



TKF.Group

JDR Sustainability & Climate Data

2024



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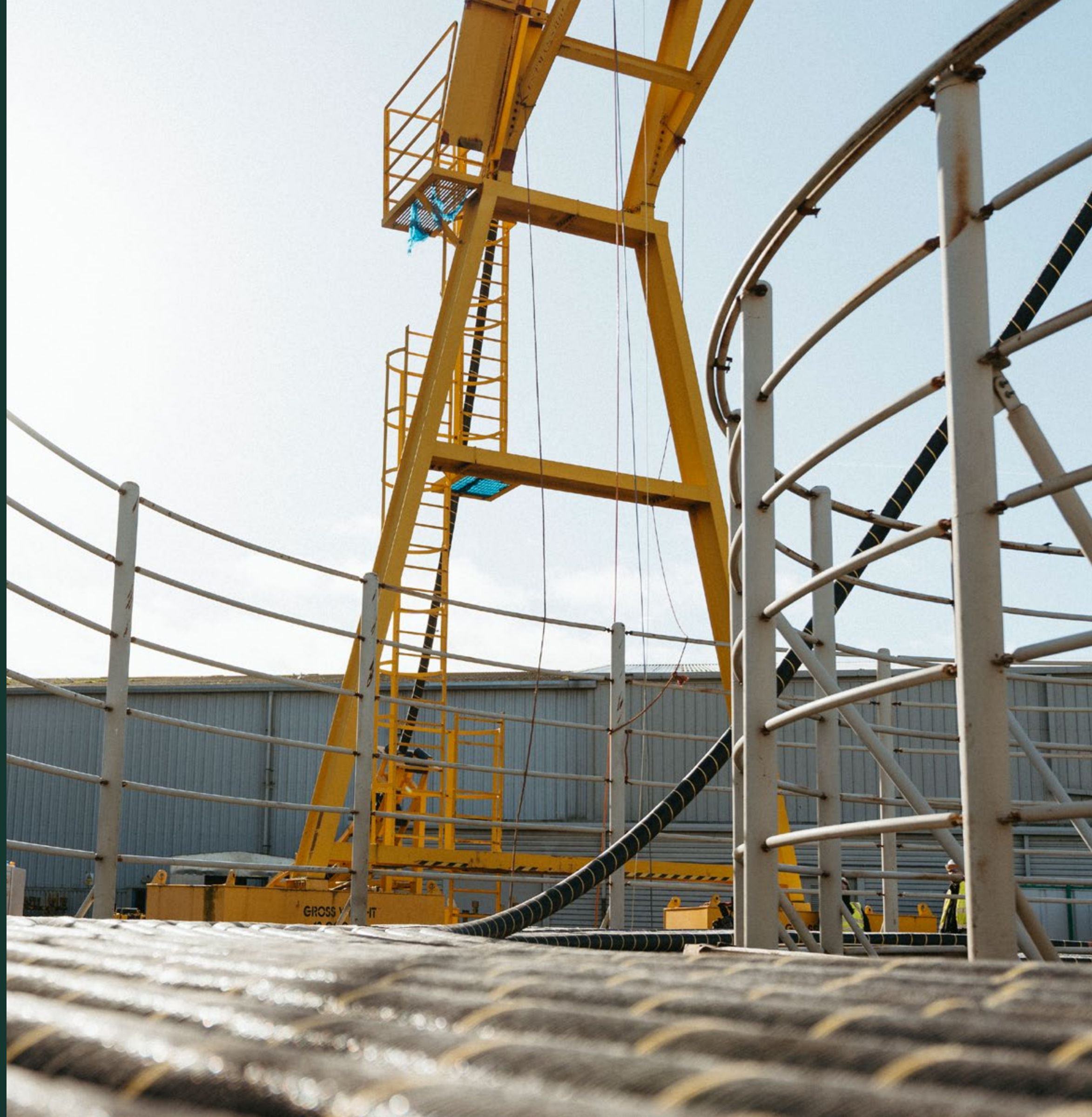
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Revision History

Issue	Date	Reason for Issue
00	06 Feb 2024	Initial Issue
01	28 Mar 2024	Update to include SBTi data
02	10 Oct 2024	Latest position and 2023 carbon footprint data

1.

Introduction



1. Introduction

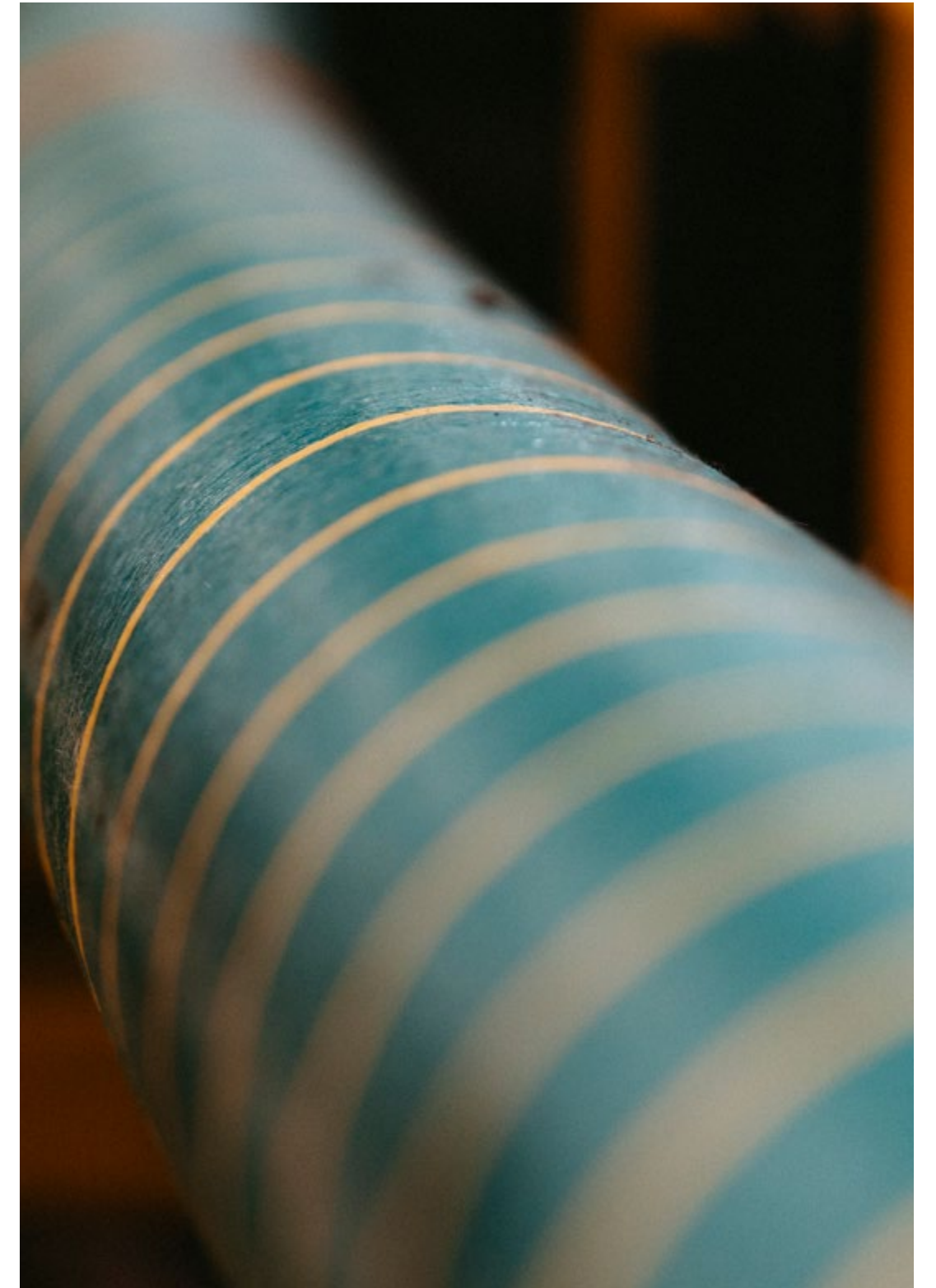
At JDR Cable Systems, our commitment to sustainability is not only a core value but an integral part of our corporate philosophy. As a responsible and forward-thinking organisation, we recognize the critical role transparency plays in addressing the global challenge of climate change. In alignment with our dedication to environmental leadership, we are committed to providing our climate data. This document embodies our commitment to openness and the sharing of critical information regarding our carbon footprint.

Supporting the transparency of carbon data is a pre-requisite in our belief that informed stakeholders, including our clients, investors, and the wider community, deserve access to comprehensive and accurate information about our environmental impact. By disclosing our carbon data, we aim to foster accountability, inspire collaborative efforts, and contribute to the broader discourse on sustainable business practices.

This document not only serves as part of our commitment but also underlines our belief that transparent reporting is a catalyst for positive change. As we embark on our journey towards Net-zero, we invite our stakeholders to join us in understanding, measuring, and collectively working towards a more sustainable and low-carbon future.

We are focussed on our responsibilities to our people, customers, suppliers and the wider JDR community. We believe our reputation, together with the trust and confidence of those with whom we deal, is one of our most valuable assets. This is reflected in our work and the policies by which we abide. As a minimum we comply with the laws and regulations for wherever we operate, wherever possible working to our own higher standards, principles and values.

We have a strong focus on health and safety and are totally committed to ensuring all our employees return from work uninjured. Our approach also aims to minimise any adverse environmental impacts of our business activities by continually reviewing product design and manufacturing methodologies. Our commitment to environmental and health & safety performance improvement programmes has been recognised as 'best in class' by our customers, many of whom are industry leaders in their fields.



2.

JDR Overview



2. JDR Overview

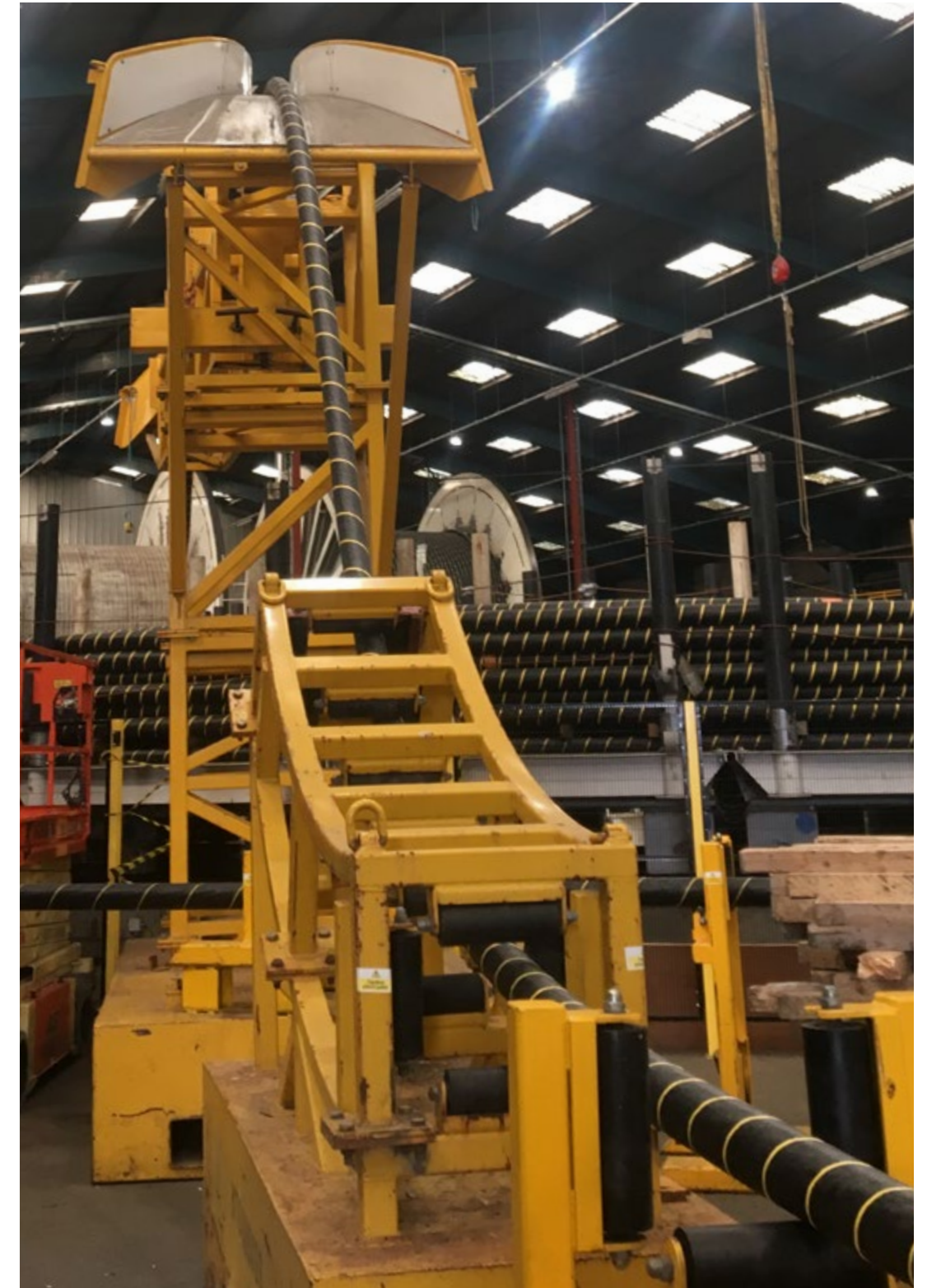
JDR is a leading provider of subsea technologies and services, connecting the global offshore energy industry. Our flexible and innovative solutions enable critical control and power delivery across both the oil and gas, and renewable energy sectors. We specialise in the design, engineering, and manufacturing of subsea power cables, production umbilicals, intervention workover control systems, as well as end terminations and accessories. In addition, our Product and Installation Service division offers 24/7 life-cycle support to ensure the longevity and reliability of our products.

JDR's dynamic and agile approach consistently delivers industry-leading solutions, fostering long-term partnerships and enhancing asset productivity across all our operations. JDR is investing in innovative cable technologies to support the transition to a low-carbon energy system. Our long-term roadmap includes the development of higher voltage cables, which will be manufactured at JDR's new facility. A key feature of this facility is the installation of a Continuous Catenary Vulcanisation (CCV) line, designed to extrude high-performance polymeric insulation systems onto large copper or aluminium conductor cores. This will be the only quayside-located High-Voltage CCV line operational in the UK, allowing JDR to manufacture cables from raw materials through to fully tested finished products. This combined insulated core and cable assembly capability will enable the production of longer cables, vital for supporting the next generation of larger offshore wind turbines, while simultaneously reducing our carbon footprint.

JDR exemplifies the kind of innovation needed to deliver the energy transition needed for governments and society to meet Net-zero carbon emissions by 2050. Through the expansion of our manufacturing capacity, JDR and the wider TFKable Group will more than triple current output, providing the scale required to meet the needs of the rapidly growing offshore renewable energy sector.

The UK government, like other European coastal nations, has set ambitious targets to increase offshore wind capacity, and JDR's enhanced production capabilities will be instrumental in achieving this shared goal, ensuring the connection of offshore wind power to the grid. In 2019, JDR became the first company to deliver 66kV Dynamic Cable technology. This cutting-edge technology, now entering the commercialisation phase following key demonstration projects, represents the next generation of renewable energy infrastructure. The global growth of floating wind offers a significant opportunity to decarbonise population-dense coastal regions, and JDR is well positioned to play a leading role in this transformation.

As we continue to seize the opportunities presented by the green energy transition, JDR remains committed to achieving our Science-Based Targets Initiative (SBTi) goals, with validation planned for late 2024. While JDR enables low-carbon energy solutions, we also recognise our responsibility to reduce our own emissions and resource use, and to minimise our environmental and social impact across all operations.

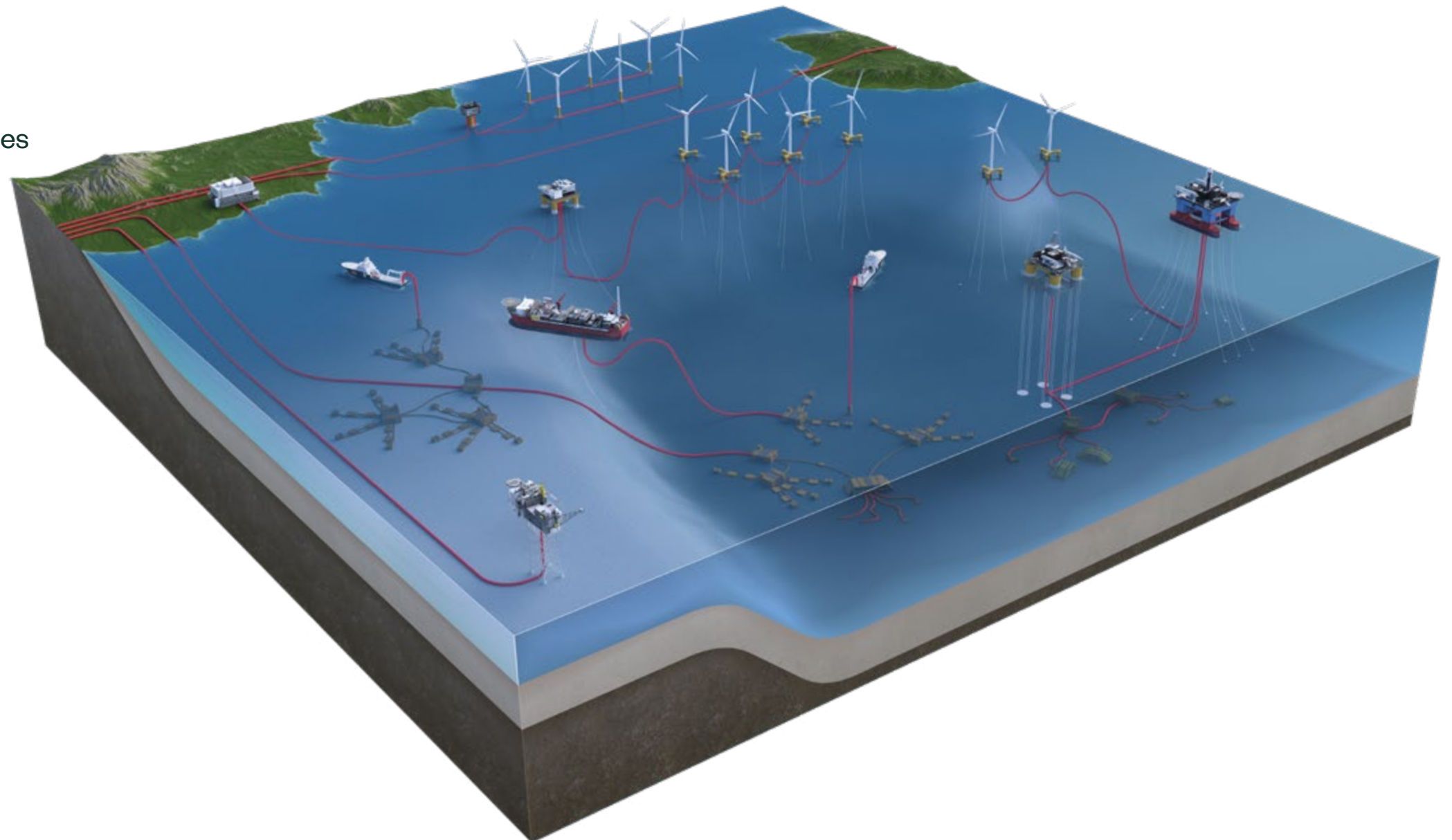


2. JDR Overview

JDR PRODUCTS AND SERVICES

JDR provides subsea power cables, umbilicals, and innovative energy solutions that serve a range of industries, including offshore renewables and oil and gas. The company is renowned for its expertise in high-voltage cable manufacturing, research, and development, while maintaining its focus on products that meet the rigorous demands of subsea environments. JDR offers a complete services package; from the design of cable and umbilical systems to the manufacture and field service support of products as follows:

- Intervention Workover Control (IWOC) umbilical and reeler systems
- Self-supporting open-water IWOC umbilical and winch systems
- Dynamic and static Subsea Production Umbilicals (SPU)
- Dynamic and static Subsea Power Cables (SPC)
- Shore-to-platform and shore-to-subsea umbilicals and power cables
- Thermoplastic Hydraulic Flying Leads (HFL)
- Steel Tube Flying Leads (STFL)
- Subsea Isolation Valve (SSIV) umbilicals
- Static inter-array cables
- Dynamic inter-array cables
- Static export cables
- Dynamic export cables
- Interconnector cables
- Floating turbine to oil and gas platform or vessel
- Product and installation support
- Engineering services



2. JDR Overview

JDR UK SITE LOCATIONS



A

HARTLEPOOL PLANT AND OFFICE, COUNTY DURHAM

The Hartlepool plant, located on the North Sea coast, is a world-class manufacturing facility specializing in Subsea Production Umbilicals, Power Cables, and Inter-Array Cables. With a flexible manufacturing setup, our Victoria Dock facility is designed to produce extended lengths of cables and umbilicals. Upgrades have nearly doubled the loading capacity of our vertical lay-up machine, enabling the production of longer length cables. These investments and contracts are advancing the development of 66kV, 132kV, and 150kV cables. The site is supported by the nearby Maritime House office, which hosts our engineering and project management teams.

B

LITTLEPORT PLANT, CAMBRIDGESHIRE

Littleport focusses on engineering, design, and manufacturing of bespoke subsea products, including Intervention Workover Control System packages and custom umbilicals. The facility also supports clients with advanced research and development capabilities. The plant specialises in Design Services, Engineering Works, Intervention Workover Control Systems, Subsea Isolation Valve umbilicals, Subsea Production Umbilicals and Power Cables up to 100 tonnes.

C

CAMBOIS (BLYTH) PLANT, NORTHUMBERLAND

Key to the future success of JDR and to build a sustainable future for our business, the new Cambois facility near Blyth will transform our capabilities while also reducing our carbon footprint. Operational in 2025, the Cambois facility, with direct quay access to the river Blyth and port will allow JDR to set the standard for how businesses can support the energy shift needed for Net-zero. By expanding our capacity, JDR will more than triple current output to meet the rising demand from the offshore renewable sector. This new capacity is essential for achieving the UK's target to grow offshore wind to 50 GW by 2030, where the Cambois facility will produce the vital cables needed to bring offshore wind power to shore.

D

NEWCASTLE SERVICE CENTRE, TYNE AND WEAR

A service unit serving as JDR's operational base for Europe and the Asia-Pacific region, ensuring 24/7/365 mobilisation. The service centre specialises in, installation and commissioning, umbilical and cable fault identification and repair, full field maintenance and inspection services and mobilisation and training facilities.

3.

JDR Sustainability Overview



3. JDR Sustainability Overview

At JDR, sustainability is at the heart of our mission to lead the subsea energy industry responsibly. Our approach balances environmental stewardship, social responsibility, and economic viability, integrating these principles into every stage of our operations, from design to end-of-life product management.

Governance and accountability underpin our sustainability strategy. We comply with environmental regulations, disclose our performance transparently, and are committed to achieving measurable goals through active leadership. As a participant in the Science-Based Targets initiative (SBTi) and a signatory of the UN Global Compact, we embed these principles into our policies, strategies, and daily practices, sharing our progress through our annual Environmental and Social Governance report.

We prioritize reducing our environmental impact by improving energy efficiency, minimizing waste, and managing resources responsibly. Our efforts include investments in advanced materials, sustainable product design, and lifecycle management, focusing on recycling and repurposing materials like high-grade copper and aluminium to reduce end-of-life impacts.

Social responsibility is equally important to us. We cultivate a culture of sustainability within JDR through employee training, community engagement, and initiatives such as STEM outreach in schools and local charity support. Collaboration with our suppliers, customers, and partners is central to promoting sustainable practices throughout our value chain.

Our comprehensive sustainability plan includes reducing energy use within our operations and improving efficiency, decarbonising our supply chain by collaborating with or selecting suppliers who demonstrate lower carbon emissions and the transition to low-carbon energy solutions and eventually offsetting residual emissions. We will achieve this by meeting our current Sustainability objectives and targets, which include:

- **Policy Development:** Creating JDR sustainability-related policies, including Sustainable Procurement, Energy Management and Efficiency, Water Management, and Biodiversity.
- **Carbon Footprint Reduction:** Improve the measurement and management of Scope 1, 2, and 3 emissions, including supplier impacts, completing an Energy Management Audit to identify efficiency opportunities, reduce waste sent to landfill and hazardous waste streams, conduct audits of waste management contractors, and tracking energy use across sites.
- **Collaboration:** Monitoring and guiding supplier sustainability goals to align with JDR and client objectives and provide environmental sustainability training options for employees.

For further details on our sustainability commitments, please refer to the Appendix A for a copy of JDR’s 2024 Sustainability Policy.



3. JDR Sustainability Overview

In 2022, JDR joined the SBTi initiative by submitting a letter establishing our intent to set a science-based target, and appointed a specialist sustainability consultant, to assist in the assessment of our climate change impacts, with the aim to help us set our emissions reduction targets and work towards achieving our Net-zero ambition. On the 28th of March 2024, JDR successfully submitted its Target Submission Form in line with our commitment.

Net-zero means reducing the UK's emissions by 100% from 1990 levels. Greenhouse gas emissions that are unavoidable, should be matched by removing the equivalent level of emissions from the atmosphere. Therefore, in general, achieving Net-zero means we are acting in a way that will limit global temperature rise and minimise societies influence on climate change.

JDR can achieve our goals by being more energy efficient, using renewable or low carbon technologies and then utilising carbon offsetting to counterbalance any residual emissions. Our plan will focus on how we reduce our energy use, to then looking at how the energy we need is generated from low carbon solutions, through to offsetting the balance.

JDR's pathway to reach Net-zero, will be built on an annual cycle of Review, Reduce, Renew and Rebalance.

- Review – to understand our current position.
- Reduce – our emissions in line with targets.
- Renew – to identify emissions reducing options.
- Rebalance – through offsetting carbon reduction.



This cycle occurs on an annual basis with a carbon footprint, as part of the review stage, being the ongoing measurement of performance and the identifier of new or continuing priorities.

By reviewing our current position, we will gather the information needed to know what our emissions sources are, how much we emit and how they can be reduced. This step sets our foundation for future work on our Net-zero journey.

By adopting a Net-zero Strategy, JDR will take action to ensure our annual emissions reduce in line with our targets. Reduce actions will provide the

carbon reductions required to achieve Net-zero and produce financial savings to reinvest in future projects.

Alongside taking action to reduce our overall carbon footprint, we will also identify options for renewable generation, innovative solutions and technology within our products and processes to further provide net carbon reductions. As we all progress on our journeys to Net-zero, we will work with our suppliers to create new solutions to help achieve this common goal.

