



## Providing the Vital Connection

### SUSTAINABILITY POLICY

At JDR Cable Systems Ltd (JDR), we are committed to leading the subsea energy industry in sustainable practices. Our approach integrates environmental protection, social responsibility, and economic viability across all aspects of our business, from the initial design phase through to the end-of-life management of our products.

Governance and accountability are central to our sustainability strategy. We adhere to all relevant environmental regulations and maintain transparency in disclosing our sustainability performance. Our leadership team is committed to setting and achieving measurable sustainability goals, driving continuous improvement across the organisation. We also ensure that our business practices are conducted with integrity, respecting human rights, labour standards, the environment, anti-corruption and fair-trade principles.

As part of the Science Based Targets initiative (SBTi), JDR have set our emissions reduction targets and these will be used as our pathway towards achieving our Net-zero ambitions. Having also joined the UN Global Compact, JDR are committed to incorporate the ten principles into our strategies, policies and procedures. We are committed to sharing our progress publically through our internal and external communications channels, including our annual Environmental and Social Governance report which is available on our website.

We prioritise environmental stewardship by actively working to reduce our energy consumption and carbon footprint. This commitment is reflected in our Energy Efficiency policy and through our investments in advanced materials and product technologies, optimised production processes, and the increased use of renewable energy sources. We continuously seek to minimise waste, manage our resources responsibly, and prevent pollution, ensuring that our operations have a minimal impact on marine and land environments.

Our dedication to sustainability extends to our products, which are designed with efficiency and durability in mind.

By focusing on sustainable design and engineering, we will ensure that our products exceed environmental standards. Our goal is to manage the entire lifecycle of our products, by working towards life-cycle solutions that encompass recycling and repurposing, notably for high electrical grade copper and aluminium conductor materials, to reduce our product environmental impact at the end of their useful life. Our commitment to innovation drives us to explore new materials, new processing technologies, and state of the art manufacturing processes that enhance sustainability.

Social responsibility is integral to our sustainability efforts. We cultivate a culture of sustainability within JDR by providing our employees with the awareness and knowledge that they need to be able to contribute to our sustainability goals. This includes regular training that empowers our team to implement energy-saving practices both at work and at home. Additionally, we actively engage with the communities in which we operate, supporting local initiatives and contributing to their social and economic well-being.

Examples of this are wide ranging and include the work of our STEM Ambassadors with local schools and colleges, as well as the funding raising organised by our JDR Charity Committee in supporting local charities. Collaboration with customers, suppliers, partners, and investors is also key to our approach, as we work together to promote sustainable practices throughout our value chain.

THINK  
SAFETY



THINK  
GREEN



THINK  
QUALITY





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JDR will achieve our goals by being more energy efficient, using renewable or low carbon technologies.

- Strand 1 of our plan focuses on how we reduce our energy use within our own operations and targeting improvements in energy efficiency.
- Strand 2 extends this into our supply chain, to seek opportunities for decarbonising our upstream value chain. This may result in selecting suppliers who can demonstrate lower carbon emissions in their products, or by JDR assisting our existing supply chain companies to set and implement their own plans to reduce their own emissions.
- Strand 3 of our plan looks at how the energy we use can be generated from low carbon solutions and includes seeking eventually to offsetting the residual balance once our initiatives have been implemented.

JDR is dedicated to setting an example in sustainability within the subsea energy industry. By integrating sustainable practices into every aspect of our operations, we aim to create long-term value for our stakeholders while contributing positively to the global effort to protect our planet.

The Executive Management Team at JDR fully endorse this policy and champion its effective implementation through their active visible leadership in the organisation.

This policy is available and maintained as documented and is communicated to all employees and those working on our behalf, to ensure individuals' responsibilities are understood.

Cooperation in the effective implementation of this policy is a condition of employment, contract and supply.

This policy is also available for all interested parties as appropriate.

The Executive Management Team review and approve this policy annually and it is signed on behalf of the business by the Chief Strategy & Compliance Officer.

A handwritten signature in blue ink, appearing to read "J. Young".

James Young  
Chief Strategy & Compliance Officer

Date: 9<sup>th</sup> October 2024

