



2021

## Sustainability Report

# Empowering people with energy





# Welcome to Wentworth's Sustainability Report 2021.

We are a leading domestic natural gas producer in Tanzania. Our core producing asset is located at Mnazi Bay, in the onshore Rovuma Basin in Southern Tanzania, and our activities are helping to transition Tanzania into the economy of tomorrow.

With our vibrant history, resilient business model and strong financial performance, we are working closely with our partners to support Tanzania in achieving universal energy access for its citizens by 2030.

Our Sustainability Report 2021 complements our Annual Report 2021, providing further details on our performance in relation to material environmental, social and governance (ESG) issues throughout the year. This report was prepared in accordance with the Sustainability Accounting Standards Board (SASB) standards.

As part of our commitment to the United Nations Global Compact, we align our strategy and operations with the UN's Ten Principles on Human Rights, Labour, Environment, and Anti-Corruption, and take action to support the UN Sustainable Development Goals (SDG).

Quantitative data in this report relates to the 2021 calendar year, unless stated otherwise. Our greenhouse gas emissions data from our operated asset, Mnazi Bay, was calculated in line with the Greenhouse Gas Protocol, and has been externally assured. You can access our assurance statement on [page 48](#).

Wentworth supports the following responsible business initiatives and standards:



## WHAT'S IN THIS REPORT?

	Page
Chief Executive's Statement	2
Q&A	4
2021 Highlights	6
Our Approach to Sustainability	8
Health & Safety	10
Enabling Tanzania's Energy Transformation	12
Environmental Stewardship	16
Stakeholder Engagement	18
Empowering Our People	20
Strengthening Local Communities	24
Governance	30
SASB Disclosure	34
Assurance	48

## Despite the global pandemic, in 2021 Wentworth continued to go from strength to strength. Our business remained resilient in the face of uncertainty, whilst enabling energy access for the people and communities of Tanzania.

### A TRANSFORMATIONAL YEAR

The inauguration of President Samia Suluhu Hassan – Tanzania's first female president – ushered in a new era for the country, characterised by pro-business policies, plans for ambitious economic growth, and increased industrialisation. These positive economic indicators have catalysed demand for reliable, low-cost power, providing a real opportunity for Wentworth.

With natural gas accounting for over half of Tanzania's electricity generation, we play a critical role in delivering much-needed power for the country and its people. In 2021, we delivered record-setting production volumes, demonstrating our agility and capacity to sustainably grow production over time. With compelling demand dynamics set to continue into 2022, we are proud to have announced increased guidance for 2022 at 75 - 85 MMScf/d.

Our confidence in our ability to optimise and expand our operations at Mnazi Bay is underpinned by the strength of our balance sheet. Wentworth is in the strongest financial position in our corporate history, enabling us to sustain our established progressive dividend policy and institute a share buy-back programme at the end of 2021. We remain debt-free with significant cash on hand, and continue to evaluate growth opportunities to underpin our capital returns policy for the long-term.

### COP26

In light of the COP26 conference in 2021, Tanzania announced its commitment to reduce greenhouse gas emissions by 30% by 2030. In doing so, the Government cemented its commitment to decrease its already-limited emissions output, and to reinforce incentives for low-carbon energy sources.

For example, the commitment recognised the need for new critical energy infrastructure, including the need for natural gas for power production, cooking, transportation, and thermal services through improvement of national natural gas supply systems.

Tanzania also remains markedly vulnerable to current and future climate change impacts, threatening key economic growth and sustainable development for the country's communities. Therefore, climate resilient and diversified energy solutions are not only vital for a rapid energy transition, but also for a secure energy system, accessible to all, in the face of the growing impacts of warming.

### ENABLING TANZANIA'S ENERGY TRANSFORMATION

We see natural gas as the platform to deliver Tanzania's economic growth and energy transition. Our stable and growing supply of natural gas offers a lower-carbon alternative to more polluting fuels, such as heavy fuel oil and diesel. At the same time, it simultaneously enables more renewable technologies, such as hydropower, to be gradually added to the grid without compromising security of supply.

Natural gas is providing affordable electricity to the people and communities of Tanzania – powering homes, schools, businesses, towns and villages. We are proud that our actions deliver transformational social impact for society, aligned with our purpose to empower people with energy.

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Since 2007, Mnazi Bay gas has enabled improved power supply to towns and villages throughout the Mtwara and Lindi Region (9 towns and 458 villages). Since 2015, it has fuelled the national electric grid and the growth and reliability of the country's power supply. This in turn has supported the expansion of the system to rural areas of the country and the connection to the electricity grid of over 10,300 villages, previously without access to power.

In addition, the blended cost to the Government electric utility, TANESCO (Tanzania Electric Supply Company), of generating power has decreased by almost two-thirds, through the shift from diesel powered generation plants to the use of natural gas turbines. Mnazi Bay gas has produced over 45 TWhrs of electricity since 2007 and displaced an estimated 4.6 billion litres of diesel. This has saved an estimated 3.4 million tonnes carbon dioxide equivalent (tCO<sub>2</sub>e) emissions. The cost savings to TANESCO associated with the use of natural gas instead of diesel are estimated to be \$3.7 billion.

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### ACHIEVING SUCCESS THROUGH PARTNERSHIP

Partnership is at the heart of our business model. The success of our business rests on the strength of our in-country relationships, and on our ability to leverage these to unlock value for our stakeholders. We work collaboratively with our Mnazi Bay Joint Venture (JV) partners – Maurel & Prom (M&P) and Tanzania Petroleum Development Corporation (TPDC), the national energy aggregator – to maximise the potential of the Mnazi





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We see natural gas as the platform to deliver Tanzania's economic growth and energy transition.

Bay Block in terms of commercial and technical success of the project and its contribution to the economy of the region and country at large.

We value our longstanding partnership with the Government of Tanzania, with Mnazi Bay being the only onshore natural gas concession in Tanzania with TPDC as a JV partner. This partnership gives the people of Tanzania ownership of their asset, demonstrating how we are fundamentally a Tanzanian business.

Beyond this, 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 our local communities. This underpins our community partnerships and protects our social licence to operate.

#### PROMOTING OUR PEOPLE

We aim to create value for all of our stakeholders – including our people. We actively promote a diverse and engaged workforce, and provide equal opportunities, empowering all our people to thrive. We have continued to make strides on our diversity performance, with 40% of the Wentworth workforce being female, and 93% of our employees coming from Tanzania. We recognise the need to take our commitments further and will look to increase our disclosure on diversity.

#### LOOKING TO THE FUTURE

Following the publication of our inaugural Sustainability Report last year, we have continued to build on this momentum and enhance our sustainability performance throughout 2021. With the formation of our Board Sustainability Committee, chaired by our newest Board member, Juliet Kairuki, we have prioritised robust governance of ESG and sustainability, ensuring engagement with sustainability issues throughout all levels of our business.

It is important that we also ensure our sustainability strategy remains aligned with stakeholder expectations, so we conducted a further detailed materiality assessment in 2021. This has helped us to focus our efforts on the issues that matter most to our stakeholders and our business.

We have made continued progress on our emissions reduction journey, having achieved one of the lowest carbon intensities per boe in the London-listed oil and gas sector. In addition, we have announced an offsetting partnership with our longstanding shareholder, Vitol, to develop community-focused offsetting projects that deliver SDG-aligned benefits for communities within Tanzania.

As the spotlight on climate change intensifies – particularly for our industry – we look forward to launching our offsetting projects in 2022, to continue minimising our environmental footprint. We will also look to improve our environmental disclosure practices by preparing for Taskforce for Climate-Related Financial Disclosures (TCFD) reporting, in anticipation of the mandatory requirement by 2025.

As I look forward to the coming year, I am excited by Wentworth's ability to continue delivering sustainable growth, positive impact and lasting value for all of our stakeholders, both inside and outside of Tanzania.

**Katherine Roe**  
Chief Executive Officer

## Juliet Kairuki, Chair of our Sustainability Committee discusses Wentworth's approach to ESG in Tanzania.



**Q:**

As a relatively new Board member, what's been your experience of the role that Wentworth plays in Tanzania?

**A:**

My experience within the role so far can be summarised as being both 'intensely pleasant' and 'pleasantly intense'. I've had a wonderful onboarding experience, and I've been really impressed with the great work that I have learnt that Wentworth has been doing in Tanzania. The Company has a positive track record and continues to perform well. I see tremendous opportunities that I can leverage from this success within my new role for the benefit of the Company.

**Q:**

As a non-operator, how can Wentworth deliver the most impact for communities across Tanzania?

**A:**

As a non-operator, I believe that there are three potential ways in which Wentworth can deliver the most impact for communities within Tanzania. These are through leading, sharing, and following.

Wentworth really is a pioneer when it comes to ESG in the energy sector in Tanzania. Therefore, we must continue to lead, with the aim of encouraging other members of the joint venture to follow suit in these efforts. This will ensure that there is greater impact in terms of our ESG footprint for the benefit of our companies and for Tanzania.

On the sharing side, I think Wentworth has a lot of positive stories and messages that need to be put out there. This is one of the things that we're looking to expand upon with our newly formed Sustainability Committee. We will be looking to build our information sharing systems for the purposes of increased education around ESG. The risk of there being a lot of misconceptions around ESG is real because this is a fairly new concept in Tanzania. It is encouraging to note that the Government of Tanzania has launched their environmental policy which provide much needed guidance to the work that falls under the ESG ambit.