3. JDR Sustainability Overview

NET-ZERO STRATEGY

JDR’s Net-zero plan is advancing through a carefully structured approach, informed by comprehensive Lifecycle Assessment (LCA) results and driven by our commitment to the global energy transition. Our strategy will align with validated science-based targets, ensuring our trajectory is consistent with a 1.5-degree world. This strategy not only addresses our internal carbon footprint but also reflects our proactive engagement with suppliers and customers to reduce emissions across the entire value chain.

As a leader in the subsea energy sector, we are continuously investing in innovation, positioning JDR at the forefront of sustainable technology. Our strategy will enable us to meet emerging regulatory requirements and mandatory reporting, while enhancing the environmental resilience of our operations.

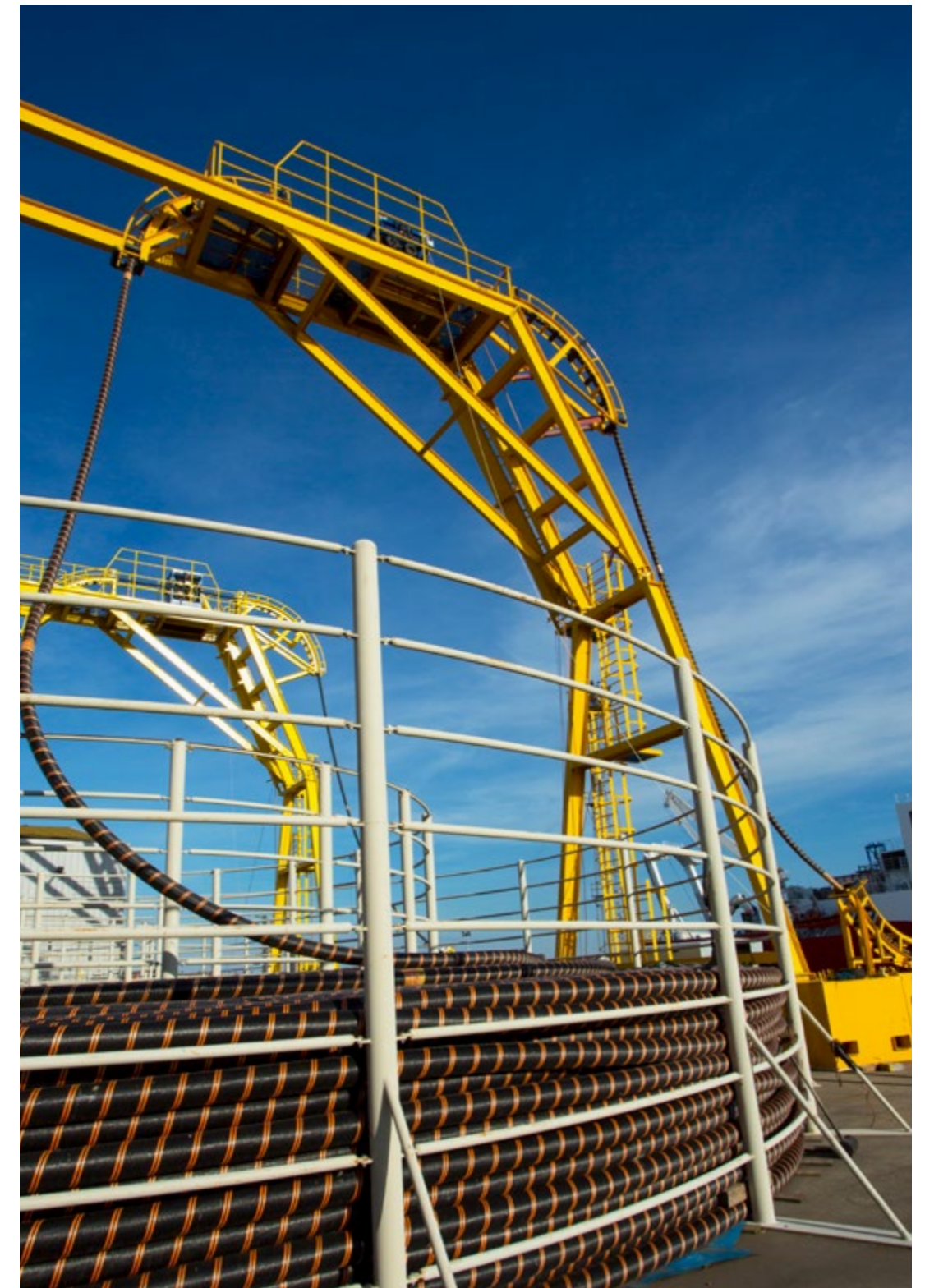
JDR is focused on creating a lasting positive impact, from reducing the environmental footprint of our products to leveraging opportunities in the growing renewables sector. With sustainability embedded in every step, we are prepared to meet the demands of a low-carbon future.

CURRENT POSITION

JDR’s emissions data is collected annually through the efforts of a dedicated sustainability working group, gathering insights from various business areas and operational sources. While this process has revealed some gaps and inconsistencies, particularly within our supply chain, we have made significant strides in closing these gaps. Our ongoing focus is on expanding the collection of Scope 3 emissions data, ensuring a more comprehensive and accurate understanding of our full value chain’s environmental impact.

To further enhance the accuracy of our emissions data, JDR has engaged a third-party consultancy to assist in refining our data collection processes. This includes working closely with our supply chain partners to improve transparency and access to critical emissions data. In parallel, we are now able to report that our recent Scope 1, Scope 2, and Scope 3 emissions data have been independently verified, underscoring our commitment to transparency and credibility.

The consultancy team is also collaborating with JDR to define the critical steps required to establish a robust Net-zero plan. This plan will include the development of a formal Net-zero pathway that integrates long-term resilience planning, alongside specific actions to reduce, renew, and rebalance our business operations. Our ambition is to achieve Net-zero within our target timeframe and to support this, we aim to validate our future emissions data in accordance with ISO 14064 standards.



3. JDR Sustainability Overview

HEALTH, SAFETY, ENVIRONMENT AND QUALITY

At JDR, we view Quality, Health & Safety as integral to our success and central to creating a safe, healthy, and environmentally responsible workplace for our employees, contractors, visitors, and clients. Our commitment to operational excellence and delivering Right First Time Quality strengthens our relationships with stakeholders and positions us as a trusted partner in the industry.

We operate management systems that meet the rigorous requirements of ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, ensuring compliance with all statutory obligations and industry standards. HSEQ is embedded in every aspect of our operations, with all employees empowered to contribute to our vision of continuous improvement and leadership in HSEQ practices.

JDR prioritises managing risks associated with our activities, including energy use, water management, chemical handling, and waste reduction. We are dedicated to minimizing environmental impacts, optimizing energy consumption, and preventing defects in our products and services to consistently meet customer and regulatory requirements.

Through sustainable procurement practices aligned with ISO 20400 standards and regular supplier audits, we extend our commitment to sustainability across our supply chain. Additionally, we innovate to offer reduced-emission product solutions, fostering a more sustainable future.

Our current HSEQ objectives and targets include:

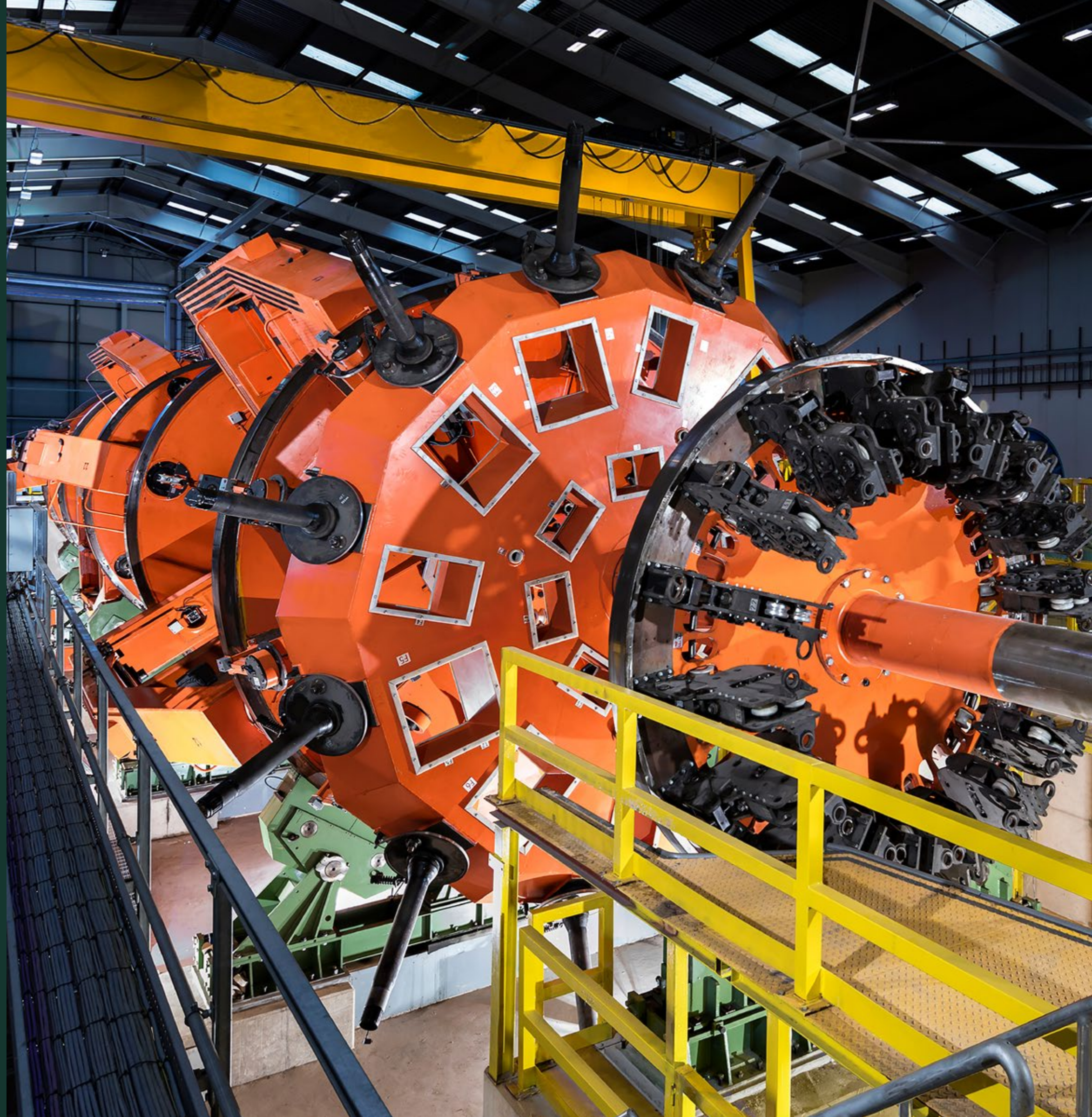
- **Safety Milestones:** Achieving a Total Recordable Case Frequency (TRCF) of 0.35, reducing First Aid Treatment cases by 25%, and resolving safety performance cases within 28 days.
- **Engagement & Awareness:** Achieving a 93%+ close-out rate for monthly THINK Safety Cards, enhancing awareness of key risk conditions among employees and suppliers, increasing executive participation in Safety Walk and Talk Tours (SQWATs), and hosting THINK Safety Days for client projects while expanding the program to include the supply chain.
- **Wellbeing:** Launching an Occupational Health Program and Well Person Clinic.
- **Cost Efficiency:** By reducing Non-Quality Costs to <2.5% of revenue.
- **Rapid Resolution:** Closure of Non-Conformance corrective actions within 3 days, root causes in 18 days, and preventative actions in 80 days.
- **System Automation:** Use advances in internal system automation to reduce manual processes and enhance data analysis.
- **Process Improvements:** Targeting an increase in THINK Quality Card close-out rates from 75% to 85%, ensuring critical plans (ITPs and PQPs) achieve Code 2 approval within two revisions, standardizing vendor assessments, and resolving field service issues promptly.

We actively communicate HSEQ performance through our annual reports and public updates, while setting clear objectives and targets for continual improvement. This approach is supported by regular performance monitoring, robust employee training, and transparent collaboration across all levels of the organisation.

For further details on our HSEQ commitments, please refer to the Appendix B for a copy of JDR's 2024 HSEQ Policy.

4.

Materiality Matrix



4. Materiality Matrix

At JDR, our approach to circularity is embedded in our understanding of the sustainability challenges and opportunities that are most material to both our operations and stakeholders. Our materiality matrix, a dynamic tool that assesses and prioritises economic, environmental, and social factors, guides us in focusing our resources where they can have the greatest impact.

By analysing this matrix, we can identify the key areas where JDR has significant influence, both in terms of reducing our environmental footprint and supporting the global transition to a circular economy. We prioritise actions that align with our commitment to sustainability, addressing critical factors such as resource efficiency, carbon reduction, and the use of recycled materials.

This matrix will aid in our strategic decision-making by highlighting the issues that are material or significant in terms of their influence on the organisation's performance and stakeholder relationships. Our matrix is due to be reviewed and updated in 2025.



4. Materiality Matrix

TARGETED ACTIONS IN CIRCULARITY

- We are actively working with our suppliers and customers to increase the use of recycled metals, including copper and aluminium, in our subsea power cables. This shift not only reduces resource extraction but also minimises the environmental impact across the value chain.
- Through our ongoing lifecycle assessments and supply chain mapping, we are continuously refining our understanding of material flows, enabling us to implement more circular processes and improve resource recovery.
- Our investments in innovation, such as expanding production capacity for high-voltage cables are designed with circularity in mind, ensuring that we can meet growing market demand while minimizing waste and energy consumption.

Our commitment to a Net-zero future is further strengthened by our focus on circularity. As we advance toward our sustainability targets, we remain dedicated to transparent communication with our stakeholders. Regular updates on our progress, including findings from materiality assessments, will ensure that our strategies evolve to meet the changing demands of the industry, environment, and society.



5.

Engagement and Disclosure



5. Engagement and Disclosure

MANAGEMENT ENGAGEMENT

All JDR Board members agree to progress our company's Sustainability plans and elevate this work within the business. To progress, JDR's Chief Strategy and Compliance Officer is leading this work with JDR's Sustainability Manager who will liaise with a specialist sustainability consultancy, co-ordinating internally, seeking information, support and evaluating commitments across the business. Progress updates are reported to the Board on quarterly basis.

Currently, JDR does not have financial incentives directly linked to environmental performance or meeting climate targets within senior executive or board member remuneration structures. However, we recognise the importance of aligning governance practices with our sustainability ambitions. As we advance our commitments, we are actively exploring opportunities to integrate environmental performance metrics into our executive compensation framework. This ambition reflects our commitment to embedding accountability for sustainability at the highest levels of the organisation, reinforcing JDR's dedication to climate leadership and long-term value creation.

To foster our credibility in leadership, JDR's executive team and other senior managers have attended a Carbon Literacy workshop, which was used to discuss key areas of importance within sustainability and to build awareness to prepare us for the challenges ahead in delivering our strategy.

JDR and our affiliate companies in the TFKable group have also formed a joint Sustainability team to exchange ideas and best practice, as well as key emissions data and to progress initiatives.

CARBON DATA DISCLOSURE

Disclosing our climate data provides an opportunity communicate our environmental efforts to a broad range of stakeholders. This communication can strengthen relationships with customers, employees, and the community. JDR's commitment to transparency and environmental responsibility can be seen as a key driver in the way we do business, which will only enhance our reputation and help build trust with all our stakeholders.

Reporting our climate data allows JDR to benchmark its performance against industry peers. This comparison can highlight areas for improvement and help us set meaningful targets for emissions reduction. By addressing climate-related risks and incorporating sustainability into our business strategies, JDR can enhance its long-term resilience in an industry that's facing increasing environmental challenges.

Disclosure is beneficial for several reasons, primarily driven by the increasing awareness of climate change and its impacts on the environment, society, and the economy. Some of the key reasons why JDR disclose its climate data are:

Transparency and Accountability

Climate data disclosure promotes transparency by providing stakeholders, including investors, customers, employees, and the public, with information about JDR's environmental impact. This transparency enhances trust and accountability, as it allows our stakeholders to evaluate our commitment to sustainability and environmental responsibility.

Risk Management

Climate change poses various risks to businesses, including physical risks (e.g. extreme weather events and supply chain disruptions) and transitional risks (e.g. policy changes and market shifts toward sustainable practices). Disclosing climate data allows JDR to assess and communicate these risks, enabling informed decision making and strategic planning to mitigate potential negative impacts.

Compliance with Regulations

Governments and regulatory bodies worldwide are increasingly implementing policies and regulations related to climate disclosure. By proactively disclosing our climate data, JDR can stay ahead of regulatory requirements and demonstrate compliance, avoiding potential legal and financial risks associated with non-compliance.

5. Engagement and Disclosure

Supply Chain Management

Disclosure often includes information about supply chain emissions. This can help JDR understand and manage the carbon footprint of our supply chain, fostering a more sustainable and resilient business practice and greater collaboration in achieving our sustainable goals.

Customer Retention

Our customers are becoming more environmentally conscious, and there is a growing trend of sustainable and responsible investing. Disclosing climate data can attract environmentally focused customers to work with JDR and increase their own access to investment capital. Many of our customers now use environmental, social, and governance (ESG) criteria to assess its supply chain partners. JDR can, through proactively disclosing climate data gain an advantage through our commitment to sustainability. This can positively influence our customer's preferences and purchasing decisions, especially among those environmentally conscious consumers who may prefer products and services from companies with a demonstrated commitment to addressing climate change.

Innovation and Efficiency

The process of collecting and disclosing climate data will lead to a better understanding of our environmental impact. This understanding can drive innovation and efficiency improvements, as we seek to reduce our carbon footprint, optimise resource use, and develop more sustainable business practices.

Attracting and Retaining Talent

Employees, especially those from younger generations, are increasingly concerned about the environmental and social impact of the companies they work for. Businesses that disclose climate data and demonstrate a commitment to sustainability are more likely to attract and retain top talent, as employees are often motivated to work for organisations that align with their values.



5. Engagement and Disclosure



ECOVADIS

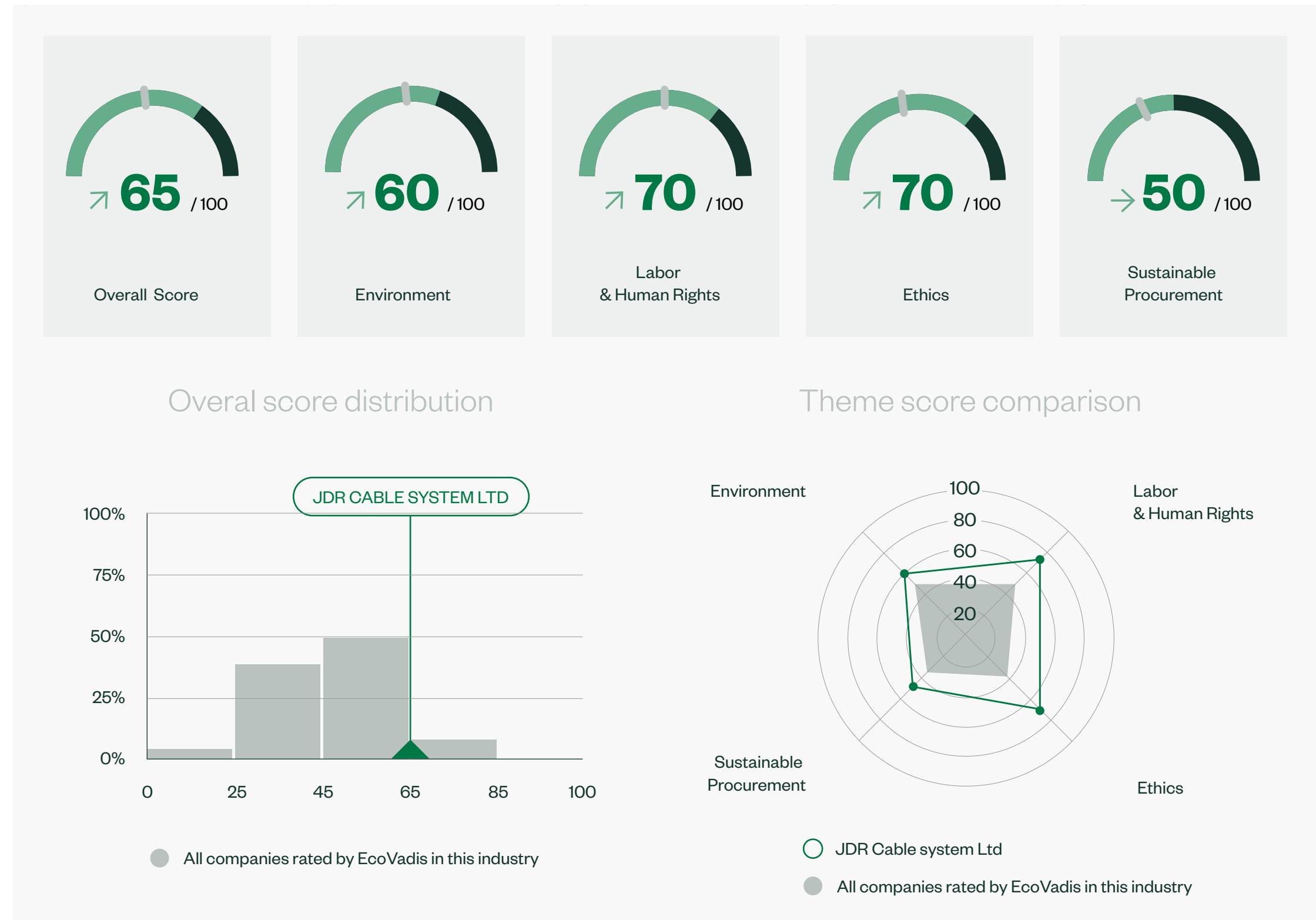
EcoVadis is a sustainability ratings provider that assesses and monitors the corporate social responsibility and sustainability performance of companies. EcoVadis operates as an independent third-party organization that evaluates these areas across various industries.

EcoVadis is therefore able to provide a comprehensive and standardized assessment of a company's sustainability efforts. This evaluation therefore helps companies such as JDR to understand their environmental and social impact, identify areas for improvement, and benchmark their performance against industry peers.

Medals are awarded based on the percentile rank of a company's performance against all rated companies within their database. JDR have completed its second year of reporting and are current recipients of a Silver Medal, placing us within the top 15% of all companies scored.

Their goal is to encourage responsible business practices, foster transparency, and drive positive changes in the global supply chain.

Please see on the right a copy of our current 2023 Score Report.



5. Engagement and Disclosure



CARBON DISCLOSURE PROJECT

CDP is a global environmental impact non-profit organisation working to secure a thriving economy that works for people and planet. It enables companies to measure and manage their environmental impacts. With the world's most comprehensive collection of self-reported data, the world's economy looks to CDP as the gold standard of environmental reporting.

The CDP questionnaire is scored across four different levels:

- **Disclosure** - The level of detail and comprehensiveness of a response.
- **Awareness** - Knowledge of how environmental issues impact our business.
- **Management** - Evidence of actions and management methods to address these impacts.
- **Leadership** - Implementation of best practices in the field of environmental management.

With a standardised framework for reporting, such as CDP, this allows JDR to benchmark its performance against industry peers. This comparison can highlight areas for improvement and help us set meaningful targets for emissions reduction. By addressing climate-related risks and incorporating sustainability into our business strategies, JDR can enhance its long-term resilience in an industry that's facing increasing environmental challenges.

Please see on the right a copy of our current 2023 CDP Score Report.

CDP SCORE REPORT - CLIMATE CHANGE 2023

JDR Cable Systems Limited	
Region	Europe
Country/Area	United Kingdom of Great Britain and Northern Ireland
Questionnaire	Capital goods
Activity Group	Renewable energy equipment

Your CDP score C

Average performance

C
Renewable energy equipment

B
Europe

C
Global Average

UNDERSTANDING YOUR SCORE REPORT

JDR Cable Systems Limited received a C which is in the Awareness band. This is lower than the Europe regional average of B, and the same as the Renewable energy equipment sector average of C.

Leadership (A/A-): Implementing current best practices
Management (B/B-): Taking coordinated action on climate issues
Awareness (C/C-): Knowledge of impacts on, and of, climate issues
Disclosure (D/D-): Transparent about climate issues

ACTIVITY GROUP PERFORMANCE

Renewable energy equipment

Your company is amongst 24% of companies that reached Awareness level in your Activity Group.

A sample of A-list companies from your Activity Group:

Siemens Energy AG

*Please note that the peer group average scores are compiled with only investor-requested company scores

CDP SCORE REPORT - CLIMATE CHANGE 2023

CATEGORY SCORES

If a company scored a C or below, they will not have been scored for Management or Leadership points (the dark purple line represents this).

Please download the ['CDP Scoring Introduction'](#) for more information.

CATEGORY SCORES BENCHMARKING

Activity Group Average
 Your Score

Business Strategy, Financial Planning & Scenario Analysis	B-
Emissions reduction initiatives and low carbon products	C C C C C
Energy	C C C C C
Governance	B
Opportunity Disclosure	C C C C C
Risk Disclosure	C C C C C
Risk management processes	B-
Scope 1 & 2 emissions (incl. verification)	C C C C C
Scope 3 emissions (incl. verification)	D D
Targets	C C
Value chain engagement	C-

Scenario analysis No, but we anticipate using qualitative and/or quantitative analysis in the next two years

5. Engagement and Disclosure

AREAS OF FOCUS

To achieve improved scores for both EcoVadis and CDP, JDR have conducted a gap analysis to identify areas requiring improvement to ensure that all key aspects are adequately addressed. This analysis has shaped targeted actions across several focus areas, enabling us to align with industry best practices and meet stakeholder expectations. Notable areas of focus include:

Environmental Reporting

JDR is committed to improving transparency and consistency in reporting its environmental performance. We are now centralising our sustainability data into a unified platform to enable dashboard reporting, streamline data analysis, and align with our goal of achieving ISO 14064 compliance. This approach ensures that our data is readily accessible for both internal decision-making and external reporting. By adopting GRI standards, we have elevated the robustness of our reporting framework. Furthermore, independent verification of our 2023 emissions data has significantly enhanced the quality, accuracy, and credibility of the information provided. This sets the foundation for stronger submissions and positions JDR as a leader in transparent environmental disclosures.

