational Health & Safety, Energy use, and Training & Education.

THE SUSTAINABLE DEVELOPMENT GOALS

The three core aims of Sustainable Development are to end poverty, fight inequality and to tackle climate change by following the 17 United Nations Sustainable Development Goals (SDGs). Of these 17 goals J+S Subsea have identified 10 that we can tackle in a meaningful way. We have mapped these SDGs in our 'Sustainability Performance and Decarbonisation Progress' on page 10.

1. Conducted on the basis of survey results received from our employees, management and board. All the criteria were followed according to GRI standards.

MATERIALITY MATRIX



- Governance / Economic
- Social
- Environment

KEY

EP Economic Performance	BE Business Ethics	E Employment	LC Local Communities
PP Procurement Practices	EN Energy Use	OHS Occupational H&S	I Inclusion
IE Indirect Economic Impacts	EW Effluents & Waste	TR Training & Education	HR Human Rights
SA Supplier Assessment	WA Water Usage	CC Climate Change	DI Diversity
		B Biodiversity	

OUR ESG VISION: SUBSEA EQUIPMENT THAT DOESN'T COST THE EARTH

To achieve our ESG vision, we are on a continuing mission to put ESG at the heart of everything we do. Guided by our new [ESG Policy and Strategy](#) we seek to proactively manage risks and capitalise on the opportunities afforded by the energy transition.



Our Sustainable solutions pillars

Circular Economy		We are committed to the circular economy and helping our clients to minimise the use of resource inputs and the creation of waste, pollution and carbon emissions.
Marine Renewables		Our Marine Renewables Systems offer clients proven, rugged and flexible solutions for onshore and offshore implementation.
Legacy Locker		Our Legacy Locker is an innovative industry leading initiative for refurbished and new subsea legacy equipment where customers can buy, sell or trade unwanted stock.
Rental Equipment		We have a range of equipment available to rent for on and offshore purposes helping reduce waste and increasing circular value chains.





OUR ESG STRATEGY

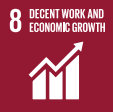



J+S Subsea is a company that has always taken a comprehensive approach to Environmental, Social, and Governance (ESG) factors, with the energy transition being a key driver of our business plans. In 2022, we formalised our sustainability approach by developing an ESG policy & Framework, and a new Decarbonisation Plan, demonstrating our commitment to sustainability excellence and net zero.

As part of its drive towards net zero, the company has been supported by Scottish Enterprise and is also participating in the Fit 4 Offshore Renewables (F4OR) catapult programme. These recent milestones are indicative of a clear focus on strategic sustainability performance at J+S Subsea. Our sustainability progress, and that of our clients is accelerated through our sustainable solutions.

SUSTAINABILITY PERFORMANCE AND DECARBONISATION PROGRESS

On the following pages we have mapped our sustainability performance and decarbonisation progress against our Key performance Indicators (KPI), in conjunction with SDG alignment. We are just getting started with measuring our sustainability impact but we have already achieved much success and are excited to communicate our future progress.

SGD	ESG Objectives	Timeframes	Our Commitments	KPIs	Our Actions	
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Ensure access to affordable, reliable, sustainable, and modern energy for all</p>	<p>Maintain energy reduction initiatives and use these to lower usage by 5%</p>	<p>2.5% by Q2 2024. 2.5% by end of Q4 2024 compared to Q2 2022 and Q4 2022 respectively</p>	<p>Sustainable commuting/ Renewable energy procurement/ Energy efficiency improvements & training</p>	<p>Tonnes as CO₂e per employee, reduction of energy by 5%</p> <p>Develop travel plan and use this to aid the lowering of scope 3 emissions by 5% from 2022</p>	<p>Continue to reduce emissions via efficiency improvements, training and enabling sustainable working/commuting</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Industry Innovation and Infrastructure: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Engage with stakeholders and work in partnership, in order to ascertain involvement in sustainability and ethics in the value chain and consideration of lifecycle analysis and/or Increase awareness of diversity, ethics and inclusion throughout the business</p>	<p>Engagement by end of Q2 2023 and/or source training</p>	<p>Number of suppliers with either 14001 or ESG strategies and/or % of employees trained</p>	<p>Number of suppliers with either 14001 or ESG strategies and/or % of employees trained</p>	<p>Continue to engage suppliers for win-wins and ensure new suppliers meet our ESG policy requirements</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Responsible Consumption and Production: Ensure sustainable consumption and production patterns</p>	<p>Reduce production waste, using 2023 baseline, by working with supply chain to determine what waste streams need further reductions, further implementation of waste reduction initiatives, maintaining Legacy Locker and contributing to a circular economy</p>	<p>Waste audit in place by end of Q1 2024, 1% by end of Q2 2024 & 1% by end of Q3 2024 compared to Q1, Q2 & Q3 2022</p>	<p>Legacy Locker / Waste reduction initiatives</p>	<p>% of waste recycled</p>	<p>Working with waste contractor to support a data driven approach to waste</p>
 <p>13 CLIMATE ACTION</p>	<p>Climate Action: Take urgent action to combat climate change and its impacts</p>	<p>Engage with the local community and charities and work in partnership on a variety of sustainable projects</p>	<p>Engagement by end of Q3 2024</p>	<p>Community & stakeholder engagement</p>	<p>Hours of volunteering per employee for 2024</p>	<p>Increase time available for employee volunteering and build on existing stakeholder partnerships</p>

SDG	ESG Objectives	Timeframes	Our Commitments	KPIs	Our Actions	
 5 GENDER EQUALITY	<p>Gender Equality: Achieve gender equality and empower all women and girls</p>	<p>Increase awareness of diversity, ethics and inclusion throughout the business by compulsory training to stakeholders in 2024</p> <p>Implementation of our D'E&I policy for hiring process in objectives</p>	Ongoing	ESG training / Diversity Equity & Inclusion Policy	% of employees trained	Increase % trained on ESG issues to 100%. Assess our hiring process to attract more diverse talent
 8 DECENT WORK AND ECONOMIC GROWTH	<p>Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Increase awareness of LGBTQ+ throughout the business e.g. by use of webinars and involvement of guest speakers</p>	Ramp up internal communications for Pride Month by June 2024	Pride month in June 2024	% of employees engaged	Horizon scan for new partnerships and initiatives to support various diverse stakeholders
 10 REDUCED INEQUALITIES	<p>Reduced Inequalities</p>	<p>All stakeholder engagements (see climate action KPI)</p>	Ongoing	See Climate Action	Efforts managed through Diversity Equity & Inclusion Policy	Other related KPI's to be confirmed in 2024 reporting
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	<p>Peace, justice and strong institutions: Promote just, peaceful and inclusive societies:</p>	<p>Enhance our ESG performance in line with our ESG Policy and Decarbonisation objectives</p>	Ongoing	ESG policy	Incidents of non-compliance with Code of Business Ethics and Conduct	Enhance our hiring approach to make the most of diverse talent. Encourage flexible accessible working where needed
 17 PARTNERSHIPS FOR THE GOALS	<p>Partnerships for Goals: Revitalise the global partnership for sustainable development</p>	<p>Live our values: Collaboration is a key value that must inform our employee approach to shared success</p>	Ongoing	Supplier Policy	Stakeholder engagement	Continue to influence the data centre industry through our leadership and advocacy efforts. Work with more suppliers on sustainability related value chain objectives

An underwater photograph of an orca swimming towards the right. The water is a deep, clear blue. The orca's black and white markings are clearly visible. The right side of the image is partially obscured by a large, dark blue, curved graphic element.

Environmental Sustainability

OUR APPROACH

We are committed to minimising our environmental impact, as evidenced by our comprehensive approach to understanding our emissions footprint, and our commitment to Diversity, Equity and Inclusion (D,E&I), driven always by our core values. As such we are enabling a more sustainable subsea industry.

