

wentworth

# Empowering people with energy

Sustainability Report

2020





# Welcome to Wentworth Resources' 2020 Sustainability Report.

We are Wentworth. A leading domestic natural gas producer in Tanzania, listed on the London AIM market (AIM: WEN).

In this, our first sustainability report, we describe our environmental, social and governance (ESG) performance and progress in 2020.



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**Our purpose is to  
empower people with  
low-cost and reliable energy.  
By leveraging the power of  
natural gas, we are enabling  
our people, partners and  
communities to thrive.**

The spread of COVID-19 and the global pandemic shook the world in 2020. Yet despite ongoing challenges and uncertainty, we continued to enhance energy access for the citizens of Tanzania, while meeting the needs of our people and partners.

## RESILIENCE IN THE FACE OF CHANGE

While many regions were brought to a standstill in 2020, Tanzania has proven remarkably resilient over the past year. Despite the pandemic, the country remains one of Africa's fastest growing economies – and its outlook remains positive. Tanzania is now ranked as one of the top ten fastest growing economies in the world (see page 9)<sup>1</sup>.

Increased access to energy has underpinned much of the country's recent economic rise. With electrification transitioning Tanzania away from an agricultural economy to one that is rapidly industrialising – a consistent and reliable form of energy is required to deliver growth.

With nearly 30% of Tanzanian electricity customers served by Mnazi Bay<sup>2</sup> natural gas – Wentworth plays a crucial role in connecting local communities and businesses to the grid. We see natural gas as the platform to transition Tanzania into the economy of tomorrow – and a key driver of socio-economic development.

## BUSINESS AS A FORCE FOR GOOD

Our work delivers affordable electricity to power people's homes, schools, towns, and villages – often for the very first time. It keeps businesses and institutions running, it powers hospitals, schools, and public spaces. We are proud that our actions deliver transformational social impact for society, in alignment with our purpose of empowering people with energy (see page 10).

Since 2015, over a million new connections have been added to Tanzania's electricity grid. Our natural gas has connected over 9,000 towns and villages through increased capacity and affordability<sup>3</sup>. This ongoing growth is aligned both with the Government of Tanzania's goal of universal energy access by 2030 and with UN Sustainable Development Goal 7: To ensure access to affordable, reliable and sustainable energy (see pages 10-11).

- 
1. We are enabling 24/7 electricity for Tanzania
- 
2. We are helping millions out of energy poverty
- 
3. We are supporting local livelihoods
- 
4. We are paying the government domestic tax revenues
- 

## CLIMATE CHANGE AS A CLEAR PRIORITY

With climate change at the top of the global agenda, we are playing our part by transitioning Tanzania to a cleaner future. Natural gas offers a low-carbon alternative to heavy polluting fuels, such as diesel, in the country's energy mix.

Accounting for over 50% of the electricity supplied by the country's grid, natural gas is providing a reliable and affordable baseload power supply, which in turn has saved \$15.6bn in public finances since 2007. Natural gas is also enabling lower carbon technologies such as hydropower to be introduced, without compromising on access or supply security.

As the spotlight on climate change intensifies – so too must our response. At the end of 2020, the UK Financial Conduct Authority confirmed that Task Force for Climate-Related Financial Disclosures (TCFD) reporting will be mandatory for all premium London-listed companies from 1 January 2021. Though voluntary for AIM-listed companies, this is a commitment we welcome, and are taking immediate action to review and implement.

## DRIVEN BY MEANINGFUL PARTNERSHIPS

For us, sustainability is about creating shared value for shareholders and stakeholders alike. To achieve this, the delivery of a positive social impact in Tanzania remains central to our purpose and the way we operate.

The success of our business, now and in the future, relies heavily on the strength of our in-country relationships and ability to leverage these to unlock value for others. We work to maintain





With over a quarter of Tanzanian electricity customers served by Mnazi Bay natural gas – Wentworth plays a crucial role in connecting local communities and businesses to the grid.



relationships based on trust, cooperation and collaboration with the Government of Tanzania and other key partners – including Maurel & Prom (M&P) and Tanzania Petroleum Development Corporation (TPDC), our Mnazi Bay Joint Venture partners. TPDC's role as a key JV partner provides the people of Tanzania a sense of ownership of our asset, illustrating how Wentworth is fundamentally a Tanzanian business.

Beyond this, the investment in our relationships at a community level are just as vital. Through the Wentworth Africa Foundation (WAF), established in 2007, our ongoing health and educational programmes are delivering a positive social impact in local communities. This underpins our community partnerships and protects our social license to operate ([see page 18](#)).

#### LEADING BY EXAMPLE

Greater transparency around environmental, social and governance (ESG) performance is key to delivering meaningful change, and with this document – our inaugural Sustainability Report – we confirm our commitment to transparent, responsible business practices.

Mindful of the regulatory changes on the horizon, TCFD reporting is part of our ongoing roadmap – building on our alignment with the Sustainability Accounting Standards Board (SASB), the full disclosure of which can be found at the back of this report ([see page 24](#)).

#### LOOKING TO THE FUTURE

Following our redomicile from Canada to Jersey in 2018, we have sought to adhere to the QCA Corporate Governance Code. In line with this continued governance journey, I will be stepping down as Chairman at our AGM in June 2021 but will remain actively involved in Wentworth as a Founder and Special Adviser. Our colleague and Independent Non-Executive Director, John Bentley, will also step down after nine years with us, and I would like to thank John for his hard work and commitment over our time together.

Our departures are part of a refreshed Board composition – Tim Bushell, our Deputy Chairman, will be stepping up to the role of Non-Executive Chairman, and John will remain in post until a new Independent Non-Executive Director is appointed to ensure an orderly and staggered succession. To support this process, we have conducted a Board evaluation to identify the key skills and experience required, and have appointed search consultants to identify a high calibre new Independent Non-Executive Director. With this appointment we aim to bring further diversity to our Board and to ensure our Board composition contains the right balance of sector, jurisdiction and public market skills. I am confident that this will only serve to strengthen an already highly respected and experienced Board and management team who are making a demonstrable and significant contribution to our business.

With momentum carrying us into 2021, we have real confidence and belief in Wentworth's ability to deliver sustainable growth, a positive impact and create lasting value for all our stakeholders, both in and outside of Tanzania.

**Robert McBean**  
Chairman

<sup>1</sup> [Nasdaq, 2020](#)

<sup>2</sup> Wentworth holds a participation interest of 31.94% and 39.925% (non-operated) in the Mnazi Bay Concession for Production and Exploration respectively.

<sup>3</sup> [The Citizen, 2020](#)



**Amid the challenges we have faced in 2020, the health and safety of our people, partners and local communities has remained our number one priority. By working closely with our partner, Maurel & Prom, we have successfully secured our people and our operations.**

Our safeguards have ensured no operational disruption due to COVID-19 since the start of the pandemic. We also donated \$45,000 to the Government of Tanzania to procure COVID-related PPE hospital equipment during 2020.

#### **AN AGILE AND FUTURE-FIT STRUCTURE**

The resilience of our business – underpinned by our strong fundamentals – has been evident over the past year. Our agility has enabled us to not only weather the economic storm, but to thrive. This outcome is testament to the way we have transformed our business over several years, by removing complexity, finding operational efficiencies, and re-asserting financial discipline.