Finally, Wentworth must also follow and keep abreast of current trends and developments on the ground and globally in order to identify areas where we can improve further.

**Q:**

Looking ahead to 2022, what do you believe are Wentworth's sustainability priorities?

**A:**

I believe the priority at this stage is to utilise the Sustainability Committee that we've established, to ensure that we do our absolute best to deliver on our ESG commitments within the Company and externally. Our ESG commitments must be entrenched in the way in which we handle our people, our products, our internal systems, and our mechanisms of engagement and outreach. It is important that we close on the knowledge gaps. It has to be appreciated that ESG is a business imperative and makes good sense.

Therefore, I think the priorities are still very much aligned with those that Wentworth held in 2020, but I think we just have to dig a bit deeper, and make sure that we carry everybody with us.

**Q:**

As chair of the Sustainability Committee, why is good governance vital when it comes to ESG and sustainability?

**A:**

Good governance is what holds our feet to the fire in terms of the commitments that we make. It is through good governance that we measure ourselves and demonstrate our seriousness on ESG. Therefore it's very, very, important that we place good governance at the centre of all our ESG endeavours.





**Average annual production at  
Mnazi Bay of 81.6 MMscf/d**



**Zero**

Operational disruptions  
during COVID-19



**Zero**

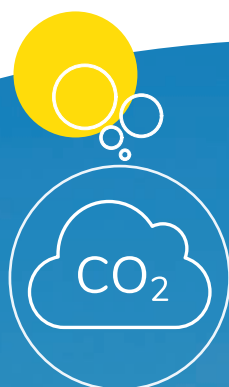
Total Recordable  
Incident Rate

**1,978**

Days Without a  
Lost Time Incident

**Zero**

Lost Time  
Incident Rate



**464t**

CO<sub>2</sub>e Scope 1 emissions  
(0.29 kg CO<sub>2</sub>e/boe)

**10%↓**

Reduction from 2020

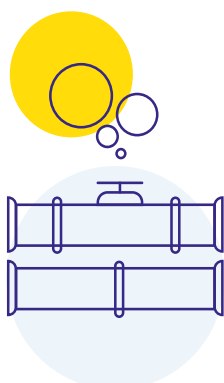
**39t**

CO<sub>2</sub>e Scope 2 emissions

**517,978t**

CO<sub>2</sub>e Scope 3 emissions





## TANZANIA NATURAL GAS

- Average annual production at Mnazi Bay of **81.6 MMscf/d**
- Mnazi Bay gas **contributed 50%** of Tanzania's natural gas demand
- Wentworth share of production for 2021: **9.5 Bcf** (31.94% of the 2022 total gas production)
- **4.6 billion litres** of diesel and heavy fuel oils displaced in Tanzania by the use of natural gas
- **3.4 million tonnes** saved in CO<sub>2</sub> emissions in Tanzania by the use of natural gas vs using diesel to produce the same amount of power

**40%**

Women in workforce



1 of only 2 female CEOs of a  
London-Listed oil and gas business

93% of employees from Tanzania

**\$200,000**

Spent on CSR in 2021

**\$200 million**

Mnazi Bay Partners paid in tax, royalty and profit gas payments to the Government of Tanzania during the course of the licence

**\$3 million**

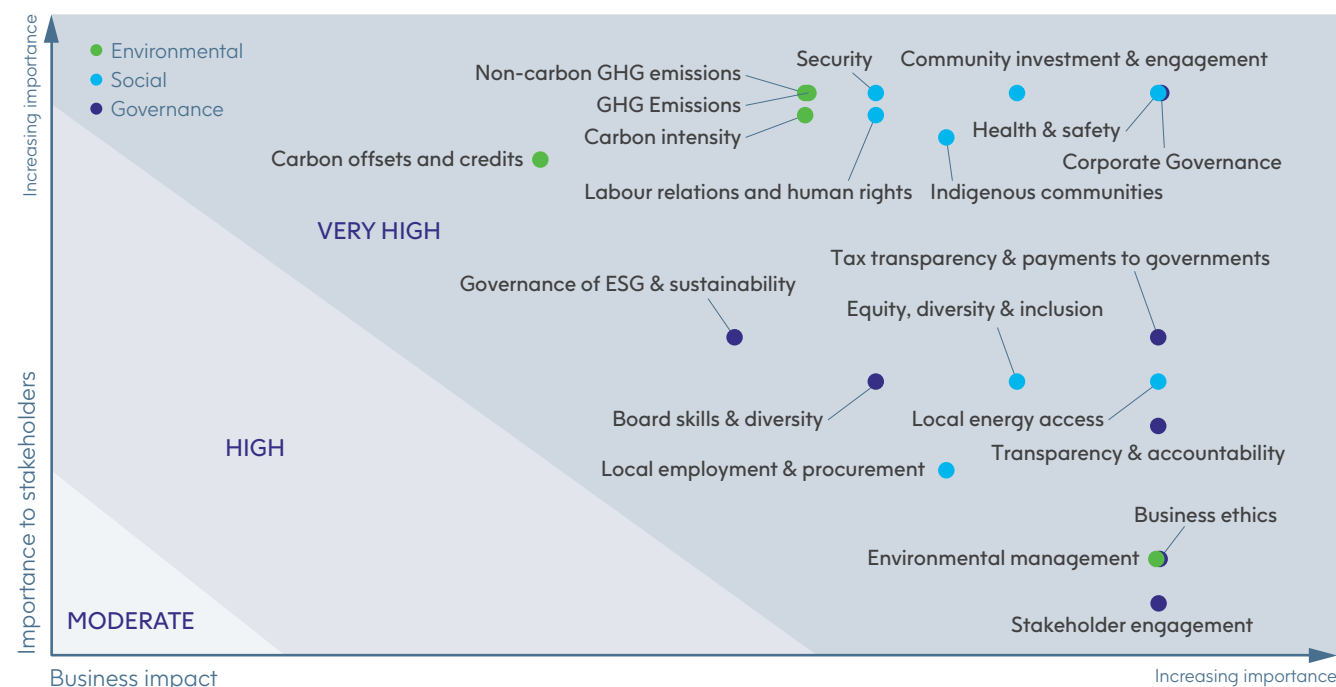
Spent on local procurement, accounting for 88% of 2021 Mnazi Bay JV total procurement



Our approach to sustainability is aligned with our purpose - to empower people with energy. Sustainability is embedded throughout our business and underpins the way that we behave, enabling us to deliver value for our people, our partners, and our communities.

## MANAGING MATERIAL ISSUES

To ensure our sustainability strategy focuses on the issues that matter most to our business and our stakeholders, we conducted a comprehensive materiality refresh in 2021. As part of this process, we engaged with internal and external stakeholders through one-to-one interviews, gauging their perceptions on a wide-ranging list of material issues for our business and our industry. These were defined by SASB Standards and based on MSCI and Refinitiv data. Stakeholders were asked to rank material issues through the lens of both risk and opportunity, providing Wentworth with a better understanding of our sustainability priorities.





## AN SDG-ALIGNED SUSTAINABILITY STRATEGY

Leveraging the insights gathered from our materiality assessment, we revised our sustainability strategy to focus on five strategic pillars. Each pillar is aligned with relevant SDGs, demonstrating our commitment to further the goals, and drive positive impact for the people and communities of Tanzania.

### Supporting a Responsible Energy Transition

With minimal Scope 1&2 emissions, one of the lowest carbon intensities in the London-listed E&P sector, and an ambitious offsetting programme, we are committed to accelerating the energy transition within Tanzania.



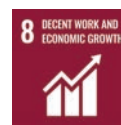
### Enabling Tanzania's Energy Transformation

Natural gas from Mnazi Bay is transitioning Tanzania to a cleaner future and powering socio-economic development, by increasing access to low carbon, affordable and reliable energy.



### Building a Diverse and Inclusive Workforce

We are committed to building a diverse and inclusive workforce, with a strong focus on gender equality and Tanzanian representation. We prioritise employee well-being, and work to maintain a supportive, ambitious and engaging working environment.



### Pursuing Growth Through Collaboration and Partnership

Partnership is at the heart of our business model – we leverage our relationships within the Mnazi Bay JV as well as with the Government of Tanzania to maximise our positive impact in Tanzania.



### Robust Governance of ESG and Sustainability

Our management and Board provide strong oversight of, and engagement with ESG and sustainability issues, with the Board Sustainability Committee formed in 2021.



We will continue to review our material issues on an annual basis to ensure an agile and stakeholder-led approach to sustainability.



The health and safety of our people, partners and local communities will always be our 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 continue to build a safer, more secure, and resilient working environment.

**PUTTING SAFETY FIRST**

Adopting a safety-first culture is key to ensuring that we can continue to operate at the highest industry standards.

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; and
- Linking our Health, Safety, Security & Environment (HSSE) performance to executive remuneration.

**Performance**

Our strong, safety-first attitude underpins all our undertakings and our commitment to providing safe working conditions for our people. In 2021, we are proud to report our best performance yet.



**Training, Development and Evaluation**

As a non-operator, we work closely with our Mnazi Bay Joint Venture Partners, M&P and TPDC, to monitor performance and disclose key safety data. We also ensure that all on-site M&P and contractor employees receive appropriate HSSE and career development training. In 2021, Mnazi Bay M&P employees and contractors completed 1,880 hours of training, with about \$35k spent on training and career development.