OUR DECARBONISATION PLAN

Our Decarbonisation Plan gives us a strategic framework for achieving ambitious, yet realistic emissions reductions. We will always first seek to find real emissions reductions through our decarbonisation levers (see table below). We will also explore offsetting as a temporary tool on our journey to Net Zero, while also exploring real world insetting opportunities in our value chain by working with our suppliers. From our materiality assessment the following focus areas, objectives and decarbonisation levers were identified:

Goal	Our Approach	Our Levers	Action Plan	Timeline
Emissions reduction	To achieve 5% emissions reduction by 2026	Operational efficiency: We have implemented several initiatives to reduce J+S Subsea's carbon footprint, including energy-efficient measures in its buildings to reduce our operational greenhouse gas emissions footprint. We are also committed to reducing waste in our supply chain, and increasing water efficiency	Energy Efficiency Plan to be implemented	2024 onward
			Since 2023 we are working to transition to renewables across our business	By 2025
Reducing carbon emissions and waste generation	Reduce waste produced by 5% by 2025	Sustainable solutions: Our solutions are key enablers of a net zero economy supporting energy transition pioneers to succeed safely, securely and sustainably	Monthly tracking of Carbon emissions	Tracking since July 2022
Supporting renewable energy sources and technologies	Responsible production	Investments & partnerships: J+S Subsea also supports sustainable development through its investment in renewable energy projects and the procuring of 100% renewably certified energy for our operations	Purchase of Renewable Electricity	100% Renewable energy procurement since 2023
Resource efficiency and contributing to a circular economy	Circular economy	Legacy Locker & Rental services: J+S Subsea encourages its clients, suppliers and partners to adopt sustainable practices and contribute to the circular economy via our rental equipment service, and our industry leading Legacy Locker portal	Working to tackle 93% of our business emissions, and will work to better understand raw material usage in the coming years	Raw material usage action plan- tackling 93% of total emissions across business

SUMMARY OF OUR 2022-23 EMISSIONS

The scope of our emissions assessment extends to the Scope 1, 2 and 3 (upstream) carbon emissions associated with J+S Subsea's annual business operations for the reporting period. The scope has been aligned to the GHG Protocol Corporate and Value Chain Standards. The figure below details the emissions sources adapted from the reporting standards.

GHG Assessment Emissions Sources		T/CO ₂ e	% Of Total Category Emissions Source Category Emissions
Category	Emissions Source Category		
Scope 1	Direct emissions arising from owned, leased or directly controlled stationary sources that use fossil fuels and/or emit fugitive emissions	13.8	16.0%
	Direct emissions from owned, leased or directly controlled mobile sources	4.4	5.1%
Scope 2	Market-based emissions from the generation of purchased electricity, heat, steam or cooling	8.2	9.5%
Scope 3	1 Purchased goods and services	38.7	44.8%
	3 Upstream emissions of purchased fuels & Electricity	5.3	6.2%
	4 Upstream transportation & distribution.	6.0	7.0%
	5 Waste treatment	0.1	0.1%
	6 Business travel	2.5	2.8%
	7 Homeworking	7.3	8.4%
	8 Upstream Leased Assets	0	0.0%
Total Emissions		86.3	

Our emissions from materials saw a significant reduction between 2021 and 2022. This was mainly due to data samples used, especially for material use, not been representative of all projects. While the data used was accurate, it has not provided a representative forecast of actual company emissions. As a result, it was suggested

the 2021 assessment be considered a Year 0 assessment. As material use and supply chain data were available for the 2022 assessment, it is recommended this is used as the baseline going forward. See our full emissions data summary in the appendix of this report.

Carbon emissions comparison 2021/22

Emissions Source	Annual Emissions 2021 (T/CO ₂ e)	Annual Emissions 2022 (T/CO ₂ e)	Emissions Variance (T/CO ₂ e)	Emissions Variance (%)
Fuels	12,155	16,108	3,953	32.5%
Company Vehicles	3,608	4,734	1,126	31.2%
Electricity	11,344	10,908	- 436	-3.8%
Staff travel	614	2,453	1,838	299.3%
Material use	222,650	33,907	- 188,743	-84.8%
Manufacturing	26,969	4,743	- 22,226	-82.4%
Supply Chain	1,386	6,020	4,634	334.3%
WFH		- 7,283	7,283	n/a
Waste & Water	2,424	103	- 2,321	-95.7%
Total	270,018	86,258	- 183,760	-68.1%

EMISSIONS DEEP DIVE

During 2022-2023, our three largest contributors to our emissions footprint were (in order of magnitude): **Material use, Fuels, and Electricity.**

MATERIAL USE

Our most significant energy usage derives from purchased goods and services, with materials making our Scope 3 emissions a major focus for J+S Subsea going forward, as explained in the 'Climate Change' section of this report.

FUELS

Gas consumption was the primary source of GHG emissions at our Kintore office accounting for 35% of the total facility emissions. We will look for ways to reduce this in the coming years, seeking to switch to electrification wherever possible.

ELECTRICITY

Since 2022 J+S Subsea procure 100% renewable energy to power our operations. A REGO certified supplier of electricity was used from April 2023. Going forward the full electricity emissions total will be removed if the current tariff is still in use.

“In our journey towards sustainability, we're on a mission to minimise our carbon footprint every step of the way. Switching to renewables was a big move for us, but we know the real change starts at the core.”

Kairvee Tyagi

Environmental and Sustainability Adviser





OUR PERFORMANCE BY TOPIC

On the following pages we have covered the progress J+S Subsea is making in relation to our material environmental topics. These are Climate change, energy use, effluents and waste, and water use.

CLIMATE CHANGE

In 2022 we formalised our decarbonisation plan in line with our commitment to climate action within our business and through collaboration with our clients and stakeholders. Our key contribution to tackling climate change is to decarbonise our business, and our value chain as well as helping our customers do the same.

In 2022 the largest contributor to J+S Subsea's emissions come from purchased goods and services (44.8%). Within this category the majority of these emissions were generated through the purchase of raw materials to manufacture J+S Subsea's products. This calculation has been based on products being produced from primary materials. If recycled materials could be used this could significantly lower the embodied footprint of this category. However, despite numerous possibilities, due to the nature of application, changing material types is not always possible. J+S Subsea recognises that due to the significant impact raw material has on our total emissions footprint, it is important to perform an in-depth review to assess our supply chain for emission savings. This will be a major focus in the coming years.

INSETTING SOLUTIONS

J+S Subsea will explore offsetting our emissions as a temporary tool in J+S Subsea's journey to achieving Net Zero, while always tackling our own emissions footprint as first priority. J+S Subsea are also exploring insetting to reduce our supply chain emissions and enable a sustainable value chain. Insetting involves investing in supply chain infrastructure and/or processes to reduce the emissions intensity of the materials purchased by us.

Examples of Insetting include encouraging suppliers to switch to a renewable energy tariff, or reducing emissions from manufacturing processes by encouraging suppliers to switch to a higher content of recycled material. This would lower the emissions value for every kg of material purchased by J+S Subsea. This could involve identifying new suppliers if current suppliers are unable to change from their existing sources. When looking to switch to material with a higher recycled content, J+S Subsea will always ensure that our solutions continue to meet the stringent product standards our customers expect.

ENERGY USAGE: OPERATIONS

In 2023 J+S Subsea began procuring 100% renewable energy to power our operations. However, in the light of the current high energy prices and our own decarbonisation commitments we are now seeking to improve operational energy efficiency would help reduce both costs and emissions. J+S Subsea are already obtaining half hourly meter data which will help identify energy usage trends and potential wastage.

ENERGY USAGE: CLIENT SOLUTIONS



MARINE RENEWABLES

At J+S Subsea, we recognise that working in the marine environment brings challenges in getting power and control information from energy conversion devices to shore. Our [Marine Renewables](#) solutions demonstrate our proven track record and expertise, and we are working on the next generation of connectors to reduce installation and connection times for operators.

To create more sustainable value we've carried out a number of renewable projects recently with new innovation in fibre optic and high voltage junction boxes. We've also been involved in some promising work supporting design prototypes in offshore wind farm applications. Marine Renewables is an important sector for us in terms of continuing growth, and we've just been selected for the Fit 4 Offshore Renewables (F4OR), a 12-18 month programme that we hope will support us in accessing significant supply chain opportunities, status approved in 2024.