During 2018 and 2019, we shifted away from a multi-jurisdictional structure to something much simpler. We redomiciled our business from Canada to Jersey and delisted from the Oslo Børs. This means that we are now a Jersey incorporated company, with a UK-based senior management team and Board, listed on the AIM market of the London Stock Exchange.

Since entering material production at Mnazi Bay in 2015, we have focused on paying down our debt. As a result, we are debt-free and have built strong cash reserves to put us in the strongest financial position we have ever been in. As we look to the years ahead, we also have a limited work programme at Mnazi Bay, which imposes no pressure on our capital until 2023/2024.

We are committed to ensuring that our strong financial position translates into sustainable returns for our shareholders. In 2019, we initiated our dividend policy and maiden dividend. Since then, we have paid out a total of \$4.2 million to shareholders, including \$3.2 million during 2020, an increase of 20% year-

on-year despite a challenging macro-economic backdrop. We are proud of this achievement, which puts us as one of the few AIM-listed exploration and production companies to be paying a dividend to its shareholders.

#### **A STRONG, SUSTAINABLE PERFORMANCE**

From an operational perspective, the first half of 2020 saw a slowdown in industrial demand, due to strong hydropower generation from a heavy rainy season, coupled with COVID-related restrictions. This trend swiftly reversed following the lifting of restrictions and, during the second half of 2020, demand levels increased to meet our production guidance for the year. This included record volumes in December.

Our 2020 full year production volumes of 65.5 MMscf/day sat in the middle of our projected guidance range of 60-70 MMscf/day. The positive economic outlook we see for Tanzania – driven by industrialisation and underpinned by growing energy demand – gives us confidence that there will be ongoing demand growth for natural gas into the coming year. As such, our 2021 production guidance is set at 65-75 MMscf/day – and we are pleased to report strong production for Q1 2021, averaging 85 MMscf/day, with a record high of 110.65 MMscf/day.

#### **RESPONSIBILITY AT OUR CORE**

Our ambition is to grow sustainably over the long-term by meeting Tanzania's growing demand for natural gas. To achieve this, operating responsibly is critical. For Wentworth, this goes far beyond our focus on health and safety. It means creating a supportive environment for our people to thrive and developing a culture that is grounded in openness and transparency, diversity, and inclusion.

Over the past year, our Board and management team have reflected on Wentworth's role as a responsible operator, what this means to us and how we must continue to focus on bolstering our performance and transparency when it comes to ESG.

#### **LOOKING BEYOND OUR BUSINESS**

I was proud to announce our membership to the UN Global Compact (UNGC) in early 2021. UNGC is a voluntary initiative that promotes the development, implementation, and disclosure of responsible business practices.

This is an important milestone for Wentworth, as it demonstrates our commitment to upholding international best practice, and affirms our alignment with the SDGs, which we are integrating into our strategic processes going forward ([see page 22](#)).

Additionally, transparent communications and this inaugural report together represent another milestone in our ongoing sustainability journey.

**Katherine Roe**  
Chief Executive Officer



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Our safeguards have ensured no operational disruption due to COVID-19 since the start of the pandemic.







The health and safety of our people, partners and local communities will always be our first priority. We are committed to working closely with our Mnazi Bay Joint Venture partners to apply rigorous on-site standards that safeguard those around us. Through proactive measurement, reporting and ongoing training, we are building a safer, more secure, and resilient working environment.





## OUR RESPONSE TO COVID-19

To protect our people and communities during this difficult time, we took immediate action to implement robust precautionary measures in 2020. From launching an internal COVID-19 awareness campaign at Mnazi Bay, to enforcing on-site social distancing and conducting routine disinfection of shared equipment and spaces – safeguarding our people was key.

Due to the measures implemented, we continued to operate without interruption in 2020, with no adverse impacts on our business.

Beyond our on-site response, we also provided financial support to the Government of Tanzania in the fight against COVID-19. Together with our partners M&P and the TPDC, we donated \$45,000 to provide PPE, medical supplies and equipment for hospitals and front-line medical staff in Mtwara and Dar es Salaam.

### PUTTING HEALTH & SAFETY FIRST

Adopting a safety-first culture is key to ensuring we can continue to operate at the highest industry standards. As a non-operator, we work closely with our Mnazi Bay Joint Venture partner M&P to monitor performance and disclose key safety data, as well as ensure that all on-site M&P employees receive appropriate Health, Safety, Security & Environment (HSSE) training. In 2020, Mnazi Bay M&P employees completed 1,344 hours of HSSE training.

We are committed to continuously improving our safety performance by:

- Conducting biannual reviews of our safety performance, in addition to ongoing daily monitoring
- Carefully assessing and monitoring risks across our operational lifecycle
- Putting in place effective emergency response and major accident prevention systems
- Linking our HSSE performance to executive remuneration

**4**

Years Without a  
Lost Time Incident

**Zero**

Lost Time  
Incident Rate<sup>1</sup>

**Zero**

Serious  
Incident Rate<sup>1</sup>

**1.44**

Total Recordable  
Incident Rate<sup>1</sup>

**Zero**

Fatalities<sup>1</sup>

## BUILDING A SECURE WORKING ENVIRONMENT

We are committed to protecting our people and our assets, and regularly monitor any emerging security threats.

In response to the tragic attack at Kitaya in October 2020, near the Tanzania-Mozambique border, we increased our security protocols at Mnazi Bay. Additional security measures by Wentworth have been supplemented by increased measures taken by the The Government of Tanzania, and as a result, our operations and workforce have remained unaffected by these external incidents.



<sup>1</sup>In 2020



Through our stable and growing supply of domestic natural gas, we are powering Tanzania's economic growth and energy transition. We are transforming lives and communities across the country by making electricity more accessible and affordable – for us, supporting this transformation is not only central to who we are and how we operate, but is an investment that can positively transform lives.

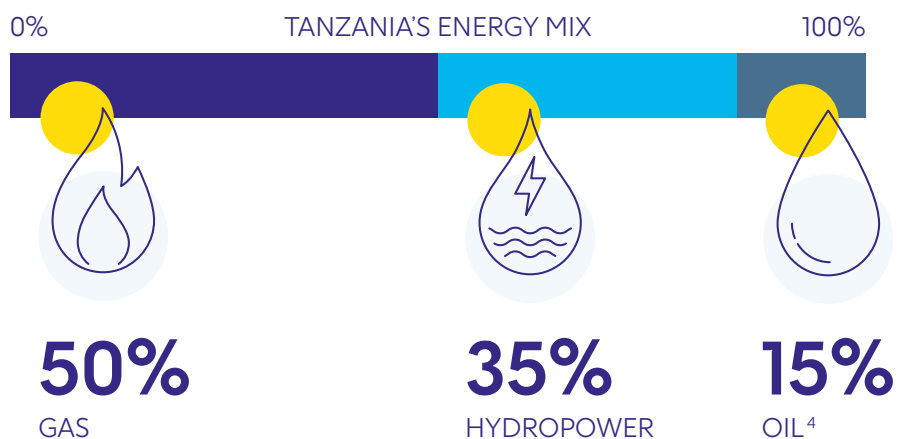




## A SPOTLIGHT ON TANZANIA

With a population of around 58 million people, and with one of the highest birth rates in the world, Tanzania's population is projected to reach 129 million by 2050<sup>1</sup>. Alongside its booming population, the Tanzanian economy is poised for rapid growth, with the annual GDP growth rate averaging 6% in the latest decade – double the world average<sup>2</sup>.