Data Collection

During the 2023 reporting year, JDR prioritised improving the accuracy of our Scope 3 emissions footprint, recognising its critical role in aligning with CDP and EcoVadis requirements. Enhanced data collection methodologies

and partnerships with a third-party consultancy have enabled us to more accurately map our Scope 3 emissions, contributing to an increase in reported figures. This increase is reflective of higher business output and improved reporting granularity. Moving forward, JDR will refine its Scope 3 strategy, focusing on targeted reductions through supply chain engagement and lifecycle assessments to drive meaningful progress toward Net-zero.

Target Setting

As part of our commitment to climate leadership, JDR is on track to secure verification of our SBTi targets for Scopes 1, 2, and 3 by the end of 2024. These targets will align with a 1.5°C pathway, demonstrating our dedication to decarbonization. The inclusion of ambitious yet achievable targets reinforce our credibility with EcoVadis and CDP while solidifying our commitment to a sustainable future.

Sustainable Procurement

Recognising the importance of responsible sourcing, JDR has launched a new Sustainable Procurement Policy to strengthen business accountability. In 2024, our supply chain team completed ISO 20400 training, enhancing their capabilities to integrate sustainability considerations into procurement decisions. Updated terms and conditions now prioritise responsible sourcing, and supplier audits have been intensified to ensure compliance. These measures align closely with EcoVadis criteria, driving continuous improvement in supply chain sustainability.

Supplier Engagement

Reducing Scope 3 emissions requires proactive supplier collaboration. JDR has initiated dialogue with our suppliers to understand and support their Net-zero progress. Carbon footprint data is being collected where feasible, and suppliers are encouraged to align with JDR's sustainability goals. Recognising the need for further engagement, we are planning capacity-building initiatives to deepen supplier partnerships and foster shared accountability in emission reductions.

Information Security Risks

To address potential security risks, JDR is defining the initial scope of an Information Security Management System (ISMS) aligned with ISO 27001. This framework will integrate cyber risk and incident management processes into our existing business continuity strategies. Strengthening information security not only mitigates operational risks but also demonstrates JDR's commitment to robust governance practices, enhancing our credibility with EcoVadis evaluators.

Next Steps and Future Commitments

Building on these achievements, JDR is committed to continuous improvement across all areas. By leveraging the insights from our gap analysis, collaborating with third-party experts, and embedding sustainability across our operations, we aim to achieve stronger scores in EcoVadis and CDP evaluations while driving meaningful environmental and social progress.

5. Engagement and Disclosure

CIRCULAR ECONOMY

As a company JDR are very conscious of consumption and waste and make efforts to reduce them as much as reasonably practical. Currently JDR routinely recycle or reuse over 90% of all waste, including the following:

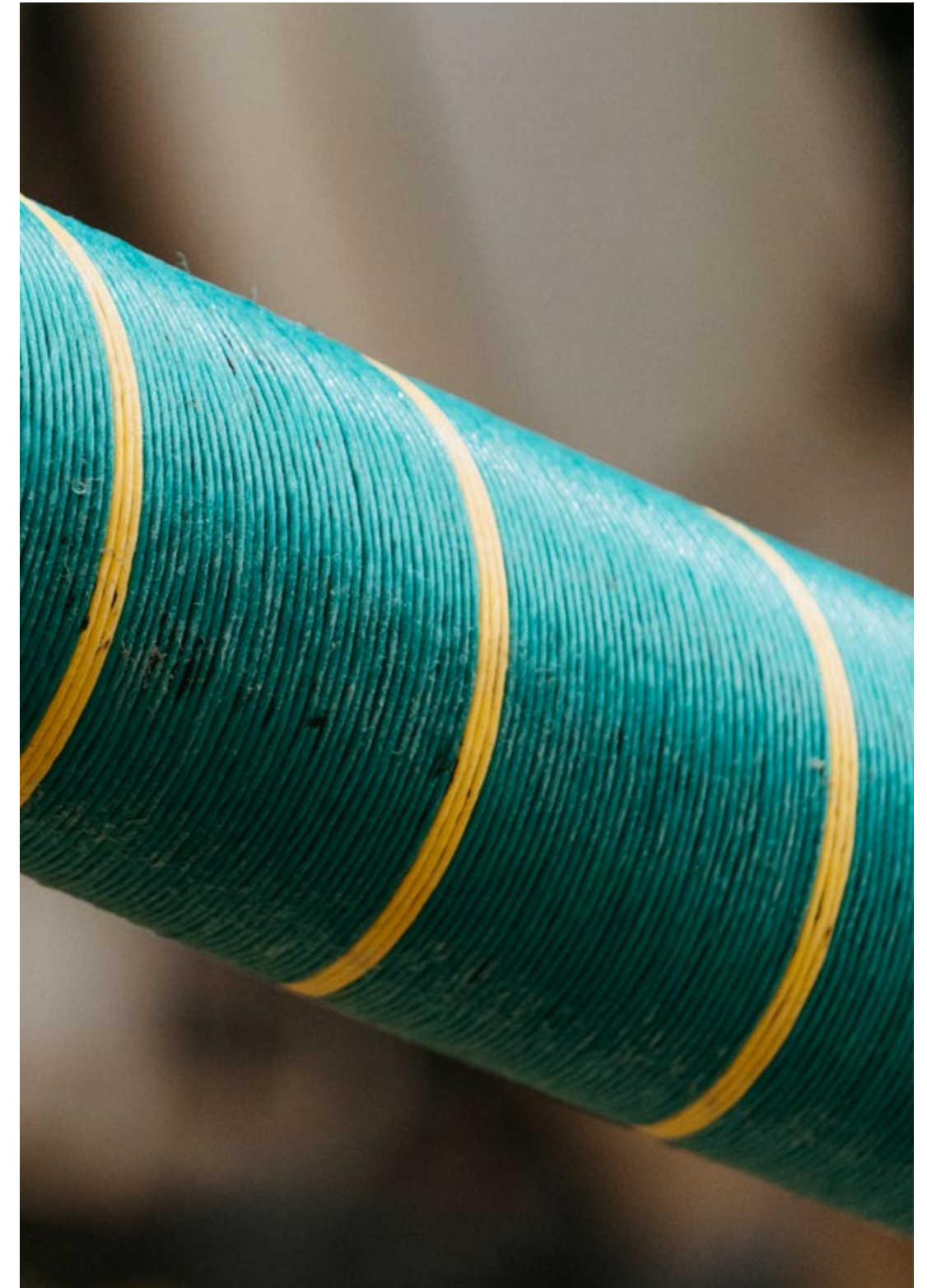
- Metals; Copper, Aluminium, Steel & other scrap metals
- Cable waste
- Polymers
- Cardboard and paper
- Wood

JDR are currently working with a waste contractor to recycle our ropes and roving's. We are also looking to purchase an evaporative condenser, which will be used to reduce the hazardous waste, as it relates to our test fluids. We are also actively moving to reduce waste as it applies to the use of single use plastics, including the supply chain for packaging waste.

One of our ongoing efforts includes addressing the end-of-life use of our power cables, a critical sustainability challenge for the subsea cable industry. We are currently working on a challenge statement to address this issue, and we are exploring solutions that promote circularity, such as life extension, recycling and material recovery initiatives. This initiative aligns with our broader commitment to reducing the environmental impact of our products throughout their lifecycle. The recycling of our products, specifically metals and polymers from our manufactured power cables can currently be recycled at one of JDR's affiliate companies, which is a cable

wastes recycling plant, which annually recycles over 10,000 tonnes of cable wastes.

To prolong the life of plant equipment and ensure that all machinery is working effectively and efficiently, JDR have a rigorous maintenance programme, and invest in machinery upgrades on a regular basis. In 2024, we successfully completed ESOS Phase 3, which provided valuable insights into improving energy efficiency across our facilities. This achievement is a key part of our ongoing efforts to reduce energy consumption and align with national and international energy targets. Looking ahead, we are also working toward aligning our social responsibility practices with ISO 26000, which will strengthen our commitment to ethical business practices, community engagement, and employee well-being. By integrating ISO 26000 into our business model, we aim to embed social responsibility to complement our environmental sustainability efforts.



6.

Manufactured Products and Material Consumption



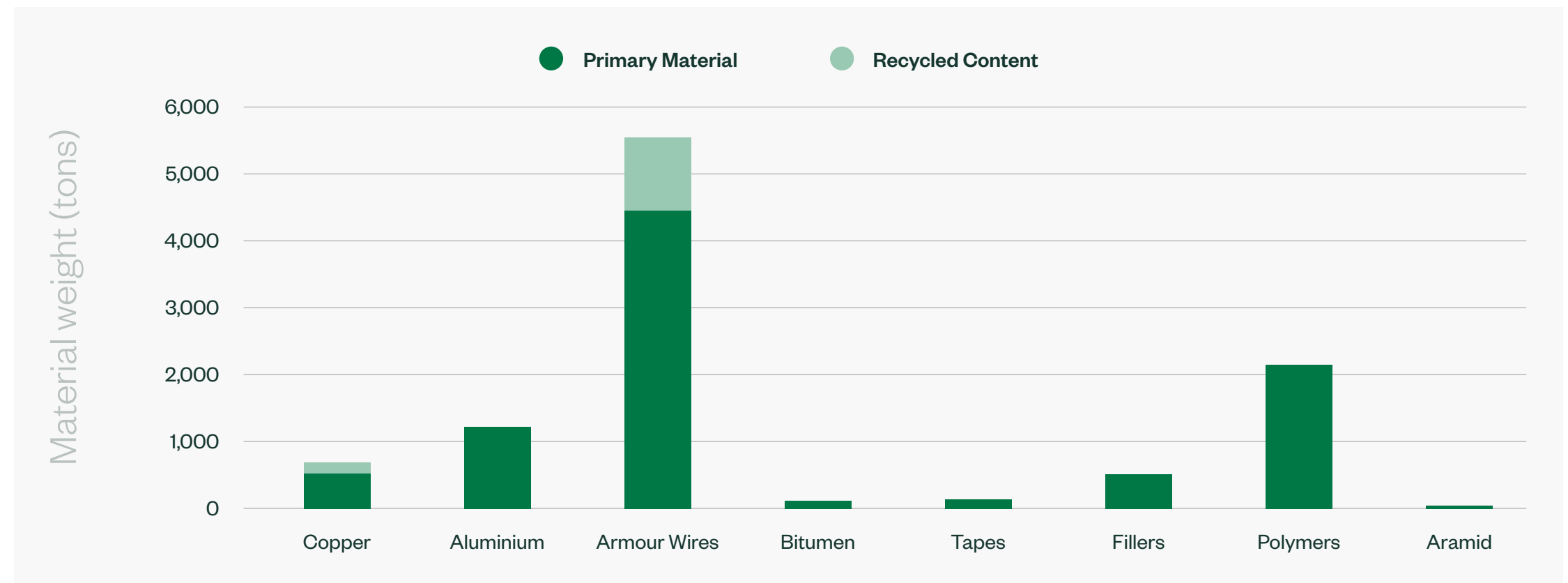
6. Manufactured Products and Material Consumption

In 2023, JDR manufactured 328.9 kilometres of power cables and 95.3 kilometres of subsea umbilicals, which together required approximately 11,311 tonnes of raw materials. These materials include a diverse mix of materials based on specification and performance demands. Our high-voltage power cables require substantial amounts of conductive metals and insulation to withstand the harsh marine environment. Similarly, subsea umbilicals integrate multiple functional layers and conductors to manage power, communications, and hydraulics for offshore installations.

MATERIAL COMPOSITION AND VOLUME

The manufacture of JDR’s products relies on key materials; copper and aluminium are essential for conductivity, while polymers provide insulation and protection. Bitumen contributes to additional protective layers for roved products, and steel armour and aramid fibres reinforce structural integrity.

These primary materials have a significant environmental impact, stemming from their extraction, processing, and the potential for current or future scarcity. Moving forward, JDR will continue to invest in resource-efficient manufacturing processes and support the circular economy by working with partners to incorporate more recycled and responsibly sourced materials. This strategy aligns with our commitment to the global energy transition, ensuring our products not only support renewable energy infrastructure but do so with a reduced environmental impact. The graph below illustrates the volumes of the primary materials used in JDR’s production of subsea power cables and umbilicals.



To support JDR’s sustainability goals, we continuously assess the availability and quality of recycled materials from our suppliers. Currently, recycled materials represent 11% of our overall material usage, equating to approximately 1,243 tonnes. This percentage reflects the current capacity of our supply chain to provide reliable recycled content for high-performance applications. However, we are conducting a detailed study of each material component as it is likely that the actual recycled content in materials is higher than reported.

As demand for sustainable products increases, JDR is actively working with suppliers to expand the use of recycled materials aligning with both customer expectations and our environmental targets. Our focus on metal supplies for copper, aluminium and steel is providing valuable insight into future initiatives aimed to further increase this percentage as supply chains and recycling technologies evolve. Coupled with expanding this into other commodities, we are contributing to our commitment to reducing resource dependency and minimising carbon impacts across our products’ lifecycle.

6. Manufactured Products and Material Consumption

SUSTAINABLE PROCUREMENT

At JDR, we are committed to sourcing goods and services in a way that delivers value for money while generating social and economic benefits and minimising environmental harm. Our Sustainable Procurement Policy integrates principles of environmental stewardship, ethical business practices, and respect for human rights into our procurement processes.

This commitment is supported by our Responsible Sourcing Code, which applies across our supply chain. We aim to strengthen this approach by achieving full compliance with the ISO 20400 Sustainable Procurement and ISO 26000 Social Responsibility Standards by the end of 2025.

Our sustainable procurement strategy focuses on three key pillars:

- **Environmental Responsibility:** Ensuring goods and services are procured in compliance with environmental laws to minimise negative impacts.
- **Ethical Business Practices:** Maintaining fair contract terms and requiring adherence to our high ethical standards.
- **Human Rights:** Acting with due diligence to respect human rights, aligned with international frameworks such as the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the ILO's Declaration on Fundamental Principles and Rights at Work.

We require all suppliers to sign and adhere to our Responsible Sourcing Code, which is supported by an extended audit program to ensure

compliance with our ethics, sourcing, and social policies which supports JDR is committed to continuous improvement in procurement practices to create a sustainable and responsible supply chain that reflects our values.

For further details on our sustainable procurement approach, please refer to the Appendix C for a copy of JDR's 2024 Sustainable Procurement Policy.

SUPPLIER ENGAGEMENT

JDR prioritises supplier engagement on environmental issues by focusing on key criteria such as business risk mitigation, material sourcing, and procurement spend. We specifically target suppliers whose operations have the potential to significantly impact our environmental footprint, particularly in terms of Scope 3 emissions.

In 2023, JDR conducted a supply chain assessment of a cross-section of our Tier 1 suppliers, achieving a 65% response rate. This assessment evaluated various aspects, including the presence and transparency of environmental policies and management systems, Net-zero commitments, natural resource use, human rights practices, safety, and diversity. We also assessed each supplier's efforts around environmental transparency and product stewardship.

This engagement helps us identify suppliers with substantive environmental impacts, allowing us to better manage risks and collaborate on sustainability

initiatives. We aim to focus on suppliers that align with JDR's long-term goals, particularly those contributing to innovation, reducing environmental risks, and supporting our journey to Net-zero. We are continuing to refine this process, defining thresholds for substantive impacts and expanding our scope of engagement to include additional suppliers in future assessments. Through this approach, JDR ensures that supplier relationships support our overall environmental and sustainability objectives.

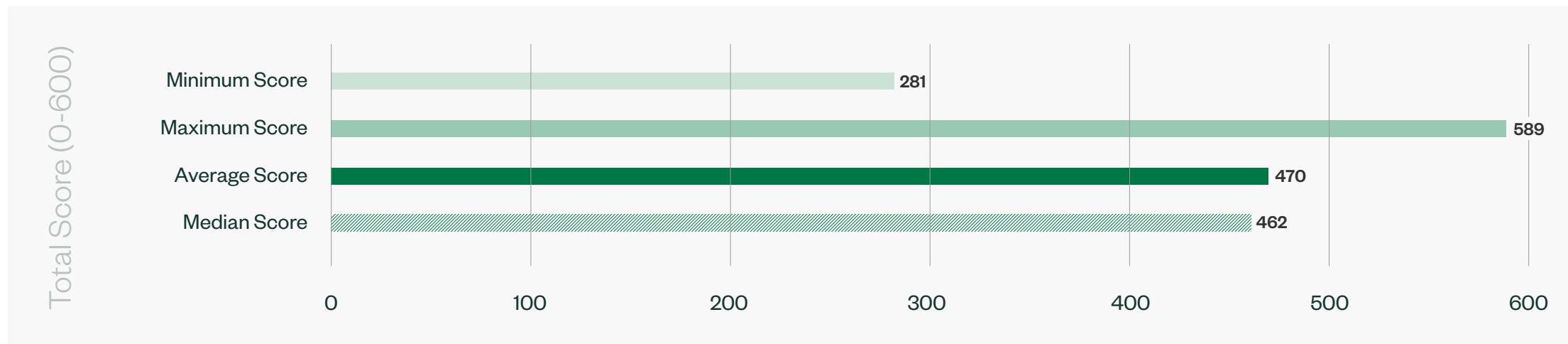
Suppliers were scored based on the following categories to provide an initial overview of first-tier suppliers for JDR to further measure and evaluate:

- Management
- Human Rights, Safety & Diversity
- Net-zero
- Natural Resources
- Environmental Transparency
- Product Stewardship

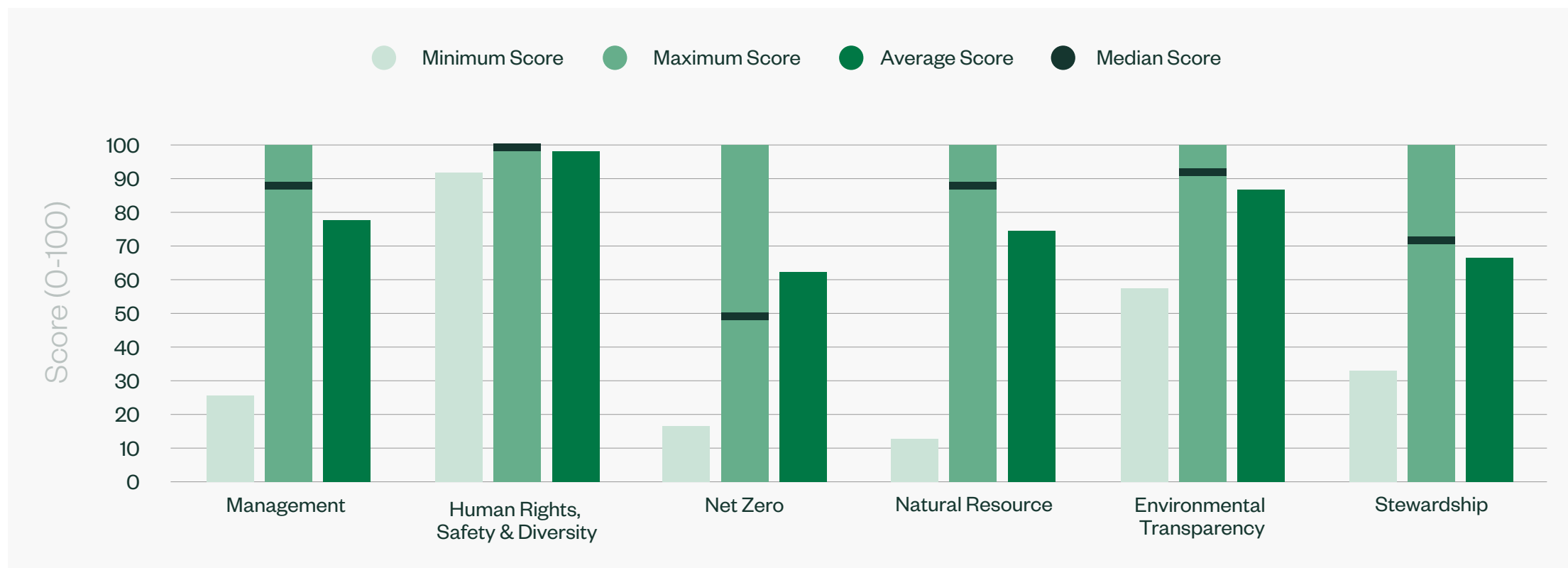
With our engagement measures already in place, we aim to directly engage with a higher percentage of our supply chain partners and to further evaluate and understand our Category A suppliers and their emissions impact. This will lead to the generation of a reduction target in JDR's Scope 3 emissions.

6. Manufactured Products and Material Consumption

Each category was scored out of 100, resulting in a maximum possible score of 600. The below graph illustrates the distribution of total scores, highlighting a minimum of 281, a maximum of 589, an average score of 470, and a median score of 462 across all suppliers.



Each category is summarised in the below graph to help understand categorical trends, supplier strengths, as well as improvement measures and recommendations.



Notable trends across these categories include:

- **Human Rights, Safety & Diversity** emerged as the strongest category, with consistently high scores and a maximum score of 100.
- **Environmental Transparency and Management** also performed well, with average and median scores close to the upper range.
- **Net Zero** and **Natural Resources** showed more variability, with lower minimum scores indicating room for improvement among some suppliers.
- **Product Stewardship** demonstrated moderate performance, with its average score lower than the top categories but with less variability compared to others.

Higher scores likely reflect the level of mandatory compliance required, while lower scores stem from weaker responses and insufficient evidence provided. This assessment enables JDR to evaluate current business practices and, in collaboration with our consultants, develop recommendations to engage and support suppliers effectively.

With JDRs commitment to SBTi-approved targets, we are working with our consultants to measure and understand supplier greenhouse gas emissions. The aim will be to evaluate and understand their Scope 3 emissions to include in our own reduction targets.

6. Manufactured Products and Material Consumption

COPPER MARK

One of our key initiatives has been working closely with copper suppliers to promote the use of the Copper Mark standard. As part of the Copper Mark, an initiative of the copper industry aimed at ensuring responsible copper production and trade, JDR will be able to identify copper mining operations that meet certain sustainability criteria. This initiative aims at promoting transparency and accountability in the copper supply chain, which will contribute to improving environmental and social practices in the industry.

In 2023, 98% of the copper purchased for the manufacture of our power cables originated from European suppliers that had passed independent assessments aligned with Copper Mark. This engagement has strengthened our relationship with suppliers while ensuring we meet environmental standards.

JDR is working with key suppliers to set a benchmark for sustainability within the industry. Furthermore, we have taken a proactive approach by visiting mines and production sites to better understand our supply chain's environmental impact to foster closer collaboration and identify areas for improvement. The positive effect of this engagement will become evident in the increased source of more sustainably produced materials and the widespread adoption of cleaner processes among our suppliers.

This focus on environmentally responsible sourcing not only aligns with our customer's expectations but also positions JDR as a leader in promoting sustainable practices within the subsea energy industry.

LOW CARBON MATERIALS

At JDR, we have conducted a comprehensive lifecycle assessment of our subsea power cables, examining the raw materials used in our products and exploring opportunities to integrate lower-carbon alternatives. This evaluation focuses on identifying materials with reduced carbon intensity while maintaining the overall performance and longevity of our products.

Several areas for improvement have emerged from our first-stage initiative programme. These include the introduction of recycled shaped fillers, modifications in core production processes, and advancements in manufacturing longer-length cables. We can now calculate the impact of these changes on our clients' projects in terms of Global Warming Potential (GWP), enabling us to offer a quantifiable reduction in carbon footprint.

JDR is acutely aware of the importance of minimising both consumption and waste in our operations. We take all practical steps to reduce waste where possible, and where waste does occur during production, the vast majority is either recycled or reused.

Our end-of-life challenge is to ensure that we can collaborate closely with our customers, enabling cable waste to be efficiently recycled. This ongoing effort will allow us to support our clients in closing the loop, working towards a fully circular approach where cables can be processed at a dedicated

recycling facility, further reducing waste and environmental impact. One of our affiliate companies currently recycles over 10,000 tonnes of cable waste annually, providing a scalable solution for future projects.

7.

Life Cycle Assessment



7. Life Cycle Assessment

Conducting a Life Cycle Assessment (LCA) is a critical step in JDR’s commitment to improving environmental performance, resource efficiency, and sustainability. The insights gained from this process allow us to make data-driven decisions that reduce our ecological footprint and improve the sustainability of our manufacturing operations and product offerings.

JDR’s interim LCA report, which was developed following the internationally recognised guidelines and recommendations of ISO 14040 and ISO 14044 includes the goal and scope definition phase, outlining the objectives of the LCA study and the specific boundaries and products included.

The study also undertook a high-level inventory analysis, mapping out key inputs and outputs associated with our production processes, such as material sourcing, energy consumption, emissions, and waste generation.

The final LCA report, due imminently, will deliver a more detailed analysis of the entire lifecycle of our subsea power cables, from raw material extraction through to end-of-life disposal and recycling. It will assess the Global Warming Potential (GWP) and other environmental impacts across various stages of the product’s life, enabling JDR to quantify our environmental footprint more precisely.