EFFLUENTS & WASTE: OPERATIONS

At the time of writing in 2023, J+S Subsea has recycled 70% of the waste from its Kintore premises, with 30% of waste not recycled and disposed of by waste to energy plants and landfill. We also engage with our downstream local sewer provider ensures that any wastewater is discharged via pipework to the local sewer where it is managed by the local sewer provider. This all helps us work toward the United Nations SDG 12: Responsible Consumption and Production.

WATER EFFICIENCY FOCUS

At the time of this report water scarcity in the Aberdeenshire area is set at Alert, taken from SEPA Water Scarcity Report published on 1st September 2023. J+S Subsea understands that water is a valuable resource and aim to be as efficient as possible with our water use. Water is used at J+S Subsea solely for domestic purposes and is supplied from our water provider.

Our water usage (consumption) is monitored regularly, through billing, to ensure we are managing usage as efficiently as possible. Billing is estimated but regular water meter readings are taken to ensure accurate information is sought for accurate reporting and to understand our impact due to water withdrawal.



EFFLUENTS & WASTE: CLIENT SOLUTIONS



CIRCULAR ECONOMY

We are committed to the circular economy and minimising the use of resource inputs and the creation of waste, pollution and carbon emissions. Through refurbishment, decommissioning and obsolescence expertise, we aim to provide continued support for legacy systems in order. This helps keep products, equipment and infrastructure in use for longer, thus improving the productivity of these resources.



LEGACY LOCKER

[Legacy Locker](#) has evolved, and is now moving into providing larger pieces of equipment to support the circular economy, renewables and net zero, so it's a very interesting time for J+S Subsea' Matt Blair, Chairman at J+S Subsea

In a changing industry, increasingly conscious about climate action, we realise the economic value of refurbishing existing, unwanted capital equipment and has developed our open industry portal to build a more circular subsea economy. Launched in 2015, Legacy Locker is a portal for refurbished and new subsea Legacy equipment where customers can buy, sell or trade unwanted stock harnessing a circular economy business model.

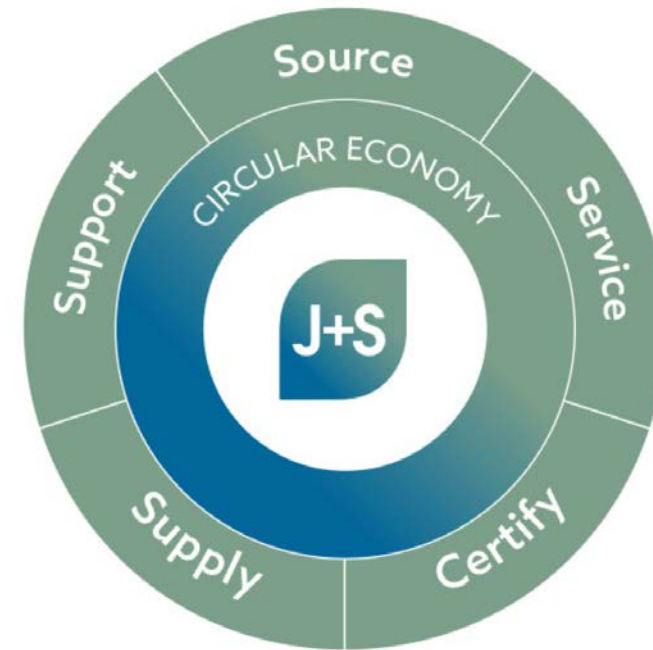
Through this initiative we can offer fast turnaround procurement, innovative engineering, reuse, recertification, and remanufacture of subsea equipment. This initiative meets the growing demand for circular solutions that can enable net-zero.

[Listen to David discussing Legacy Locker at Subsea Expo](#)



RENTAL EQUIPMENT

We have a range of equipment available to rent for on and offshore purposes. If we do not have required items in our own stock, we have identified and work with selected vendors and partners in order to provide timely solutions. This promotes a Circular Economy proving an alternative solution, instead of opting for brand new equipment.



SOURCE

Alternative sources for materials before new manufacture options.

SERVICE

Service existing equipment and extend its life to reduce unnecessary manufacture.

CERTIFY

Assembly and testing of all equipment to appropriate industry standard and original quality requirements.

SUPPLY

Supply options to our clients for their existing equipment.

SUPPORT

Support our clients and utilise circular economy principles in our business.



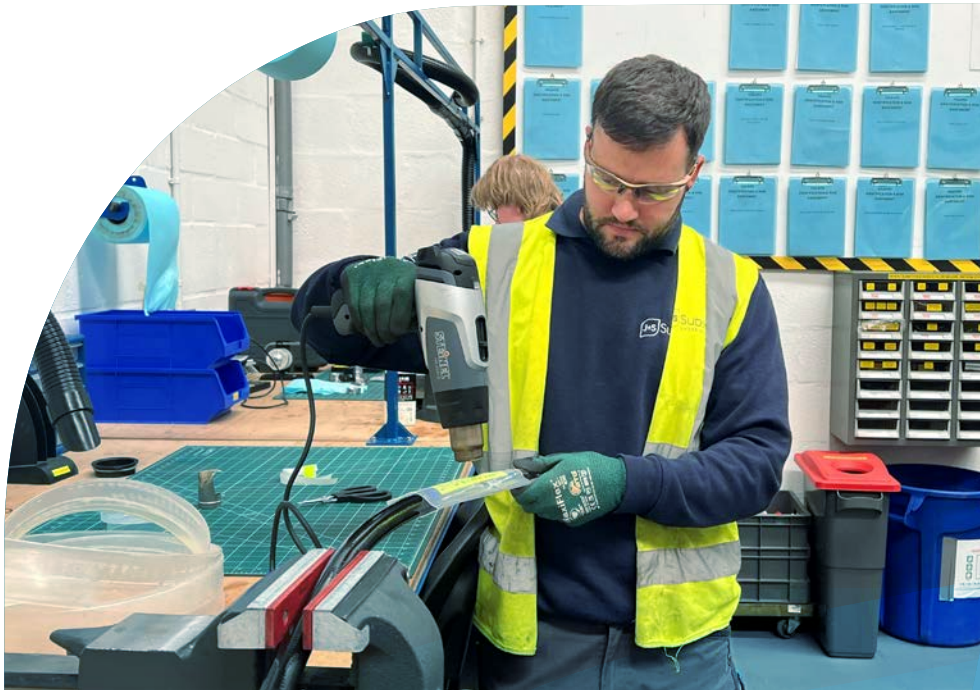
Social Sustainability: Succeeding Together

Our approach to social sustainability is to ensure all our employees are empowered to work in accordance with our values. By doing so J+S Subsea can offer safe and ethical solutions for our clients, while engaging our key stakeholders for shared success.

“Small companies like ours need to be empowered by the fact that they can achieve great things with the right team and the right ethos. We remain committed to our journey towards a sustainable business by focusing on collaboration and innovation, and we look to the future with confidence and optimism.”

Lucinda Craig
Business Development Director

[ESG and Renewables Energy Journey Opening Doors for Innovative J+S Subsea](#)



OUR VALUES

At J+S Subsea we have chosen values that best represent our working practices and commitment to each job we do.



SAFETY

We will conduct our business in a safe manner and encourage others to do the same both at our own premises and others.



EMPLOYEES

We recognise that our employees are our biggest asset and provide a rewarding environment for our staff to work and advance within the business.



RESPONSIVE

We will react quickly and positively to provide a flexible service to our clients.



AGILE

We will set up our support and processes to allow us to move quickly and easily as we conduct our business.



ENVIRONMENT

We have committed to a circular economy approach to how we do our business and will be mindful of ways to reduce any environmental impact in our actions.



COLLABORATION

We will work together with our clients, partners and vendors to provide the best possible service.