To accommodate this expected growth, Tanzania's economy is shifting away from its traditional agricultural base to focus on large-scale industrialisation. This is adding considerable pressure to energy demand. With a current energy access rate of only 33% and 7.7 million households without access to power, there is a significant need to increase energy generation – particularly using natural gas, Tanzania's main source of power<sup>3</sup>.



The Government of Tanzania has set an ambitious target of universal energy access by 2030. This target, coupled with the Government's robust industrialisation strategy, provides a real opportunity for Wentworth.

<sup>1</sup> [UN World Population Prospects, 2019](#)

<sup>2</sup> [World Bank World Development Indicators Data Bank, 2021](#)

<sup>3</sup> [USAID Power Africa Fact Sheet: Tanzania, 2020](#)

<sup>4</sup> Used for back-up generation

### UNIQUELY PLACED FOR GROWTH

Our natural gas production has increased energy access across Tanzania, bringing affordable and continuous power to people's homes, schools, towns, and villages for the very first time.

With nearly 30% of Tanzanian electricity customers currently served by Mnazi Bay natural gas, we are playing a crucial role in connecting local communities to the grid and accelerating industrialisation. Our gas-to-power platform is enabling 24/7 electrification for Tanzania, alleviating energy poverty for millions of people and transforming lives in local communities.

Key to our success is our close working partnership with the Government of Tanzania. We are aligned in our shared ambition to achieve universal energy access by 2030, and steadfast in our belief that natural gas plays a crucial role in meeting this ambition.

Our socio-economic impact:

**30%**

of Tanzanian electricity customers rely on Mnazi Bay gas<sup>1</sup>

**4x**

more rural villages with access to electricity in 2020 compared to 2015<sup>2</sup>

**1 million+**

new connections added to the grid between 2015-2020<sup>2</sup>

**48**

industries connected to gas up to 2020<sup>2</sup>

### A RELIABLE, COST-EFFECTIVE SOLUTION

The introduction of gas-fired power plants in Tanzania has significantly reduced the cost of electricity, while replacing expensive, heavy polluting diesel-based generation. While this has several environmental benefits, it also provides a more cost-effective solution for businesses and industries – a vital component for Tanzania's emerging economic outlook.

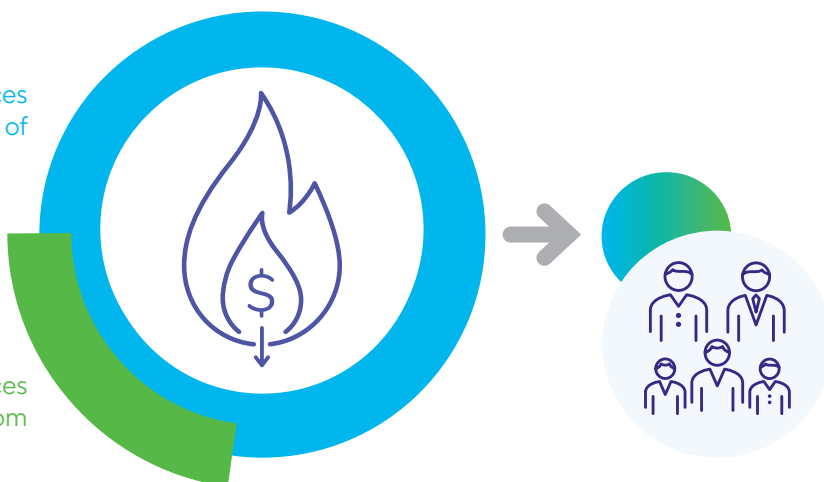
Gas-fired power generation has saved:

**\$15.6bn**

saved in public finances since the introduction of gas-fired generation<sup>1</sup>

**\$3.8bn**

saved in public finances since 2007, directly from Mnazi Bay gas<sup>1</sup>



**5x**

families spend 5x less on electricity since the switch to natural gas<sup>1</sup>



<sup>1</sup> Based on internal calculations

<sup>2</sup> [The Citizen, 2020](#)

<sup>3</sup> [IEA Tanzania Energy Outlook, 2019](#)

<sup>4</sup> In Mtwara and Lindi since 2007



## A LOW-CARBON ENERGY SOLUTION

Natural gas from Mnazi Bay is accelerating Tanzania's energy transition by displacing heavy polluting fuels and securing a low-carbon future for the country and its people. With natural gas providing a reliable and affordable baseload power supply, more renewable technologies – such as hydroelectric power – can be added to Tanzania's energy mix over time, without compromising energy access or security.

The International Energy Agency (IEA) predicts a 13-fold increase in electricity demand in Africa by 2040. Natural gas – which accounts for more than half of Tanzania's current power generation – is the right transition fuel to meet this expected demand growth and facilitate large-scale decarbonisation<sup>3</sup>.



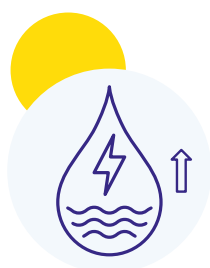
**121**

million litres of diesel and heavy fuel oils replaced by natural gas<sup>1,4</sup>



**328,000**

tonnes saved in CO<sub>2</sub> emissions since the introduction of gas-fired power generation in 2007<sup>1</sup>



**3,226**

MW of hydroelectric power to be deployed in Tanzania, within the next decade enabled by natural gas<sup>1</sup>



**We believe that natural gas will play a critical role in transitioning Tanzania to a more sustainable future. As a leading natural gas producer, we remain committed to reducing the carbon-intensity of Tanzania's energy mix, while reducing our environmental footprint in our field operations and regional offices.**

## COMBATING CLIMATE CHANGE

We recognise the ever-increasing threat of climate change and the need to support the global transition to a low-carbon future.

The detrimental effects of climate change will not be distributed equally, disproportionately impacting the developing world. Developing countries, such as Tanzania, rely more heavily on climate sensitive sectors, such as agriculture – as global temperatures continue to rise, agricultural outputs are likely to fall, destabilising developing economies. Simultaneously, countries like Tanzania are poised for rapid population growth ([see page 9](#)), making the need for a reliable energy supply to support industrialisation and demand growth even more urgent.

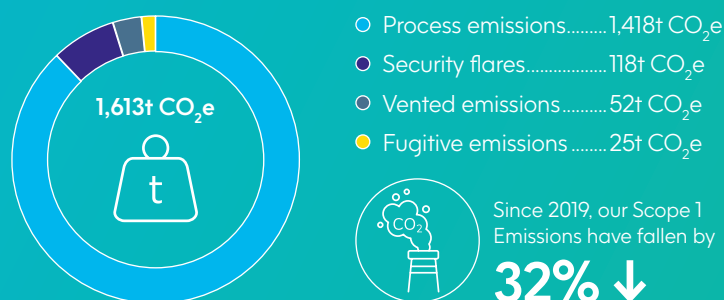
For these reasons, it is critical that we work to secure a *just* energy transition – one which prioritises socio-economic growth, equity and energy access alongside decarbonisation. To accommodate growing demand, we must implement inclusive development pathways that rely on multi-source low-carbon solutions, including the use of natural gas. Aligned with the Paris Agreement, we work closely with the Government of Tanzania to advance climate action whilst increasing domestic access to electricity. We are proud of the role our Mnazi Bay natural gas will continue to play in displacing heavy-polluting fuels, working hand-in-hand with hydropower to decarbonise Tanzania's electricity grid ([see page 9](#)).