Our LCA process also identifies opportunities for improvement, such as:

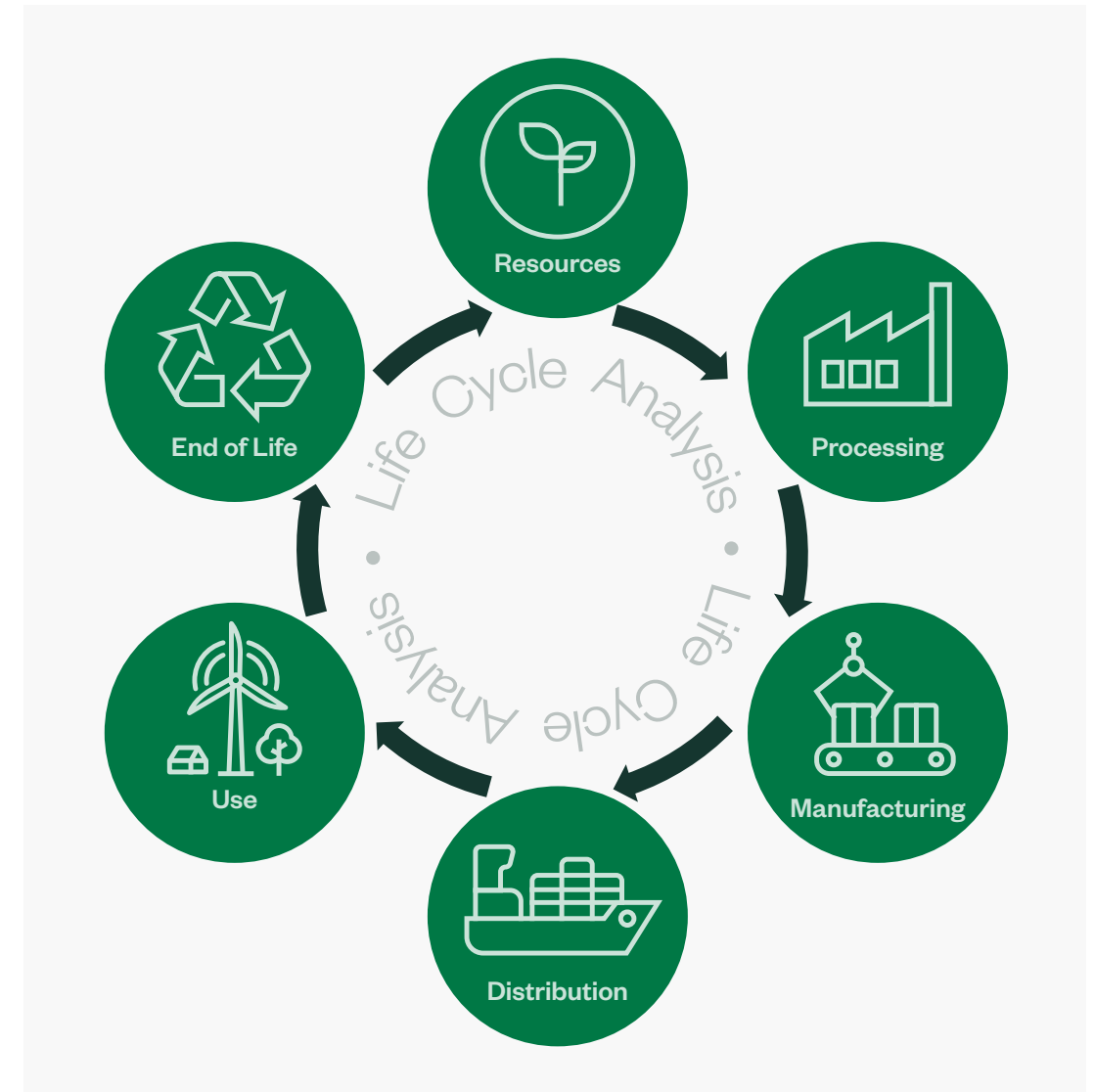
- Increased use of recycled materials, including copper and aluminium, to reduce carbon emissions from raw material sourcing.

- Enhancements in production efficiency, focusing on waste reduction and energy optimisation during manufacturing.
- Exploration of end-of-life strategies that align with circular economy principles, ensuring that cable waste is recycled efficiently through our dedicated affiliate recycling facility.

By integrating these findings, JDR aims to support our clients in achieving their sustainability goals. We are committed to regularly updating our clients with progress as the final LCA results become available. Our focus remains on providing transparent, verifiable data that instils confidence in our sustainable practices and helps reduce the environmental impact of their projects.

Our ongoing LCA efforts are a testament to JDR’s proactive approach to sustainability, reflecting our dedication to continuous improvement and the development of environmentally responsible products and processes.

Conclusive LCA reports will be generated in the implementation phase of our client’s projects. This analysis will centre on determining the optimal combination of processes and products to be encompassed within the supply scope for the project. The Final LCA Report will comprehensively address all essential stages outlined in ISO 14044, encompassing goal and scope definition, inventory analysis, impact assessment, and a project-specific interpretation phase aligned with the deliverables. Any feasible recommendations or enhancements aligned with the project timeline will be presented.



Recommendations and improvements that can be reasonably delivered in line with the project delivery will be presented. By following the process and guidelines in ISO14044 and ISO14040 this will allow JDR to present the life-cycle analysis and environmental impact improvements for the project.

7. Life Cycle Assessment

RESEARCH AND DEVELOPMENT

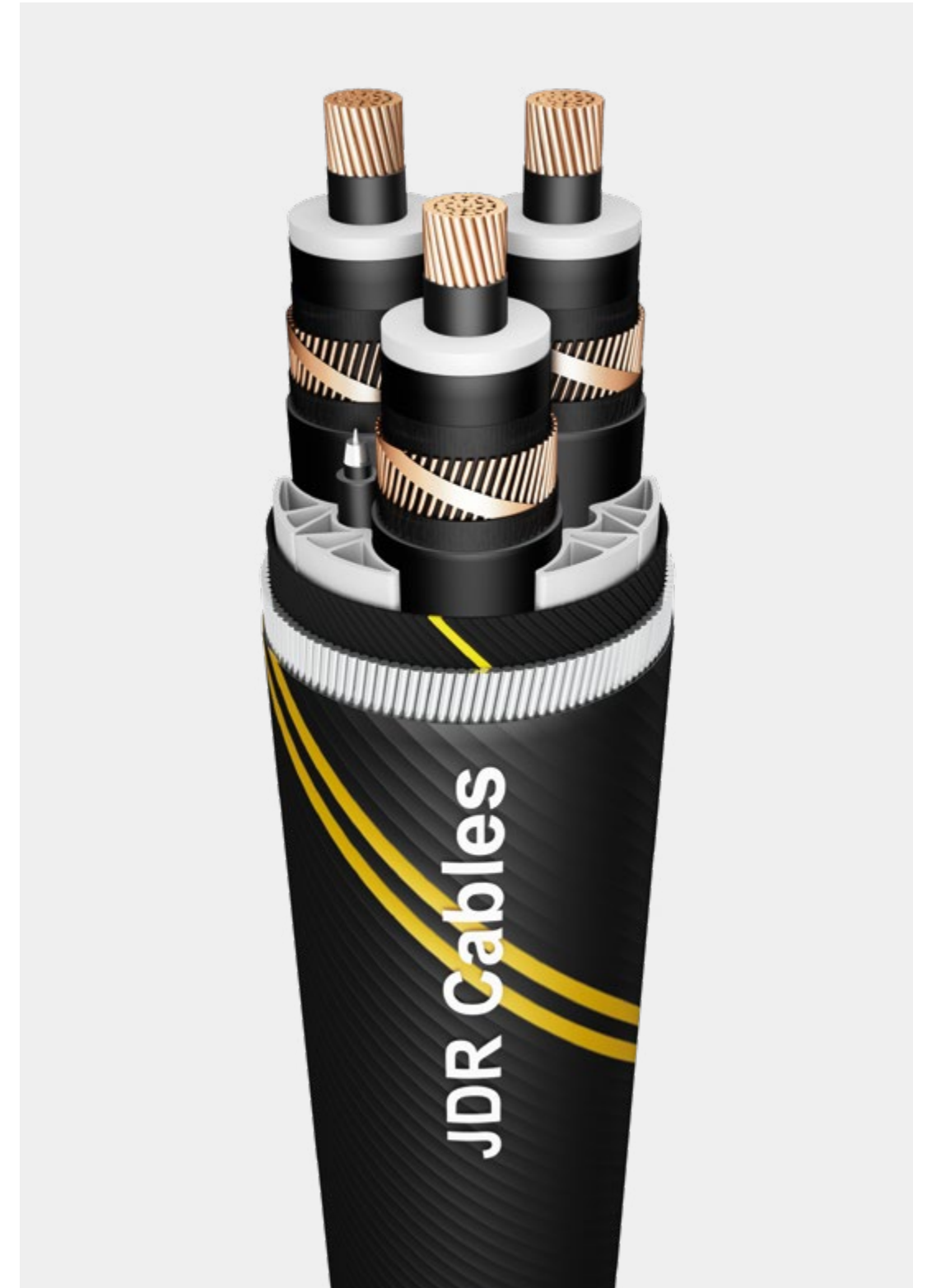
Our ongoing R&D efforts are aimed at further reducing the carbon intensity of our products. We are investing in the development of innovative technologies and materials that will enable us to offer lower-carbon products to the market. These innovations are central to our strategy of staying at the forefront of the subsea energy industry while supporting the global energy transition. This focus on R&D not only positions us to meet customer demands for more sustainable products but also reinforces our leadership in driving industry-wide change toward low-carbon solutions.

JDR's strategy to achieve its Net-zero ambitions is driven by a strong focus on research and development, aimed at creating low-carbon products and services. This involves investing in advanced technologies and exploring innovative materials to reduce our overall carbon footprint. Our goal is to deliver products that align seamlessly with the future needs of our stakeholders.

One of the key projects under development is an energy storage initiative, with a feasibility study planned to assess the potential for storing electricity generated by rotating machinery, specifically for high-voltage cable testing. Some of the newly acquired machines at our Cambois, Blyth facility already have regenerative power capabilities, and further calculations are underway. The project is expected to be operational by 2025, with additional information to be disclosed in the future.

We are also working on incorporating recycled shaped fillers into our cable manufacturing process, reducing the reliance on new materials. This project is expected to be in development over the next 2–3 years. Alongside this, JDR is prioritising the sourcing of low-carbon metals and increasing the use of recycled materials to lower our overall emissions. We are actively engaging with suppliers to ensure compliance with emerging carbon regulations and to support our long-term sustainability goals. In addition, we are conducting material research, and within the next five years, we plan to launch a new polymer that will significantly reduce emissions during the cable manufacturing process.

Over the coming five years, we plan to allocate up to 90% of our R&D budget to ensure the successful completion of this project and the introduction of a ground-breaking, low-emission product to the market.



8.

JDR Climate Data and Disclosure



8. JDR Climate Data and Disclosure

GOVERNANCE

JDR has board-level oversight of climate-related issues within the organisation. The JDR Board regularly review and report our efforts with regard to sustainability and initiatives throughout our business as our stakeholders in the transition towards a low-carbon economy. JDR and affiliated TFKable Group produce an annual CSR report which the Chair of the JDR Board approves to explain our impact on climate and how we take various actions to improve our activities.

A link to our Corporate Social Responsibility Page can be seen on our website, which will provide access to further information on the details provided in this section.

JDR's Chief Strategy and Compliance Officer is a member of the Board responsible for JDR's continued response to climate change and how we set our strategy for the years to come. In particular, the Chief Strategy and Compliance Officer has the responsibility to help the Chief Executive Officer and the Board to define our strategic vision and implement the company's strategy, doing so in a sustainable way and seeking to minimise the company's impact on climate change.

As a leading supplier to the offshore wind sector, action on climate change is at the heart of JDR's strategy. JDR and the wider TFKable Group of companies provide the vital cable connections to ensure renewable energy from wind is collected and transmitted back to shore enabling global

countries to de-carbonise their energy supply. Renewable energy is JDR's largest business are and are actively investing in new and more energy-efficient facilities to minimise our impact on the environment.

JDR also support our oil and gas customers in their sustainable transition and diversification into offshore renewables. In particular, JDR is actively supporting and promoting the electrification of subsea production equipment to reduce carbon emissions, as well as collaborating with pioneering energy companies such as Equinor and Vattenfall as they seek to use offshore wind to reduce the need for diesel generators to provide power to offshore oil and gas well platform.

JDR's new High Voltage Cable Manufacturing Facility in Cambois, near Blyth, Northumberland, UK will enable the company to double or triple its production capacity to support the increased demand for offshore wind energy and support the drive towards Net-zero carbon emissions.

JDR's board has oversight of climate-related issues through:

- Reviewing and guiding annual budgets
- Overseeing major capital expenditures
- Overseeing acquisitions, mergers, and divestitures
- Reviewing and guiding strategy
- Reviewing and guiding the risk management process

JDR continues to lead our efforts to support the deployment of offshore wind. A Board Director has been a member of the Offshore Wind Industry Council since 2018 and has engaged with the UK Government BEIS and OWIC to produce the Sector Deal for Offshore Wind. The sector deal aims to increase the amount of offshore wind capacity in the UK to 40 GW by 2030 and assist the UK Government target of Net-zero carbon emission by 2050.

JDR Board have regularly discussed the progress of the deployment of offshore wind and the global drive to de-carbonising our energy supply systems. Our efforts are reported in the annual CSR report and to customers.

Environmental risks and our sustainability strategy and progress will be reported quarterly at JDR Board Meetings.

8. JDR Climate Data and Disclosure

JDR COMPETENCE ON CLIMATE-RELATED ISSUES

At JDR, we are committed to continually enhancing our expertise to drive sustainability across the business. To support our efforts, we have a long-standing partnership with a leading and award-winning Net-zero and sustainability consultancy to comprehensively assess our climate change impacts and to guide us in setting emissions reduction targets and achieving our Net-Zero ambition. Internally, key members of the JDR Sustainability team have completed the Business Sustainability Management course from the University of Cambridge Institute for Sustainability Leadership (CISL), strengthening our ability to lead sustainable initiatives.

Additionally, at least one member of our Board and several senior managers have undertaken Carbon Literacy Training, ensuring a deeper understanding of climate-related challenges at the leadership level. We are actively working to expand this knowledge across the broader team as we continue to elevate our competence and commitment to addressing climate change.

RESPONSIBILITY

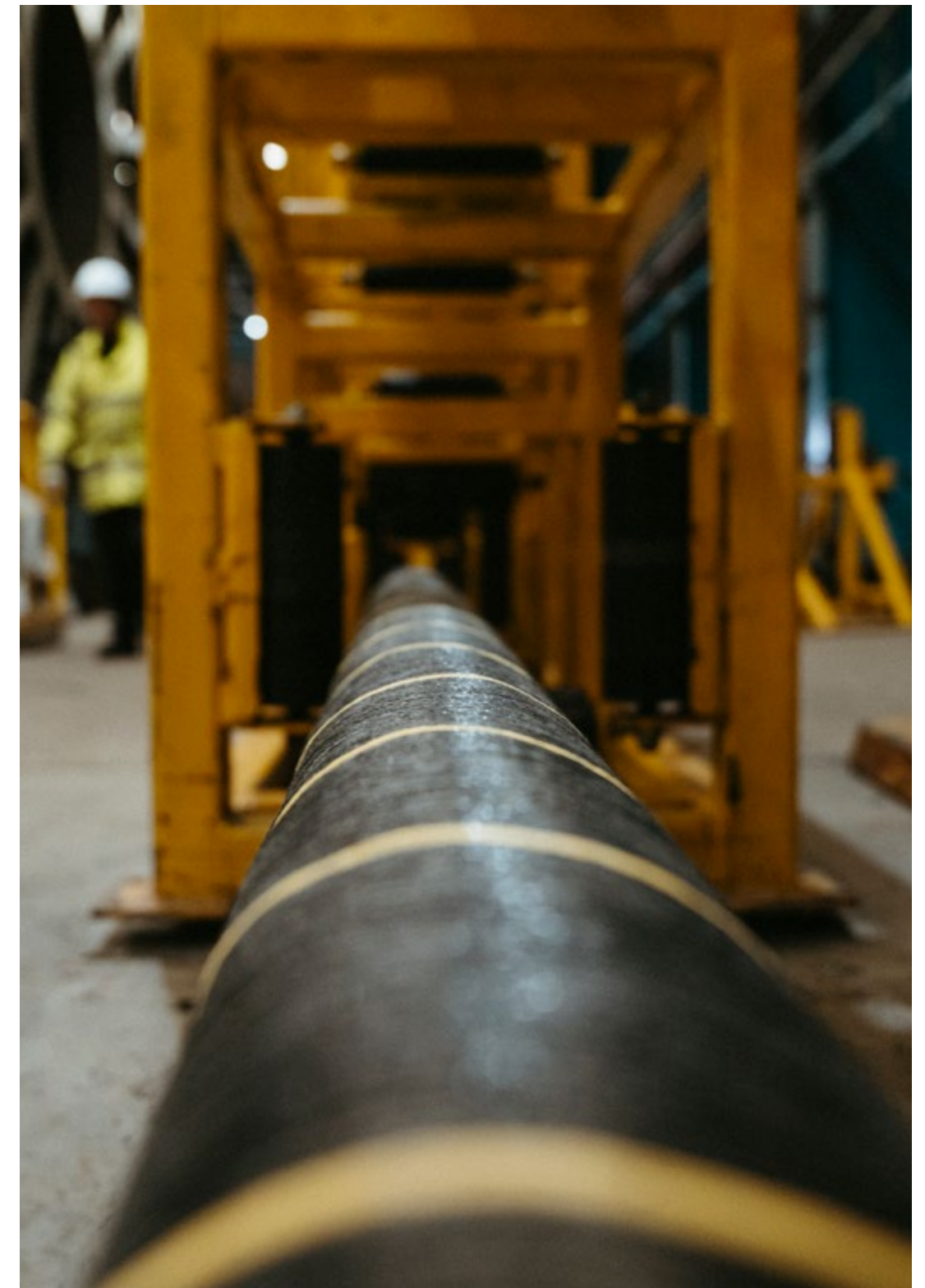
At JDR, climate-related issues are overseen at the highest level by our Chief Strategy and Compliance Officer, who is responsible for reporting directly to the Board and CEO on sustainability and climate change matters. This includes providing quarterly updates to the Board on key climate-related issues and progress.

In addition to this leadership, JDR has appointed a dedicated Sustainability Manager to complement the Chief Strategy and Compliance Officer's work. The Sustainability Manager plays a pivotal role in executing JDR's sustainability strategy and driving climate action across the company. Responsibilities include overseeing day-to-day sustainability initiatives, engaging with stakeholders, and managing climate-related reporting.

Key responsibilities of our Chief Strategy and Compliance Officer include:

- Chairing internal Management Meetings focused on sustainability issues, responses, and initiatives.
- Organising and coordinating responses to clients and other stakeholders on climate-related matters.
- Leading company-wide sustainability initiatives and setting strategic direction.
- Coordinating and engaging with managers to report and assess the full impact of JDR's operations on climate change.
- Presenting sustainability progress to clients and internal teams, highlighting the importance of our initiatives to JDR's overall strategy.

Together, the Chief Strategy and Compliance Officer and Sustainability Manager ensure JDR is continuously improving its climate resilience and making meaningful progress toward its sustainability goals.



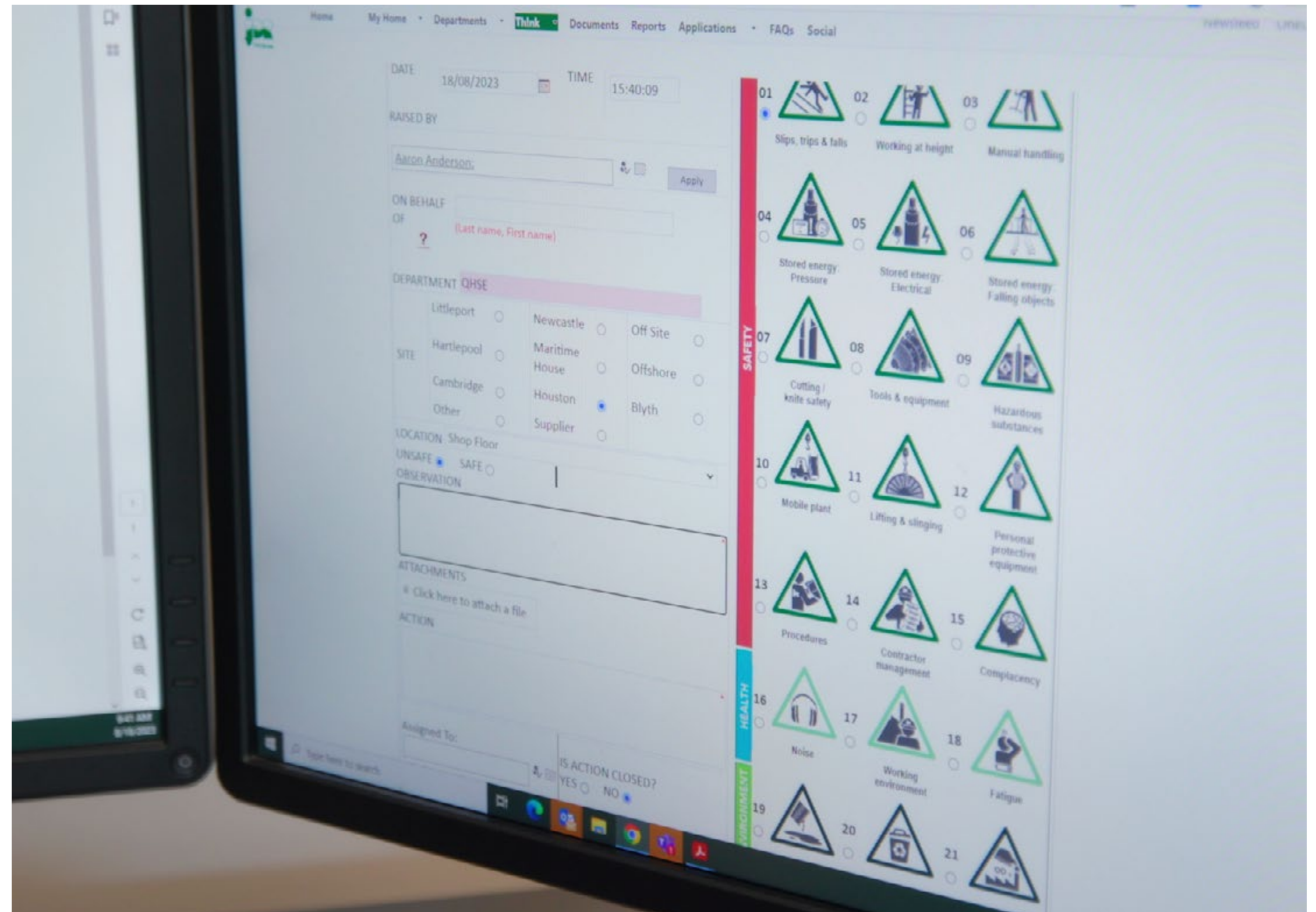
8. JDR Climate Data and Disclosure

CAPTURING AND MANAGEMENT OF CLIMATE ISSUES

JDR THINK Program

JDR has implemented a robust performance management system that integrates quality, production, and Health, Safety, and Environment elements across its operations. Central to this system is the THINK program, which empowers every employee, visitor, or contractor to identify and raise potential improvements or concerns using a THINK card. These cards encompass a wide range of areas, including environmental, quality, and safety issues. To ensure engagement and effectiveness, all JDR employees are required to attend THINK training sessions, conducted regularly by facility leadership. Attendance of training is tracked by the Learning and Development department.

The THINK training program equips employees with the knowledge and confidence to observe and report environmental risks and opportunities that could directly or indirectly impact their departmental goals or work environment. The program emphasises three key environmental risk conditions that JDR monitors closely: Spillages, Waste Management and Emissions.



8. JDR Climate Data and Disclosure

THINK cards are systematically tracked and managed through a dashboard reporting system, which allows for detailed analysis of observations and the effectiveness of improvement actions. Observations are reviewed daily during operations meetings and revisited monthly, ensuring sustained attention to ongoing issues and the effectiveness of implemented measures.

In 2023, JDR recorded a total of 2,460 safety cards raised, with 150 cards specifically addressing environmental key risk conditions: Spillages: 61, Waste Management: 71 and Emissions: 18. Each card raised was successfully closed with documented actions, demonstrating the program's effectiveness in driving tangible improvements.

The THINK card system has resulted in meaningful environmental enhancements across JDR facilities. Examples of improvements include:

Spillages: Implementation of spill containment measures and training on spill response, which reduces the risk of contamination and improved compliance with environmental regulations.

Waste Management: Greater awareness of waste segregation best practices and fostering of our recycling initiatives, leading to higher recycling rates and reduced waste. This not only minimises environmental impact, but also generates cost savings.



Emissions: Faults to equipment as well as improvements to existing processes are used to reduce energy consumption and emissions, directly supporting JDR's commitment to climate action.

By continuously monitoring and acting on the observations raised, JDR identifies opportunities to improve its environmental performance and reduce risks. This program represents JDR's commitment to embedding sustainable leadership at all levels of the organisation. The improvements made through the THINK program have therefore had a positive effect across the organisation:

For JDR as a business: The program fosters a culture of accountability and continuous improvement, directly contributing to the company's

sustainability goals and climate commitments. The enhanced environmental practices also improve JDR's standing with customers and stakeholders who prioritize sustainable operations.

For employees: The program empowers individuals to actively participate in shaping a safer, cleaner, and more efficient workplace. Recognition initiatives in the form of a 'Thinker of the Month' awards £50 in vouchers, which helps incentivise active engagement and creates a sense of pride and ownership. Employees report higher job satisfaction knowing their contributions have a direct impact on the company's environmental and operational success.

8. JDR Climate Data and Disclosure

ENERGY AUDITS

An internal energy management audit was carried out in 2023, covering the energy consumption of all JDR UK sites. The audit provided detailed insights into our current energy usage patterns, enabling us to identify areas for improvement. Based on the findings, we have developed action plans aimed at reducing and de-carbonising our energy use.

These audit results play a crucial role in aligning our sustainability goals with measurable actions. By understanding where and how energy is consumed across our operations, we can target specific areas for efficiency improvements, reduce our carbon footprint, and lower operational costs. This data will also allow us to set more precise energy reduction targets, enhance monitoring processes, and ensure we are on track to meet our Net-Zero goals.

Furthermore, the audit data helps inform investment decisions, allowing us to prioritise energy-efficient technologies and renewable energy options. By continuously refining our energy management strategies, we can implement meaningful improvements that support both our immediate sustainability goals and our long-term climate ambitions.

BUILDING REPORT
HARTLEPOOL

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Document Date:
Version date: 15th October 2023
Release date: 18th October 2023

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ANNUAL ENERGY CONSUMPTION

ELECTRICITY

Month	2022 kWh	2021 kWh
Jan	139,435	183,056
Feb	123,826	186,140
Mar	143,311	186,018
Apr	152,700	179,351
May	172,658	186,847
Jun	15,821	0
Jul	146,503	164,630
Aug	148,216	167,168
Sep	142,408	146,444
Oct	131,653	130,603
Nov	131,653	131,665
Dec	131,653	141,006
Total	1,579,837	1,802,928

1,579 MWh
£215,786

Consumption appears to be consistent apart from the months of June which should be investigated further

GAS

Month	2022 kWh	2021 kWh
Jan	3,133	258,818
Feb	318,787	193,593
Mar	110,881	269,392
Apr	107,210	167,735
May	58,955	
Jun		
Jul		
Aug		
Sep		
Oct		
Nov		
Dec	77,209	182,511
Total	676,175	1,072,049

676 MWh
£22,531

There is no consumption for a considerable amount of both years so it is difficult to determine trends in consumption. Regular recording of energy data is recommended as it will help to inform future energy management decisions

8. JDR Climate Data and Disclosure

RISKS AND OPPORTUNITIES

JDR identify, assess, and respond to climate-related risks and opportunities through its Aspects and Impacts Register. This tool is used by JDR to identify, evaluate, and document the environmental aspects and impacts associated with our activities, products, or services.

Aspects: These are the elements of our activities that can interact with the environment. Aspects can be direct, such as our emissions during manufacturing processes, or indirect through our energy consumption.