EMPLOYEES BY NUMBERS

J+S Subsea saw significant fluctuation in the number of employees during 2022-2023. As of 31st August 2022, 20 employees were employed by J+S Subsea. As of 31st August 2023, 31 employees were employed by J+S Subsea. This is a percentage difference of 65%. Below are some key employee statistics:

(Reporting period)		
FEMALE 5 (16%)	MALE 26 (84%)	TOTAL* 31
Number of employees (head count / FTE) 27		
4 (15%)	23 (85%)	
Number of permanent employees (head count / FTE) 27		
5(16%)	25 (84%)	
Number of temporary employees (head count / FTE) 1		
	1 (100%)	
Number of non-guaranteed hours employees (head count / FTE) 1		
	1 (100%)	
Number of full-time employees (head count / FTE) 27		
4 (15%)	23 (85%)	
Number of part-time employees (head count / FTE) 4		
1 (25%)	3 (75%)	

*Other - 0, Not Disclosed - N/A



DIVERSITY, EQUITY & INCLUSION

We are fully committed to eliminating discrimination and fostering diversity amongst our workforces, and we also partner with forward thinking organisations to succeed together in building a more equitable society. For J+S Subsea, this means fostering diversity, neurodiversity, and inclusivity in the workplace by offering training that can grow and attract the best diverse talent. J+S Subsea has implemented programs to promote equal opportunities for all employees, regardless of their gender, race, or sexual orientation. Our Diversity, Equity & Inclusion Policy ensures our employees are heard and feel valued, helping them succeed, and ensuring they have the confidence and skills to grow our business and support our clients.

EMPLOYEE ENGAGEMENT, TRAINING & TALENT

Customer success begins with an engaged and thriving workforce. J+S Subsea encourage and support our employees in continued personal development through training and achievement of their own career goals. We promote transparency throughout the workplace, valuing every employee's opinion and encouraging collaboration via open communication. Employees are provided with an extensive training portfolio covering Environment, Social & Governance topics such as Diversity, Equity & Inclusion, Bullying & Harassment. 100% of employees have completed all training.

All members of staff are made aware of our Code of Business Ethics and Conduct and associated policies which are reviewed periodically. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and is able to give their best.

INSPIRING ENGINEERING TALENT

“Engaging with and inspiring young people about the important role that STEM subjects play in everyday life and their future careers is crucial. The support of J+S Subsea in delivering this year's STEM Challenge is greatly appreciated.”

Neil Gordon, chief executive of Global Underwater Hub

Supporting STEM is vital for the long term success of our industry and region. J+S Subsea is playing its part in promoting a career in engineering to the next generation of diverse talent, by being a 2023 sponsor of the Global Underwater Hub's 2023 STEM Challenge. The challenge aims to engage pupils with an interest in science, technology, engineering and mathematics (STEM) subjects through an exciting, hands-on project and inspire them to consider a career in the underwater industry. Supported by The Smallpeice Trust, teams of school pupils aged 13 and 14 compete against peers from local schools across the UK in six regional heats to earn a place in the national final. In fact, it was a team of six pupils from Charleston Academy in Inverness that eventually triumphed to lift the title.

[Read more about our pioneering work in STEM here](#)

Employee engagement & customer success: Performance Indicators	Unit	2023
Employees trained in mandatory e-learning	%	100%
Incidents of non-compliance with Code of Business Ethics and Conduct	No.	None
Total number of substantiated complaints received concerning breaches of customer privacy	%	None
Number of staff disciplined or dismissed	No.	None
Total number of incidents of discrimination during the reporting period	No.	None

ENGAGING STAKEHOLDERS*

Sustainability goes beyond just protecting the environment; it also involves supporting local communities that contribute to sustainable practices and enhance community resilience. By empowering these communities, we create a foundation for long-term sustainability that integrates social, economic, and environmental well-being. We also include our customers, employees, investors, suppliers to gain their perspectives on ESG issues and to build trust and relationships, helping us develop lasting relationships and partnerships.

HOSTING 'OFFSHORE ENERGIES UK'

"Being able to support the energy transition while keeping the economy powering on is a key challenge in today's world. Educating the wider world on our industry's progress and the complexity of challenges we are overcoming plays an important part."

Matt Blair – Chairman, J+S Subsea

In 2023, J+S Subsea were delighted to host a discussion with CEO of Offshore Energies UK, David Whitehouse and Bianca Mourik, Membership Relations Adviser from Offshore Energies UK. J+S Subsea outlined our innovations in the oil and gas space, and how an SME like J+S Subsea has been able to begin working on their research and development for the renewable industry, mainly the floating offshore wind market. This was followed by a detailed breakdown of our ESG roadmap and journey to Net Zero.

[Read more about the event here](#)

NURTURING LOCAL SPORTING TALENT

"Sponsoring Ellon United's captain is a great way to support our community while providing a valuable financial boost that lets the club achieve its goals."

Lucinda Craig – J+S Subsea Business Development Director

J+S Subsea believes in giving back to society and being actively involved in initiatives that strengthen the fabric of our communities. That's why in January 2023 we signed Ellon United captain Neill Irvine in an exclusive one-year sponsorship deal. Founded over 120 years ago, Ellon United are members of the Scottish Junior FA and are based in The Meadows Sports Centre. Neill – a painter and decorator in the town – captains the team, who currently play in the North Region Premier League. Then in October we also began sponsoring Luis Lopes (Duk) from Aberdeen Football Club. Our engagements with both clubs stems from J+S Subsea's belief in contributing to the local sporting community and promoting values such as teamwork, discipline, and a healthy lifestyle. These relationships go beyond the pitch, aligning seamlessly with J+S Subsea's broader ESG objectives, emphasizing social responsibility and community development.

[Read more about our work here](#)

BACKING LOCAL PHILANTHROPY

J+S Subsea was honoured to be a part of the Aberdeen Cyrenians Harvest appeal, which was established to assist individuals in need of food and hygiene items. With so many homeless, at-risk of homelessness, and low-income families affected by the cost-of-living problem, Aberdeen Cyrenians has witnessed a significant increase in demand for vital supplies. The harvest collection will have a direct impact on some of our community's most vulnerable members, and we are honoured to be able to help in any way we can.

[J+S join aberdeen cyrenians harvest appeal](#)

*Currently, our customers, employees and suppliers are stakeholders.

OCCUPATIONAL HEALTH & SAFETY

At J+S Subsea we value the health and wellbeing of our employees so they can thrive and grow. We see our employees and contractors as an important part of our business and want to ensure they feel safe and secure both at our own premises and others. We are committed to ensuring health, safety and wellbeing considerations are fully integrated into everything we do, with risks managed through our OHS management system, in line with our ESG framework.

OHS training is a mandatory for all workers via an online platform. The training platform includes a series of role-based training courses, as well as general awareness training courses. The platform also provides insights for J+S leadership on the effectiveness of the training undertaken by the individuals through its assessment system.



How we measure OHS success	How we manage OHS	Targets
Long time injury frequency rate (LTIFR) 2023: 0	Quality, Health & Safety Policy (QHSE) ISO 45001:2018 UKAS Certified OHS management system Online training platform for employees and contractor workers	To drive observation and job safety card usage Maintain LTIFR of 0
Employee surveys and active engagement of workforce on H&S to drive continual improvement	The OHS management system has been established to ensure compliance with applicable legal and industry requirements. The system is a three-tiered system, with an open-door policy for all, daily toolbox talks, and regular scheduled meetings with management and volunteer representatives from the workforce	Develop Health and Safety focused Tool Box Talks and drive greater awareness in 2024 Continue to identify best practice strategies and targets for development and implementation via OHS management system

SUPPLIER SOCIAL ASSESSMENT

We value our relationship with our suppliers and see our suppliers and contractors as key to ensuring that we provide the highest quality of service. Every new supplier is managed and assessed on a selection criterion of competencies, Health, Safety, Environment and Quality (HSEQ) performance, compliance and Environmental, Social & Governance (ESG), management systems. This includes the provision of certain required documentation that is seen as vital while working alongside J+S Subsea.