## BUILDING A SECURE WORKING ENVIRONMENT

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

### Mozambique Response

In response to insurgency activities close to the Tanzania-Mozambique border, we have increased our security protocols at the Mnazi Bay Gas Processing Facility. We have also enhanced the strength of our security installations. We designed and took steps to implement a rapid deployment plan to ensure the safe and speedy evacuation of the camp should this become necessary, and we continue to supplement additional security measures as required, in close liaison and co-operation with the National Security organisations and with our Government partners. Our goal is to continuously improve and safeguard the security of our staff and assets at Mnazi Bay.

### COVID-19 Response

Safeguarding our people is key. To protect them and our local communities during this difficult time, we have continued to implement robust precautionary measures. In 2021, these included an internal COVID-19 awareness campaign at Mnazi Bay, enforcing on-site social distancing, promoting vaccination awareness, and conducting routine disinfection of shared equipment and spaces.

When COVID-19 began, we wanted to limit the risk of introducing COVID-19 to the camp environment, so we limited staff rotation by introducing long work cycles. This proved to be successful and normal work rotations have now resumed.

Another successful precaution was the introduction of a mask colour code. Employees joining the camp from rotation leave wore red masks, and those in camp wore blue. This was to alert other employees to maintain distance from the newcomers in the camp for a mandatory period of 14 days.


As a result of implementing these measures, we are delighted to report that no cases of COVID-19 were recorded at Mnazi Bay. Our partners continued to operate without interruption in 2021, with no adverse impacts on our people or business.





Tanzania is bouncing back from the impact of COVID-19, following slow growth of 2.1% in 2020. In fact, GDP growth is expected to be 5.8% for 2022 (4.1% for 2021)<sup>1</sup>. There is a renewed sense of optimism within the Country and the economy, buoyed by a new President, Her Excellency Samia Suluhu Hassan.

<sup>1</sup> Source: ADBG - 2021 African Economic Outlook



Mnazi Bay Gas fuels almost 30% of the electricity needs of the country, and in this way, Mnazi Bay is significantly contributing to Tanzania's energy transformation, particularly given our fixed gas price in a world of rising energy prices.



## A SPOTLIGHT ON TANZANIA

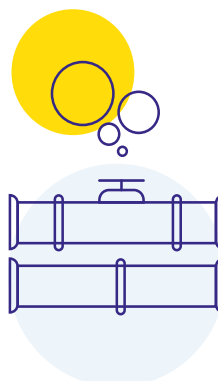
Ongoing investment in infrastructure and the private sector, partly facilitated by improved monetary conditions, supportive fiscal policy and ongoing efforts to create a conducive business environment, are expected to accelerate further the economic growth in Tanzania this year.

The Government has sought funding to implement several projects. The multi-billion liquefied natural gas (LNG) project, for example, whose discussions are ongoing, and the East African Crude Oil Pipeline (EACOP) are expected to stimulate growth. Also funding for the special economic zone under Export Processing Zone Act, 2002, which includes the planned Bagamoyo Port, and investment in Kigamboni are expected to have a positive impact on the economy.

In the first nine months since President Samia Suluhu Hassan took office, the Government secured concessional loans amounting to over \$3 billion from international lending agencies – the World Bank (WB), the International Monetary Fund (IMF), and the African Development Bank (AfDB). Changes in policies in 2021, and support from the private sector, attracted both local and foreign investors and to support individuals, businesses, and public services, the Government also eased rigid tax policies, which were the main cause of many businesses closing in 2020/2021.

As the world adjusts to COVID-19, and there is talk of 'post-pandemic', the global recovery in trade is also showing positive signs. The Government's macro-economic policy response to the pandemic has been well received. In addition, President Samia Suluhu Hassan's economic diplomacy efforts to engage proactively with multilateral and bilateral partners in the region and worldwide, are expected to support growth and positively contribute to Tanzania's economy. This reaffirms the private sector as the engine of economic growth, by addressing major constraints on private investment.

In line with Tanzania's ambition to become a middle-income country by 2025, the Government has set a target of reaching an electricity consumption per capita of 490 kWh per annum by 2025. To meet this target, more investment is needed in power generation, transmission, and distribution infrastructure. Coupled with big infrastructure projects currently being carried out across the country, and deliberate efforts taken by the Government to attract more investment, the objective is to shift the economy away from its traditional agricultural base, to focus on large-scale and sustainable industrialisation. This approach places more pressure on the energy needs, and therefore, the need to generate more power, especially from the use of natural gas.



# SUSTAINABILITY REPORT

## ENABLING TANZANIA'S ENERGY TRANSFORMATION

### DOMESTIC DEMAND FOR NATURAL GAS

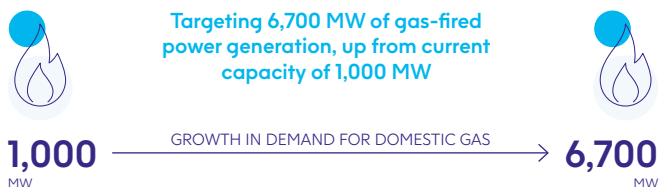
At present, demand for gas in Tanzania is driven primarily by electricity generation at 79%, followed by industrial demand at 21% and then domestic households and compressed natural gas. Future demand would include all of these off-takers, but also include railways and export pipelines. This, of course, does not include demand for LNG, which is expected to materialise around 2030, and entail mainly the export market.

#### Power Generation

The total installed electricity generation capacity in the country at present is 1,602.32 MW. This comprises an interconnected national grid system of 1,565.72 MW and isolated grid systems totalling 36.60 MW.

Tanzania's goal is to become a regional power hub by 2044. In order to achieve this, the country aims to increase installed generation capacity to 3,971.40 MW in the short term, 12,255.70 MW in the medium term, and 20,200.60 MW in the long term.

The plan indicates a power generation mix that varies over the planning period. By 2044, this generation mix will consist of 5,690.4 MW (28.15%) of hydro, 6,700 MW (33.18%) of natural gas, 5,300 MW (26.24%) of coal, 800 MW (3.96%) of wind, 715 MW (3.54%) of solar, and 995 MW (4.93%) of geothermal power generation.



### Railway Transportation

Tanzania is rebuilding its railway network and is currently involved with a project to build a Standard Gauge Electric Railway line from Dar es Salaam to Mwanza, via Morogoro, Dodoma and Singida. This project is nearing completion of the first phase, which will require 70 MW of electric power to operate. This adds to the demand for electricity, and consequently, natural gas. The second phase of construction is underway, being approximately 52% completed. Recently, the Government of Tanzania also concluded the process of procuring a contractor for the third phase, with a further two phases to follow. There are also plans to connect neighbouring countries Uganda, Rwanda, Burundi, and DR Congo. All this means more power will be required to power the trains.

### Industrialisation Ambitions & Universal Energy Access Target

The Tanzanian Development Vision 2025 outlines the country's aspiration to become a semi-industrialised country for which the contribution of manufacturing to the national economy must reach a minimum of 40% of the GDP. And to achieve this, Tanzania aims to transform from being dominated by natural resource exploitation activities and extractive industries, to an economy with a broad and diverse base of manufacturing, processing and packaging industries. This will lead both the domestic as well as export trade sectors.

This provides a real opportunity for Wentworth. So far, more than 50 industries have already been connected to gas.

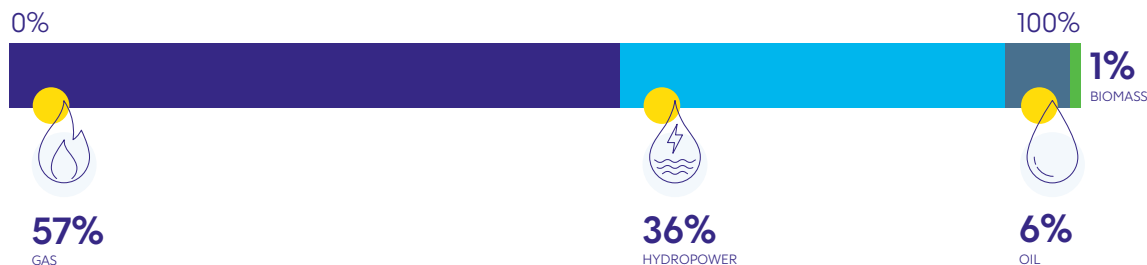
### Export Gas

Tanzania and Kenya have signed a memorandum of understanding on cooperation in natural gas transportation. This is enabling the two nations to begin talks on building a pipeline from Dar es Salaam to Mombasa. Completion of this pipeline is scheduled for 2024, and will see an initial demand for gas of 70 MMscf/d, increasing to 150 MMscf/d by 2035.



## Energy Mix<sup>1</sup>

The current energy mix in terms of installed capacity is as follows:



More recently, however (according to 2021 production figures), gas-fired power has accounted for 60%, and hydropower 33%, of the total energy mix. As the generation capacity of the country increases to over 20,000 MW in the long term, gas generation will increase from the current 1,000 MW to 6,700 MW, comprising a 33% share of energy demand.

### A RELIABLE, COST-EFFECTIVE SOLUTION

Since the introduction of gas-fired generation, Tanzania has significantly reduced the cost of electricity, whilst replacing expensive, heavily polluting diesel-based generation. This has not only resulted in several environmental benefits but has also provided a more cost-effective solution. It has saved TANESCO over \$16 billion between 2004 – 2020. In addition, it has provided businesses and industries with reliable and reasonably priced power to develop the economy – a vital component for Tanzania's emerging economic outlook.