Impacts: These are the potential or actual effects that aspects may have on the environment. Impacts include pollution, resource depletion, habitat destruction, and other environmental consequences.

This register helps JDR to assess the significance of each aspect and impact, allowing them to be prioritised with resources allocated effectively to manage and minimise their risk to our overall environmental footprint in line with ISO 14001.

JDR DEFINE OUR RISK IMPACTS AS:

Short-term: In general, we consider risk impacts in the short-term to be within the next calendar month.

Medium-term: Medium-term risks are generally having an impact on business operations or customer project life cycles which can be 2 to 3 years between customer Purchase Order and Customer Delivery for larger multi-batch project scopes.

Long-term: Generally long term is understood in the organisation to be beyond the current project backlog visibility, and hence dependent on forecast for business activity.

JDR RISK ASSESSMENTS CONSIDERS THE IMPACT AND PROBABILITY

Impact scoring is calculated as follows:

Insignificant: Minor problems easily handled within the project

Minor: Some disruption (<£500K / <1 Month)

Moderate: Significant time/resource (£500K-£2.5M / 1-3 Months)

Major: Major impact on cost & schedule (£2.5 - £10M / 3-6 Months)

Catastrophic: Potential project failure if not addressed, significant unplanned investment (>£10M / >6months)

Probability scoring is calculated as follows:

Unlikely: The event is unlikely to occur: 0 - 25%

Moderate: The event is unlikely but needs to be monitored for increased likelihood: 25%-40%.

Even: An even (50:50) chance of occurring: 40 - 60%

Likely: Greater than an even chance to very likely to occur: 60 - 80%.

Almost certain: Very Likely and certain to occur: >80%

8. JDR Climate Data and Disclosure

CLIMATE-RELATED RISKS AND OPPORTUNITIES

JDR employ a specific climate-related risk management process for identifying, assessing and responding to climate-related risks and opportunities. Our value chain includes JDR’s direct operations, as well as our upstream and downstream activities.

JDR are use a third-party consultancy to support the identification of both climate-related risks and opportunities. Risk identification is in alignment with the ‘We Mean Business Coalition Risk and Opportunity Taxonomy’ where twenty-four (24) risk areas are covered, including both physical and transition risks.

A STEEPLE and SWOT analysis is also carried out to identify the material risk and opportunity areas across the business.

Once risk identification is complete, an assessment is made on all risks and opportunities to determine a total risk score. This is based on the likelihood and severity of the risk or opportunity occurring, using our probability and impact scale scoring.

Additional actions required to either reduce the risk or realise and opportunity area are identified alongside how this impacts the risk or opportunity score over time. A scenario analysis is also conducted on the key material business risks to assess the impact over time, based on three potential future scenarios:

1. a smooth transition to < 2°C
2. a late transition to < 2°C
3. no acceleration of action > 3°C

RISK TYPES

Regulation: Current regulation covering air pollution, carbon emission data, environmental issues, fuel taxes and policy, product policy and renewable energy are evaluated as part of the JDR’s climate risk management process.

Engineering: Emerging regulation covering air pollution, carbon emission data, environmental issues, fuel taxes and policy, product policy and renewable energy are evaluated as part of the JDR’s climate risk management process.

Technology: The impacts of both technological risks (e.g. power failure) and opportunities (e.g. new low-carbon solutions) are evaluated.

Legal: Legal requirements are evaluated to consider the impact of JDR needing to comply with more stringent climate law e.g. higher taxes, fines or penalties in not meeting set standards.

Market Change in customer demand is identified as a key risk and opportunity e.g. shifting from oil and gas to renewable energy power lines.

Reputation: There is a risk to company reputation as JDR are still supporting oil and gas customers, however there is also an opportunity with offshore wind/renewables.

Acute Physical: Extreme weather events are included within risk management processes e.g. there is potential this will impact offshore activity progress.




Chronic Physical: Potential for long term physical changes to impact raw material availability and cost in the supply chain.

8. JDR Climate Data and Disclosure

Climate Related Risks

The following risks are provided as examples of those that have been identified with the potential to have the greatest impact on JDR as a business.




RISK 1: CARBON BORDER ADJUSTMENT MECHANISM (CBAM)

IMPACT 	DESCRIPTION 	JDR RESPONSE TO RISK 
<p>JDR anticipates an increase in material costs due to the carbon penalties associated, particularly with aluminium given its high carbon intensity compared to other metals. By applying the projected carbon price to future import volumes, JDR has assessed the potential cost impact on its financial performance.</p> <p>JDR is working closely with its supply chain to evaluate suppliers' carbon footprints and is prioritising partnerships with those who demonstrate a commitment to carbon reduction. JDR aims to minimise the potential disruptions to cash flow and maintain a competitive financial performance amid evolving carbon taxation policies.</p>	<p>Increased costs due to carbon taxation (e.g. aluminium cable imports into EU and UK) due to the implementation of carbon taxation, specifically the EU's CBAM, poses a significant risk of increased costs for JDR, particularly related to material imports used in subsea power cable manufacturing.</p> <p>As CBAM applies levies on carbon-intensive goods imported into the EU and UK, the carbon footprint of aluminium production is a key concern. This could lead to higher import costs and impact the competitiveness of JDR's products in the European market, where demand for low-carbon solutions is increasing as aligned with our opportunities</p>	<p>To enable a smooth transition when CBAM is mandated, JDR anticipates the need for additional internal initiatives and costs. This includes developing robust systems to monitor and report carbon emissions embedded in imported materials affected, along with enhanced supplier engagement to obtain accurate carbon data. JDR will focus on supply chain audits, compliance management, and carbon scenario planning to mitigate potential risks.</p> <p>Increased operational expenses driven by carbon taxes may lead to revenue reduction or the need to pass additional costs onto customers, potentially reducing market share. Furthermore, the variability in global carbon pricing policies and regulatory environments introduces additional uncertainty in cost forecasting and financial planning.</p> <p>To mitigate this risk, JDR have engaged with BCA / Europacable / RenewableUK and UK government on consultations around CBAM and in particular aluminium cable imports into EU and UK and ensuring a level-playing field in that all aluminium cables should be in scope of CBAM, not just aluminium as a raw material.</p> <p>JDR is also prioritising sourcing low-carbon metals from suppliers and exploring the use of recycled materials to reduce overall emissions. We are also engaging with suppliers to ensure compliance with emerging carbon regulations and support our long-term sustainability goals.</p>

8. JDR Climate Data and Disclosure

Climate Related Risks




RISK 2: CHANGING CUSTOMER DEMAND

IMPACT 	DESCRIPTION 	JDR RESPONSE TO RISK 
<p>Change in customer demand, and therefore increased requests for recycled content or reduced CO₂ emissions in product portfolio could bring about:</p> <ul style="list-style-type: none"> a) decreased revenue due to inability to meet customer expectation. b) increased expenditure costs in meeting increased recyclable content / reduced carbon emission products. c) potential additional funding may be required to meet customer cable construction expectations. <p>We anticipate several customers to request increased recycled content or reduced CO₂e emissions in our product portfolio over the midterm horizon.</p>	<p>JDR faces increasing pressure from customers to supply subsea power cables made with higher volumes of recycled copper, aluminium, and steel. While this aligns with global sustainability trends, it presents significant risks due to current supply chain limitations and cost. The recycling processes for these metals are not yet fully scalable, and current market capacity may struggle to meet the growing demand.</p> <p>Recycled metals also command a premium due to the complex processing required and limited availability. If suppliers are unable to meet JDR's demand for recycled materials, there may be delays in production timelines, increased costs, and challenges in meeting customer expectations.</p> <p>This could impact JDR's competitiveness, particularly as sustainability becomes a key differentiator in the market.</p>	<p>If JDR is unable to meet evolving customer expectations for increased recycled content, or lower carbon emissions in our products, there is a risk of losing market share, which could result in a decrease in revenue. This is especially relevant as more customers prioritise sustainability in their procurement decisions. Based on historical trends and customer feedback, JDR estimates the potential revenue loss could range from 1-10%, depending on customer expectations and the competitive landscape within the market. To meet these customer expectations, JDR would need to invest in sourcing materials with higher recycled content.</p> <p>JDR anticipates that several customers will request increased recycled content or reduced CO₂ emissions in our product portfolio over the mid-term horizon. We have already had detailed discussions with many customers over the past year on how to facilitate product decarbonisation and implement changes to our product design and materials sourcing.</p> <p>Our initial work is focused on metals, such as copper, aluminium and steel in cable products but we are also progressing with investigations and developments in polymer and fibre layers within the cable construction.</p> <p>As part of its strategy, JDR is proactively engaging with suppliers, exploring improvements, and assessing the long-term fiscal impact of these evolving demands. By preparing for a range of scenarios, from minimal process adjustments to large-scale transformations, JDR aims to balance customer expectations with sustainable growth.</p>

8. JDR Climate Data and Disclosure

Climate Related Risks




RISK 3: MATERIAL AVAILABILITY

IMPACT 	DESCRIPTION 	JDR RESPONSE TO RISK 
<p>Material supply constraints represent a significant risk to JDR’s financial position, particularly regarding the procurement of copper, aluminium, and steel, which are essential for subsea power cable manufacturing.</p> <p>The growing demand for these materials, driven by the transition to renewable energy, may lead to supply bottlenecks and price volatility, creating financial challenges. Disruptions in the availability of these materials could cause delays in manufacturing and project completion schedules, resulting in financial penalties that would directly impact JDR’s revenue and cash flow.</p> <p>This may necessitate adjustments to working capital strategies and potentially increase our reliance on short-term financing to maintain operational efficiencies and agreed delivery dates.</p> <p>Price volatility for raw materials is likely to increase costs, reducing profit margins if JDR cannot pass these additional expenses on to our customers. If left unmitigated, these financial impacts could impair our ability to meet production schedules and maintain our overall cost competitiveness.</p>	<p>Material supply constraints pose a significant risk to the manufacture of JDR’s products, especially subsea power cables due to their high metal content, and regarding key raw materials such as copper, aluminium, and steel.</p> <p>JDR’s operations are dependent on a stable and consistent supply of these materials, which could face potential disruptions.</p> <p>Additionally, the transition towards renewable energy has increased demand for these materials, leading to potential supply bottlenecks and price volatility.</p> <p>JDR’s ability to meet production timelines and maintain cost competitiveness may be impacted if these supply constraints worsen.</p>	<p>JDR anticipates the need for additional monitoring and reporting of supplier capabilities and industry demand for the materials affected, along with enhanced supplier engagement to obtain preferential costs and sourcing routes. JDR will therefore focus on current and potential supply chains through audits, compliance management, and operational planning to mitigate potential risks.</p> <p>By diversifying its supplier base, JDR will reduce reliance on single sources and enhance supply chain resilience and securing stable pricing and guaranteed availability.</p> <p>Despite the challenges, JDR is exploring mitigation strategies, such as long-term contracts with suppliers, price hedging, and diversifying raw material sources.</p> <p>These efforts aim to protect financial stability. Additionally, JDR is currently exploring the use of recycled and alternative materials to reduce dependency on primary raw materials.</p> <p>Continuous monitoring of market trends will allow us to adjust procurement strategies as needed. These actions will ensure alignment with our sustainability goals and support production continuity.</p>

8. JDR Climate Data and Disclosure

Climate Related Risks




RISK 4: WATER POLLUTION

IMPACT 	DESCRIPTION 	JDR RESPONSE TO RISK 
<p>If pollutants are not properly managed, JDR may face increased operational costs due to the need for enhanced wastewater treatment systems and stricter compliance measures to meet evolving environmental regulations. Failure to comply with these regulations could result in fines, penalties, and potential legal liabilities, leading to increased financial burdens.</p> <p>Additionally, regulatory requirements for facilities near sensitive ecosystems, are expected to tighten, which could result in higher costs for monitoring, reporting, and mitigating environmental impacts.</p> <p>There is also a potential for operational disruptions or costly shutdowns if environmental violations occur, affecting production timelines and revenue generation.</p> <p>These environmental risks may also affect JDR's reputation, potentially leading to a loss of business opportunities or customer trust, further impacting revenue streams.</p>	<p>As an umbilical and power cable manufacturing facility located near a river basin, there is the potential for pollutants, such as microplastics generated during the production of power cores and cables, to enter the aquatic ecosystem. These microplastics, which can be released through industrial processes like extrusion and insulation, pose long-term risks to water quality and marine biodiversity. In addition to microplastics, other discharges include industrial oils, chemicals, and cleaning agents used in cable manufacturing and maintenance. If not properly managed, these pollutants could result in ecological damage and disrupt local habitats. Furthermore, our facility locations near sensitive river basins increase the likelihood of regulatory scrutiny and potential fines should wastewater discharges fail to meet environmental standards. The potential impact of these pollutants on water resources is a significant concern, as regulatory pressures are expected to increase due to tightening environmental laws. Failure to adequately address and mitigate these risks may lead to substantial financial and reputational consequences, affecting JDR's ability to meet sustainability targets and comply with future regulations</p>	<p>JDR has controls in place to mitigate environmental risks, such as the use of interceptors before water discharge and the segregation of polymer waste for collection by specialist recycling companies. Additionally, we are actively developing strategies to reduce both macro and microplastic leakage, further mitigating potential environmental impacts. Due to the proximity of our facilities to sensitive river basins, our risk planning includes upgrades and further wastewater management controls.</p> <p>Investment will continue JDR's contribution to the long-term sustainability goals of the company, improving operational efficiency by reducing waste, and supporting JDR's commitment to reducing its environmental footprint. While any capital investment may be significant, it will be considered a proactive measure to protect the company's financial and environmental standing over time, especially in light of evolving environmental regulations and stakeholder expectations.</p>

8. JDR Climate Data and Disclosure

Climate Related Risks

RISK 5: RIVER MANAGEMENT

IMPACT 	DESCRIPTION 	JDR RESPONSE TO RISK 
<p>The risk of silting at our dock facilities could influence JDR’s operational capabilities. If ships are delayed or unable to access the dock, this would lead to a disruption in the timely delivery of our products. This would directly impact our project schedules and lead to delays in meeting customer commitments, which could cause reputational damage.</p> <p>As a proportion of our revenue is typically recognised upon the delivery of goods, any delays in shipment would postpone invoicing, thereby affecting cash flow and potentially leading to financial shortfalls at key reporting periods.</p> <p>In addition, operational costs would likely increase due to the need to store completed products for longer periods.</p> <p>Furthermore, delayed or missed deliveries could result in contractual penalties imposed by customers, which would further erode our profit margins. The risk of reputational damage is also high, as failure to meet delivery timelines could lead customers to perceive JDR as an unreliable supplier. This could affect our ability to secure future contracts, particularly in a highly competitive industry where reliability and timely delivery are critical factors in customer decision-making. The financial impact could therefore extend beyond immediate revenue loss and impact long-term business growth and market positioning.</p>	<p>JDR’s quayside facilities are integral to the successful load-out of our products onto specialised ships for delivery to our customers.</p> <p>The silting of docks presents a significant risk as it could hinder ships from accessing our loading facilities. This risk is heightened by our proximity to the Blyth River, River Tees, and their respective estuaries.</p> <p>Our facilities are in areas where flood risks are categorised according to their likelihood, with parts of our sites designated within Zone 1, which indicates a low probability of river flooding (less than a 1 in 1000 annual chance). However, with rising sea levels and the increasing impact of climate change, we must also consider other risk zones that could affect our operations.</p>	<p>JDR will maintain close coordination with the port authority to ensure that this essential service is carried out, thereby mitigating the potential operational and financial impact. This approach enables JDR to focus resources on other operational priorities while relying on the port authority to manage the dock’s navigability.</p> <p>To mitigate these risks, silt levels in the docks will be monitored by port authorities to ensure dredging activities are conducted at appropriate intervals. JDR will collaborate with port authorities to minimise the operational disruption caused by dock silting and maintain the continuity of our overall load-out operations.</p>

8. JDR Climate Data and Disclosure

Climate Related Risks

RISK 6: SEA LEVEL RISE




IMPACT 	DESCRIPTION 	JDR RESPONSE TO RISK 
<p>The financial impact on JDR could be substantial, due to a flood event at our quayside manufacturing facilities resulting in a complete or partial loss of operational ability, preventing the facility from functioning as intended. This would disrupt production schedules and reduce the JDR’s ability to fulfil customer orders, directly impacting revenue generation.</p> <p>The inability to operate for an extended period could lead to delays in product deliveries, causing a potential loss in revenue due to unfulfilled contracts and potential penalties imposed by customers for late shipments. In addition, JDR may face increased operational costs for repairs, replacement of damaged infrastructure and equipment, and potentially relocating or protecting critical operations.</p> <p>The long-term effects of sea-level rise could also affect JDR’s competitiveness, as ongoing disruptions may lead customers to perceive the company as less reliable. This could result in lost contracts and diminished market share. Furthermore, costs associated with flood insurance premiums, infrastructure upgrades, or protective measures could place an additional financial strain on the company.</p> <p>Therefore, sea-level rise presents a significant risk, not only to JDR’s operations but also to its overall financial performance and market standing.</p>	<p>Quayside facilities are essential to provide the long continuous lengths of larger power cables typically used in the offshore wind and energy sectors. The heavy weight and large continuous lengths demand that these cables as spooled from large 20 to 30 m diameter turntables or baskets within the manufacturing facility into similar baskets or turntables aboard dedicated cable installation vessels.</p> <p>Sea-level rise could affect the operational capabilities of both our Hartlepool and Cambois, Blyth facilities, which are in Flood Risk Zones 1 and 2 respectively, which indicates a medium probability of flooding, with return periods between 1 in 100 and 1 in 1000 years.</p> <p>Rising sea levels, exacerbated by the impacts of climate change, present an ongoing risk to the site’s infrastructure. In addition to potential flooding from the sea, extreme weather events, such as storm surges, could heighten the threat of flooding. Given our facilities proximity, the risk of sea-level rise poses a direct threat to the uninterrupted operation of either facility.</p> <p>Any significant flooding could lead to disruptions in production, logistical delays, and potential damage to both the site’s infrastructure and equipment.</p> <p>This risk is of particular concern as it threatens JDR’s ability to meet customer delivery timelines and maintain business continuity.</p>	<p>As a consequence of the close location to port infrastructure and tidal rivers, which enable vessels to berth safely, flood risk will typically be higher than that of other industrial developments.</p> <p>During the site remediation and construction phase of the Cambois, Blyth facility, JDR decided to raise the final formation level of the site by 0.5 m to 5.1m. Whilst this was implemented for several operational reasons, one such factor was the increased risk of climate change on flood risk along the Blyth tidal estuary. Our Flood Risk Assessment consultant used UK Environment Agency Data to extrapolate and show that in 2120 the still water return levels are at 5.09m above ordnance datum. Given that JDR’s factory floor is above this level we have in part mitigated the risk of the facility flooding. External site levels and drainage have been planned accordingly.</p>

8. JDR Climate Data and Disclosure

Climate Related Opportunities

The following opportunities are provided as examples of those that have been identified with the potential to have an impact on JDR as a business.

OPPORTUNITY 1: INCREASED POWER CABLE SALES

IMPACT 	DESCRIPTION 	JDR STRATEGY 
<p>The opportunity to increase sales of subsea power cables for static wind farms is anticipated to have a substantial positive effect on JDR's financial performance. As the demand for subsea cables grows to support the rapid expansion of offshore wind infrastructure, JDR is well-positioned to capture this market. This increase in demand could lead to higher revenues from both domestic and international projects, bolstering overall sales and improving profitability.</p> <p>By leveraging our expertise in producing high-quality, reliable products, JDR can enhance its market share within the renewable energy sector as we expand our manufacturing capabilities. The opportunity is expected to drive long-term financial growth as we support the global transition to renewable energy. Furthermore, the increased revenue potential from this market is likely to offset any short-term capital investments required to expand production capacity or improve manufacturing processes.</p>	<p>JDR is heavily investing in its manufacturing capabilities and service offering to increase capacity to support the growth in offshore wind.</p> <p>The UK government is targeting the deployment of between 40 and 50 GW of offshore wind by 2030, which is a significant increase from the 15 GW operation in UK waters at the end of 2023.</p> <p>With global offshore wind deployed to date at 62.9 GW and potentially set to grow to 268 GW by 2030 (data from 4cOffshore), then the global opportunity is significant.</p> <p>In 2021 JDR and TFKable Group announced their next phase of expansion with the construction of their new High-Voltage Cable Manufacturing facility at Cambois, Blyth. This new 130M facility will enable JDR to increase capacity and capability for the offshore wind market and will enable JDR to produce long-length 66 kV and next-generation 132 kV subsea cables.</p>	<p>JDR have already implemented part of their strategy to address this opportunity. We will continue to collaborate with all stakeholders including offshore wind farm developers, financial institutions and lenders, government, supply-chain, local communities and our employees.</p> <p>We are actively engaged in other industry groups such as the Offshore Wind Industry Council, British Cable Makers Association, and Europacable and we are regular participants at conferences and exhibitions sector, working with Renewable UK, Wind Europe and other regional and local trade federations.</p>

8. JDR Climate Data and Disclosure

Climate Related Opportunities

OPPORTUNITY 2: FLOATING WIND PROJECTS

IMPACT

The increased market potential of dynamic offshore wind presents a significant long-term opportunity for JDR, with the potential to positively impact the company.

As the global energy transition accelerates, dynamic offshore wind farms are expected to become a key solution for deeper water installations, requiring advanced subsea cable technologies that JDR specialises in. Over the long term, this growing market will drive demand for JDR’s dynamic cables.

This opportunity is anticipated to provide substantial financial benefits, as JDR can capitalise on increased demand for high-performance cables essential to the development of these innovative offshore wind farms. By capturing a larger share of this emerging market, JDR can strengthen its revenue streams and improve profitability.

Additionally, the long-term nature of dynamic offshore wind projects aligns with JDR’s strategy for sustainable growth, as we invest in the capabilities needed to meet future demand, positioning the company for continued success in the renewable energy sector.

DESCRIPTION

Floating offshore wind is a rapidly emerging growth area in offshore energy. Following several demonstration projects and pre-commercial power plant schemes being deployed and providing favourable results, there are now several larger-scale commercial floating offshore wind farms being planned for the second half of the decade.

Floating offshore wind provides a global opportunity for all coastal population centres to be able to bring additional renewable energy to their grid networks, in an advantageous timescale versus other low-carbon energy technologies when considering the time required for consenting, planning and construction.

JDR is a market leader in the supply of Dynamic Cables which are a key enabler of Floating Offshore Wind. The company have tens of kilometres of cables now deployed, including the largest floating offshore wind farm to date.

JDR STRATEGY




Our strategy includes providing technology leadership to the industry with the supply of high-value engineered products. JDR can leverage our unrivalled experience in the offshore energy sector, where our engineering experience includes system design to include complementary cable and umbilical hardware and accessories, along with engineering simulation, analysis, and configuration optimisation services.

This integration solution provision continues to support the successful deployment of innovative technology for new paradigms such as floating offshore wind. JDR have invested in new dynamic cable research and development, including the creation of new patents for the technologies used and advanced system testing to demonstrate long-term performance. The company will bring next-generation 132 kV Dynamic Cables to enable larger turbines at 20MW in floating offshore wind applications towards the end of the decade. These products are currently in development and supported by the UK Government Department of Energy and Net-zero (DESNZ)’s Floating Offshore Wind Deployment Scheme, aimed at accelerating floating wind technology development.

8. JDR Climate Data and Disclosure

Climate Related Opportunities

OPPORTUNITY 3: CARBON CAPTURE, UTILIZATION AND STORAGE

IMPACT 	DESCRIPTION 	JDR STRATEGY 
<p>The increased market potential of supporting the global electrification and decarbonisation of energy infrastructures presents a significant long-term opportunity for JDR.</p> <p>As the market transitions to Carbon Capture, Utilisation and Storage solutions, JDR will become a key solution provider for the subsea technologies needed.</p> <p>Over the long term, this growing market will drive demand for JDR's products and will in turn provide substantial benefits, as JDR can capitalise on increased demand.</p> <p>By capturing a larger share of this emerging market, JDR can strengthen its revenue streams and improve profitability. This expanded market potential is expected to enhance JDR's competitive positioning and ensure financial resilience in the future.</p>	<p>There are a number of energy companies seeking to build new infrastructure for decarbonisation of the energy system via new technologies, including capture, usage and storage and also electrification of existing assets powered presently by fossil fuels.</p> <p>JDR are engaged with many of the energy companies and seeking to support this essential pillar of the energy transition. JDR's subsea power cable technology, combined with experience gained in the supply of subsea production control power and communication umbilicals, will enable the company to be a key partner in Carbon Capture, Utilisation, and Storage, electrification applications and related energy infrastructure opportunities.</p>	<p>The Carbon Capture, Utilisation and Storage market is expected to emerge stronger toward the end of the current decade and largely can be serviced with JDR's current operational footprint.</p> <p>JDR has an unrivalled track record in the supply of offshore energy projects and are engaged with several offshore energy operators who are seeking to decarbonise energy generation or production.</p> <p>These leading operators are seeking to remove conventional electric generation and replace them with high-voltage transformers through the electrification of platforms. This will require increased power and control cables and umbilicals, with either power provided by longer lengths from shore, or from wind turbines located nearby.</p> <p>With the vast majority of subsea power cables for offshore renewable energy requiring polymeric dielectric insulation, to support the electrical stresses, then it is important for the offshore renewables sector that hydrocarbons are produced and available to these products. Therefore, in JDR's opinion, the industry needs to seek to decarbonise its production whilst we continue efforts to develop alternative bio-polymers at scale without displacing food production. Our strategy is to continue direct engagement with operators and developers of offshore Carbon Capture, Utilisation and Storage, and decarbonisation infrastructure. Also, work with industry stakeholders such as the North Sea Transition Authority and all stakeholders.</p>

8. JDR Climate Data and Disclosure

CLIMATE STRATEGY

We have science-based targets aligned with the Paris Agreement that are at the heart of our transition to a low-carbon future. Our investments in new facilities and our broader operational strategies are guided by these targets, ensuring that our business contributes to achieving our climate goals. This approach ensures that we are not only reducing our own carbon footprint but also positioning ourselves as a leader in energy transition.

JDR's strategy does not yet include a complete climate transition plan, as we are still in the process of finalising the necessary steps to achieve Net-zero. Our commitment to aligning with the SBTi will ensure that once our targets are validated in 2024, we will be aligned with a 1.5-degree world. To date, resource constraints have limited our ability to fully develop a detailed climate transition plan. We are actively addressing this by engaging a third-party consultancy to assist us in formulating the necessary steps. Our team will identify a clear roadmap for reaching Net-zero, including the specific actions required to meet our SBTi-approved targets.