Suppliers are reviewed periodically and monitored for non-conformity. If a supplier consistently fails to deliver the requirements expected, then that supplier may be subjected to an audit. Working in line with our Code of Business Ethics and Conduct, we will endeavour to work with our suppliers in a socially responsible manner by communicating, engaging and finding sustainable ways of working.



Governance

At J+S Subsea we take a proactive approach to compliance and governance as a key enabler of sustainable success and comprehensive risk management. We strive to maintain a high standard of corporate governance, with a focus on harnessing independent board members, to always ensure accountability, and transparency.

OUR ESG FRAMEWORK

To be ESG leaders J+S Subsea must ensure it always considers the impact our operations have on the environment, society, and the economy. This includes considering a wide range of issues, such as environmental sustainability, labour practices, human rights, ethics, and governance. Having an ESG Framework provides a systematic approach for us to identify, prioritise, and address our issues, as well as capitalise on the opportunities related to a Just Energy Transition. Here are the key components of our ESG strategy:

GOVERNANCE

We have robust policies and procedures for decision-making, accountability, and transparency. With a strong governance structure we are ensuring ESG success is integrated into our overall business strategy and operations. See ESG Policy on Page 28.

STAKEHOLDER ENGAGEMENT

We are engaging with stakeholders, including customers, employees, investors, suppliers, and communities, to understand their perspectives on ESG issues and to build trust and relationships. See Stakeholder Engagement on Page 24.

RISK MANAGEMENT

We are identifying and assessing risks related to ESG issues and develop strategies to manage and mitigate them. See Risk Management on Page 31.

SUSTAINABILITY REPORTING

We are reporting on our ESG efforts and performance in a transparent and standardised manner. This includes disclosing information on environmental, social, and governance (ESG) factors. See all sections of this report and appendix section.

PERFORMANCE MANAGEMENT

We have established goals and metrics to measure our progress on ESG issues and continuously monitor and improve our performance. See Decarbonisation Plan on page 13.

INTEGRATION WITH BUSINESS STRATEGY

We are going to integrate ESG into our overall business strategy, rather than treated as a separate function. This helps to ensure that ESG efforts are aligned with J+S Subsea's mission and values and contribute to its long-term success. Our efforts to do this are outlined in this report

OUR BUSINESS CODE OF ETHICS

We are committed to the highest standards of ethics, as outlined in our Code of Business Ethics and Conduct (the Code), which applies to all our operations. This Code provides details of the standards of conduct that J+S Subsea requires of its directors, managers, employees, consultants, customers and sub-contractors. It sets out the minimum standards which are expected from those parties in their internal and external dealings with colleagues, customers and third parties. The Code covers key issues such as business integrity, as well as employee safety, environmental protection, diversity and inclusion, among many other topics.

We understand the duty we have to our customers, sub-contractors, the community and to ourselves to ensure that the activities described in this Code are followed when going about our daily business. As such, our business practices will comply with both the spirit and the letter of the law. In short, illegal or unethical business practices have no place in J+S Subsea.



OUR ESG POLICY

ESG Policy focus	How we will embed it
Promote and encourage involvement in local environmental initiatives/schemes	Stakeholder engagement plan
Reduce the use of energy, water and other resources	Decarbonisation Plan, Efficiency and Waste Management plans
Minimise waste by reduction, re-use and recycling methods; and maintain the commitment to a Circular Economy	Legacy Locker and Rental Equipment strategic sustainability pillars. Supplier Assessments
Comply with current environmental legislation and work to minimise the impact of our activities on the environment	ESG Framework, Environmental Impact assessments and Strategic Impact Assessments
Engage with our stakeholders and encourage enhanced disclosure on climate change, biodiversity, and the SDGs wherever possible	Harnessing our decarbonisation plan we will continue to work within our business and with our suppliers to continually improve our climate impact
Use of local suppliers and businesses to reduce our impact on carbon emissions	Supplier Assessments, Stakeholder engagement activities, Carbon emissions assessments development.
Supporting and respecting the protection of human rights and ensuring that we are not complicit, knowingly or unknowingly, in human rights abuses	Business Code of Conduct
We will maintain strong corporate governance practices through exemplary board stewardship, management accountability, and proactive	All Business Policies. Regular management meetings on ESG topics. Further integrate ESG objectives into business plans








ESG WORKFORCE

Metrics	Value 2023
Number of independent Directors	3
Ratio of salary and remuneration Women/Men	0
Ratio between highest paid individual to the median annual total compensation for all employees	2.23:1
Gender Ratio (%)	
Female Employees	5
Female Managers: 1	3%
Employee Age (%)	
Employees under 30	6%
Employees 30-50	94%
Employees above 50	6%

BOARD OF DIRECTORS

Role		Background	Roles pertaining to business and ESG oversight
<p>Executive Chairman Matt Blair</p>		<p>Matt Blair is Chairman of J+S Subsea which was formed in October 2020 through a management buyout of the Subsea Engineering Division of Systems Engineering and Assessment Ltd. Matt has been with J+S Subsea and SEA for over 14 years, and has a wealth of industry knowledge and expertise.</p>	<p>The Chairman is responsible for overseeing the ESG strategy with support and guidance from the Environment & Sustainability Advisor. He aims to further develop opportunities to update and transfer energy technologies and products into the Marine Renewables markets and help to develop the broader circular economy.</p>
<p>Managing Director Phil Reid</p>		<p>Phil has worked in the oil and gas industry for over 25 years. He started his career with Kvaerner FSSL progressing through a variety of roles in subsea engineering, from manufacturing to leading some of their most complex projects all over the world.</p>	<p>Phil is responsible for overseeing the day-to-day operations and sustainable growth of the business both in the UK and globally.</p>
<p>Engineering Director James Morris</p>		<p>James Morris's career began in the Royal Navy, as an Artificer Apprentice. After a 5-year Marine Engineering Apprenticeship he served in surface ships HMS Glamorgan, HMS Edinburgh, and HMS Glasgow. James moved into the Energy Sector in 1992, gaining 26 years of experience within large and small companies on operation, design and project management of subsea control systems and equipment.</p>	<p>At J+S Subsea James's dedication and technical capabilities were rewarded with several promotions until becoming a member of the management buyout team. James has designed an extensive array of subsea equipment from basic cable penetrators to complete subsea control modules. This gives him a practical understanding of how to effectively solve client problems, while ensuring solutions are sustainable and cost effective.</p>

DELIVERING ESG SUCCESS

“I am very excited to join J+S Subsea, who are the industry leaders via the introduction of a new ESG policy. I am delighted to contribute to the ESG strategy and sustainability agenda which is prioritised by the management.”

Kairvee Tyagi, Environment and Sustainability Advisor at J+S Subsea

As part of its drive towards decarbonisation, J+S Subsea has been supported by Scottish Enterprise and is also participating in the [Fit 4 Offshore Renewables](#) (F4OR) catapult programme. Additionally, we recently created a new position of ‘Environment and Sustainability Advisor’ for Kairvee Tyagi, an Environmental Law specialist. She has a proven track record of delivering sustainability focused projects, and reporting for financial services. She has been busy in 2023 with the management of carbon assessments and the embedding of our new ESG Policy. Kairvee will enjoy additional support from another recent hire ‘Paul McMillan’ a R&D engineer at J+S Subsea.

[Read more about our ESG leadership here](#)

RISK MANAGEMENT

The company has established and established risk management framework with processes for hazard identification and risk management. Our risk assessments cover all the activities we undertake, as well as the substances and equipment we use and provide for our clients. All our risk assessments are devised using industry best practice for risk control, including risk reduction methodologies, with a tiered hierarchy of risk management. We have an ongoing business plan and will work on a business continuity plan from 2025.

The risk management framework and assessments are continuously reviewed by operatives with support from the HSEQ function to determine if improvement opportunities can be implemented, these reviews are monitored and reported to the senior leadership and wider J+S team on a monthly basis. In support of the risk management system, J+S has invested in a job safety card and observation card system allowing user to identify further risks and control measures are the point of use.