## GREENHOUSE GAS EMISSIONS

Over the last year, we have worked diligently to measure and disclose our Scope 1 & 2 emissions, in line with SASB standards ([see page 24](#)). As a London Stock Exchange-listed business, we are also committed to disclosing our Scope 3 emissions in anticipation of mandatory TCFD reporting by 2025.

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. Additionally, we have minimal flared emissions in comparison to our industry peers, with a pilot flare used solely as a mandatory safety mechanism. Our emissions breakdown is as follows:

### Scope 1 Emissions (Direct)



### Scope 2 Emissions (Indirect)



*We are in the process of identifying ways to further reduce and mitigate our carbon footprint and look forward to updating on our progress in 2021.*



### EFFICIENT WATER MANAGEMENT

As a Tanzanian business, we understand the importance of clean water and what this means for our local communities. Our water management protocols ensure that we do not pollute local freshwater supplies and that we are mindful of where and how we source water for our operations. To that end, we ensure that all effluent is removed from our site by waste management professionals and disposed of appropriately.

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. Our project specific Spill Prevention and Control Plan for emergency response and contingency planning also ensures that we are able to mitigate any spills quickly and effectively. No spills were reported at Mnazi Bay during 2020.

### SAFEGUARDING OUR LOCAL ENVIRONMENT

Our operations are located within the Mnazi Bay-Ruvuma Estuary Marine Park – a resource-rich area that is also home to globally significant marine biodiversity.

Since our operations began, we have taken care to identify significant ecological features like mangrove vegetation, coral reefs, sea turtles and other vulnerable species. We have also adjusted our operations to ensure protection of all aspects of the local environment.

We have avoided sensitive, slow-growing mangrove areas and where possible restored any cleared areas. We follow the Government of Tanzania's general management plan for the Marine Park to ensure our natural surroundings are protected and preserved.

### EFFECTIVE WASTE MANAGEMENT

Our waste management process ensures 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 which regularly collects the waste from site.





## OUR STAKEHOLDERS

We are working to deliver long-term, sustainable growth to all our stakeholders, both inside and outside of Tanzania. Motivated by our ability to transform lives for the better, we are committed to behaving in a responsible and transparent way that places social impact at the heart of all we do.

### OUR CULTURE & VALUES

We have fostered a culture of openness and transparency – driven from the top and extending right across our business. Who we are and how we operate is reflected not only in the way we work with one another, but also in the way we engage with our communities, people and partners.

Our flat structure, supported by a lean management team and balanced Board, promotes a respectful and collaborative working environment. This is achieved through an inclusive and participative management style, an open-door policy and the free sharing of views and opinions.

### Our Values

Our values run through everything we do. We are:



01

#### Dedicated

We are wholeheartedly committed to Tanzania, our stakeholders, and partners.



02

#### Collaborative

We leverage our relationships to deliver outcomes that benefit all.



03

#### Open

We embrace new perspectives, approaches and ideas to do things differently.



04

#### Proactive

We spot opportunities and take decisive action to move forward.



05

#### Visionary

We understand our role in the bigger picture and work to build a better future.



06

#### Resilient

We remain strong and disciplined in the face of external headwinds.





## EMPOWERING OUR PEOPLE

Our people are our most important asset, and we rely on their expertise and commitment to deliver our strategy. We actively promote an engaged and dynamic workforce, and we provide opportunities for all of our people to thrive. Through our robust training and development programme, we are building a future-fit workforce.

Employees are encouraged to advance their professional development and personal growth by participating in annual training programmes. These programmes enable our people to:

- Enhance their technical skills
- Improve their sector knowledge
- Obtain qualifications to help them succeed

# 15 HOURS

average training per  
Wentworth employee  
completed in 2020



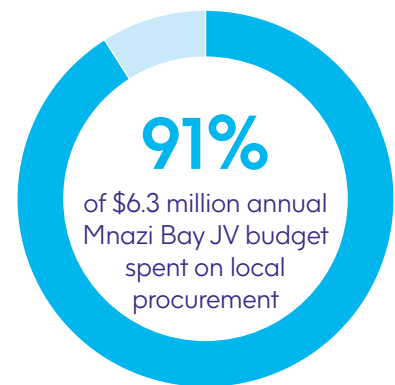


## OUR STAKEHOLDERS

### PRIORITISING LOCAL TALENT

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. It ensures that we support the local economy by prioritising:

- Employment and training opportunities for Tanzanians
- Working with local contractors and companies by adopting an open, fair, and transparent procurement process
- Providing programmes for research, development, and technology knowledge-sharing with Tanzanian businesses



### UPHOLDING HUMAN RIGHTS

In line with the UN Universal Declaration on Human Rights, we uphold respect for human dignity and the rights of the individual across our operations. In 2020, we updated our policies relating to human rights, including our [Modern Slavery and Human Trafficking Policy](#). Our [Code of Ethics and Business Conduct](#) guides the behaviour we expect of all our people relating to any conflict of interests, anti-bribery and corruption, and whistleblowing procedures.

We want to ensure that all our stakeholders are treated with the utmost respect. To that end, 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.





## ENGAGING WITH STAKEHOLDERS

Maintaining strong relationships is not only critical to our success, but also to the success of our stakeholders. To build trust and deliver mutual value creation, we encourage regular and open dialogue. In doing so, we ensure that our strategy and objectives are communicated effectively, while receiving regular feedback on our performance and governance. Our key stakeholder relationships include:

### The Government

We value our longstanding partnership with the Government of Tanzania. Mnazi Bay is the only onshore natural gas concession in-country with TPDC – the national energy aggregator – as a joint venture partner. We constantly pursue open dialogue and alignment with key governmental stakeholders, including the Minister of Energy and the Petroleum Upstream Regulatory Authority (PURA).

### Our Partners

As a non-operator, we work collaboratively with our Mnazi Bay Joint Venture partner M&P to add value to any technical and operational discussions. Our aim is to achieve consistent and optimal asset performance. Engagement with our partners takes place both via formal committee meetings and through frequent discussions at an in-country and corporate level.

### Local Communities

Our relationship with local communities is fundamental to our long-term success. We regularly engage with local community members to find effective ways of meeting their needs and responding to their feedback.

We support communities by providing health and education opportunities, as well as sponsoring local cultural events – such as the Mtwara Makuya Cultural Festival. To date, our efforts have improved school and community infrastructure through direct funding. By collaborating with governmental and non-governmental stakeholders, we are making an even bigger impact by pooling our respective strengths.

We believe that early planning and engagement with communities is critical to the success of community-based projects and operations. When conducting the stakeholder engagement process, we ensure that dedicated and experienced personnel are responsible for community engagement. Community participation includes engagement with local, regional, and national government – we also collaborate with regional offices and affiliates on initiatives that address issues relevant to local community needs.