While we currently have a Net-zero strategy focused on Scopes 1 and 2 emissions, we recognise the importance of broadening this strategy to include Scope 3 emissions, particularly given the complexity and scale of our supply chain. As part of this transition, we are working to establish a robust framework that will guide us in reducing emissions across all areas of the business, including upstream and downstream activities. Once our targets are validated and the plan is fully developed, we will be in a stronger

position to implement these actions, ensuring our organisation contributes meaningfully to the global effort to limit warming to 1.5 degrees.

STRATEGY DEVELOPMENT

JDR is conscious of the circularity issues our products provide to the industry as a whole and seek to minimise these with the development of a state-of-the-art manufacturing site. JDR are also in communication with key clients to better understand the impact of climate-related issues in which we are involved so that a clear plan can be created, and alignment sought where possible.

A supply chain assessment has been undertaken as part of the JDR Net-zero strategy. An online digital questionnaire for suppliers to complete has identified opportunities and risks from suppliers. These are under review and being incorporated into our Net-zero Strategy.

JDR invest in the technology needed to minimise the impact of our products through future standardisation and a greater emphasis on circularity. This includes the inclusion of more efficient manufacturing techniques and opportunities to reduce emissions through regeneration.

JDR is also investing in next-generation cable technologies to increase the efficiency of materials utilisation and enable new offshore renewable markets.

One example of R&D investment is with the Offshore Wind Growth Partnership Next generation array cable project. JDR received matched R&D funding in 2021 from OWGP (offshore wind developers) to develop high voltage array cables for fixed foundation wind, enabling the use of larger turbines to help reduce the costs (and raw materials consumption) of offshore wind per GW installed capacity.

In 2021 JDR has also been awarded a grant funded by BEIS as part of the Floating Offshore Wind Demonstration Programme to develop High Voltage Dynamic Cables suitable for floating offshore wind. This R&D project will enable global cities to exploit floating wind as a viable opportunity to bring renewable energy into their energy mix.

Through continued optimisation opportunities within existing manufacturing facilities and the development of a new site in Blyth, JDR will continue to develop a reduced carbon footprint wherever possible and invest in the efficiency of our manufacturing operations, as well as the storage and regeneration of energy.

8. JDR Climate Data and Disclosure



FINANCIAL PLANNING

For the Cambois, Blyth facility, our lending facility review is focused on Sustainability Linked Lending, and this has been tied to ESG targets within our plans. More specifically JDR's £130m investment in a new HV Cable Facility is supported by ESG-focused lenders and an UKEF Export Development Guarantee which has included a significant element of requirements in terms of Environment and Social Governance issues. JDR have agreed on an Environment and Social Action Plan for the new facility and provided expanded detail on how we will construct the facility in a more sustainable way in a Construction Environmental and Social Management Plan (CESMP), which is a live document and is continually updated throughout our facilities expansion.

General company investment decisions on capital equipment and technology development are focused on growth in the offshore renewable energy sector. JDR is taking the technology lead in this area.

Revenue growth predictions incorporate market growth in both existing renewable technology but also looking forward to CCS and other similar opportunities. The de-carbonization of oil and gas production is also important for JDR clients, and JDR are providing power and control lines to enable these low-carbon emission initiatives in our client base.

Non-renewables revenues will also grow over the next five years - JDR expects to see declining revenues from traditional O&G orders, but new orders for Energy Transition enabling products will increase the non-renewable revenues. These will typically be delivered from Hartlepool and Littleport, and from 2025, Cambois will also deliver Offshore Wind and Energy Infrastructure cabling.

Examples of these non-Renewable markets/ products are expected to include:

1. Power Cables to de-carbonize O&G production, associated with the North Sea Transition Deal for example.
2. Power Cables and Control Umbilicals to enable offshore CCUS projects.
3. Power Cables for Emerging Technologies for Deep-Water (200m to 400m water depth) de-salinization plants, which reduces energy usage to 25%, dramatically reducing the CO₂e released to provide clean water in coastal cities in the middle east.

TARGETS AND PERFORMANCE

As part of JDR's SBTi submission, we are committing to the following targets:

Near-term: JDR commits to reducing our absolute Scope 1 and 2 greenhouse gas emissions by 54.60% and Scope 3 by 32.50% by 2033 from our 2022 base year.

Net-zero: JDR commits to reach Net-zero greenhouse gas emissions across our value chain by 2050. This requires a reduction of our absolute Scope 1, 2 and 3 greenhouse gas emissions of 90% from our 2022 base year.

We committed to submitting our Net-zero targets to SBTi in March 2022, and subsequently submitted our targets for approval in March 2024. We are currently undergoing SBTi's validation process and recently successfully passed the second stage (technical screening) and are now through to the third stage (target evaluation). We hope to have our targets successfully validated by the end of November 2024.

Our current scenario models are based on the following targets:

- Emission reductions to begin in 2026.
- Achieve 100% renewable energy by end of 2035.
- Removal of gas form sites by 2034.
- Decarbonization of purchased goods and services to 97.25% by 2050.

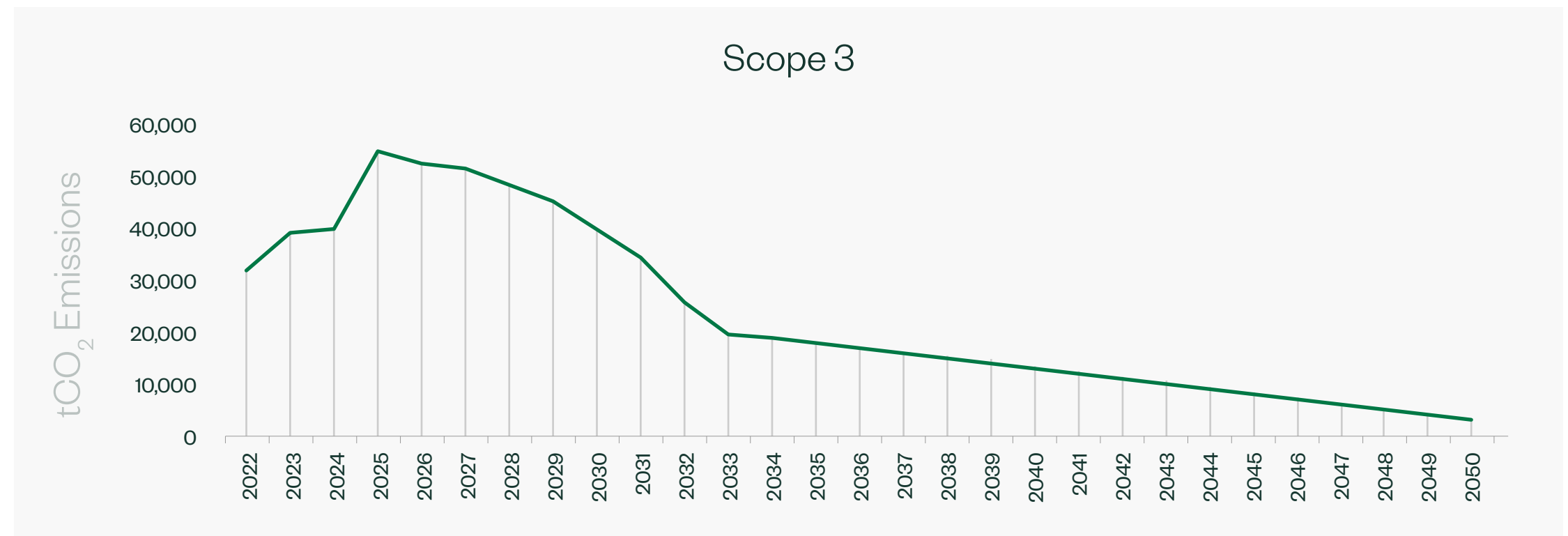
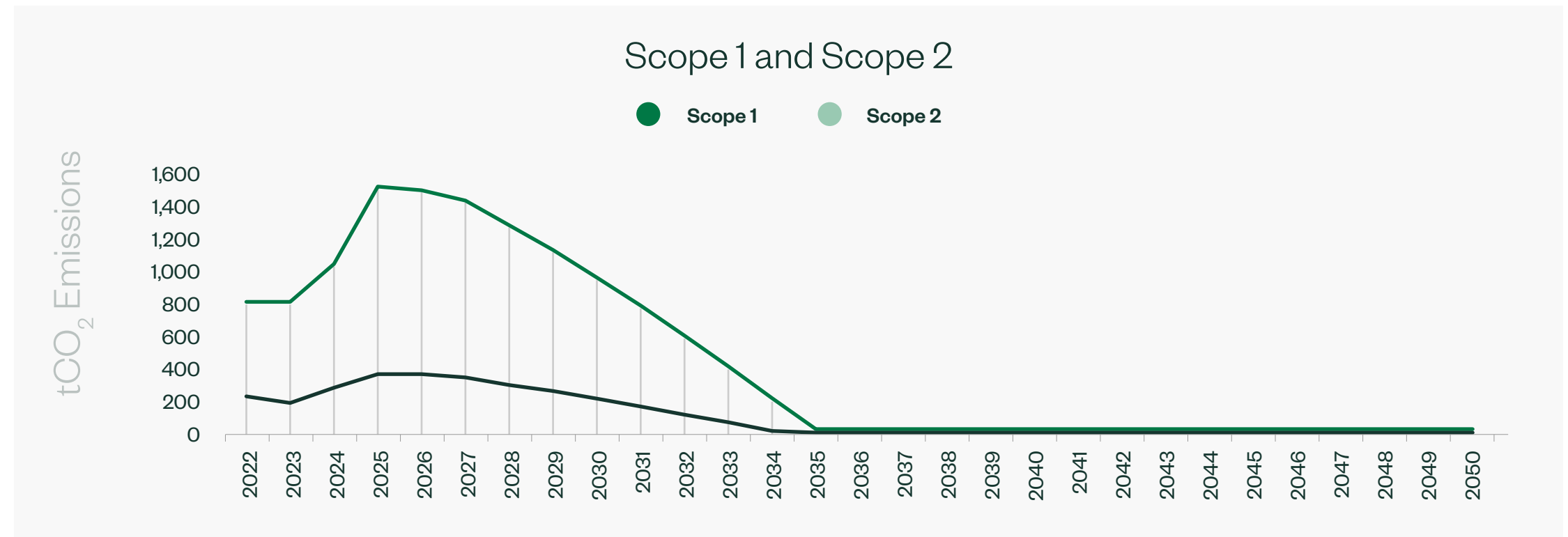
8. JDR Climate Data and Disclosure

EMISSIONS TARGETS

Our emissions forecast is currently based on our revenue forecast and is expected to increase by 48% over the next 3 years to 2026. This is a notable increase, due to the increased revenue expectation as we take on board Blyth operations going forward. Currently, this forecast is based purely on the revenue spend but this will not be reflective of what happens in practice. This forecast does not consider SBTi-aligned emission reduction initiatives that will be brought in, nor will that international transportation significantly reduce due to Blyth operations.

Our emissions reduction and Net-zero ambition will be supported by validated targets. Upon completion, our Net-zero strategy will align our goals with JDR's Net-zero objectives and SBTi criteria. The following graphs illustrate JDR's targeted emissions reductions for Scope 1, 2, and 3 from the 2022 base year, through to 2050, in alignment with SBTi.

Each of the below graphs highlight our commitment to significant emissions reductions across direct and indirect sources, charting our pathway toward Net-zero.



8. JDR Climate Data and Disclosure

INTERIM TARGETS

To support our overarching Net-zero strategy and align with science-based pathways, we have set interim targets and made significant progress toward key milestones:

- **100% Renewable Electricity:** We are committed to sourcing 100% renewable electricity by the end of 2025, significantly accelerating our original 2034 target. All electricity will be backed by Renewable Energy Guarantees of Origin (REGO) certificates, ensuring transparency and verifiable evidence of our renewable energy sourcing.
- **Reducing Gas Dependencies:** We are actively reducing reliance on natural gas across our operations. Notably, our Hartlepool facility has been operating without gas since Q4 2023, thanks to the implementation of alternative heating measures. We are preparing to replicate this success at our Littleport site.
- **Strengthening Supply Chain Sustainability:** We continue to embed sustainability into our supply chain practices. In 2024, our team will achieve certification in ISO 20400 Sustainable Procurement Standards. By the end of 2025, we aim to secure compliance with ISO 26000, reinforcing our commitment to socially responsible operations.

- **Policy Development for Sustainability Leadership:** To guide and institutionalise our sustainability efforts, by the end of 2024, JDR will develop and release key policies, including:
 - Sustainability Policy
 - Sustainable Procurement Policy
 - Energy Management and Efficiency Policy
 - Water Management Policy
 - Biodiversity Policy
- **Materiality Assessment:** We plan to conduct our next materiality assessment in 2025 to remain relevant and aligned with evolving business priorities, stakeholder expectations, and regulatory landscapes.
- **Product End-of-Life Management:** Recognising the importance of a circular economy, we are actively exploring end-of-life management strategies for our products, specifically power cables. By 2025, we aim to release a challenge statement to articulate our approach and set actionable goals.

These initiatives demonstrate our commitment to accelerating sustainability, fostering innovation, and aligning our operations with the goals of a low-carbon future.



8. JDR Climate Data and Disclosure

ACTUAL V FORECAST

In 2023 JDR partnered with sustainability consultancy Energise to produce a complete Greenhouse Gas emission footprint, including all 3 scopes. This footprint was externally verified, with the completion of an ISAE2031 assurance statement.

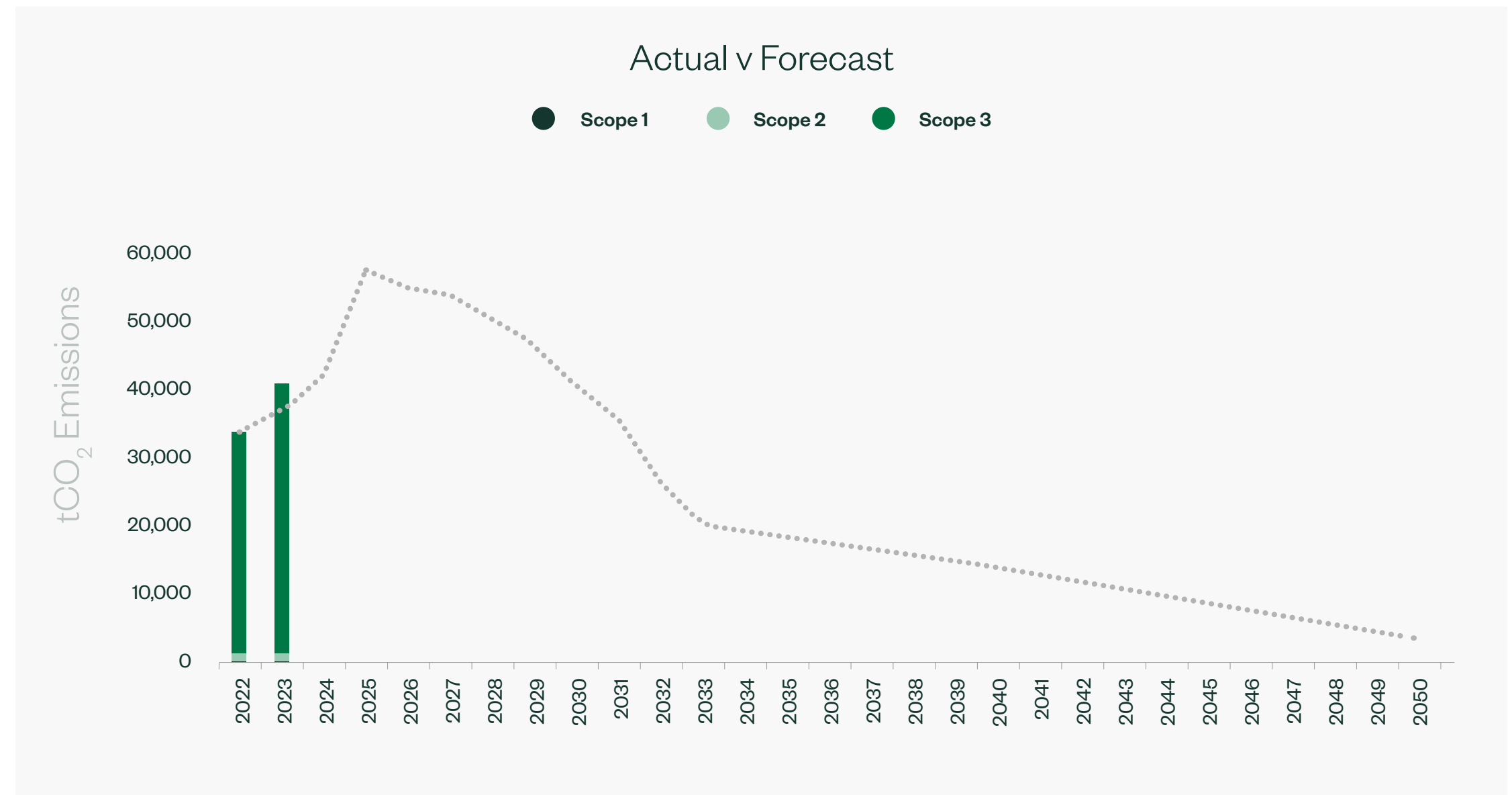
Total emissions were calculated at 40,452 tonnes (market based), with scope 3 emissions accounting for 97.6% of the footprint.

In 2023, our actual emissions data revealed a reduction in Scope 1 and stable Scope 2 emissions, however these were lower than forecasted, reflecting the impact of ongoing efficiency improvements and targeted mitigation measures.

In contrast, Scope 3 emissions exceeded initial forecasts due to enhanced data accuracy and a more comprehensive assessment of our value chain impacts. As a result, the majority of emissions now fall under Scope 3, with the recent construction activities at the Cambois site contributing 61% of our total carbon footprint.

A year-on-year comparison with 2022 emissions showed a 22.7% increase in total CO₂e emissions. This rise is primarily attributed to a significant increase in subsea cable production, growing from 192km in 2022 to 323km in 2023, as well as improvements in data collection, such as capturing the end-to-end journey of all upstream goods.

Actual and forecast calculated Scopes 1, 2 and 3 emissions data:



This enhanced understanding underscores our commitment to addressing Scope 3 emissions as a critical component of our broader Net-zero strategy. By refining our data and expanding the scope of our assessments, we are better positioned to implement targeted solutions that reduce our overall environmental impact.

8. JDR Climate Data and Disclosure

INITIATIVES

By incorporating strategies, JDR can effectively endorse and contribute to initiatives related to sustainability and biodiversity, demonstrating a commitment to environmental stewardship and sustainable business practices.

Our commitment to sustainability and biodiversity is incorporated the following initiatives:

	Number of Initiatives	Estimated Saving tCO ₂ e
Under investigation	12	TBC
Implementations not started	4	2,023
Implementations on-going	0	0
Implemented	2	254.4
Implementations not instigated	0	0

In the 2023 reporting period, the implementation of localised heating measures at the Hartlepool plant enabled us to reduce energy consumption by 573 kWh. This reduction contributed to a decrease in our Scope 1 emissions, aligning with our commitment to energy efficiency and emissions reduction.

The following table provides additional details on the initiatives implemented by JDR:

Year	Initiative	Estimated Saving tCO ₂ e	Scope	Saving	Investment	Payback period
2022	Employee commuting	189.8	3	£390,000	£15,100	<1 year
2023	Localised heating (removal of natural gas)	64.6	1	£20,267	£9,600	1-2 years

LOW-CARBON PRODUCTS

JDR offers high-performance submarine power cables for offshore energy projects, playing a vital role in the global transition to renewable energy. These products, which are part of JDR’s low-carbon portfolio, are designed to meet the demanding requirements of sustainable energy systems while reducing environmental impact.

In 2023, the revenue generated from these products accounted for 72.7% of JDR’s total revenue, underscoring the company’s commitment to driving decarbonization and supporting the shift to cleaner energy sources.

Within the Oil & Gas sector, JDR were awarded the umbilical scope for the Hail & Ghasha project in the UAE and will be the world’s first gas project aimed to operate with Net-zero emissions. This innovative project will capture 1.5 million tonnes per year of CO₂, while low-carbon hydrogen will be

produced to replace natural gas and further reduce emissions. The project will also leverage clean power from nuclear and renewable sources from the grid. JDR will be supplying the vital electro-hydraulic umbilical that will deliver this energy to the grid.

This focus aligns with JDR’s strategy to enable advancements in offshore renewable energy and contribute to achieving global Net-zero targets.

8. JDR Climate Data and Disclosure

INVESTMENT METHODOLOGY

JDR are compliant with all regulatory schemes, such as ESOS 3, which was completed in 2024 and has identified further opportunities for investment in energy efficiency and cost-effective recommendations will be reviewed and taken forward.

JDR have internal incentive programmes such as the THINK Green scheme where all employees can generate an idea for improvement, including energy, carbon or environmental improvements. This has already identified requests and is planned for expansion.



Unfortunately, at present, JDR lack a designated budget for energy efficiency or research and development of low-carbon products. In the future, there is a possibility of having dedicated R&D projects focused on minimizing product carbon intensity. For instance, we might explore projects involving recycled materials in raw materials or finished components.

Two notable examples are incorporating 20% recycled copper content in new copper rods for conductor production and utilizing recycled polymer granules for shaped fillers. It's important to note that any such expenditure from the CAPEX budget would require a solid business case and individual approval for project budgets.



9.

Emissions Data



9. Emissions Data

GREENHOUSE GAS EMISSIONS

JDR have reviewed and identified the sources of Greenhouse Gas (GHG) Emissions to be as follows, according to the Greenhouse Gas Protocol.

Scope 1 – Direct emissions sources

- Combustion through natural gas.
- Building refrigerants (F-gas).
- Fuel consumed by owned vehicles.

Scope 2 – Indirect emissions sources

- Energy consumption through purchased electricity.

Scope 3 – Indirect emissions not covered in scope 2

- Purchased goods and services.
- Upstream and downstream transport and distribution.
- Capital goods.
- Business travel.
- Fuel and energy-related activities.
- Investments.
- Waste generated in operations.
- End-of-life treatment of products sold.
- Downstream transportation and distribution.

SCOPE 1, 2 AND 3 EMISSIONS

JDR's total for Scopes 1, 2 and 3 emissions data are as follows:

Year	Scope 1 tCO ₂ e	Scope 2 Location Based tCO ₂ e	Scope 2 Market Based tCO ₂ e	Intensity Figure	Scope 3 tCO ₂ e
2021	336.0	751.0	751.0	1.14	Not recorded
2022	212.2	583.4	787.4	0.98	32,266.1
2023	181.2	626.1	805.6	0.88	39,465.7

9. Emissions Data

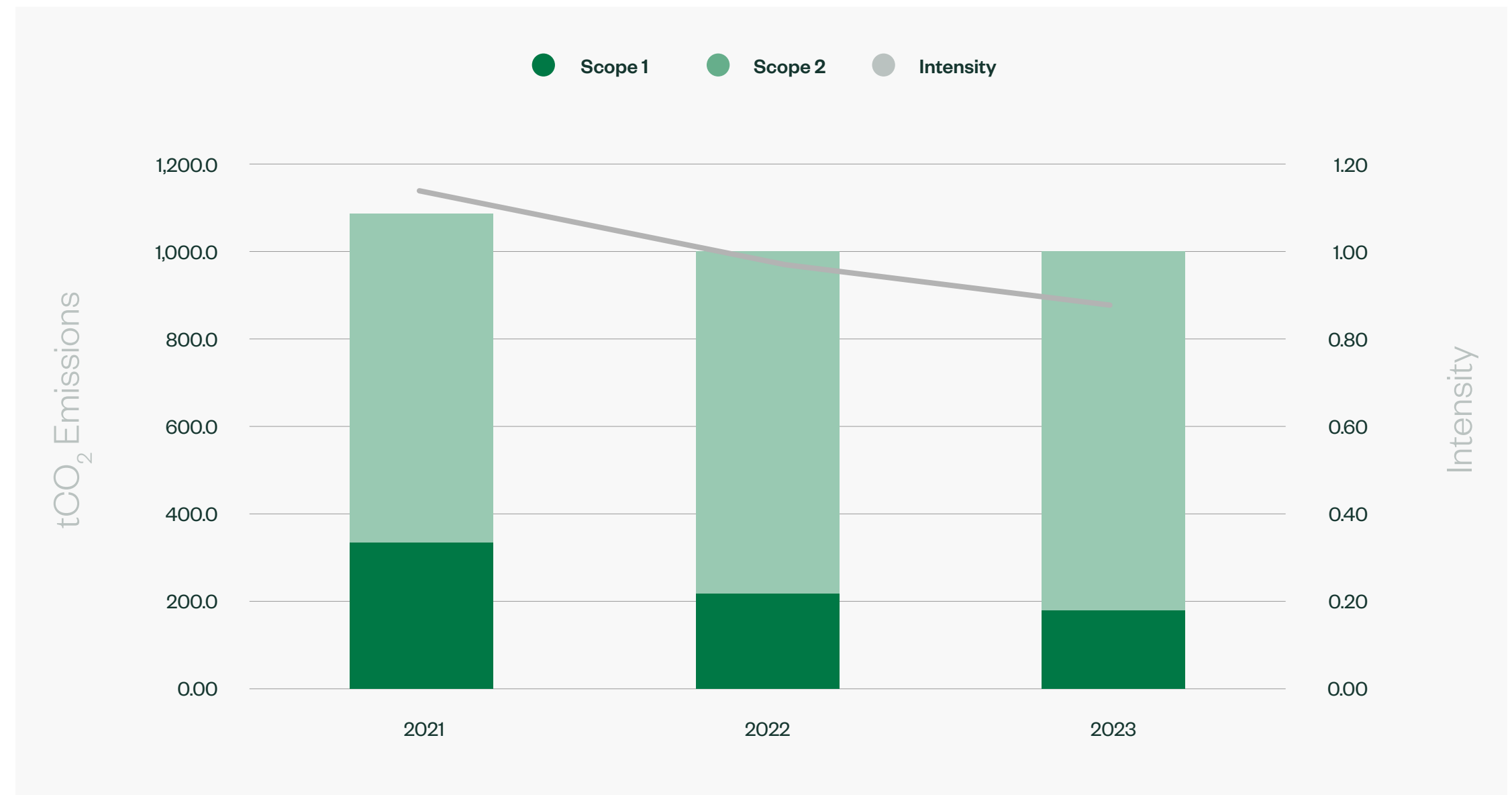
Over the reporting period we reported a significant 14.6% reduction in our Scope 1 emissions, demonstrating our ongoing efforts to minimise direct emissions from our operations. Scope 2 emissions, representing indirect emissions from purchased electricity, have remained relatively stable, indicating consistent energy management practices.