ENGAGING INDUSTRY, LEARNING FROM PEERS

Managing ESG risks and opportunities is only possible by actively engaging industry stakeholders and learning together. In 2023 we joined an event panel at [The Global Underwater Hub \(GUH\) Business Survey 2023](#). The survey assesses the UK’s £8 billion underwater industry, focusing on the sector’s supply chain readiness for impending investments domestically and internationally. The survey, crafted by GUH’s market intelligence, serves as a crucial indicator, analysing the industry’s demand, supply capabilities, and potential obstacles. Highlighted are the industry sectors and global markets targeted by companies, along with their adaptability and concerns like market diversification, skill gaps, and investment needs. The findings were shared at an event, and the full report, detailing views on capacity, capability, and international market exploration challenges, is available for download or as a hard copy from GUH offices.

[Read more about GUH here](#)



INNOVATIVE SUSTAINABILITY COLLABORATIONS

J+S Subsea was happy to be invited to the Global Underwater Hub in 2023, where the team hosted a delegation from France as part of a five-day tour to Scotland. The group met with a variety of GUH member firms active in the offshore wind sector to create partnerships, learn about their knowledge and competence in offshore wind. Other industry events that our team has attended include 'Creating the Coalition for the Wind Industry Circularity' (CWIC), in Glasgow, an event organised by Strathclyde University, SSE Renewables and SSE RenewablesParts. These engagements bring together stakeholders from the energy industry leading the way for Oil & Gas decommissioning, re-purpose and re-use equipment in the offshore renewables space, to innovate and collaborate on solving sustainability challenges.

[Read more about the Coalition](#)

INCREASING TRANSPARENCY WITH LEGACY LOCKER

[Increasing reporting transparency on Scope 3 emissions](#)

INDUSTRY SPONSORSHIPS

J+S Subsea were very proud to sponsor Decom Week 2023 which brought together speakers, exhibitors and delegates from across the spectrum of decommissioning. Factors influencing and inciting change in the industry were on the agenda, with the focus on how the late life and decommissioning sector can make the most of the opportunities these changes present.

[Read more about Decom here](#)

OUR PARTNERS

We work with a range of partners to deliver customer success, innovate as an industry and assure our business and sustainability progress. Below are some of our key partners:

[J+S Subsea Year Review 2022](#)



Aberdeen & Grampian Chamber of Commerce (member)

Aberdeen & Grampian Chamber of Commerce is a membership organisation which sits at the heart of the North-east business community.



Decom North Sea (member)

Established in 2009, Decom North Sea is the only independent trade association focused on decommissioning in the international decommissioning energy industry. Active across the oil & gas, nuclear and renewable energy sectors, it provides data, market intelligence, member advocacy, and world-renowned decommissioning events.



OGV Energy (member)

OGV Energy is the leading engagement platform for the energy sector, focused on delivering industry news, events, digital media and recruitment solutions. It is our mission to facilitate improved engagement and communication for the Energy sector through utilising our multiple platforms.



Offshore Energies UK

Its vision is for a thriving UK powered by homegrown, affordable energy which is produced safely and sustainably. Its members aim to boost the UK economy, unlock rewarding jobs and drive innovation



Aberdeen Renewables

AREG, established in 2003, is the original energy transition organisation, working on behalf of members to empower the energy supply chain and champion its expertise. It aims for the north east of Scotland to be a world- leading centre of excellence for the production and use of renewable energy.



Ceed (member)

CEED members work together in the pursuit of operational excellence, the development of its people and their organisations.



Global Underwater Hub (member)

GUH is the industry body and focal point for the entire British subsea industry and aims to increase business opportunities at home and abroad for the sector.



Forth & Tay Offshore (member)

Forth & Tay Offshore works on behalf of members to promote the capabilities of companies and organisations in the offshore wind sector and to assist them in accessing new opportunities.

CERTIFICATIONS, ACCREDITATIONS & ISO STANDARDS

J+S Subsea has been assessed and certified as meeting the required standards for the provision of sub-sea and associated top-side engineering solutions to the energy market, including the design and production of equipment, and in-service support.



ISO 14001:2015

ISO 45001:2018

FPAL Achilles Oil & Gas

SEQual



SEQual

Living Wage Employer

OUR AWARDS

“Do it because you want to, not because you have to” – that’s the mantra at J+S Subsea where a focus on the company’s ESG and renewable energy journey is opening doors to exciting new opportunities. The company are fast gaining industry recognition with a slew of recent award wins and nominations. Here are just a few recent successes:

OPERATIONAL SUPPORT COMPANY OF THE YEAR 2023

J+S Subsea recently lifted the ‘Best Subsea Equipment Engineering & Operational Support Company 2023’. Our win was based on our quality of service, innovation and sustainability initiatives. Industry recognition has come through a steady stream of awards success, with our work on the Legacy Locker shortlisted for the Excellence in Collaboration award at the Decom North Sea awards two years ago, and we were a finalist in Best Small Company in the Subsea Expo awards earlier this year. J+S Subsea were also finalists in the Manufacturing & Engineering Start-Up category of the national StartUp Awards, and recently business development engineer Tom Hutchison was announced as a Rising Star finalist in the Northern Star Business Awards 2023.

[Read more about our win here](#)

“We pride ourselves on understanding customer drivers and priorities so receiving this award is brilliant recognition for our efforts. However we don’t intend to rest on our laurels, maintaining our reputation within the industry for supplying quality and value is very important to us.”

Phil Reid, Managing Director: J+S Subsea

“Do it because
you want to,
not because
you have to”

OFFSHORE ACHIEVEMENT AWARDS FINALISTS 2024

J+S Subsea has been shortlisted in this year's Offshore Achievement Awards (OAAs) in the Exceptional SME or Exceptional Founder Award category. Hosted by SPE International, the awards recognise outstanding achievements in the energy industry. Rewarding innovative technologies, growth in companies both large and small, and the significant contributions of individuals within the industry, the OAAs give recognition to the superlative achievements of those who go above and beyond in the energy sector. This year's event saw the introduction of eight new awards and a record number of applicants across all award categories.

[Read more here](#)