## STRENGTHENING LOCAL COMMUNITIES

We are committed to delivering a positive impact for Tanzania and driving long-term sustainable development. In 2007, we established the Wentworth Africa Foundation (WAF) – a charitable organisation focused on improving the health, education, and socio-economic outcomes of those living in the rural regions of Lindi and Mtwara in Southern Tanzania.



We are proud to have contributed over \$1 million to WAF's programmes since its inception, creating lasting value for the communities in which we operate.



### KEEPING GIRLS IN EDUCATION

Wentworth Africa Foundation's flagship *Keep a Girl in School* programme supplies young girls with female hygiene products to increase their educational attainment while advancing gender equality.

In rural communities such as Lindi and Mtwara, young girls do not have access to adequate sanitation facilities at school and cannot afford sanitary products. This can lead to issues of truancy during menstruation which have a huge and lasting impact on female literacy.

Since launching the programme, WAF has distributed over 285,000 sanitary pads to empower young women to complete their education with dignity. When WAF began working in Mtwara, school attendance was only 5% among girls. Six months after launching *Keep a Girl in School*, this figure increased to 71%.

### IMPROVING LITERACY SKILLS

Since 2014, WAF has collaborated with East African NGO, READ International to build libraries in secondary schools across Lindi and Mtwara. Working closely with school management, parents, and local government, WAF transforms unused spaces into organised and engaging libraries.

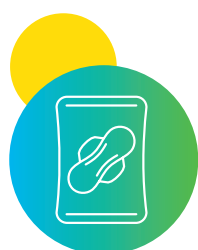
This collaborative, student-led process creates a sense of ownership for the students to support the ongoing development of each library. To date, WAF has built six libraries and provided nearly 10,000 books.

### SPONSORING FURTHER EDUCATION

WAF offers bursary support for students in secondary school, university, and vocational college to provide pathways to higher education. By supporting high-achieving students from disadvantaged backgrounds, WAF improves educational and employment outcomes to help students thrive. To date, 45 students have benefitted from WAF's bursary support programme.



## WAF 2020 Highlights



**1,200+**  
packets of sanitary  
pads donated

**10,000**  
books donated



**14**  
students offered  
bursary support



Ensuring best in class corporate governance is critical to achieving our strategic objectives and delivering long-term shareholder value. Through our experienced leadership team, effective management systems and comprehensive policies we champion a culture of respect, integrity, honesty, and transparency.



#### BUILDING A CULTURE OF ETHICS

We maintain high ethical standards, rooted in principles of transparency and accountability. The way we act influences our ability to do business and continue to deliver long-term sustainable growth, both within and outside of Tanzania.

Our [Code of Ethics and Business Conduct](#) guides our approach. We require all employees, contractors, partners, suppliers, and advisors to abide by the Code at all times. 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 and how they are required to behave.

#### ANTI-BRIBERY AND CORRUPTION

We conduct our business with integrity, professionalism, and respect. We do not tolerate, permit, or engage in bribery, corruption, or improper payments of any kind in our business dealings anywhere in the world – including with public officials or people in the private sector.

We consider compliance with anti-bribery laws to be more than a legal requirement and set out our zero-tolerance stance in our Code of Ethics and Business Conduct. Our [Anti-Bribery](#)

and [Corruption Policy](#) emphasises that no Wentworth employee will ever suffer adverse consequences for refusing to pay bribes, and we encourage any violation concerns to be reported immediately.

Alongside these strong internal safeguards, we follow all relevant Tanzanian regulation on the subject. This includes adherence to the Prevention and Combating of Corruption Act and the Tanzanian administration's strong anti-corruption stance.

## Zero

incidents of non-compliance  
with the Code of Ethics

## 100%

of employees trained in our Anti-  
Bribery and Corruption Policies



### PROMOTING TRANSPARENCY

As a publicly listed company, we conduct our business transactions openly, maintaining appropriate records to emphasise transparency. We produce an Annual Report, in line with UK regulations – and communicate regularly with our stakeholders to provide relevant corporate, financial, and operational updates.

### OUR REMUNERATION POLICY

Our Remuneration Policy ensures that remuneration is set at a competitive level to enable us to attract and retain high-calibre employees. Our Remuneration Committee reviews our policies and practices regularly to ensure they remain appropriate for the size of our business and are aligned with industry best practice.

HSSE KPIs are linked to executive remuneration, ensuring accountability for our sustainability performance at all levels of our business.

More details on our Remuneration Policy can be found in the Remuneration Committee Report in our 2020 Annual Report.

### FOSTERING DIVERSITY AND INCLUSION

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.

We promote the principles of the UN Universal Declaration of Human Rights and champion individual rights ([see page 16](#)). We are a committed equal opportunities employer with a determined focus to prevent discrimination of any kind.

32% female employees

68% minority ethnic employees

We maintain high ethical standards, rooted in the principles of transparency and accountability.

## ALIGNMENT WITH GLOBAL SUSTAINABLE BUSINESS INITIATIVES

### United Nations Global Compact (UNGC) & Sustainable Development Goals (SDGs)

In early 2021, we became proud members of the UNGC – the world's largest corporate sustainability initiative. As part of our commitment, we aim to align our strategy and operations with the UN's Ten Principles on Human Rights, Labour, Environment and Anti-Corruption, and to take action to support the SDGs.

Of the 17 SDGs, we have identified three areas where we can make the biggest impact:

- **SDG 7 – Affordable and Clean Energy:** Ensure access to affordable, reliable, sustainable, and modern energy for all ([see pages 8-11](#))
- **SDG 4 – Quality Education:** inclusive and equitable quality education and promote lifelong learning opportunities for all ([see pages 18-19](#))
- **SDG 8 – Decent Work and Economic Growth:** Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all ([see pages 14-17](#))

7 AFFORDABLE AND  
CLEAN ENERGY



4 QUALITY  
EDUCATION



8 DECENT WORK AND  
ECONOMIC GROWTH





### Tanzania Extractive Industries Transparency Initiative (TEITI)

We have been an active participant in TEITI, part of the global EITI organisation, since its inception in 2009. TEITI is a coalition of government, industry, civil societies, donors, and partners that work together to promote openness and accountability in the oil & gas and mining sectors.

We adhere to TEITI regulations and are committed to maintaining transparency in all of our business actions.

## \$10 million

in tax payments made by Wentworth to the Government of Tanzania<sup>1</sup>

## \$167 million

in royalty, profit gas and cost gas payments made by Mnazi Bay partners to the Government of Tanzania<sup>1</sup>

## Zero

incidents of non-compliance with laws and regulations

<sup>1</sup> From 2009-2020

TOPIC	ACCOUNTING METRIC	ACCOUNTING METRIC CODE	SUB-METRIC
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations.	EM-EP-110a.1	Carbon Dioxide (CO <sub>2</sub> ) emissions.
			% of Scope 1 emissions from Methane (CH <sub>4</sub> ).
			% of Scope 1 emissions covered by emissions-limiting regulation.
	Amount of gross global Scope 1 emissions from: flared hydrocarbons, other combustion, process emissions, other vented emissions, and fugitive emissions.	EM-EP-110a.2	Flared hydrocarbons.
			Other combustion.
			Process emissions.
			Other vented emissions.
			Fugitive emissions.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	EM-EP-110a.3	Strategy to manage Scope 1 emissions.
			Discussion of emission reduction targets.
			Activities, investments and risks around plans and targets.
			Discussion of scope of strategies and targets.
			Discussion of whether strategies and targets are linked to emissions-limiting regulation or programmes.