#### Fixed Gas Prices

As gas prices continue to break records around the world, many customers remain increasingly vulnerable to the ongoing cost-of-living crisis and the threat of energy poverty, in turn, dampening the post-COVID recovery of many countries and inhibiting vital sustainable development initiatives.

Wentworth continues to offer a fixed price for gas to all customers, supporting both the ongoing local development, and the expansion of energy access across Tanzania. Energy access currently sits at 33% in Tanzania, with 7.7 million households without access to power, positioning energy affordability as the most important factor in providing an effective and inclusive power supply to the nation's customers.

#### Socio-economic Impact of Gas-to-Power

Domestic gas infrastructure, including about 26 km of gas pipeline in Mtwara, 73 km in Dar es Salaam and 8 km in the Pwani Region (Coastal Region), have been constructed or is in the process of being constructed. This will enable more households in Mtwara, Dar es Salaam and the Coastal region to be connected to gas. By June 2021, 1,500 households and 7 institutions were connected to gas.

### POWERING LOW-CARBON GROWTH

#### Collaboration with Renewables

Renewable energy forms part of our carbon offsetting strategy. Currently, we are evaluating geothermal projects in the southwestern part of Tanzania. This could potentially provide rural communities with reliable power and, at the same time, provide carbon credits to offset emissions from Mnazi Bay operations.

#### Replacing Heavy Polluting Fuels

Wentworth is a pioneer in the south of Tanzania, replacing liquid hydrocarbon electricity generation with cleaner natural gas power generation. In 2007, the Mtwara power plant was constructed, consisting of 12 MW of natural gas-fired generation units. This power station is fuelled by Mnazi Bay gas via a 27 km pipeline from Mnazi Bay to Mtwara. The power station replaced diesel generation throughout the region: diesel generation facilities serving the towns of Mtwara, Lindi and Masasi were shut down and replaced with power from the Mtwara gas-fired generation facility. In 2010, the capacity of the Mtwara plant was expanded to 18 MW and the transmission grid expanded to include over 16 towns in the region.

Mnazi Bay gas took on greater national significance after the commissioning of the Mtwara to Dar es Salaam gas pipeline, the National Natural Gas Infrastructure (NNGI) Pipeline, in August 2015. This pipeline enabled Mnazi Bay to supply gas generation facilities in Dar es Salaam, serving the national grid and displacing the diesel-powered units of Independent Power Limited Tanzania (100 MW), Aggreko (40 MW) and Symbian (aviation fuel - 120 MW). This initiative by TANESCO more than halved the blended cost of generation to TANESCO, and contributed to its financial recovery.

In addition to these large national projects that have replaced heavy polluting fuels, we are supplying natural gas to TPDC, and its project to expand the supply of natural gas to domestic households in Mtwara. Currently, over 400 households have been connected to natural gas from Mnazi Bay for their cooking needs. This gas replaces traditional charcoal and/or liquefied petroleum gas.

<sup>1</sup> The Government of Tanzania Budget Speech for Ministry of Energy 2021/2022 ([www.nishati.go.tz](http://www.nishati.go.tz)); and Wentworth Production Data 2019-2021



## SUPPORTING A RESPONSIBLE ENERGY TRANSITION

Energy is a vital resource for economic, social and human development. The sector currently faces multiple challenges, such as meeting the energy needs of an ever-growing global population, while at the same time reducing global warming.

As a Tanzanian business, we are committed to overcoming these challenges by investing responsibly in a sustainable, low carbon future. We also aim to play an active role in global warming reduction initiatives, which will help to limit the planet's warming to 1.5 degrees Celsius by 2030.

## GREENHOUSE GAS EMISSIONS

Since we published our first Sustainability Report in 2020, we have continued to work hard to measure and disclose our Scope 1 & 2 emissions, in line with SASB standards. As a London Stock Exchange-listed business, we have also measured and disclosed our Scope 3 emissions, in anticipation of mandatory Task Force on Climate-Related Financial Disclosures (TCFD) reporting by 2025.

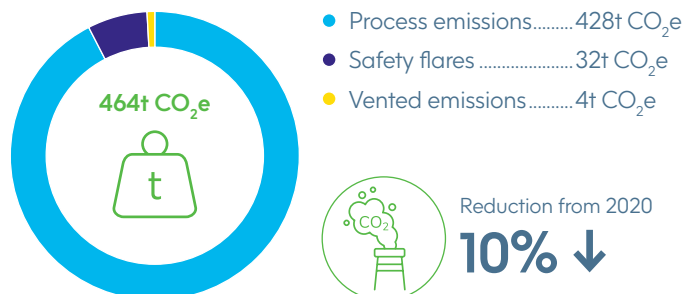
As a single-asset non-operator with a lean corporate structure, we maintain a low emissions profile. Scope 1 includes direct emissions from owned or controlled sources and in the case of Mnazi Bay, the emissions from our operational activities arise mainly from the use of generators at our gas-producing facility. Additionally, we have minimal flared emissions in comparison to our industry peers, with a pilot flare used solely as a mandatory safety mechanism.

Scope 2 emissions entail mostly indirect emissions from the generation of purchased energy (electricity, heat and steam). In the case of Mnazi Bay, these emissions include those associated with the power supply to the M&P and the Wentworth offices in Dar es Salaam.

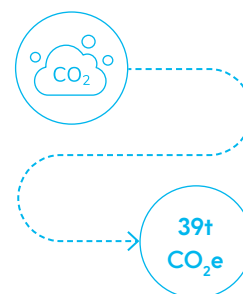
Scope 3 emissions are all indirect emissions (not included in scope 2) in the activity being reported. These include emissions from activities such as business travel, transport and distribution and employee commuting. However, by far the most significant emissions in this class come from the use of our sold product. Therefore, Scope 3 makes up most of our emissions.

The emissions breakdown for our Mnazi Bay operations is as follows:

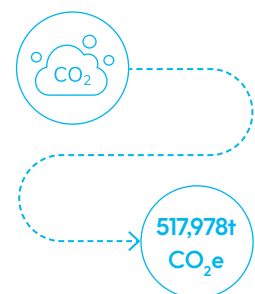
### Scope 1 Emissions (Direct)



### Scope 2 Emissions (Indirect)



### Scope 3 Emissions (Indirect)



We pro-actively sought independent verification of our 2021 emissions statistics; engaging GHD Assurance to perform detailed analysis of our data; the results of which underline our drive to maintain a low emissions profile. Please see [page 48](#) of this report for full details.

## OFFSETTING PROGRAMME

During 2021, Wentworth signed a Memorandum of Understanding with Vitol to conduct joint carbon offsetting projects in Tanzania. To this end, we are progressing two projects involving the supply of 400,000 efficient wood cooking stoves and 400,000 water purification filters to rural areas (off the gas grid) during 2022 and 2023. In so doing, aligned with SDGs to ensure co-benefits shared with direct stakeholders in Tanzania, we plan to offset all scope 1, 2 and 3 emissions by end of 2024.

These projects aim to distribute devices in peri-urban and rural areas in multiple regions within the boundaries of Tanzania, starting with Mtwara, Tanga, Dodoma and Mbeya. The expected roll-out is expected to be August 2022 to January 2024, with an expected project life of between five and seven years. It is estimated to lead to a total greenhouse gas reduction of 5 and 2 tonnes respectively of CO<sub>2</sub> equivalent for the cooking stoves and water filtration devices. If fully implemented, the project is expected to achieve an average of 2.8 million tonnes CO<sub>2</sub>e emissions reduction every year.



Supplied to rural areas during 2022 and 2023

**400,000 + 400,000**

Efficient wood cooking stoves      Water purification filters

## WATER STEWARDSHIP

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.

All sewage and greywater are collected in a central sewerage system and treated by biological conventional anaerobic digesters. All resultant effluent is leached or released into the environment appropriately.

We continually monitor water supply lines for leakages to reduce wastage, and the amount of water extracted from desalinated seawater is increasing to avoid putting undue stress on local water levels. A project-specific spill prevention and control plan for emergency response and contingency planning also ensures that any spills are quickly and effectively dealt with.

We are pleased to report that no spills were reported at Mnazi Bay during 2021.

## WASTE MANAGEMENT

Our waste management process at Mnazi Bay ensures that all waste generated by our operations adhere to the following hierarchy of control:

- Reduce the amount of waste produced
- Re-use or prepare for re-use
- Recycle
- Recover e.g. through energy recovery
- Responsibly dispose



We repurpose all organic waste for 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 licensed waste management company, which regularly collects waste from our site. All solid waste is also tracked, using the "Waste Track Sheet". The waste management company is responsible for making sure that the track sheet is properly signed by the relevant authority, authenticating that all waste has been disposed of appropriately. The signed copy is then duly returned to the operator, without which, payment to the contractor is not possible.

## BIODIVERSITY

Protection of biodiversity and ecological issues require special attention and commitment. We take great care, for instance, during the planning phase of projects. We ensure that all areas are highlighted where fragile ecosystems and biodiversity issues exist and that they are factored into the implementation process.

It is extremely important not to inadvertently damage or disturb local flora and fauna that may be subject to protection orders. Our motto when it comes to working within protected areas is "If in any doubt, stop work and ask for competent advice". This central tenet is promoted throughout all levels of our workforce.







We support communities by investing in education, health, and cultural development projects.

## PURSUING GROWTH THROUGH COLLABORATION AND PARTNERSHIP

### Government of Tanzania

Who we are and how we operate reflects not only in the way we work with one another, but also in the way we engage with our stakeholders.