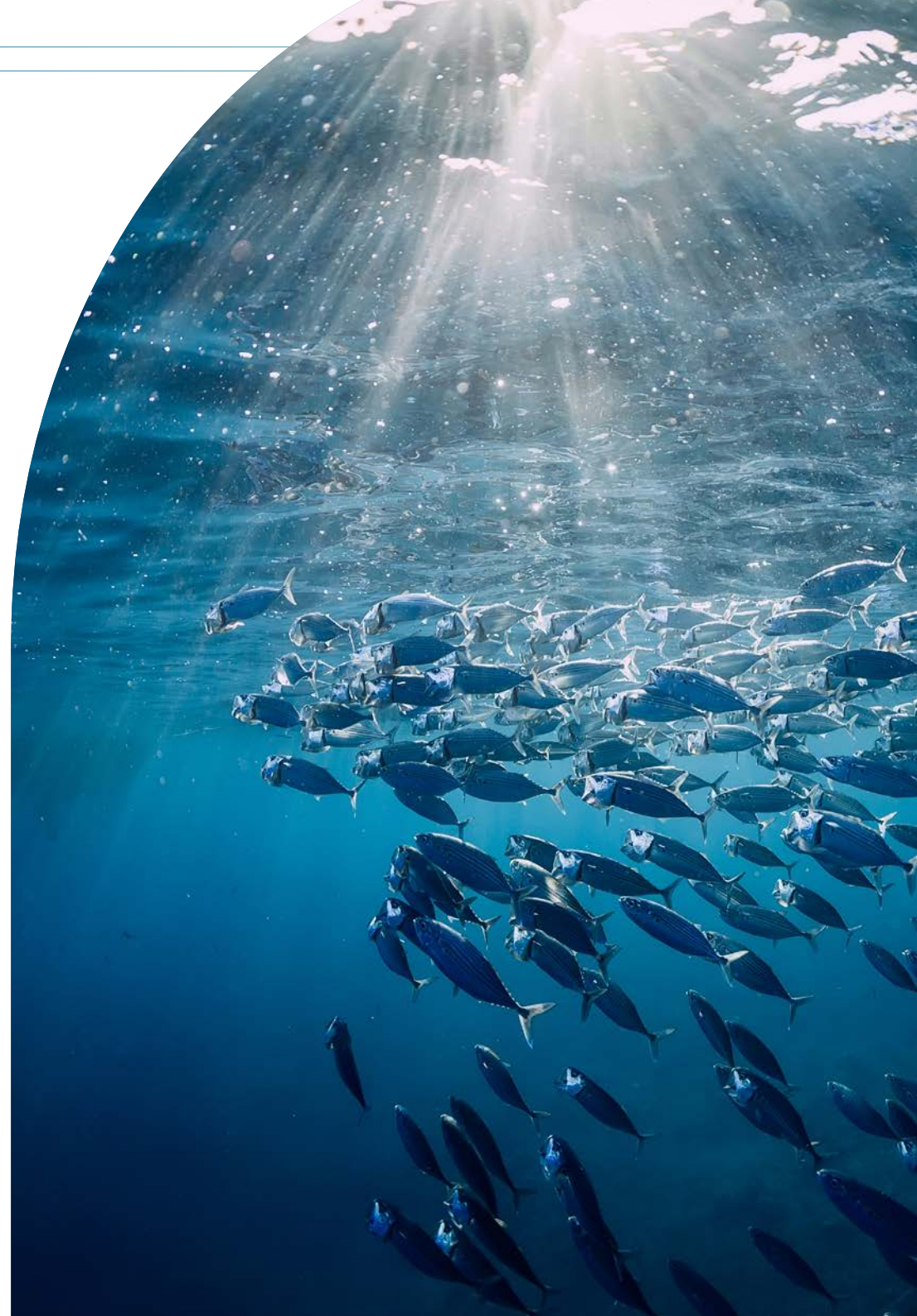
OPERATIONAL EXCELLENCE AWARDS 2023

"CeeD is all about learning from each other, sharing best practice and about collaboration, which fits in with the J+S Subsea Limited ethos perfectly."

Phil Reid Managing Director at J+S Subsea

In 2023 J+S Subsea were recognised for our operational excellence in this year's CeeD awards. The Centre for Engineering Education & Development (CeeD) announced J+S Subsea as a finalist at this year's Glasgow hosted awards in March. CeeD is a recognised national body supporting a range of industry sectors in Scotland, bound together by a common aspiration to improve operational efficiency, effectiveness and ultimately the bottom line through peer-to-peer knowledge exchange.

[Read more here](#)



Appendix

APPENDIX

On this page you will see our Carbon assessment for 2023. The figures below contains an overview of the scope 1, 2 & 3 emissions associated with J+S Subsea's Kintore facility.

Scope ID	Classification	Category	Unit	Qty	Conversion Factor (kg/CO2e per unit)	Emissions (kg/CO2e)
Scope 1	Delivery Vehicles (1.74 to3.5 tonnes)	Vans- Class III	miles	7,836	0.4101	3,214
	Fuels Gaseous Fuels	Natural Gas	kWh	75,400	0.18254	13,763
	Fuels	Liquid Fuels- Diesel	litres	480	2.55784	1,228
Scope 1 Total						18,205
Scope 2	Electricity: UK	Electricity: UK – Office energy use	kWh	42,392	0.19338	8,198
Scope 2 Total						8,198
Scope 3	Home Working	Equipment + Heating	Hours	21,372	0.34075	7,283
	Transmission and Distribution	T&D UK Electricity		42,392	0.01769	750
	Waste Disposal	Refuse, Combustion	tonnes	0.724	21.294	15
	Waste Disposal	Cardboard, Closed-loop	tonnes	0.777	21.294	17
	Waste Disposal	Paper, Closed-loop	tonnes	1.088	21.294	23
	Waste Disposal	Plastic, Closed-loop	tonnes	0.202	21.294	4
	Waste Disposal	Metal, Closed-loop	tonnes	0.242	0.985	0
	Waste Disposal	Wood, Closed-loop	tonnes	0.068	21.294	1
	Waste Disposal	Glass, Closed-loop	tonnes	0.12	21.294	3
	Water Supply	Water Supply	M3	100	0.149	15
	Water Treatment	Water Treatment	M3	90	0.272	25
	WTT- Electricity	Electricity Generation	kWh	42,392	0.04625	1,961
	WTT-Fuels	Natural Gas	kWh	75,400	0.0311	2,345
	WTT-Fuels	Diesel	litres	480	0.60986	293
Scope 3 Total						12,734
Total Business Owned Carbon Emissions						39,136

GRI Data Tables

Indicator	Disclosure name & origin	Location	Omission	Reason/Explanation
2-1	Organisational details	About J+S Subsea - See website at jands.co.uk		
2-2	Entities included in the organisation's sustainability reporting	J+S Subsea		
2-3	Reporting period, frequency and contact point	J+S Subsea Limited Holland House Pitmedden Road Dyce AB21 0DP		Reporting period is 2023 and we will report it annually.
2-4	Restatements of information	J+S Subsea		
2-5	External assurance	Not doing this year		Every two years
2-6	Activities, value chain and other business relationships	Evaluated once every 2 years		Every two years
2-7	Employees	Contact Point is Sustainability Advisor		
2-8	Workers who are not employees	N/A - first reporting period		
2-9	Governance structure and composition	N/A		
2-10	Nomination and selection of the highest governance body	Available on request		
2-11	Chair of the highest governance body	See under social section 8		
2-12	Role of the highest governance body in overseeing the management of impacts	Risk Management (this report)		
2-13	Delegation of responsibility for managing impacts	ESG Management approach		
2-14	Role of the highest governance body in sustainability reporting	Environment & Sustainability Advisor		
2-15	Conflicts of interest	Business Code of Conduct		

Location	Disclosure name & origin	Location	Omission	Reason/Explanation
2-16	Communication of critical concerns	Risk Committee not yet formally in place, discussing this year		
2-17	Collective knowledge of the highest governance body	We conduct regular board training and monthly board meeting.		
2-18	Evaluation of the performance of the highest governance body	ISO standards, decarbonization plan progress YoY starting in 2024. financial/non financial KPI performance benchmarking - we have everything in place		
2-19	Remuneration policies	We have equitable pay policy		
2-20	Process to determine remuneration	We have a process in place		
2-21	Annual total compensation ratio	2.23:1		
2-22	Statement on sustainable development strategy	ESG Policy, ESG Framework		
2-23	Policy commitments	Web content, ESG policy, Decarbonization plan, Business Code of Conduct		
2-24	Embedding policy commitments	Under review for 2024		
2-25	Processes to remediate negative impacts	We have proper grievance mechanism in place in our Employee Handbook		
2-26	Mechanisms for seeking advice and raising concerns	Business Code of Conduct training 100% employees in 2023		
2-27	Compliance with laws and regulations	Instances of Fines/Sanction/non compliance: None		
2-28	Membership associations	GUH member, The UK Offshore Energies Association Limited full member 2023		Please see page 23 and 24.
2-29	Approach to stakeholder engagement	Stakeholder engagement (this report)		
2-30	Collective bargaining agreements	Report the percentage of total employees covered by collective bargaining agreements		Reporting in next years report

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESG Materiality (This report)		
	3-2 List of material topics	ESG Materiality (This report)		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance approach (This report)		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Available on request		
	201-3 Defined benefit plan obligations and other retirement plans	Available on request		
	201-4 Financial assistance received from government	Available on request		
Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Available on request		
	202-2 Proportion of senior management hired from the local community	Available on request		
Indirect Economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	N/A		Not Material to sector
	203-2 Significant indirect economic impacts	N/A		Not Material to sector
Procurement Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	a) TBC		