## WENTWORTH DATA OR POLICY

1,613 t CO<sub>2</sub>-e

4%

Nil

118 t CO<sub>2</sub>-e

Nil

1,418 t CO<sub>2</sub>-e

52 t CO<sub>2</sub>-e

25 t CO<sub>2</sub>-e

The main source of greenhouse gas emissions for Wentworth relates to the Mnazi Bay Gas Processing Facility. Emissions linked to offices and vehicles are estimated at 0.2t of CO<sub>2</sub> emitted. As such, the priority for emissions reduction is linked to operations at Mnazi Bay.

The key sources of emissions here are the gas used by generators and reboilers, the pilot flare that is used as a security measure, vented gas, and fugitive emissions.

As a non-operator, Wentworth works collaboratively with the operating partner, Maurel & Prom (M&P) to implement strategies to manage Scope 1 greenhouse gas emissions. These include the following steps:

- 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. In 2021, this will include the major vessels inspection.
- 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). While activity dropped in 2020 due to the ongoing COVID-19 pandemic and led to reduced emissions, this level of vehicle usage will be maintained in the future.
- Installing a load bank, which will improve efficiency of the gas generator by up to 20%, reducing gas consumption and emissions proportionately.

The operator, M&P, has set a target to limit emissions at Mnazi Bay to 1,600 t CO<sub>2</sub>-e per annum. This was down 32% from the 2,384 t CO<sub>2</sub>-e in 2019.

This is an absolute and ongoing target, and existing activities cited in the above section will be instituted to achieve the target.

Investments into load bank installations for the gas generator will be required to increase their life and efficiency. This will reduce energy consumption and also enhance performance by allowing preventative maintenance.

Continued investments will also be made into maintenance and inspection to reduce vented and fugitive emissions.

The primary scope of the emissions targets is the process emissions generated by the gas generator used at the site. Secondary goals include reducing flared, vented, and fugitive emissions - all of these at the Mnazi Bay facility.

While the emissions contribution from vehicles and offices is minimal, efforts are also underway to reduce vehicle usage and conserve energy use in offices.

Wentworth's emission reduction strategies are in line with Tanzania's Intended Nationally Determined Contributions. Tanzania's goal is to follow a climate resilient development pathway that will reduce GHG emissions by 10% to 20% by 2030, relative to the projected 2030 business-as-usual emissions of 138-153 MMt CO<sub>2</sub>e.

Part of this strategy to reduce emissions for the energy sector include investing in energy diversification and enhancing the use of renewable energy potential. Wentworth's natural gas production has helped reduce Tanzania's dependence on heavy fuel oils (HFOs) and diesel, diversifying energy for the country.

Renewable energy potential from hydroelectric power has also been facilitated through the provision of natural gas, which is a stable bridge fuel while the country develops more extensive hydroelectric facilities.

TOPIC	ACCOUNTING METRIC	ACCOUNTING METRIC CODE	SUB-METRIC
Air Quality	Air emissions of pollutants.	EM-EP-120a.1	Oxides of Nitrogen (NO <sub>x</sub> ) excluding Nitrous Oxide (N <sub>2</sub> O).
			Oxides of Sulphur (SO <sub>x</sub> ).
			Volatile Organic Compounds (VOCs).
			Particulate Matter (PM10).
Water Management	Total fresh water withdrawn and consumed, percentage of each in regions with high water stress.	EM-EP-140a.1	Freshwater withdrawn.
			Freshwater consumed.
			Identification of water withdrawal in areas of High or Extremely High Baseline Water Stress.
			% of water withdrawn from stressed area.
			% of water consumed from stressed area.
	Volume of produced water and flowback generated, percentage discharged, injected, recycled; hydrocarbon content in discharged water.	EM-EP-140a.2	Produced water and flowback fluid generated.
			% of produced water and flowback fluid that was discharged to the environment or indirectly discharged via a third-party.
			% of produced water and flowback fluid that was injected.
			% of produced water and flowback fluid that was recycled.
			Amount of hydrocarbons (in tons) in water that was discharged to environment.
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used.	EM-EP-140a.3	% of hydraulically fractured wells with disclosure of all chemicals used.
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline.	EM-EP-140a.4	% of hydraulic fracturing sites where there was a deterioration in water quality.



## WENTWORTH DATA OR POLICY

Wentworth does not have existing data around NO<sub>x</sub> emissions but has budget for the procurement of air quality monitoring systems in 2021.

Wentworth does not have existing data around SO<sub>x</sub> emissions but has budget for the procurement of air quality monitoring systems in 2021.

Wentworth does not have existing data around VOC emissions but has budget for the procurement of air quality monitoring systems in 2021.

Wentworth does not have existing data around PM10 emissions but has budget for the procurement of air quality monitoring systems in 2021.

8,062.5 m<sup>3</sup> (up to Q4)

8,062.5 m<sup>3</sup> (up to Q4)

Nil

Nil

Nil

2,246.65 m<sup>3</sup> (up to Q4)

100%

Nil

Nil

Nil

Nil

Nil

TOPIC	ACCOUNTING METRIC	ACCOUNTING METRIC CODE	SUB-METRIC
Biodiversity Impacts	Description of environmental management policies and practices for active sites.	EM-EP-160a.1	Description of environmental management policies and plans.
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines.	EM-EP-160a.2	Description of differences between policies and plans in terrestrial areas and marine areas.
			Description of policies that apply to areas with protected conservation status.
			Disclosure of degree to which policies and practices align with International Finance Corporation (IFC) standards 1, 3, 4, and 6.
	Percentage of proved and probable reserves in or near sites with protected conservation status or endangered species habitat.	EM-EP-160a.3	Number and volume in barrels of hydrocarbon spills.
			Number and volume of spills that occurred in the Arctic.
			Volume of spills recovered/removed from environment.
			% of net proved reserves located in sites with protected conservation status.
			% of net probable reserves located in sites with protected conservation status.



## WENTWORTH DATA OR POLICY

There have been a number of environmental impact assessments (EIAs) and environmental management plans put in place at Mnazi Bay over the years. These include the following:

- Environmental Social and Management Plan for Well Re-entry - March 2004
- Environmental Social and Management Plan for Seismic Activity - August 2004
- Environmental Impact Statement for Well Drilling, Seismic and Pipeline - January 2008
- EIA Certificate for Seismic, Well Drilling and Pipeline - March 2008

A new EIA that will underpin a new environmental management plan is due to be completed in 2021. The plans address several core topics, briefly summarised below.

### Biodiversity:

- Policies to avoid sensitive and slow growing areas when clearing vegetation and forested areas.
- Policies to restore cleared areas with seeds and plants.
- Policies to minimise areas cleared for trenching and avoiding tree clearance as much as possible.

### Waste management:

- Sewage water is collected and treated in a septic tank before being released to the environment.
- Recyclable waste, hazardous waste, oil and non-combustible wastes are segregated from combustible general wastes.
- Combustible wastes are sorted separately and either buried or incinerated, with residues buried.
- Inert wastes not suitable for incineration may be sold or given to local persons for reuse, recycling or disposal.
- No on-site burial of solid waste is permitted.