The Government of Tanzania is our partner, both as the offtaker and also as a shared owner in our asset. As a result, we encourage regular and open dialogue with the Government of Tanzania, our partners and local communities. We want to ensure that our strategy and objectives are communicated clearly and effectively, while receiving regular feedback on our performance and governance.

### Mnazi Bay JV Partners

We work collaboratively with our Mnazi Bay Joint Venture partner, M&P, to add value to any technical and operational discussions. Together, we aim to reach 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.

In addition, in 2021 the Mnazi Bay JV partnership came together in a joint corporate social responsibility project. Partners provided a library each to Naliendele and Mahurunga Secondary Schools in the Mtwara region.

"This library will support the school to be upgraded to 'high school' status," said the representative of the Mtwara Regional Administrative Secretary, Mohamed Longoi during the launch of the library in December 2021.

### Local Communities

Our relationship with local communities is essential to our ongoing success. We maintain regular dialogue with local community partners to find effective ways of meeting their needs and responding to their feedback.

We support communities by investing in education, health, and cultural development projects. We have donated to several worthwhile causes, such as research into sickle cell disease, supporting palliative care training and procuring chemotherapy drugs for Tanzanian childhood cancer services, constructing a rain-water storage tank for a community and supporting cultural conservation by contributing towards a museum expansion. By working in partnership with both Government and non-governmental stakeholders, we are making an even bigger impact by leveraging 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 stakeholder engagement, we ensure that dedicated and experienced personnel are responsible for engaging with our communities. Community participation includes dialogue with local, regional, and national government, and we also collaborate with regional offices and affiliates on initiatives that address issues relevant to local community needs.







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

#### OUR CULTURE & VALUES

We continue to foster a culture of openness and transparency. This is driven from the top and extends right across our business.

Our flat structure, supported by a lean management team and balanced Board, promotes a respective 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 CULTURE

We believe it is our culture that sets us apart. With our unique combination of local expertise in Tanzania, and an experienced leadership team in London, we are driven by a shared vision: to transform the lives of millions of people, whilst delivering exceptional results.

Through our flat, open, pro-active and considerate culture, we focus on mutual respect as a driver for shared understanding and mutual benefit. Our culture reflects our passion, loyalty and dedication to driving meaningful outcomes, and our values are embedded throughout our business.

### Our Values

Our values run through everything we do. We are:



01

#### Dedicated

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



04

#### Proactive

We spot opportunities and take decisive action to move forward.



02

#### Collaborative

We leverage our relationships to deliver outcomes that benefit all.



05

#### Visionary

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



03

#### Open

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



06

#### Resilient

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

328

Total training hours  
for the year 2021

## TRAINING & DEVELOPMENT

We are committed to providing training for our employees so that they can perform their job to the best of their ability, contributing to our business goals, as well as their own personal and professional success. All our people have training plans in place, which are aligned to their individual needs, as well as to their future career direction.

Despite COVID-19 restrictions, we continued with our training programme over the past year. All full-time employees, for example, participated in mandatory training on issues such as modern day slavery, as well as anti-bribery. Certain identified employees, who may have access to Company data, also received training in data protection.

### Turnover Rate

Over the past five years, we have not had one staff member resign from our Tanzania office. In addition, last year one of our

most respected and industrious staff members, Mr Arbogast Oiso, retired at the age of 75 years, after an incredible 17 years with the Company. We believe that both these factors indicate that our people find Wentworth to be a great place to work. While promoting the rights of the individual, we are a results-oriented, fair Company, with performance-based remuneration.

“I had been working with Wentworth since the Company was established 17 years ago. I have witnessed the transition of people developing and growth of the Company to where it is today. I am proud to be part of the Company which has also helped me develop personally in my career and beyond. I attribute the success of the Company to the people at Wentworth and the programmes in place that support personal and career development”. - Former Government Relations Manager, Arbogast Oiso.



### CASE STUDY

Consolata Seja

Chief Accountant, Wentworth Gas Limited

Consolata Seja is Chief Accountant at Wentworth Gas Limited in Dar es Salaam. She joined the Company as an Accountant Intern in 2013, and has progressed from Junior Accountant to her current position. Consolata is a Certified Public Accountant with the National Board of Accountants & Auditors of Tanzania (NBAA). She holds a Bachelor of Commerce in accounting from the University of Dar es Salaam. She is currently pursuing a master's degree in Business Administration (MBA), also at the University of Dar es Salaam.

As Chief Accountant, Consolata is in charge of compliance and management of the accounting section. She also believes it's important in her role to take on responsibility for inspiring and supporting her junior staff.

“My work involves ensuring that the Company complies with accounting principles and procedures. This involves preparing

financial statements and various financial reports, supporting audit exercises, and tax compliance. I also feel I have a responsibility to be a role model by inspiring and supporting junior accounting staff.”

A mother of two, Consolata says that Wentworth's support has enabled her to study, work and look after her family.

“The support from my family, Wentworth management, and staff has been critical to my success.

Balancing work, family and school can be tricky at times, and I have learned to take one day at a time and do the best I can each day.”

Consolata says that she feels fortunate to work for a company that values people for their output, without bias.

“Wentworth looks at what you have to offer and what you deliver. I have found that there is equal opportunity for everyone at the Company, despite gender. My advice to young women is always to keep your head up and be confident despite the circumstances you may be in. It is important to know what you are good at, and pursue your dream. A positive mindset and a will to learn and share are some important ingredients for success.”



## 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 relationships that create real value.

Our [Local Content Policy](#) outlines our strategy for supporting local communities and cultivating local talent, by prioritising:

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

## LABOUR RELATIONS

We are committed to an open and transparent communications approach with our employees. We encourage best practices in our workplace, including promoting diversity, which is a core part of our corporate culture. We are a company that leads by example, by increasing the representation of women at all levels. We also believe that paying fair salaries and benefits, as well as providing a good working environment, is important to creating a motivated and dedicated workforce.

Our corporate policies commit the Company to upholding the core conventions of the International Labour Organisation (ILO). We regularly engage with employees through staff meetings and Company shared infrastructures.

Our people are encouraged to raise any concerns they may have with their supervisors, or use our “speak-up on reporting violation” policy and procedure if they are not satisfied with the process.

Our industrial relations record for the year 2021 is as follows:

# Zero

Number of disciplinary cases

# Zero

Number of grievances

# Zero

Number of warnings

## UPHOLDING HUMAN RIGHTS

In line with the UN Universal Declaration on Human Rights, we continue to 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 from all our people relating to any conflict of interests, [anti-bribery and corruption](#), and [whistleblowing procedures](#).

We continue to ensure that all our stakeholders are treated with the utmost respect. To that end, we diligently follow all human rights regulations and international human rights law, including the ILO conventions and the Tanzanian Natural Wealth and Resources Regulations. This helps us to ensure that our oil and gas sector partners operate according to the highest standards of ethics, and in the interest and welfare of the people of Tanzania.



We encourage best practices in our workplace, including promoting diversity, which is a core part of our Company culture.

## FOSTERING DIVERSITY & 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. We remain a committed equal opportunity employer, with a determined focus to prevent discrimination of any kind.



### CASE STUDY

**Engr. Rehema Kivuyo**  
Engineer at Mnazi Bay

Rehema Kivuyo is a plant operator at our Mnazi Bay gas production plant in Mtwara, south of Tanzania. She has worked for M&P at the plant for over three years. Her daily routine at work involves gas production, processing, and exporting to clients. Her responsibilities include maintaining the integrity of the plant and gas wells, through close monitoring and maintenance.

Rehema studied at the University of Dar es Salaam, where she obtained a bachelor's degree in Petroleum Engineering. She later received a master's degree in Petroleum Engineering at the Norwegian University of Science and Technology.

"I am very grateful for the working environment here at M&P, where everyone is valued equally, irrespective of gender. I think women have an added advantage over men because we are better at multi-tasking, and we are humble, caring,

and considerate by nature. When you bring these qualities to the workplace, we can be equal to, or more effective than men".

A mother of one, Rehema finds work, family and leisure time a balancing act. She says this has been made possible through the support of M&P, which has enabled her to look after her family and work at the same time.

"My working hours are favourable, and the Company has been very supportive of me in raising a family and working at the same time. For women with children below 1 1/2 years, the Company allows us to stay nearby with our family, and provides 3-hour breaks in the afternoon every day so that we can attend to our infants."

Her advice to other working mothers?

"Anybody can achieve anything, irrespective of who they are or where they come from, if they put their minds to it. It is important to have a goal and work hard with determination and confidence in achieving it. There is no substitute for this. Focus and self-discipline are also qualities that one will need to get ahead."



## O STRENGTHENING LOCAL COMMUNITIES

The Wentworth Africa Foundation has been a long-standing partner to our communities in Tanzania by funding programmes that positively impact the social outcomes of our local stakeholders. However, when certain worthwhile projects do not meet the conditions for support by WAF, at times Wentworth Gas Limited (WGL) will support them directly. This system expands our capacity to engage in CSR work to support our local communities and regions.





## WENTWORTH AFRICA FOUNDATION

WAF is a charity registered in the UK and Tanzania. It was established to create positive change in society by improving living conditions for people in the regions where we work – specifically in the regions of Mtwara, Coastal and Lindi.

WAF programmes focus on improving access to education and healthcare, and since 2016 WAF has focused on delivering three flagship programmes – Keep a Girl in School Programme; Library Refurbishment Programme; Bursary Support Programme.