Additionally, our emissions intensity metric, which accounts for our combined Scope 1 and 2 emissions in relation to revenue, has improved by 10.2%. This reduction in intensity reflects our commitment to driving sustainable growth while continuously lowering our carbon footprint.

We are focussed on our responsibilities to our people, customers, suppliers and the wider JDR community. We believe our reputation, together with the trust and confidence of those with whom we deal, is one of our most valuable assets. This is reflected in our work and the policies by which we abide. As a minimum we comply with the laws and regulations for wherever we operate, wherever possible working to our own higher standards, principles and values.

We have a strong focus on health and safety and are totally committed to ensuring all our employees return from work uninjured. Our approach also aims to minimise any adverse environmental impacts of our business activities by continually reviewing product design and manufacturing methodologies. Our commitment to environmental and health & safety performance improvement programmes has been recognised as ‘best in class’ by our customers, many of whom are industry leaders in their fields.

The graph below highlights JDR’s progress in reducing greenhouse gas emissions:



9. Emissions Data

SCOPE 3 EMISSIONS DETAIL

The following table provides additional data for JDR's last reporting period for the 15 categories of Scope 3 emissions.

Description	Emissions tCO ₂ e
1 Purchased Goods and Services	25,935.2
2 Capital Goods	1,454.5
3 Fuel and Energy Related Activities	441.4
4 Upstream Transportation and Distribution	10,180.4
5 Waste Generated in Operations	91.9
6 Business Travel	810.5
7 Employee Commuting	434.3
8 Upstream Leased Assets	0.0
9 Downstream Transportation and Distribution	0.0
10 Processing of Sold Products	0.0
11 Use of Sold Products	0.0
12 End of Life Treatment of Sold Products	0.1
13 Downstream, Leased Assets	0.0
14 Franchises	0.0
15 Investments	117.4

LIFE CYCLE EMISSIONS

JDR have recently completed a Life Cycle Assessment (LCA) for our subsea cables, where emissions have been calculated for each stage of this product lifecycle. We are looking to track the production of these cables more effectively at the project level going forward.

JDR already plan to implement improved processes to capture and measure the efficiency of our products and services. Although we currently do not fully measure efficiency at the product level, we recognise the growing importance of this metric in meeting client needs and regulatory expectations. As part of our future strategy, we are already taking steps to capture and analyse data specific to manufactured products on a project and client basis. This work is integral to our plan to provide Environmental Product Declarations (EPDs) in line with EN 15804, ensuring transparency in the environmental impact of our products. By aligning with these standards, JDR aims to disclose efficiency data to our clients, reflecting the sustainability of our products across their lifecycle.

In support of this initiative, we are building upon our existing Life Cycle Assessment (LCA) work, which has already provided valuable insights into the environmental impacts of our operations. By expanding the scope of our LCA, we will be able to collect a wider range of data, including emissions from our upstream and downstream value chains. This expansion will enable us to calculate product efficiency metrics that are aligned with industry best practices. Our overall aim is to achieve greater accuracy in

measuring the environmental impact associated with the production, use and end-of-life phases of our products.

JDR is also committed to verifying our emissions data in line with ISO 14064, which will ensure that our carbon footprint calculations are credible and reliable. By integrating a verification process into our environmental reporting, we can offer clients and stakeholders a clear understanding of how our products contribute to their overall emissions. This verification process will be instrumental in improving our data quality and aligning with global sustainability goals. Furthermore, JDR is working closely with our 3rd party consultants, suppliers and customers to identify and gather accurate data related to material usage, energy consumption, and transportation impacts. As part of our long-term strategy, we aim to increase the transparency of our environmental performance, thus improving the efficiency data to help reduce the overall carbon footprint of our products.

9. Emissions Data

EMISSIONS BREAKDOWN

Breakdown of JDR’s total gross global Scope 1 and Scope 2 emissions by facility

Facility	Address	Scope 1 Emissions tCO ₂ e	Scope 2 Location tCO ₂ e	Scope 2 Market tCO ₂ e
Hartlepool Manufacturing	Victoria Dock, Greenland Rd, Hartlepool, TS24 0RQ	58.8	373.0	478.7
Hartlepool Office	Maritime House, Harbour Walk, Hartlepool, TS24 0UX	0	0	0
Littleport Manufacturing	Littleport Innovation Park, Wisbech Road, Littleport, Ely, CB6 1RA	109.8	235.4	303.9
Newcastle Service Centre	Neptune Energy Park, Oil Mill Rd, Walker, Newcastle-upon-Tyne, NE6 4LG	8.4	17.8	23.0

COMPARISON

The following table identifies the reasons for change in gross global emissions data for Scope 1 and 2 combined, and how the emissions compare to previous years.

Category	Change in Emissions tCO ₂ e	% Change	Description
Fuels	-45.7	-22.6%	Reduced gas consumption
Owned Vehicles	-3.0	-41.3%	Reduced consumption
F-Gas	+17.8	+645%	Accuracy of 2023 data around F-Gas
Electricity	+18.2	+2.3%	Based on increased production
Total	-12.7	-1.3%	

10.

Energy



10. Energy

At JDR we recognise the importance of energy management and efficiency in our operations, and we are committed to minimising the environmental impact associated with the manufacture of products and the provision of services for the offshore energy industry. Our Energy Management and Efficiency Policy outlines our dedication to adopting sustainable practices, reducing our energy consumption in all areas of our business, and continually improving our energy performance.

Our primary objectives in implementing an Energy Management and Efficiency Policy are:

- To reduce energy consumption in the manufacturing process of subsea cables and umbilicals.
- To enhance the energy efficiency of our facilities, equipment, and processes.
- To identify and invest in energy efficient technologies and practices.
- To comply with relevant energy efficiency regulations and standards.
- To communicate this policy to our customers and suppliers to encourage their involvement.

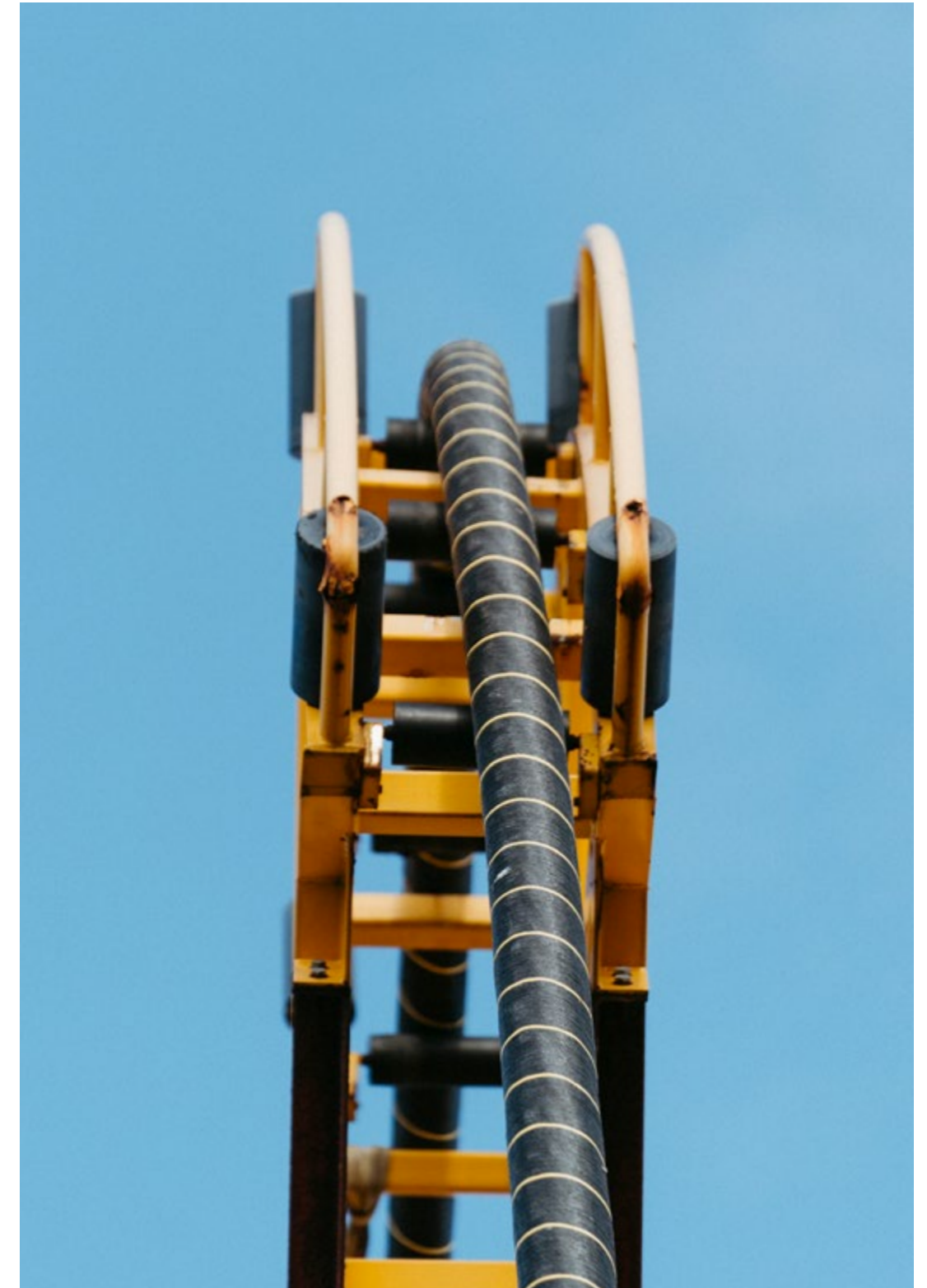
Employees at all levels will be educated and trained on energy efficiency practices. JDR will promote a culture of energy conservation by encouraging employees to contribute ideas and suggestions for improving energy efficiency in their respective areas. Training will be provided to equip employees with essential knowledge on the importance of energy efficiency, enabling them to effectively implement energy-saving strategies both at work and at home.

JDR are already investing in energy-efficient technologies that align with our sustainability goals. This includes facility and equipment upgrades, implementing automation where applicable, and exploring innovative solutions to reduce energy consumption. Collaboration with suppliers will be encouraged to promote the adoption of energy-efficient practices, including assessing the energy efficiency of raw materials and components sourced for subsea cable manufacturing.

JDR will stay informed about energy efficiency regulations and standards relevant to the industry, ensuring compliance with these regulations while actively seeking opportunities to exceed minimum requirements. Key performance indicators will be established to monitor and evaluate energy performance, with regular reports generated and communicated to relevant stakeholders, including employees, customers, and regulatory authorities.

By embracing energy efficiency, JDR can significantly lower its carbon footprint, achieve substantial savings on energy costs, and strengthen its commitment to sustainability. This not only benefits the environment but also enhances relationships with our employees, customers, strategic partners, and investors.

For further details on our energy management approach, please refer to the Appendix D for a copy of JDR's 2024 Energy Management and Efficiency Policy



10. Energy

ENERGY CONSUMPTION

JDR energy consumption for production purposes is based on purchased electricity for rotating machinery. Natural gas is primarily used for heating. In 2023, JDR's renewable energy share was 24.8%, down from 31.0% in the previous year, due primarily to a change in electricity provider. This also impacted our renewable electricity share, which was 32.0% in the reporting year, down from 42.0% in the previous year.

Description	Renewable MWh	Non-renewable MWh	Total MWh
Consumption of natural gas used for heating	0.00	854.96	854.96
Consumption of purchased electricity	966.56	2,056.91	3,023.47
Total energy consumption	966.56	2,911.87	3,878.43
Renewable Electricity Share	32.0%	68.0%	
Renewable Energy Share	24.8%	75.2%	

Year	kWh	Hours Worked	Intensity	% Change
2021	5,208,42	973,618	5.54	Not recorded
2022	4,124,10	949,478	4.49	-19.0%
2023	3,878.43	1,006,864	3.85	-14.2%

10. Energy

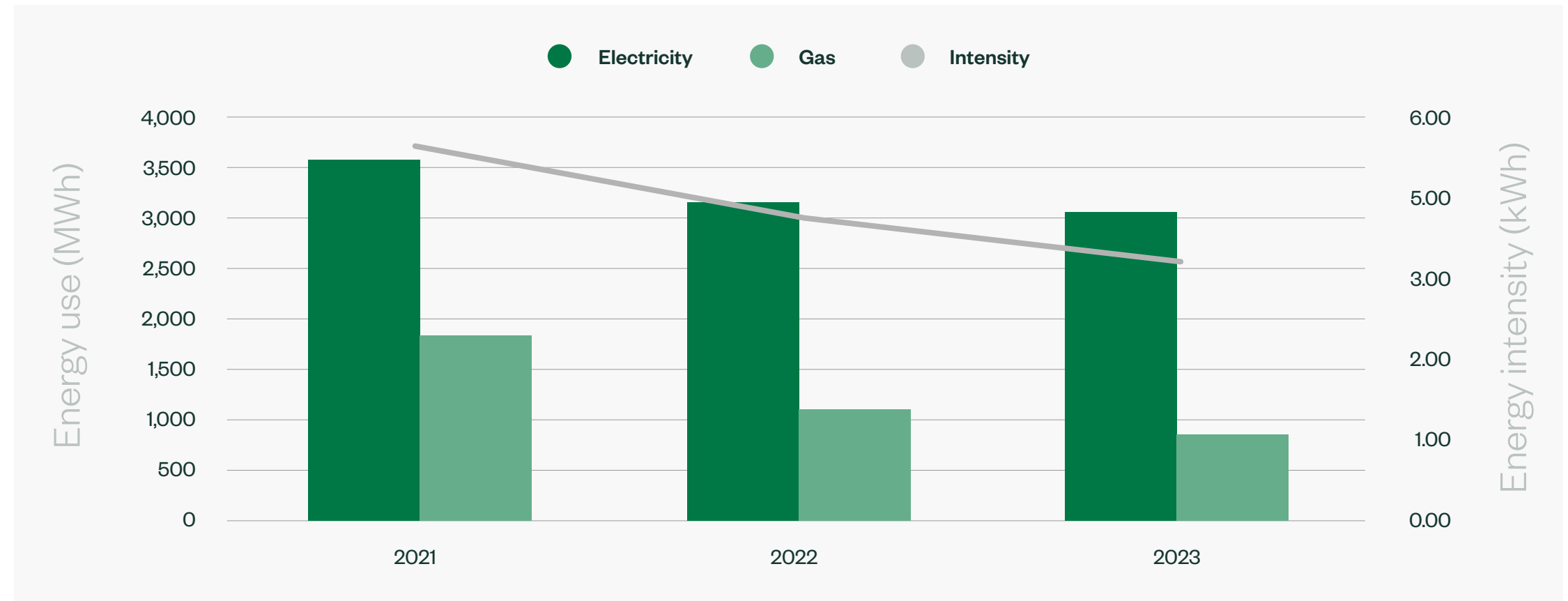
The graph on the right illustrates JDR’s energy consumption metrics, including our energy intensity, measured in kilowatt-hours (kWh) per hour worked. This metric provides a clear view of our operational energy efficiency, reflecting our commitment to minimising energy use while maintaining productivity.

During the reporting period, JDR achieved significant reductions in energy consumption, with a 4.2% decrease in electricity use and a 22.9% decrease in gas usage. These improvements show our ongoing efforts to optimise energy efficiency across our facilities and processes.

Looking ahead, our goal is to continue reducing our environmental impact by further lowering our operational footprint and energy consumption. We are committed to transitioning to 100% renewable electricity and actively exploring additional energy-saving measures through initiatives such as the Energy Savings Opportunity Scheme. By combining renewable energy adoption with advanced energy management practices, JDR is building a more sustainable, energy-efficient future.

ENERGY RESILIENCE

JDR’s scenario analysis has shaped our strategy is the construction of our new facility in Cambois, Blyth. This serves as a cornerstone of our long-term operational and environmental objectives. Designed without reliance on gas and featuring energy-efficient processes such as an electric de-gassing



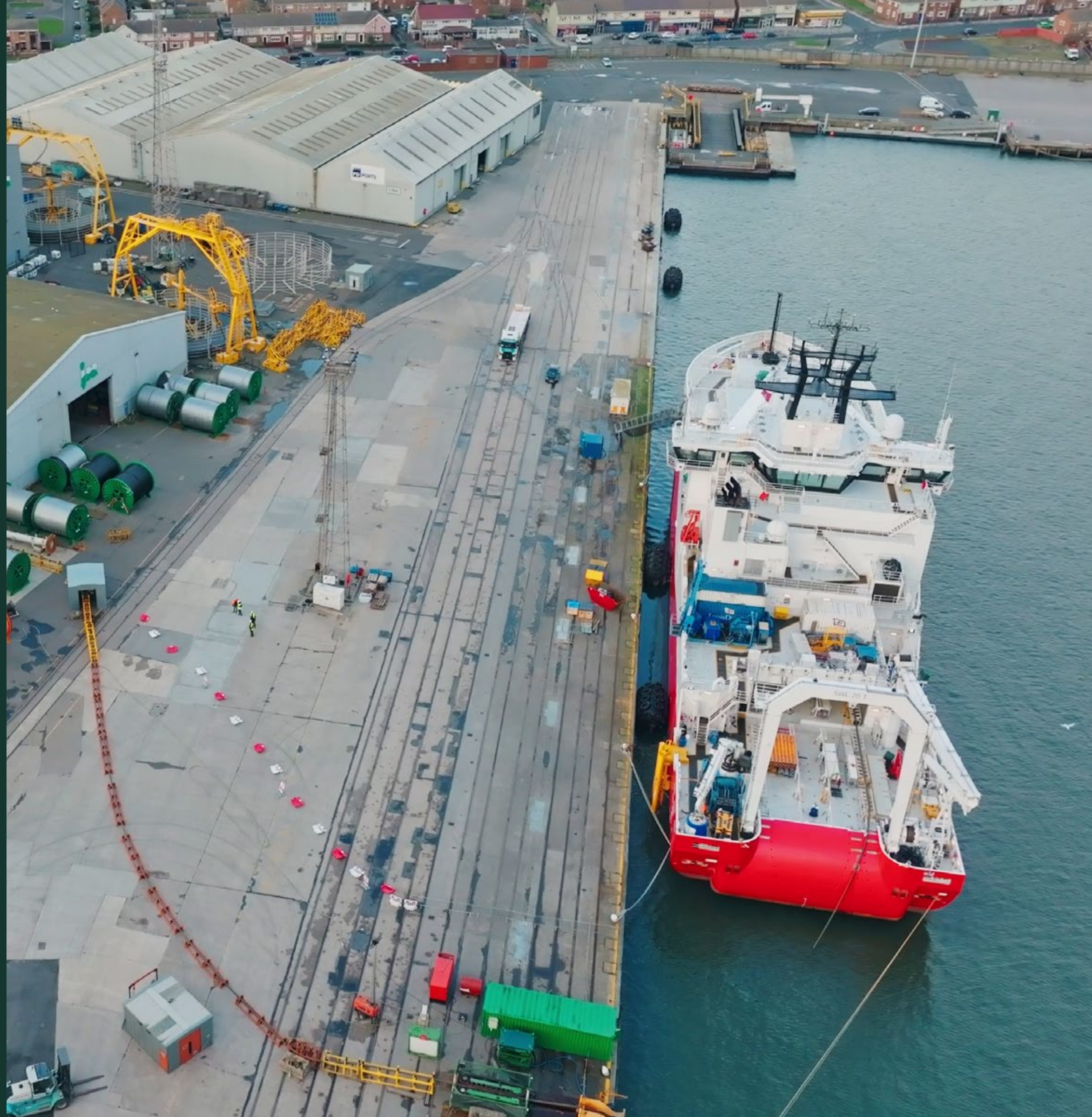
chamber, this facility demonstrates JDR’s commitment to reducing our carbon footprint while maintaining operational efficiency.

The absence of gas on the Cambois site is also significant, as it reduces our exposure to volatile energy markets, which we identified as a potential opportunity in our analysis. Coupled with the implementation of localised heating measures at our Hartlepool plant which has enabled a significant reduction in natural gas use, we are on-track to beat our 2034 target to remove gas dependencies across JDR UK sites.

JDR will further expand on our energy resilience by transitioning to low carbon and renewable energy supply across all of our sites in the future, with new target date of 2025. This date far exceeds our initial scenario model of 2035.

11.

Water



11. Water

At JDR we are dedicated to responsible water management and see it as a fundamental aspect of our sustainable manufacturing practices. We recognise the vital importance of water as a resource and are committed to minimising our water footprint while protecting water quality.

JDR's HSE team will oversee efforts to ensure that water management considerations are effectively integrated into our operations, promoting efficient water use and the protection of water resources. As part of our commitment to water stewardship, JDR will regularly assess the water-related impacts of our operations. We will implement measures to minimise water consumption, reduce wastewater generation, and protect local water bodies from contamination.

To further support responsible water management, JDR will adopt best practices in our manufacturing processes, including educating our employees on the importance of water management as well as improvements in our recycling and reuse of water wherever possible while exploring innovative solutions to reduce our overall water footprint.

For further details on our water management commitments, please refer to the Appendix E for a copy of JDR's 2024 Water Management Policy.

WATER MANAGEMENT

JDR actively monitors the locations of our operational facilities to assess the water impacts associated with manufacturing processes, water consumption, and discharge. We maintain water quality to meet the standards of local water authorities and are regularly audited under our ISO 14001 environmental management system, ensuring compliance with all relevant regulations and best practices. There are also plans to use rainwater to reduce our overall water consumption.

In addition to managing water use within our own operations, we are expanding our focus to include water consumption throughout our supply chain. Our current priority is to assess the water usage linked to the production of raw materials and metals, where the potential for significant water impact exists. This evaluation includes mapping our suppliers to identify key areas of water consumption and ensuring that our suppliers implement practices that minimise water use and avoid compromising water security in the local communities where they operate.

As part of this effort, we are developing a supplier engagement strategy to encourage responsible water management across our value chain. We will work collaboratively with our suppliers to promote transparency around water usage and to encourage them to adopt best practices, such as reducing water consumption, implementing recycling systems, and protecting local water resources. This approach not only aligns with our commitment to sustainable operations but also helps us mitigate water-

related risks and ensures that our operations contribute positively to environmental and social well-being.

WATER POLLUTION

JDR identifies and classifies potential water pollutants through processes aligned with ISO 14001 and industry best practices.

- Through regulatory compliance, we review applicable regulations to identify hazardous substances and ensure adherence to legal requirements.
- By conducting risk assessments aligned to our Health, Safety and Environmental Management Plan, we evaluate potential pollutants from raw materials, chemicals, and by-products.
- Material Safety Data Sheets (MSDS) are used to understand and classify potential environmental hazards of chemicals and materials used in our operations.
- Regular monitoring of water discharges helps detect pollutants and deviations from acceptable limits.
- Employee training, where staff are trained to recognise and handle potential pollutants effectively, supporting our risk management efforts.
- Supplier assessments are routinely carried out to assess the environmental impact of suppliers and their products.

This approach ensures that potential water pollutants are identified and managed effectively, supporting our commitment to water security and environmental protection.

11. Water

WATER POLLUTION AND POTENTIAL IMPACTS

JDR see potential water pollutants in the form of water-based hydraulic oil spills and microplastics entering the water course through discharged water.

Water-Based Hydraulic Oils:

- **Description:** Used in the flushing and filling of umbilical systems, these oils are less harmful than conventional oils but can impact water systems if managed poorly.
- **Potential Impacts:** Spills can contaminate water sources, affecting aquatic life and potentially impacting human health if the water is used for drinking or recreation.

Microplastics:

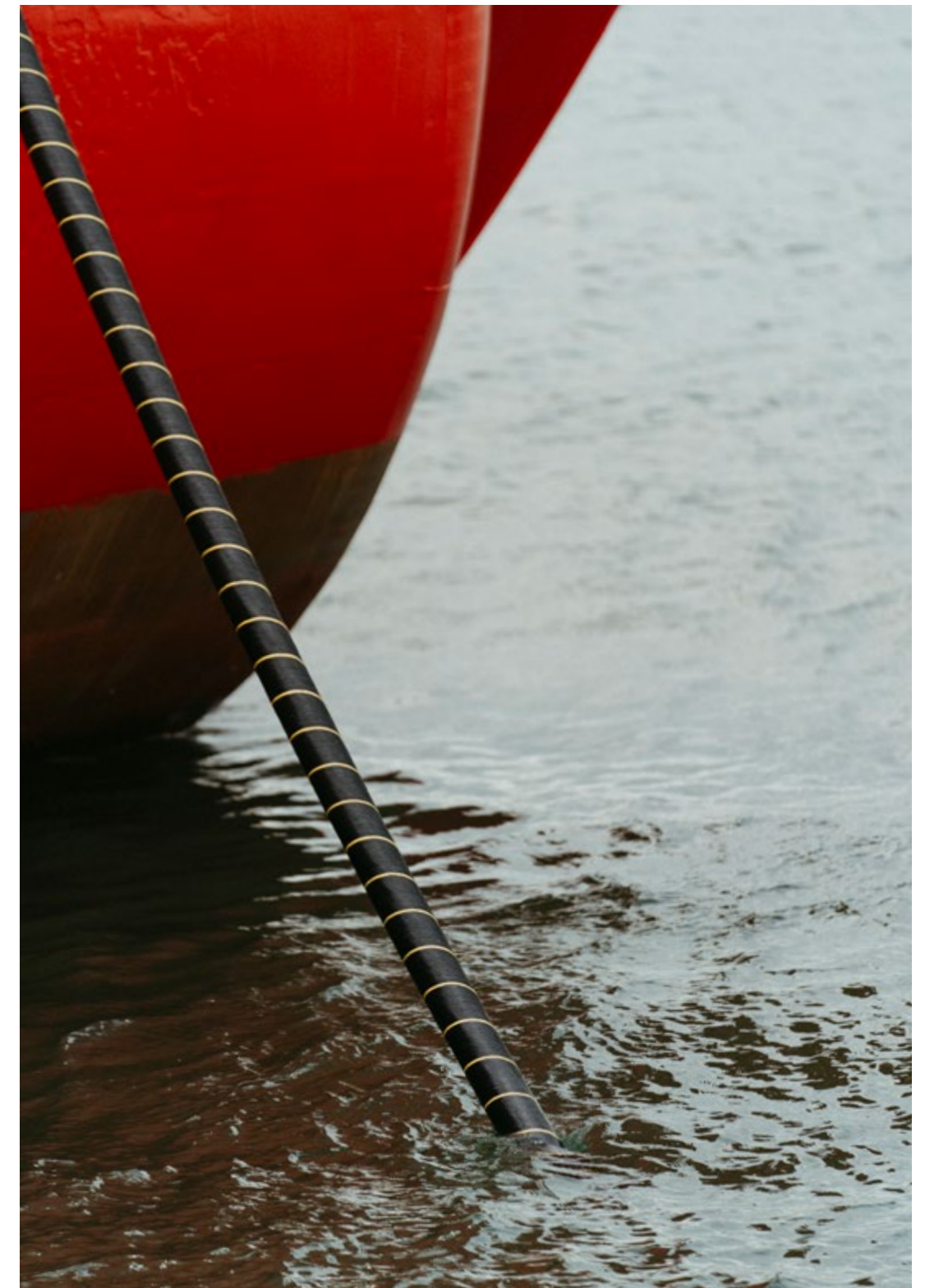
- **Description:** Small plastic particles from the extrusion of polyethylene and polyurethane of JDR products during the manufacturing process.
- **Potential Impacts:** Can accumulate in water bodies, harming aquatic organisms and potentially entering the food chain, which poses risks to human health.

