

SUSTAINABILITY PLAN

[Springwood] Offshore Services Ltd.

Effective Date: [03.06.2025]

Prepared by: Sustainability & HSE Division

Location: Accra, Ghana

1. Introduction & Purpose

This Sustainability Plan outlines our company's commitment to conducting offshore operations in a manner that preserves Ghana's marine ecosystems, reduces emissions, promotes social equity, and aligns with global climate and biodiversity goals.

Sustainability is embedded in our governance, operations, and value proposition to clients in the oil and gas industry.

2. Core Sustainability Goals

Goal	Global Alignment	Target Year
-------------	-------------------------	------------------------

Zero major spills or marine contamination	SDG 14 – Life Below Water	Ongoing
40% carbon footprint reduction	Paris Agreement/ISO 14064	2030
Full ESG reporting in place	IFC/GRI Standards	2026
30% youth and local hiring	SDG 8 – Decent Work	2025
Full accessibility and non-discrimination compliance	SDG 10 – Reduced Inequalities	2025

3. Environmental Impact Strategy

3.1 Emissions Management

- **Baseline Carbon Inventory** established within first operational year.
- Transition to **low-sulfur marine fuels** in all company-leased vessels.
- Explore **biofuel** or **hybrid propulsion technologies** by Year 3.
- Incorporate **telemetry and smart logistics** to reduce redundant voyages.

3.2 Marine Ecosystem Protection

- Strict **anti-discharge protocols** on all vessels.
- Use of **biodegradable lubricants and cleaning agents**.

- **Marine mammal awareness training** for crew.
- No activity in designated marine protected areas without clearance.

3.3 Waste Management

- Segregated waste handling onboard and ashore.
 - **Zero single-use plastic policy** across operations.
 - Contract with **certified hazardous waste disposal vendors**.
 - All chemical storage onboard must meet MARPOL Annex standards.
-

4. Social Sustainability Commitments

4.1 Inclusive Employment

- Minimum **30% of workforce under 30 years old** by end of Year 2.
- Recruit from coastal and inland Ghanaian communities.
- Establish internships in marine engineering and HSE.

4.2 Accessibility & Disability Inclusion

- Ensure vessels and offices have **accessibility modifications** (ramps, signage, restrooms).
- Offer **assistive technologies** and flexible scheduling.
- Conduct **staff training** in inclusive communication and awareness.

4.3 Community Engagement

- Annual **stakeholder dialogues** with coastal communities.
 - Sponsorship of local **marine conservation** or youth STEM programs.
 - Ensure all project EIAs (Environmental Impact Assessments) are publicly available.
-

5. Governance & ESG Reporting

- Appoint a **Sustainability & ESG Officer** within Year 1.
 - Adopt **GRI Standards** for sustainability reporting by Year 2.
 - Implement an **annual impact assessment and disclosure** process.
 - Create a **Sustainability Dashboard** available to stakeholders and clients.
-

6. Monitoring, Evaluation, and Review

- **Quarterly ESG performance reviews** reported to Board.
- **Annual independent sustainability audit.**
- Public report on **KPIs** including emissions, diversity, waste volumes, and compliance.
- Plan reviewed and revised every **12 months** or after major operational change.

 **Signed:**

[Erick Asa]

Managing Director

[Springwood] Offshore Services Ltd.

Date: [03.06.2025]