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Modern Slavery statement available on request.		
	205-2 Communication and training about anti-corruption policies and procedures	100% employees trained on Business Code of Ethics with regular training/retraining on anti-corruption topics for existing/new hires		
	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption		
Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Available on request.		Available on request.
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 207: Tax 2019	207-1 Approach to tax	i. No Tax strategy ii. N/A iii. We use a chartered accounting practice. There is no transfer pricing, there are no inter-companies, there are no tax havens used. We claim R&D credits which is offset against our corporation tax		
	207-2 Tax governance, control, and risk management	a) N/A - we do not have a tax strategy. Our tax is done with statutory accounts by an accounting practice annually. If we have tax queries regarding specific projects we would look at this internally, and if required get external advice on this to ensure we are in compliance with UK laws, or international laws if applicable. b) N/A - Tax calculations are done externally (chartered accountant) which is regulated. c) N/A		Not material

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Tax continued				
	207-3 Stakeholder engagement and management of concerns related to tax+J37:K41J37:K44J37:K43J37:K42	With areas of Tax concerns we have a third party consultant.		
	207-4 Country-by-country reporting	N/A		
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	See Carbon Assessment Material Datasheet for July 2022 - June 2023.		
	301-2 Recycled input materials used	Lack of data to report in 2023 but will consider in 2024.		
	301-3 Reclaimed products and their packaging materials	Lack of data to report in 2023 but will consider in 2024.		
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics			
	302-1 Energy consumption within the organisation	See Carbon Assessment 2022, Governmental Greenhouse gas reporting: conversion factors 2022 - GHG conversion factors.		
	302-2 Energy consumption outside of the organization	Lack of data to report in 2023 but will consider in 2024.		
	302-3 Energy intensity	Lack of data to report in 2023 but will consider in 2024.		
	302-4 Reduction of energy consumption	Comparative data between July 21 - July 22 and Aug 22-Aug 23 shows a reduction in electricity consumption by 6% - see utility sheet. Gas consumption - do not have comparable data in order to assess yearly energy consumption, accurately so emitted from calculations. Base year is July 21-Jun 22 as first complete year of data. Governmental Greenhouse gas reporting: conversion factors 2021 and 2022 used.		

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
	302-5 Reductions in energy requirements of products and services	N/A		Not material at this time
Water & Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	a,b,c not d & e.		
	303-2 Management of water discharge-related impacts	N/A		Not material at this time
	303-3 Water withdrawal	N/A		
	303-4 Water discharge	N/A as no discharge direct to a waterbody		Not material
	303-5 Water consumption			
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A		Not material at this time
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A		Not material at this time
	304-2 Significant impacts of activities, products and services on biodiversity	N/A		Not material at this time
	304-3 Habitats protected or restored	N/A		Not material at this time
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A		Not material at this time
Emissions				
	3-3 Management of material topics			
305-1 Direct (Scope 1) GHG emissions	a) Scope 1 - Fuels - 18,331 kg CO2e.			
	b) N/A			Not material
	c) N/A			Not material
	d) Carbon Zero			
	e) N/A			Not material
	f) N/A			Not material

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Emissions continued				
305-2 Energy indirect (Scope 2) GHG emissions	g) Carbon Zero			
	a) Scope 2 - Electricity - 8,198 kg CO ₂ e.			
	b) N/A			Not material
	c) N/A			Not material
	d) Carbon Zero			
	e) N/A			Not material
	f) N/A			Not material
305-3 Other indirect (Scope 3) GHG emissions	g) Carbon Zero			
	a) Scope 3 - Material Use, travel, shipping, waste treatment and water - 54, 381kg CO ₂ e.			
	b) N/A			Not material
	c) N/A			Not material
	d) Carbon Zero			
	e) N/A			Not material
	f) N/A			Not material
305-4 GHG emissions intensity	g) Carbon Zero			
	Carbon Zero			
305-5 Reduction of GHG emissions	Use carbon emissions comparison 2021/2022 - Table 7, section 8 in carbon Zero Assessment.			
305-6 Emissions of ozone-depleting substances (ODS)	N/A			Not material
305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	N/A			Not material

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	To be reported in 2024, current information available on request		
	306-2 Management of significant waste-related impacts	Waste management plan to be enhanced in 2024. Currently assessing waste streams. See Waste management (this report)		
	306-3 Waste generated	Waste Management (this report)		
	306-4 Waste diverted from disposal	Waste Management (this report)		
	306-5 Waste directed to disposal	Waste Management (this report)		
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	All suppliers are asked through the supplier evaluation process, if they are certified to ISO 14001 but need a more in depth assessment on environmental and sustainability criteria to justify approval going forward. Approvals just now are based mainly on other criteria.		
	308-2 Negative environmental impacts in the supply chain and actions taken	N/A		Currently in process of assessing suppliers, reporting 2024

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social sustainability data (this report)		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	We provide same benefits		Currently formalising benefits policies
	401-3 Parental leave	Informal policy is in place		Currently formalising policies
Labour/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We are setting a proper process this year		
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health & Safety (this report). The management system requirements are applied to all direct employees as well as persons carrying out duties on behalf of J+S that are not direct employees.		
	403-2 Hazard identification, risk assessment, and incident investigation	The company has established processes for hazard identification and risk management (Risk management, this report)		

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Occupational health and safety				
		An Incident reporting, recording and investigation process is in place within the business. The process details how adverse events are reported to the operational management teams, with a system of automatic notifications also being created to alert senior leadership teams of all incidents within the business. The process further provides the frameworks for consistent investigation of incidents using recognised "5 why" root cause analysis methodologies, to determine the immediate, underlying and root cause(s) of incidents, assisting the organisation with the identification of substantive corrective actions which prevent the recurrence of the incident.		
	403-3 Occupational health services	We provide private healthcare to all of our employees		
	403-4 Worker participation, consultation, and communication on occupational health and safety	A system of communications, consultation and participation with all levels of employees and management, and persons working with J+S but that are not direct employees. (Health & Safety, this report)		
	403-5 Worker training on occupational health and safety	J+S Subsea have invested in an online computer-based training software, for all employees and persons undertaking work on behalf of J+S subsea but that are not direct employees.		
	403-6 Promotion of worker health	N/A b) Policies on drug and alcohol abuse and smoking.		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	J+S adopts a safety by design strategy, ensuring that all products and systems used are built or purchased with the human interaction risks and ergonomics considered.		

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Occupational health and safety continued				
	403-8 Workers covered by an occupational health and safety management system	31 employees, 6 non-employees, so 84% employees and 16% non-employees, no exclusions.		
	403-9 Work-related injuries	0		
	403-10 Work-related ill health	0		
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	In 2023 our employees spent 124 hours on training		
	404-2 Programmes for upgrading employee skills and transition assistance programs	We provide several face to face training and upskilling programmes for our employees		
	404-3 Percentage of employees receiving regular performance and career development reviews	100%		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity & Inclusion (this report)		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance: Diversity table, this report		
	405-2 Ratio of basic salary and remuneration of women to men	Governance: Diversity table, this report		

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	See Employee engagement & success table (this report)		
Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A		Not Material at this time
Child labour				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	None		
Forced or compulsory labour				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	None		
Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	N/A		Not Material at this time

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Rights of indigenous peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	N/A		Not Material at this time
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	N/A		Not Material at this time
	413-2 Operations with significant actual and potential negative impacts on local communities	Table 3 - Only section applicable is iv, v,vi and vii - look at policies in different languages, part of any interest groups in local community e.g. affiliation with local schools?		
Supplier social assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Yes as per critical and non-critical supplier evaluations		
	414-2 Negative social impacts in the supply chain and actions taken	No data		No data

Material topics	Disclosure name & origin	Location	Omission	Reason/Explanation
Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 415: Public Policy 2016	415-1 Political contributions	No political contributions made		
Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	No Data		No data
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No Data		No data
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	No Data but added to future action plan.		No data
	417-2 Incidents of non-compliance concerning product and service information and labeling	No Data but added to future action plan.		No data
	417-3 Incidents of non-compliance concerning marketing communications	No Data but added to future action plan.		No data
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None		



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