### Keep a Girl in School Programme

In Tanzania, like many low-income countries, girls receive limited guidance on reaching puberty. The cost of mass-produced sanitary materials is high. In addition, the complete lack of proper sanitation facilities and affordable hygiene materials at home and school affects the health of teenage girls. It also impacts their potential to access education, employment, quality of life, and even safety.

Studies show that girls who do not have access to female hygiene products miss three to four classes each month during their periods. This adds up to 30 to 40 missed days every school year. In fact, a growing body of research shows that girls' inability to manage menstrual hygiene in schools results in absenteeism. This has severe economic costs, not only for their lives, but also for the country as a whole.

It is for this reason that WAF developed the Keep a Girl in School Programme. Since its inception in 2016, the Keep a Girl in School Programme has been providing monthly female hygiene products to more than 7,000 girls in 22 secondary schools. So far, we have supplied over 500,000 female hygiene products, as well as conducting approximately 40 hours' worth of menstruation hygiene workshops. The importance of the programme is particularly seen in rural areas, where teachers are reporting improved school attendance and less absenteeism among girls.

In 2021 alone, the Keep a Girl in School Programme conducted 22 hours' worth of menstruation hygiene workshops in 11 secondary schools, with 3,300 girls in attendance. More than 200,000 female hygiene products and Keep a Girl in School kits – consisting of undergarments, detergents and female hygiene products – were also distributed.



**200,000+**

female hygiene products consisting of undergarments, detergents and female hygiene products distributed



## Library Refurbishment Programme

Libraries are important in schools as they provide teachers and students with print and digital materials that offer opportunities to strengthen student learning. School library programmes stimulate critical thinking, providing students with the skills they need to analyse, form, and communicate ideas.

The WAF Library Refurbishment Programme is implemented by a local Tanzanian legally registered non-government-organisation called Realising Development Through Education (READ). Together, WAF and READ aim to improve the quality of education in Tanzania, with a clear focus on ensuring the government schools' environment is conducive to, and supports, learning and teaching.

Since its inception in 2014, this programme has refurbished libraries in 8 secondary schools, positively impacting 3,150 students. It provides each school with textbooks, fictional and non-fictional books, as well as 5 computers, complete with Soma Direct educational software.

The programme enables students to access online and offline educational-related reading resources. It provides teachers with the capacity to increase their knowledge and improve teaching skills. It also enables the creation of reading clubs, which help to boost students' reading skills, promote a reading culture, and in turn, raise self-esteem.

Through the Library Refurbishment Programme, some secondary schools in the Mtwara region have been elevated to the high school level. This is an important development, as it enables the school to receive more funding from the Government of Tanzania.

## Bursary Support Programme

According to the 2021 World Bank Tanzania Education Sector Institutional and Governance Assessment report, 28% of Tanzanian children are not enrolled in secondary school. Furthermore, only 3.1% have access to tertiary education.<sup>1</sup>

Our Bursary Support Programme was created to increase the number of students from low-income families, who are able to access secondary school and tertiary education. We have supported 115 students enrolled at secondary schools, vocational colleges and universities.

<sup>1</sup> Source: UNESCO



### CASE STUDY

**Magdalena George**

Executive Director

Realising Development Through Education (READ)

Magdalena George is Executive Director at READ, a non-government organisation that is involved with improving access to education in East Africa, by renovating school libraries and providing educational materials.

Passionate about community development, Magdalena studied at the University of Dar es Salaam, where she obtained a bachelor's degree in Sociology. She later obtained a master's degree in Development Policy and Practice for Civil Society from Bradford University in the UK.

"Our relationship with WAF has enabled us to realise the completion of our development projects in the education sector. WAF provides crucial funding, guidance, and advice on proposed projects, and READ's function involves programme design, planning, and execution."

"Through WAF's support, we have provided 8 schools with books, furniture, digital infrastructure, and training in Lindi, Pwani and Mtwara regions. This has had a positive impact increasing access to learning, and inspiring more students to learn, especially female students."

Speaking on the importance of supporting girls in education, Magdalena says that by supporting a woman, you not only support an individual, but an entire society.

"I am proud to see the direct impact of our programmes on students and their families. We are supporting women in schools, particularly in peripheral areas of the country where we can make a difference. We aim to keep women in school because, as the saying goes, educate a woman and you educate a nation."

"I am very passionate about developing literacy programmes at schools because I believe that education can be a life-changing factor in one's life. Speaking from my own experience, education, passion and aggressiveness to achieve one's goal are factors that a woman must have to succeed in whatever they are doing."



## 8 schools

provided with books, furniture, digital infrastructure, and training

## WAF 2021 Highlights



### Keep a Girl in School Programme

The Keep a Girl in School Programme succeeded in conducting 22 hours' worth of menstruation hygiene workshops in eleven secondary schools, with 3,300 girls in attendance. Approximately 200,000 female hygiene products and Keep a Girl in School kits – consisting of undergarments, detergents, and sanitary pads packets - were distributed.



### Library Refurbishment Programme

The Library Refurbishment Programme provided libraries at Chikolopola Secondary School in rural Masasi District, Mtwara region, and Jokate Mwegelo Girls' Secondary School in Kisarawe District, Pwani region. A total of 2,183 books were distributed, positively impacting 470 students. The two secondary schools also received 7 computers equipped with Soma Direct educational software.



### Bursary Support Programme

The Bursary Support Programme has supported 38 students, out of which 14 attended university, 9 attended college, 8 vocational and technical schools, and 7 attended secondary schools. Three students graduated with degrees in Nursing, Education, and Social Development.

In 2021, WAF supported the Masasi Folk Development College (FDC), by constructing a 30,000 litre rainwater storage tank. The project has enabled 431 students to have access to clean and safe drinking water.

Furthermore, WAF was able to provide books to the FDC to support the Teenage Mother Course (Mama Course). This was created for teenage mothers expelled from the formal education system, providing them with the opportunity to learn before empowering them to re-engage with school and complete their primary or secondary education. Typical courses include tailoring, cookery, electrical installations, and motor vehicle mechanics.

Our Bursary Support Programme was created to increase the number of students from low-income families, who are able to access secondary school and tertiary education.





### WENTWORTH CORPORATE SOCIAL RESPONSIBILITY (CSR)

To build stronger communities, Wentworth believes in community investments that promote inclusion and quality of life for all. It is for this reason that we have created a CSR policy, which supports projects that tackle national and regional cultural, health and education concerns.

To increase the funding available for community investment, our Wentworth CSR Programme funds projects that are outside WAF's scope, in terms of location and core focus area.

#### Supporting Cultural Heritage in Mikindani

In July 2017, Mikindani became a protected conservation town. We believe that the protection of local heritage and culture, including restoring buildings of historical importance, are important for educational purposes. For this reason, we partnered with Trade Aid UK to fund the development of the Makumbusho Mikindani Museum in the Mtwara region. Visitors to the museum, who are often school and college students, have an opportunity to learn about the history and culture of the south-eastern region. Our support has helped to expand and improve the museum, benefitting the local and regional education sector on an ongoing basis. The museum will also increase national and international interest in the Mikindani community.

#### Muhimbili National Hospital - Sickle Cell Education

Tanzania has the fourth-highest birth rates of sickle cell disease in the world. Approximately 8,000 - 11,000 babies are born with sickle cell disease every year. Many of these children are born along the coastal regions of Mtwara and Lindi. This is important to Wentworth as the disease affects the communities where we work. So we partnered with Muhimbili University of Health and Allied Sciences to raise awareness of sickle cell traits, the disease and its implications.

The involvement of young people is crucial because they can be the driving force for advocacy among their families, peers and the community at large. Therefore, in 2021 we supported sickle cell advocacy campaigns in 6 Mtwara public secondary schools. The objective of the campaigns is to educate about the importance of sickle cell testing, and to encourage people with sickle cell disease to become empowered about their health and seek appropriate medical care. The campaign physically reached 2,903 students, plus many more people through a live broadcast on Mtwara community radio.

#### Raising Awareness of Fistula and Cleft Lip

Increasing community awareness around fistula and cleft lip, as well as available treatment, is critical to tackling knowledge barriers and changing community attitudes. With support from Wentworth, the Comprehensive Community Based Rehabilitation hospital in Tanzania (CCBRT) went on a two-week, awareness-raising roadshow. The project reached 5 Mtwara Districts, 5 hospitals in the region, 8 health centres, 3 ward offices, 4 public markets and made home visits to follow up on fistula patients. The CCBRT team was also able to arrange media engagements through two community radio stations, helping to raise awareness further. As a result, approximately 3,000 people were reached, either physically by the team or through the radio broadcasts.

#### Helping the Newala Community to Access Clean, Safe Water

Constructing rainwater harvest systems is a cost-effective way to help communities access clean and safe drinking water. In certain parts of Tanzania, catching rainwater for household use is the only available, affordable solution. So, to support the community of Kitangari in Newala District, Mtwara region, Wentworth contributed over \$3,000 towards the construction of a 30,000-litre water storage tank. 430 households will benefit from this project.

#### Muhimbili National Hospital - Children's Cancer Ward

At the Muhimbili National Hospital, Wentworth partners with Tumaini la Maisha (TLM 'hope for life'). TLM is a non-governmental organisation that is dedicated to caring for children with cancer. It provides chemotherapy and psycho-social therapies, and we support the organisation so that it can continue providing its services free of charge.