### Water:

- Recovered drilling fluids are reconditioned for use in ongoing drilling.
- Drilling cuttings are dewatered using an evaporator and disposed of either as a fill for road work, building, or as soil enhancement for local farms.
- Water extraction from desalinated sea water is being increased.
- Continuous monitoring of leakages in distribution pipelines and fixtures.
- There is a project specific Spill Prevention and Control Plan for emergency response and contingency planning in the case of any spills that may harm water quality. Wentworth and Mnazi Bay have not reported any spills in 2020.

### Air quality:

- Vehicle load restrictions are enforced to avoid excess emissions from engine overloading.
- Generators are screened in trailers and housing units.
- Roadways and worksites are occasionally doused with water to reduce dust when necessary.
- Lower speed limits are enforced during dry and dusty conditions.

### Noise pollution:

- All heavy and portable equipment with internal combustion engines are fitted with mufflers.
- Provisions are made for personal protective equipment that reduces noise by 15 to 20 decibels.

All of these policies derive from the impact assessments and management plans listed above, along with the General Management Plan of the Mnazi Bay Ruvuma Estuary Marine Park, created by the Tanzanian Government. Other regulation followed includes the Environmental Act (2004) and the Environmental Management (Hazardous Waste Control and Management) Regulations (2019).

All of Wentworth's operations take place in terrestrial areas so this accounting category is not applicable.

All of Wentworth's operations take place within the Mnazi Bay Ruvuma Estuary Marine Park - an area with protected conservation status; therefore all environmental policies and plans that Wentworth has in place keep in mind this status.

Wentworth's policies are not aligned with IFC standards 1,3, 4, or 6.

Nil

Nil

N/A

100%

100%

TOPIC	ACCOUNTING METRIC	ACCOUNTING METRIC CODE	SUB-METRIC
Security, Human Rights & Rights of Indigenous Peoples	Percentage of proved and probable reserves in or near areas of conflict.	EM-EP-210a.1	% of proved reserves that are located in or near areas of active conflict.
			% of probable reserves that are located in or near areas of active conflict.
	Percentage of proved and probable reserves in or near indigenous land.	EM-EP-210a.2	% of proved reserves located in or near indigenous people's land.
			% of probable reserves that are located in or near indigenous people's land.
	Discussion of engagement processes and due diligence practices in respect to human rights, indigenous rights, and operation in areas of conflict.	EM-EP-210a.3	Description of due diligence and procedures with respect to indigenous rights of communities in which it operates.
			Description of due diligence and procedures with respect to human rights.
			Description of practices and procedures while operating in areas of conflict.



## WENTWORTH DATA OR POLICY

100%

100% - Mnazi Bay is situated near the site of recent insurgent activity in October 2020. Prior to those attacks there was no conflict in the area, and since the major incident in October 2020 there have been very few flare-ups in violence near Mnazi Bay.

100%

100%

There are a range of procedures that are used for both proactive and reactive relations with local communities. These are generally aligned with the conflict resolution hierarchy according to Tanzanian law, where disputes are first addressed at the Village Council (VC) level, then the Ward Council, District Council, Regional Council, National Level, and then the judicial system.

Community agreements take place between Wentworth and the VCs - the VCs may present community enhancement projects like water provision, cultural events, and educational improvements to Wentworth. There will then be a consultation process with the community and the company before projects are implemented with financial support from Wentworth.

Grievance resolution is conducted with local communities directly and also via local intermediaries, like the Village Executive Officer, Land District Office, and regional and district governments. Consultation processes include site visits, references from original visits, mediations, and consultation of relevant legislation.

In terms of land disputes, the Land Act gives Village Land Councils the power to resolve disputes involving village lands, and Wentworth will engage according to the stipulations of that law.

Tanzania is a member state of the International Labour Organisation (ILO) and has ratified all conventions forming the international labour standards. Wentworth therefore follows the provisions under the conventions - many of which are also incorporated in local legislation, including the Prevention and Combating of Corruption Act, Law of the Child Act, and the Trade Unions Act.

Additional legislation applies to the oil and gas sector, including the Natural Wealth and Resources Regulations, which are intended to ensure that all participants in the sector conduct their businesses in a manner consistent with the highest ethical principles and in the interest and welfare of the people of Tanzania.

Wentworth has recently reviewed its policies applicable to human rights, including its Modern Slavery and Human Trafficking Policy, which follows the guidance of the UK Modern Slavery Act of 2015. Wentworth's Code of Ethics and Business Conduct policy was also updated in January 2021 and cover issues including conflicts of interest, anti-bribery and corruption, whistleblowing, and creating a safe and respectful workplace.

Conflict in the areas around Wentworth's operations is a new phenomenon, with the first reports of violence emerging in late 2020. Wentworth has quickly moved to ensure it protects its local community, region, and operations through a variety of means, which include but are not limited to:

- Community policing led by village counsellors, which provides intelligence that can help mitigate potential security threats
- Close collaboration with local government leaders and state security bodies present in the project area
- The employment of armed cadres and specialist guards to protect the premises and employees

Additionally, the Tanzanian and Mozambique governments have taken a variety of steps to protect the area, including deploying a unit approx. 5km from the Mnazi Bay production facility, and forming a Joint Force to fight terrorist activity. Wentworth fully collaborates with initiatives to keep the local area as safe as possible.

TOPIC	ACCOUNTING METRIC	ACCOUNTING METRIC CODE	SUB-METRIC
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests.	EM-EP-210b.1	Discussion of processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities in areas where it conducts business.
			Disclosure of degree to which policies and practices align with IFC standards 4, 5, and 8.
			Description of country risks specific to its projects and unique operating context.
	Number and duration of non-technical delays.	EM-EP-210b.2	Total number and aggregate duration of site shutdowns or project delays due to non-technical factors.



## WENTWORTH DATA OR POLICY

Wentworth follows the extensive Tanzanian legislation associated with these risks, rights, and opportunities, which include the Petroleum Local Content Regulations Oil and Gas Industry Act (2017), the Petroleum Corporate Integrity Pledge Regulations (2019) and the Petroleum Regulations (2019).

As such, Wentworth has developed a local content policy that ensures employment and training opportunities are provided to Tanzanians (the vast majority of our workforce are Tanzanian); provides a process that ensures opportunities to local contractors and companies; develops programmes for research, development and technology transfer; and procures legal, engineering and financial services from Tanzania-based organisation in a fit for purpose manner.

Wentworth understands that cultural rights are at the core of every society, and so has always been sensitive regarding local cultures. In so doing, during policy formulations and project implementation the due care is placed to minimise or eliminate all cultural difference that might clash with our corporate cultures. Wentworth has been one of the sponsors of cultural events such as Mtwara Makuya Cultural Festival and actively champions local culture.

Wentworth has made a major impact on the social life of the community where we operate. We have community engagement strategies, which include investment in the areas of education, clean water and health. The reception and acceptance of the Mnazi Bay gas project within the community brought about positive feedback to Wentworth and as a result the company continued to invest both in the operations and in the communities. Both through charitable initiatives run by Wentworth and the associated Wentworth Africa Foundation (WAF) and through the provision of clean and reliable power, Wentworth has unlocked opportunities for the local community.

Regarding environmental rights, Wentworth has proactively addressed concerns that the communities living around the project have expressed around the potential adverse impacts of gas extraction on the environment and to their livelihoods. Wentworth engaged with communities to reiterate that the project is situated in the Mnazi Bay-Ruvuma Estuary Marine Park and that it acts in accordance to other legislation and best practice on the environment.

Economic rights are also key. For one, the environmental efforts Wentworth makes to reduce water quality reduction in surrounding areas protect livelihoods dependent on fishing. Additionally, Wentworth set up vegetable farms and guaranteed it would buy the products, along with guaranteed purchase of fishing catches. All land that has been used by the company has been fairly compensated in accordance with the law. Significant economic opportunities have been made possible by Wentworth's provision of natural gas in Mtwara and Lindi, including the creation of a vocational training centre, the powering of local industry, and more.

Wentworth's policies are not aligned with IFC standards 4, 5, or 8.

There are a number of risks present, summarised below:

- The introduction of new legislation.
- Political risk, given the deterioration in governance indicators between 2012 and 2019 (bar corruption) in Tanzania.
- Corruption risk - though the current administration has taken a strict anti-corruption policy approach with the aim of curbing corruption and misappropriation of funds.
- Skills risk - the shortage of technical skills in Tanzania has been a constraint to its industrial development strategy. The Vocational Education and Training Authority remains underfunded and the Government's Skills Levy has been criticised by the Association of Tanzanian Employers as being implemented without transparency. This skills gap is being addressed in part by companies like Wentworth who are investing into the local community and into skills development.
- Border risks - Tanzania has had refugees from neighbours like Rwanda, Burundi, and the DRC. These have sometimes come alongside the introduction of health risks like the introduction of new diseases (HIV and tuberculosis), as well as strains to local communities.
- Security risks - While Tanzania has not suffered greatly from internal security risks in the past, the rise of insurgents in neighbouring Mozambique has the potential to spill over into conflict in Tanzania.

Nil

TOPIC	ACCOUNTING METRIC	ACCOUNTING METRIC CODE	SUB-METRIC
Workforce Health and Safety	TRIR, fatality rate, NMFR, average hours of HSE training.	EM-EP-320a.1	Total recordable incident rate.
			Fatality rate.
			Near miss frequency rate.
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle.	EM-EP-320a.2	Average number of training hours provided to workforce for health, safety, and emergency management training.
			Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle.
Reserves Valuation and Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions.	EM-EP-420a.1	Discussion of how workforce safety management is coordinated amongst business partners.
			Sensitivity analysis of reserves to determine how International Energy Agency (IEA) price trajectories may affect whether its reserves are proven or probable.
	Estimated CO <sub>2</sub> emissions embedded in proved hydrocarbon reserves.	EM-EP-420a.2	Estimated CO <sub>2</sub> emissions embedded in proved reserves
	Amount invested in renewable energy, revenue generated by renewable energy sales.	EM-EP-420a.3	Total amount spent on renewable energy sources.
			Sales generated from renewable energy sources.
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence CAPEX strategy.	EM-EP-420a.4	Discussion of how price and demand for hydrocarbons affect CAPEX strategy.
			Discussion of how price and demand scenario planning may affect decisions to explore, acquire and develop new reserves.



## WENTWORTH DATA OR POLICY

1.44

Zero (up to Q4)

Zero (up to Q4)

Nil - As a non-operator, Wentworth relies on its operating partner, M&P, to facilitate relevant HSSE training for its Mnazi Bay employees and contractors. Moreover, while there is no HSSE-specific training for Wentworth employees, this is because its workforce is office-based.

It is a priority for Wentworth that everyone is aware of his/her responsibility towards providing for a safe and secure working environment. HSSE and social responsibility leadership are considered core competencies.

Wentworth's HSSE risks are managed in a systematic way by utilising procedures and appropriate training of staff, with the aim to reduce these risks to as low as is reasonably practical. Wentworth ensures that appropriate emergency response systems are in place to reduce and mitigate the impact and losses of any incident and any residual risks and follows all relevant laws, regulations and industry standards.

To achieve continual improvement, Wentworth is committed to reviewing its HSSE and social responsibility performance at least twice a year. Wentworth has also reviewed its Health and Safety policy in 2021.

Wentworth maximises its influence with Mnazi Bay JV partners, M&P, and TPDC as well as WAF to share and execute on its HSSE and social responsibility values. Contractors are required to demonstrate and deliver a credible HSSE and social responsibility programme.

Wentworth has not conducted a price sensitivity analysis according to IEA price trajectories in 2020. However, given that the standard assesses the likelihood that reserves may be affected due to climate change related legislation, this is not seen as material in the short term for Wentworth due to its operating circumstances.

Wentworth takes this view since the current Mnazi Bay Development License is valid until 2031, covering all proven and probable reserves. Tanzania is currently reliant on the use of gas for domestic use to phase out HFOs and diesel - as such, natural gas is a low-emissions energy source within the domestic context.

Pricing is not a risk since there is a fixed price specified for the gas, which only changes based on the Consumer Price Index. As such, it is unlikely that the pricing regime nor the reserves are sensitive to legislation during the next decade.

Given the high degree of cost savings (\$15.6 bn since 2007) and emissions savings (328,000 t CO<sub>2</sub>-e avoided) from natural gas, it is likely to remain a fuel that is prioritised by the Tanzanian Government. Electricity demand is also likely to grow with the expansion of power generation capacity, work on linking the Tanzanian grid with neighbouring countries, and more.

4,868.97 t CO<sub>2</sub>-e

Nil

Nil

The above explanation around the non-materiality of the price sensitivity analysis is applicable here as well in relation to the strong pricing and demand framework for natural gas in Tanzania.

The above explanation around the non-materiality of the price sensitivity analysis is applicable here as well as in relation to the strong pricing and demand framework for natural gas in Tanzania.

TOPIC	ACCOUNTING METRIC	ACCOUNTING METRIC CODE	SUB-METRIC
Business Ethics and Transparency	Percentage of proved and probable reserves in countries that have the 20 lowest rankings in the Corruption Perception Index.	EM-EP-510a.1	Percentage of proved and probable reserves in countries that have the 20 lowest rankings in the Corruption Perception Index.
			Percentage of probable reserves in countries that have the 20 lowest rankings in the Corruption Perception Index.
	Description of the management system for prevention of corruption and bribery throughout the value chain.	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain.
Legal and Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry.	EM-EP-530a.1	Identify risks and opportunities around legislation and regulation, including around environmental and social factors.
Critical Incident Risk Management	Process Safety Event rates for Loss of Primary Containment of greater consequence.	EM-EP-540a.1	Process safety events rates for instances of loss of primary containment (Tier 1).
	Description of management systems used to identify and mitigate catastrophic and tail-end risks.	EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks.



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**WENTWORTH DATA OR POLICY**

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Nil

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Nil

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Wentworth's management system for the prevention of corruption and bribery is included in its 2021 Anti-Bribery and Corruption Policy and Procedures.

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Wentworth monitors and addresses environmental, governance, and social risks. In order to do so, it has established a range of policies including the Anti-Bribery and Corruption or "ABC" Policy, the Health and Safety Policy, the Anti-Modern Slavery Procedure, the Code of Ethics and Business Conduct and others. It complies with all relevant legislation and identifies no serious risks with this compliance.

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Nil

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Wentworth's management system for catastrophic and tail-end risks is detailed in the 2020 Annual Report.

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