In 2021, our support helped to train the next generation of Tanzanian paediatric oncology specialists in palliative care, including 1 doctor and 2 nurses. The team attended a two-week comprehensive training. Our donation of \$3,300 not only covered the training costs, but also went towards purchasing chemotherapy drugs for the children's cancer ward.

#### Mnazi Bay Joint Venture Project - Secondary School Libraries

In 2021, the Mnazi Bay partners, Wentworth and M&P, came together to implement a joint CSR project to support education in the Mtwara region. Working in collaboration with the local district government and local implementing partner, READ, two rural schools were selected (Mahurunga and Naliendele Secondary Schools).

In total, 927 students benefitted from the literacy project, which involved 2,030 text and non-fiction books, 6 computers, and 2 internet routers. 84 students chose to join reading clubs, where they continue to be equipped with skills that encourage life-long reading habits. In addition, teachers were trained in advanced teaching methodologies, ICT skills and library management.

This was the first joint CSR project undertaken by the Mnazi Bay Partners. Going forward, we anticipate that every year, the Mnazi Bay Partners, M&P, TPDC and Wentworth, will select a CSR project to work on and fund together. It is hoped that this initiative will grow from strength to strength each year.



## GENERATING ECONOMIC VALUE

As a Tanzanian business, we invest in our local community by creating employment and supply chain opportunities for local people, building long-term partnerships that create real economic value. Our Local Content Policy outlines our strategy for supporting local businesses to grow. It ensures that we support the local economy by prioritising:

- 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
- Providing business training to small, local businesses, enabling them to grow and remain in business for the long-term.

### Local Procurement

For Wentworth, local procurement means working with, and building the capacity of local suppliers, in a way that enables them to become more competitive and profitable. Typically, these suppliers will be small and medium enterprises (SMEs). We provide training, mentoring, and other support for SMEs. Internally, we also make a concerted effort to identify opportunities and incentivise staff to commit to local procurement.

We have partnered with a locally registered non-government organisation to provide skills training and business support to women entrepreneurs. The programme is designed to cater to the needs of entrepreneurs in Mtwara and Lindi who run their own businesses, but face challenges that are holding back their growth.

The trainers launched the first #YouVeGotBusinessproject in May 2019 and were inundated with over 200 applications

for mentorship and coaching. 35 high potential Tanzanian entrepreneurs were selected to participate in the programme's workshops and online weekly follow-up sessions, equipping them with the tools needed to grow their business. This was followed up by a one-day workshop in Dar es Salaam and Mtwara, empowering a further 165 entrepreneurs. Due to the COVID-19 pandemic, the programme paused in 2020 and 2021. However, we have plans to re-start this programme in 2022.

### Payments to Government

The exploration and production of natural gas in Tanzania are considered a strategic business. From a tax and Government revenue sharing perspective, the oil and gas industry cannot be compared with the private sector, because of the nature of Production Sharing Agreements (PSAs). These set out an alternative mechanism for determining the Government of Tanzania's share of revenues generated by the business. In general, these revenues form a far greater portion of total/ gross revenues than those normally paid to the Government of Tanzania by the private sector in the form of regular taxation. The oil and gas industry is eligible to pay these taxes as well; but in addition, there is a requirement to pay a royalty and a portion of the profit gas by virtue of the PSAs.

*As a strategic sector, producing gas and producing revenue share for the Government should take place as soon as possible, for the benefit not only of the independent oil companies, but also for the economy and the nation.*

The Mnazi Bay Partners have paid the Government of Tanzania over \$200 million in taxes, levies, royalties, and profit gas, since 2016. Wentworth's share of this payment is over \$85 million.

For Wentworth, local procurement means working with, and building the capacity of local suppliers, in a way that enables them to become more competitive and profitable.





**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 continue to promote high ethical standards across all areas of our business, both inside and outside of Tanzania. Our transparent and accountable approach allows us to deliver long-term sustainable growth year on year.

Our Code of Ethics and Business Conduct Policy sets out the minimum standards of behaviour required by all Directors, officers, employees and contractors conducting business affairs on behalf of Wentworth.

This same policy is introduced to all external parties wishing to engage in activities with, or on behalf of Wentworth; we make all parties aware of how they are required to behave.

#### **ANTI-BRIBERY & 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 regulations on the subject. This includes adhering to the Prevention and Combating of Corruption Act, as well as the Government of Tanzania's strong anti-corruption stance.

## Zero

incidents of non-compliance with the Code of Ethics.

## 100%

employees receive training on an annual basis in our Anti-Bribery and Corruption Policies to ensure knowledge is up-to-date and relevant in today's evolving environment.



As an equal rights employer, we are proud of our inclusive and multi-national workplace.



## PROMOTING TRANSPARENCY

As a publicly listed Company, we conduct our business transactions openly, maintaining appropriate records to emphasise transparency. We provide updates to stakeholders through the publication of interim and final results on an annual basis as well as advising the market via regulatory announcements and press releases issued throughout the year. We maintain a website ([www.wentplc.com](http://www.wentplc.com)) on which announcements, press releases, corporate presentations and Annual Reports are available to view. There is also a Q&A page on our corporate website, as well as a corporate page on LinkedIn and Twitter, all of which are populated and updated regularly.

## OUR REMUNERATION POLICY

Wentworth subscribes to equal pay for equal work, irrespective of gender. There is no gender pay gap in our salaries, bonuses and any other fringe benefits. The proportion of male and female employees in each quartile of the pay distribution is equal. This means that the average monthly pay for female employees is equal to the average monthly pay for male employees.

Our remuneration philosophy is based on the following objectives:

- To be aligned with the salary market
- To pay according to competence and performance
- To pay according to the function and level

We also continuously support female employees through promotion and fair pay principles based on market and peer group pay. During 2021, the Company promoted a female employee to the position of Chief Accountant. Her promotion was based on her dedication and tireless hard work since joining us as an Intern in 2013.

We have several initiatives to ensure we retain female employees. These include maternity leave and a lactation period to allow female employees to leave early each day for the purpose of breast-feeding a newly born child.

Wentworth has signed Target Gender Equality through UN Global Compact to have the opportunity to reach out ambitious corporate targets for women's representation and leadership.

## FOSTERING DIVERSITY & INCLUSION

As an equal rights employer, we are proud of our inclusive and multi-national workplace. We consider applications for employment at all levels of seniority, 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. We are a committed equal opportunities employer with a determined focus to prevent discrimination of any kind.

40% female employees

80% minority ethnic employees

5.5

Years Without a Lost Time Incident



## SUSTAINABILITY COMMITTEE

We established our Sustainability Committee in September 2021. Chaired by our independent Non-Executive Director, Juliet Kairuki, the Committee is responsible for supporting our Board in fulfilling its responsibilities relating to: ESG Strategy, HSSE, Community and Social Engagement, governance, and producing our Annual Sustainability Report.

The Committee's membership is drawn from the independent Non-Executive Directors and includes the participation of our CEO, Katherine Roe.

The Committee's duties and responsibilities include the following:

- To review and approve our ESG strategy, make recommendations to the Board regarding any annual ESG company targets, and report to the Board on performance against ESG and HSSE KPIs.
- To demonstrate leadership in adopting a safety-first culture protecting our people and our assets, and to review the Company's ongoing response to emerging health, safety and security threats to our staff and workforce.
- To review the Company's membership of the United Nations Global Compact and oversee the alignment of the Company's strategy and operations with the UN's Ten Principles on Human Rights, Labour, Environment and Anti-Corruption, to review the action taken by the Company to support the Sustainable Development Goals and in particular to review progress against any target areas identified.
- To ensure the Company is responsible for engaging with all stakeholders appropriately including, the Government of Tanzania, all joint venture partners and local communities in the areas where the company has operations; to review and approve all CSR projects; and to oversee the WAF programmes, ensuring they are appropriate and provide value for money.
- To review our Company's governance arrangements ensuring we continue to maintain high ethical standards; to consider whether the [QCA Code](#) remains the most suitable corporate governance code; to conduct an annual review of the Group's policies and recommend amendments, updates and any new policies to be adopted; and to review and make recommendations to the Board in relation to the approval of the annual Sustainability Report.



## BUSINESS ETHICS, TRANSPARENCY, DISCLOSURE & ACCOUNTABILITY

We have been an active participant in the Tanzanian arm of the global Extractive Industries Transparency Initiative (EITI) organisation since its inception in 2009. EITI is a coalition of the Government of Tanzania, industry, civil societies, donors and partners who work together to promote openness and accountability in oil and gas, and mining sectors.

We continue to adhere to EITI regulations and are committed to maintaining transparency in all of our business activities.



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

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

0.7 % - Percentage of Scope 1 emissions from vented or fugitive Methane (CH<sub>4</sub>)

Nil

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

Nil

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

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

Nil

The main source of greenhouse gas emissions for Wentworth Resources PLC (WEN) relates to the activities at the Mnazi Bay Gas Processing Facility. The Mnazi Bay emissions for processing and other activities are attributed to WEN on the basis of the WEN Working Interest (WI).

The key sources of emissions at the processing plant are: the gas generators and reboilers, the pilot safety flare, vented gas, and fugitive emissions. WEN emissions linked to offices and vehicles are estimated at 65t of tCO<sub>2</sub> e emitted. As such, the priority for emissions reduction is linked to operations at Mnazi Bay.

As a non-operator, Wentworth works collaboratively with the operating partner, M&P to implement strategies to manage Scope 1 greenhouse gas emissions. This includes the following approach to operations:

- Keep the number of shutdowns of flowlines to a minimum. If several planned operations require shutdown, then the Operator will try to conduct the activities at the same time if possible. This will reduce the amount of flared and vented gas.
- Reduce leakage by strict adherence to daily and weekly routine maintenance and inspection procedures. This will also become critical in the year ahead because of the planned activity regarding major vessels inspection and gas collection manifold modifications.
- Ensure the black-start diesel generator is well maintained and operated to minimise repair and maintenance shut-downs.
- Vehicle usage will be kept to a minimum in Mnazi Bay to control fuel usage and Scope 1 emissions.

The operator, M&P, has set a target to limit emissions at Mnazi Bay to 1,400 t CO<sub>2</sub>-e per annum, which is similar to current levels but 10% down on 2020 levels. This is an absolute and ongoing target, and existing activities cited in the above section will be instituted to achieve the target.

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 includes 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.

Wentworth Resources plc is developing a GHG emissions reduction project in partnership with Vitol. The project expects to achieve an average of 2.8 million tCO<sub>2</sub> emissions reduced per annum and a total of 14,250 million t CO<sub>2</sub> by the end of 2028. Negotiations with project implementation partners and the Government of Tanzania are ongoing, and the project is expected to start by the end of 2022. Financial Investment Decision (FID) is dependent on the project obtaining a Letter of Assurance and Authorisation (LoAA) for the project from the Tanzanian Government. Wentworth expects to be carbon net zero as a result of carbon offsetting of this and other projects by the end of 2024.

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 tonnes) 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 2022.

Wentworth does not have existing data around SO<sub>x</sub> emissions but has budget for the procurement of air quality monitoring systems in 2022.

Wentworth does not have existing data around VOC emissions but has budget for the procurement of air quality monitoring systems in 2022.

Wentworth does not have existing data around PM10 emissions but has budget for the procurement of air quality monitoring systems in 2022.

8,749 m<sup>3</sup>

8,749 m<sup>3</sup>

Nil

Nil

Nil

2,920 m<sup>3</sup>

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
- Environment Audit – August 2021. The Environment audit reviewed and validated policies and procedures and provide recommendations.

### 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.
- The waste residue/sludge from the evaporation pits are removed from site and taken to an authorized disposal facility.
- 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 seawater 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 2021.

### 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 regulations followed include 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 will be updated during 2022 to align 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% - Mnazi Bay is situated within 50 km of the northern Mozambique border. Over the last 3 years, the region of Cabo Delgado Province in northern Mozambique has experienced instability from a violent group of insurgents who have carried out attacks and killings in the area. To date this instability has not moved across the border into Tanzania, although the Tanzanian authorities and the management of Mnazi Bay remain vigilant for any signs of danger or insurgency.

100% - Mnazi Bay is situated near the site of recent insurgent activity in Cabo Delgado Province in northern Mozambique. Same as above.

100%

100%

There is 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 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.

We have recently reviewed our policies relating to human rights, including our Modern Slavery and Human Trafficking Policy, which follows the guidance of the UK Modern Slavery Act 2015. Wentworth's Code of Ethics and Business Conduct policy was also updated in January 2021 and covers 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. We have continued to ensure we protect our local community, region, and operations through a variety of means, which include but are not limited to:

- Community policing led by village counsellor, 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.
- Reinforcing security protocols in and around our operation.
- Procurement of 3 speed boats for evacuation in case of an attack.
- Southern African Development Community regional forces and other foreign forces are working together to fight insurgency in Mozambique.

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, we have developed a local content policy that ensures employment and training opportunities are provided to Tanzanians (the vast majority of our workforce is 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 organisations in a fit for purpose manner.

We understand that cultural rights are at the core of every society, and so have always been sensitive regarding local cultures. In so doing, during policy formulations and project implementation, due care is placed to minimise or eliminate all cultural differences that might clash with our corporate cultures. Wentworth has been one of the sponsors of cultural events, such as the Mtwara Makuya Cultural Festival and we actively champion 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 investing 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 communities. Through charitable initiatives run by Wentworth and the associated WAF, and through the provision of clean and reliable power, Wentworth has unlocked valuable opportunities for the local community.

Regarding environmental rights, we have 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. We engaged with communities to reiterate that the project is situated in the Mnazi Bay-Ruvuma Estuary Marine Park and that we act in accordance with all other legislation and best practice on the environment.

Economic rights are also key. For example, the environmental efforts Wentworth makes to reduce water quality reduction in surrounding areas protect livelihoods dependent on fishing. Additionally, We set up vegetable farms and guaranteed we would buy their produce, along with 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 Company 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 will be updated during 2022 to align with International Finance Corporation standards 1, 3, 4, or 6.

There are a number of risks present, summarised below:

- The introduction of new legislation.
- Political stability and absence of terrorism:
  - Tanzania is doing well on this, and it has received a 33.02 percentile rank in 2020.
- Corruption risk:
  - Although the current administration has taken a strict anti-corruption policy approach with the aim of curbing corruption and misappropriation of funds in 2020, Tanzania achieved a 40.38 percentile rank.
- 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; this skills gap is being addressed in part by companies like Wentworth who are investing in the local community and in skills development.
- Border risks:
  - Tanzania has had refugees from neighbours like Rwanda, Burundi, and the Democratic Republic of Congo.
  - At times, this has brought health risks to the country, such as 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
<b>Workforce Health &amp; Safety</b>	Total recordable incident rate, fatality rate, near miss frequency rate, 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.
<b>Reserves Valuation and Capital Expenditures</b>	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.
			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 capital expenditure strategy.	EM-EP-420a.4	Discussion of how price and demand for hydrocarbons affect capital expenditure strategy.
			Discussion of how price and demand scenario planning may affect decisions to explore, acquire and develop new reserves.

## WENTWORTH DATA OR POLICY

Zero

Zero

Zero

Nil - As a non-operator, Wentworth relies on our operating partner, M&P, to facilitate relevant HSSE training for Mnazi Bay employees and contractors.

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. We ensure that appropriate emergency response systems are in place to reduce and mitigate the impact and losses of any incident and any residual risks and follow all relevant laws, regulations and industry standards.

To achieve continual improvement, we are committed to reviewing our HSSE and social responsibility performance at least twice a year. We also reviewed our Health and Safety policy in 2021.

We use our 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.

We have not conducted a price sensitivity analysis according to IEA price trajectories in 2021. 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 our 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 generation contribution (64%) into Tanzania's power mix, and unpredictable rainy seasons which lifeline of hydro dams, natural gas is likely to remain a fuel of choice 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.

3,026,994 t CO<sub>2</sub>-e - Estimated CO<sub>2</sub> emissions embedded in Wentworth net proven and probable reserves

Nil

Nil

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.

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 & 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 & 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 our 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, we have 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. We comply with all relevant legislation and have identified 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 2021 Annual Report.

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# Verification Statement: GHG Inventory and Intensity Wentworth Resources - Mnazi Bay.



## SCOPE OF VERIFICATION

GHD Services Inc. (GHD) was engaged to perform a verification over the Greenhouse Gas (GHG) calculations performed for Mnazi Bay by CarbonChain in relation to production of Natural Gas and related operations:

- Carbon intensity of Mnazi Bay Natural Gas in 2021 generated March 11, 2022; and
- Carbon intensity of Mnazi Bay Natural Gas in 2020, generated March 11, 2022.

These GHG inventory and intensity calculations used a methodology that included:

- Source data from Wentworth Resources containing Scope 1 and 2 emissions for 2020 and 2021; and
- Other third-party data sourced to complete supply chain emissions for the functional unit carbon accounting within the stated lifecycle boundary.

The specific assertions made by these GHG calculations, being the subject of this verification, are:

- The GHG emissions intensity calculations for 1 MMBtu (HHV) of Natural Gas (as the functional unit) are presented fairly in all material respects; and
- The methodology and assumptions provided are in accordance with The Greenhouse Gas Protocol and other applicable GHG quantification, monitoring and reporting standards.

GHD was not involved in the preparation of any material related to this scope of this verification.

## VERIFICATION APPROACH

GHD reviewed GHG emissions and intensity calculations by volume for 2020 and 2021. GHD performed verification procedures to evaluate the GHG intensity:

- Reviewed the GHG intensity lifecycle assessment assertion by reference to leading standard ISO 14067(2018): Greenhouse Gases – Carbon Footprint of products – Requirements and guidelines for quantification; and
- Reviewed data inputs, assumptions, methodologies, emissions factors, intensity calculations provided, and compared them with The GHG Protocol and international standards.

The verification was limited to desktop review of the information provided above and performed in accordance with GHD's verification procedures as an accredited ISO 14065 verifier.

## OPINION

The GHG emission and intensity for Mnazi Bay and related operations asserted by Wentworth Resources and CarbonChain represent fairly, in all material respects, in accordance with relevant GHG standards for 2020 and 2021. This opinion has been formed based on a limited level of assurance and using the professional judgement of the verifier. GHD's evaluation results and recommendations are provided in an accompanying report. A reasonable assurance opinion in relation to the scope can be pursued at a separate date following a site visit.

**Rob Campbell-Watt**

Team Lead GHG Verifier

## LIMITATIONS

The information and opinions expressed are given in response to a limited assignment and should only be evaluated and implemented in connection with that assignment. Further, the verification is not based on actual production data and was not designed to detect all weakness or errors in internal controls so far as they relate to the standards set out above. Any projection of the evaluation to future periods is subject to the risk that the verification procedures may become inadequate because of changes in conditions, or that the degree of conformance with them may deteriorate.





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