To reduce the potential impacts from water contaminants, JDR sites employ water interceptor tanks which minimise pollutants from entering watercourses. Using gravity separation and filtration systems, they capture liquids such as hydraulic oils, and fine pollutants like microplastics. This system helps protect local aquatic ecosystems by preventing harmful substances from polluting water bodies, thereby supporting environmental sustainability and ensuring regulatory compliance.

EFFECT OF WATER RELATED POLLUTION AND REGULATION

JDR is proactively managing water pollutants to reduce operational costs, ensure compliance with evolving environmental regulations, and minimise our impact on local ecosystems. By investing in robust wastewater treatment and monitoring systems, we not only protect sensitive environments but also strengthen our resilience against potential regulatory changes. This proactive approach enables us to meet high environmental standards, safeguard against fines or liabilities, and demonstrate our commitment to sustainable and responsible operations.

As part of our commitment to biodiversity, JDR assess the potential impacts of our operations on local ecosystems. We take proactive steps to minimise negative effects, including preserving natural habitats, restoring degraded areas, and implementing measures to protect local wildlife. In addition, we will foster a culture of environmental stewardship, where our employees will be encouraged to participate in initiatives aimed at reducing water consumption and preserving biodiversity.

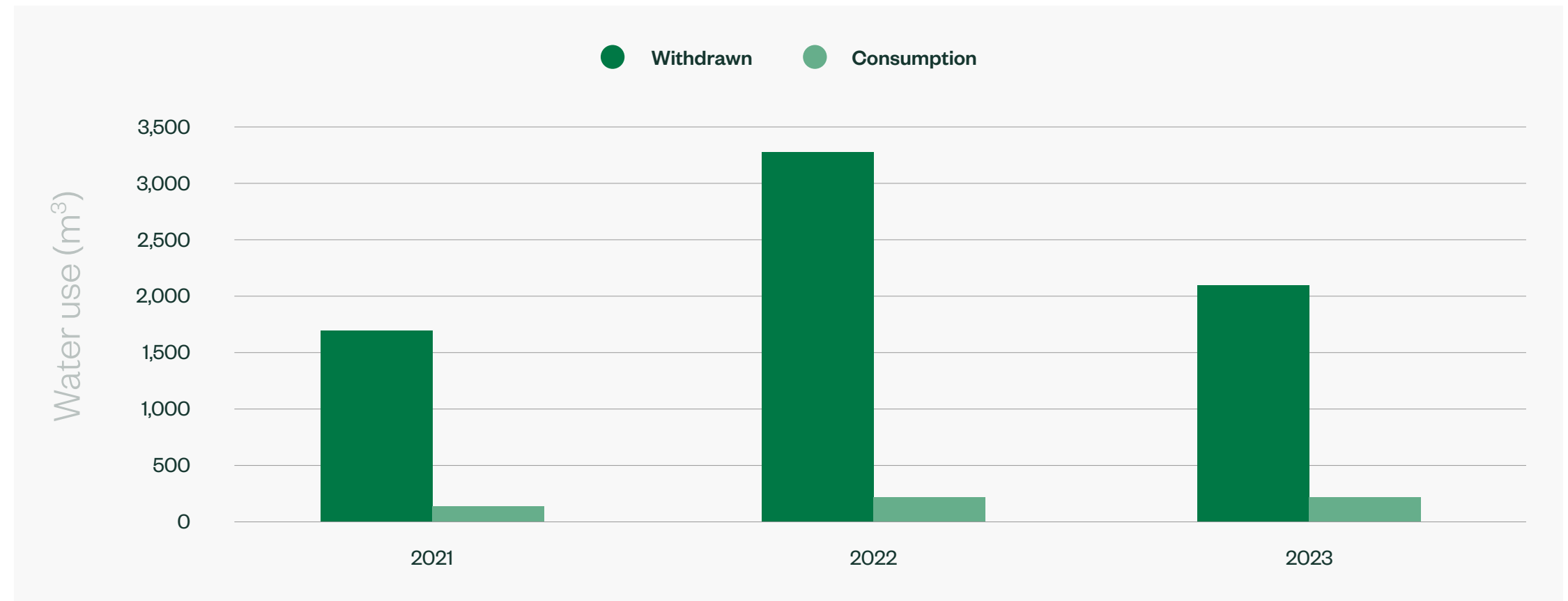


11. Water

WATER CONSUMPTION DATA

Typically, JDR does not consume large volumes of water within its direct operations. The water used in processes, such as cooling during cable and umbilical manufacturing, is generally recirculated and only discharged after final use. In 2023, withdrawn water was 2.08 megalitres, with 0.21 megalitres consumed, based on a JDR average consumption figure.

JDR anticipates a moderate increase in water withdrawal in the coming years, driven by the expansion of the Cambois, Blyth facility. While water use is expected to rise due to increased production capacity, our focus on water efficiency initiatives will help manage water consumption.



12.

Verification and Quality Assurance



12. Verification and Quality Assurance

Data quality and accuracy are priorities for JDR, where we strive to provide the best possible information. Our 2023 emissions data has been subject to an independent quality check in line with requirements, ensuring robustness and consistency in our disclosures.

Energise Ltd (Energise) was contracted by JDR, to provide a quality assurance statement for the global reported Scope 1, 2 & 3 greenhouse gas emissions to a limited level of assurance. This verification exercise was performed in accordance with the ISAE 3410 standard for assuring greenhouse gas emissions data.

The boundary of the assurance process included JDR’s 4 national UK sites, on an operational control basis, for which the following EHS data have been included in scope:

GHG sources and energy


- Scope 1: Natural gas, diesel, refrigerants
- Scope 2: Electricity usage and generation
- Scope 3: Business travel, employee commuting, fuel and energy-related activities, purchased goods and services, waste generated in operations, capital goods, investments, end-of-life treatment of sold products, downstream transportation and distribution, and upstream transportation and distribution.

Based on the data and information provided by JDR and the processes and procedures conducted, Energise concluded with limited assurance there is no evidence that the greenhouse gas assertion is:

- not materially correct;
- not a fair representation of the greenhouse gas emissions data and information; and
- not prepared in accordance with the criteria listed above.

The greenhouse gas information for the period 01/01/2023 to 31/12/2023 has been verified by Energise to a limited level of assurance, consistent with the agreed verification scope, objectives and criteria. 100% of emissions by scope are verified as follows:

- Scope 1 emissions: 181.2 tCO₂e
- Scope 2 emissions: 805.6 tCO₂e (market-based)
- Scope 3 emissions: 39,465.7 tCO₂e



ORGANISATIONAL SCOPE AND SUBJECT MATTER

The boundary of the assurance process includes 4 national (UK) sites, on an operational control basis, for which the following EHS data have been included in scope:

GHG sources and energy

- Scope 1: Natural gas, diesel, refrigerants
- Scope 2: Electricity usage and generation
- Scope 3: Business travel, employee commuting, fuel and energy-related activities, purchased goods and services, waste generated in operations, capital goods, investments, end-of-life treatment of sold products, downstream transportation and distribution, and upstream transportation and distribution.

LEVEL OF ASSURANCE AND MATERIALITY

The level of assurance agreed is that of limited assurance. A materiality level of 5% was applied. Note that assessment of compliance and materiality was undertaken against the stated calculation methodology.

CONCLUSION & VERIFICATION OPINION

We planned and performed our work to obtain the information, explanations and evidence that we considered necessary to provide a limited level of assurance based on the process and procedures conducted. We conducted our verification with regard to the GHG assertion of JDR Cable Systems Ltd, which included assessment of the company GHG information system and monitoring and reporting methodology.

This assessment included the collection of evidence supporting the reported data and multiple checks relative to the provisions of the legislation, reporting standard and calculation methodologies referenced in the verification criteria.

This statement shall be interpreted with the GHG assertion of JDR Cable Systems Ltd as a whole. Energise’s approach is risk-based, drawing on an understanding of the risks associated with calculating GHG emission information and the controls in place to mitigate these risks. Our examination included assessment, on a limited sample basis, of evidence relevant to the reporting of emission information.

Based on the data and information provided by JDR Cable Systems Ltd and the processes and procedures conducted, Energise concludes with limited assurance there is no evidence that the GHG assertion:

- is not materially correct;
- is not a fair representation of the GHG emissions data and information; and
- is not prepared in accordance with the criteria listed above.

The GHG information for the period 01/01/2023 – 31/12/2023 is verified by Energise to a limited level of assurance, consistent with the agreed verification scope, objectives and criteria. 100% of emissions by scope are verified as follows:

- Scope 1 emissions: 181.2 tCO₂e
- Scope 2 (market-based) emissions: 805.6 tCO₂e
- Scope 3 emissions: 39,465.7 tCO₂e

13.

Engagement



13. Engagement

JDR engage not only with our suppliers, but with customers, as well as other partners in the value chain to promote and obtain information on climate related issues.

CUSTOMER ENGAGEMENT

Several of our clients are requesting greater information and assistance with their own Net-zero journey and as such JDR are collaborating to achieve a means to reduce its overall carbon footprint and minimise our customer's Scope 3 emissions. JDR is investigating the circularity of our products to better understand the role we can play in the recycling of materials at the end-of-life stage of client projects. To do this, we are engaging in regular meetings with clients to discuss and agree on the best strategies.

Our supply chain partners will also be engaged to help us minimise the overall impact and reduce waste wherever possible through an agreed metric.

The successful creation of a circularity strategy within JDR aligned with SBTi objectives. JDR does track the success rate of tenders, but not this specific part of tender requirements.

With the development of a real-time measurement system to monitor project emissions through a dedicated dashboard. This solution aims to provide the valuable data needed for our clients and provide the environmental impact of our projects.

Before projects are awarded, JDR are also committing to deliver estimated emissions data that covers Scopes 1, 2, and 3. This information will offer a comprehensive projection of the emissions expected during the execution of the project. By doing so, JDR aims to efficiently collate and furnish emissions data related to the manufacturing of our products, including aspects tied to suppliers.

With the use of a dashboard, this will serve as a centralized platform, allowing access real-time information on project emissions. This tool is designed to enhance transparency and provide the necessary data to make informed decisions regarding a project's environmental footprint.

VALUE CHAIN ENGAGEMENT

Through assessment of our supply chain and their engagement in ESG related topics through measurement and feedback. JDR's Responsible Sourcing Code is issued to all major suppliers who sign onto to this code and commit to demonstrating improvements aligned across all the UN SDGs

REGULATION AND POLICY ENGAGEMENT

A JDR Board member has been a member of the Offshore Wind Industry Council for the past 6 years. OWIC is a collaboration between BEIS, offshore wind Developers and Tier 1 supply chain, with additional representatives from Crown Estate, Renewable UK, OREC and others.

JDR Team contributed to the sector deal for offshore wind via OWIC and this enabled BEIS to translate low carbon initiatives into industry sector targets for the offshore wind sector. This collaborative approach is enabling the offshore wind sector to contribute significantly to the low carbon objective of Net-zero by 2050.

JDR aims to support OWIC and provide feedback from the supply chain to influence Offshore Wind Industry and policy makers as a collective for the benefit of all stakeholders.

Blyth expansion is also supported by the BEIS (DESNZ) Offshore Wind Manufacturing Investment Support Scheme (OWMIS) which is aligned to the UK Government Policy of Net-zero by 2050. JDR's OWMIS grant is to build a subsea cable factory to make cables for offshore wind. JDR's investment is £130m.

13. Engagement

TRADE ASSOCIATIONS

Trade Associations JDR engage with are:

The Offshore Wind Industry Council (OWIC) stands as a forum comprising senior government and industry representatives. Since its inception in 2013, OWIC has played a pivotal role in advancing the development of a globally renowned offshore wind sector within the United Kingdom.

JDR has engaged in and supported the work of the Offshore Wind Industry Council in a series of workshops to define the Industry Growth Plan (IGP) prepared by OWIC and released in early 2024 specifically to enable and accelerate the increased deployment of offshore renewable energy sources. During the reporting year, we have joined various OWIC meetings, sub-committees such as Innovation, People and Skills, and the Offshore Wind Growth Partnership, to contribute our input to policy consultations and feedback on how to achieve the industry targets of 40 to 50GW off offshore wind in the UK by 2030. As a leading supplier of offshore wind array cabling, with experience in over 60 offshore wind projects, we have sought to share our insights and assist the industry in defining a solid plan to scale up offshore wind to assist in achieving targets, and a part of our collective journey to Net-zero.

WindEurope is an active promoter of climate change issues and progressive industry actions to ensure energy generation transitions sustainably to low carbon.

As a trade association representing the wind energy industry in Europe. It serves as a voice for the sector, advocating for policies that promote the growth of wind energy and supporting the interests of its members. WindEurope's membership includes a wide range of industries within the wind energy supply chain. As a member of Wind Europe, JDR regularly engages with the organisation at conferences and events, as appropriate to promote the Wind industry's efforts.

RenewableUK are an advocate for climate change concerns and forward-thinking industry initiatives, working to facilitate a transition to low-carbon energy generation.

JDR has engaged with Renewable UK as a member of this trade federation. Our engagement includes promoting the industry and our products at major exhibitions and conferences organised by RenewableUK to encourage the increased deployment of offshore wind in the UK and globally. JDR engages routinely with RenewableUK throughout the reporting year, including engagement in the Cables 2023 and the Floating Offshore Wind 2023 conferences. JDR also exhibited products and promoted the aims of the offshore wind industry at the Global Offshore Wind exhibition held in London, at which JDR's Chief Strategy Officer joined a conference panel to share insight and discuss how increased supply chain investment can be secured to achieve our offshore wind deployment targets and to decarbonise our energy system

JDR FUNDING AND INFLUENCE

The aim of JDR's funding is towards the promotion of our products and services, primarily through active participation in major exhibitions and conferences. We seek speaker slots at these events to contribute to the advancement of the offshore wind industry. Our focus extends beyond promotion, where we aim to actively contribute to discussions surrounding new technologies that facilitate cost reduction and enhance the deployment of offshore wind projects. By leveraging these opportunities, JDR strives to play a key role in shaping the industry landscape, fostering innovation, and promoting the widespread adoption of sustainable offshore wind solutions.

JDR is committed to maintaining a transparent approach to its involvement in the offshore wind industry. While we have not sought to exert influence over the positions of industry entities, we actively engage with and lend our support to initiatives led by key organisations such as WindEurope and RenewableUK. Our collaborative efforts are directed towards fostering the growth and advancement of offshore wind projects.

By aligning with the objectives and initiatives of these influential industry bodies, JDR aims to contribute to the collective endeavours aimed at expanding and enhancing the offshore wind sector. This cooperative stance underlines our dedication to the sustainable development of renewable energy and reinforces our commitment to being a responsible and supportive participant within the broader industry landscape.

14.

Social Responsibility



14. Social Responsibility

At JDR, we ensure that all external engagement activities are aligned with our environmental commitments and transition plan through a structured approach that integrates communication, collaboration, and accountability across our organisation.

Alignment with our environmental strategy is undertaken through our external engagement activities which are directly linked to our overarching sustainability strategy, including our SBTi and our commitment to achieving Net-zero carbon emissions by 2050. We engage stakeholders including customers, suppliers, government bodies, and industry associations to ensure that our environmental goals are embedded. This alignment is reviewed regularly during internal sustainability meetings to ensure consistency. We collaborate with suppliers and partners to ensure that they share our environmental values and commitments.

This is achieved through our supplier sustainability assessments and questionnaires, which evaluate their policies on environmental management, carbon reduction, and resource efficiency. These assessments are an essential part of our procurement process, helping us to engage with and select partners who are committed to supporting our transition plan. We maintain open and transparent communication with stakeholders regarding our environmental performance and goals. This is done through regular reporting, participation in industry forums, and engagement with governmental and non-governmental organisations.

Our disclosure of data and corporate social responsibility reports outline our progress and key actions taken to reduce our environmental impact. By embedding sustainability into our external engagements, we not only ensure consistency with our environmental commitments but also strengthen our relationships with key stakeholders and further promote the transition to a low-carbon economy.

Looking ahead, we are working toward aligning our social responsibility practices with ISO 26000, which will strengthen our commitment to ethical business practices, community engagement, and employee well-being. By integrating ISO 26000 into our business model, we aim to embed social responsibility to complement our environmental sustainability efforts.

JDR EMPLOYEES

Our employees are at the heart of everything we do and consequently we take their learning and development seriously. We are recognised as 'Investors in People' and take pride in ensuring the competency of our employees, providing them with opportunities to develop, continually.

We recognise that everyone is different and therefore, whilst we always ensure a solid foundation of mandatory training covering topics such as health and safety, we also know how important it is to provide our employees with individual personal development plans.

All JDR employees are provided with the mandatory training to ensure they adhere to environmental, health and safety requirements, as well as technical competency standards. We have a performance development process that ensures each employee regularly meets with their manager to discuss their progress, career aspirations and agree their learning and development needs for the year ahead.

Employees are encouraged to adopt a proactive approach to their learning and recognise opportunities both in and outside the classroom. There are many different opportunities to develop new skills through on-the-job training, in-house and bespoke courses, learning networks and peer groups.

SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS (STEM)

JDR has numerous STEM Ambassadors and STEM Mentors supporting local communities. STEM Ambassadors are volunteers from a wide range of science, technology, engineering, and mathematics-related jobs across the UK. STEM Mentoring brings together youth and mentors for fun, educational hands-on activities. JDR often opens its factory doors to local schools, colleges, and universities to experience 'A day in the life of cable making' providing real-life experience in a real-life working facility.

14. Social Responsibility

LOCAL COMMUNITY BENEFITS

Both our Hartlepool and Cambois manufacturing facilities and the Newcastle service centre are located in regions identified as deprived, according to the UK Index of Multiple Deprivation. Based on the IMD (Index of Multiple Deprivation) data, both the Hartlepool and Newcastle sites fall within deciles 1 and 2, meaning they are among the 20% most deprived areas in England. The Cambois site in Blyth, though still under construction, also falls in a similarly deprived area. This also aligns with Supplier Industry Rewards (SIR) criteria, as these facilities are located in regions that meet the requirement for investment in deprived areas under the UK Contracts for Difference (CfD) framework.

As part of our commitment to supporting local communities, JDR organises events year on year, to raise money in support of local charities and causes. During the past 7 years, JDR has raised over £147,000 to support various organisations and causes. Recent initiatives include a partnership with the Daisy Chain Project, a charity that provides services and support for autism and neurodivergence. Other supported causes include fundraising for mental health organisations, youth services, and educational initiatives, reflecting JDR's broad focus on social well-being and inclusivity.

FUTURE DEVELOPMENTS

As we continue to develop our initiatives, JDR remains focused on creating a positive environmental and social impact. We are committed to ensuring that our growth aligns with the global sustainability agenda and aligned

with validated science-based targets, while also addressing the unique challenges of our industry. The steps we are taking now, combined with our future goals, reflect our determination to be a responsible leader in the subsea energy sector.



15.

Biodiversity



15. Biodiversity

JDR are committed to biodiversity conservation in all aspects of our operations. We recognise the importance that biodiversity plays in our everyday operations and how we must integrate sustainable practices and responsible resource management into our manufacturing processes.

Our commitment revolves around the following core principles:

- Sustainable Material Sourcing
- Energy Efficiency and Emission Reduction
- Waste Reduction and Recycling
- Habitat Protection and Restoration
- Community Engagement and Awareness
- Compliance with Environmental Regulations

At JDR, we are committed to corporate responsibility and environmental stewardship. By integrating these principles into our daily operations, we aim to be a positive force for biodiversity conservation and a model for sustainable practices.

BIODIVERSITY POLICY

At JDR, we are committed to promoting and preserving biodiversity as a core aspect of our sustainable manufacturing practices. We recognise the critical importance of protecting natural ecosystems and the diverse species that inhabit them. JDR's Biodiversity Policy outlines our approach to integrating biodiversity considerations into every facet of our operations, from manufacturing processes to supply chain management.

As part of our commitment, JDR assess the potential impacts of our operations on local ecosystems. We take proactive steps to minimise negative effects, including preserving natural habitats and implementing measures to protect local wildlife.

JDR is committed to advancing biodiversity conservation as part of its overarching sustainability strategy. Our approach includes adopting sustainable sourcing practices for raw materials to ensure minimal ecological impact and reducing habitat disruption during manufacturing operations. Additionally, we are exploring innovative measures to lower the environmental footprint of our products and facilities. At our new Cambois facility, specific actions have been integrated to promote biodiversity, reinforcing our dedication to protecting and enhancing local ecosystems. These efforts demonstrate our proactive role in supporting global biodiversity while aligning with our long-term sustainability goals.

For further details on our biodiversity commitments, please refer to the Appendix F for a copy of JDR's 2024 Biodiversity Policy.

BIODIVERSITY APPROACH

JDR has not yet established a formal consolidation approach for biodiversity data, however, we acknowledge the critical role biodiversity plays in maintaining healthy ecosystems and understand our responsibility to integrate sustainable practices into our operations. As part of our ongoing environmental commitment, we are planning to assess our biodiversity impacts following the completion of our Cambois, Blyth site in 2025. This assessment will inform the necessary steps to monitor, protect, and enhance biodiversity, ensuring we responsibly manage our ecological footprint.

JDR manages its environmental impact responsibly. The company does not have a significant negative impact on biodiversity, it recycles waste to the maximum extent possible and manages water resources in a controlled and compliant way. In 2023, no sanctions were imposed on JDR due to its environmental impact.

15. Biodiversity

SITE LOCATIONS

JDR’s Hartlepool and new Cambois facilities are situated within industrial areas and integrated into seaport infrastructure, where biodiversity-related impacts and opportunities have traditionally been less significant for the company. In contrast, JDR’s Littleport facility is located in a rural setting near farmland. The site incorporates green spaces, trees, and hedgerows, which serve as natural screening and provide some potential for supporting local biodiversity.

During the construction of our new facility at Cambois, the company have conducted a number of surveys to ensure our construction has a minimal impact on nesting birds with the tidal estuary.

JDR recognises the importance of biodiversity, particularly as our new facility in Cambois, is located near the Blyth Estuary, a designated Site of Special Scientific Interest (SSSI) and Special Protection Area (SPA). The estuary is a critical habitat for wildlife and other sensitive ecosystems. To ensure the conservation of these important areas, JDR has integrated biodiversity considerations into both the construction and operational phases of our new development. One of the key actions is the creation of an ecology corridor on our site, designed to promote ecological connectivity and preserve habitats for local species. The corridor ensures minimal disruption to the local environment and includes managed habitats that support species movement and help preserve the local ecosystem. By establishing the ecology corridor and implementing these measures, JDR is committed to minimising its ecological footprint while supporting the conservation of species and their habitats.



16.

Waste Management



16. Waste Management

Resources used by JDR are sourced only from proven and reliable suppliers. JDR implement strict waste management practices, ensuring all waste is segregated and processed by certified recycling partners. By maintaining a closed-loop system for waste management, JDR minimises the amount of waste sent to landfill or incineration, aligning with best practices under the waste hierarchy. In addition to recycling, we are exploring opportunities to further reduce plastic waste, improve material efficiency during production, and incorporate more recycled plastic into our product lines, supporting both environmental sustainability and business efficiency.

Disposal Method	Total Weight kg	Waste %
Recycle	1,414,493	93.21
Reuse	53,862.4	3.55
Oil Recovery	22,700.0	1.50
Energy Recovery	18,840.0	1.24
Other	4,000.0	0.26
Incineration	3,475.0	0.23
ADP	100.0	0.01
Landfill	0.0	0.00

In 2023, JDR generated 1,517 tonnes of waste, with 93.21% being recycled. Depending on the type of waste and handling standard, the waste was recycled or sent for disposal, as follows:

16. Waste Management

Of the waste generated, the volume comprised of approximately 50 tonnes of hazardous waste and 1,467 tonnes of non-hazardous waste. The following tables provide a detailed breakdown of these waste streams, categorised by their European Waste Code (EWC) classification.

Each waste type is shown as a percentage of the total waste generated, offering insights into the nature and proportional significance of hazardous and non-hazardous materials in our operations. These figures reflect our ongoing commitment to monitoring and managing waste responsibly, ensuring compliance with regulatory requirements and driving continuous improvement in waste reduction and sustainability practices.

HAZARDOUS WASTE

Name	Total Weight kg	Waste %	Disposal Method
Hazardous Waste Volume	50,347.0	3.318	
Degreasing Wastes (EWC: 11.01.13 & 11.01.14)	7,925.0	0.522	Energy Recovery
Lubricating Oils (EWC: 13.02.08)	10,315.0	0.680	Energy Recovery
Oily Water from Oil (EWC: 13.05.07)	22,700.0	1.496	Oil Recovery
Packaging (EWC: 15.01.10)	3,475.0	0.229	Incineration
Absorbents (EWC: 15.02.02 & 15.02.03)	600.0	0.040	Energy Recovery
Antifreeze Fluids (EWC: 16.01.14)	4,000.0	0.264	Other
Hazardous Components (EWC: 16.02.15)	0.5	0.000	Recycle
Organic Waste (EWC: 16.03.05)	1,000.0	0.066	Recycle
Gases (EWC: 16.05.04)	100.0	0.199	ADP
Batteries (EWC: 16.06.01 & 16.01.04)	120.0	0.007	Recycle
Cables Containing Oil (EWC: 17.04.10)	11.6	0.001	Recycle
Mercury-containing Waste (EWC: 20.01.21)	100.0	0.007	Recycle

NON-HAZARDOUS WASTE

Name	Total Weight kg	Waste %	Disposal Method
Non-hazardous Waste Volume	1,467,120.7	96.682	
Unspecified Waste (EWC: 12.01.99)	56.9	0.004	Recycling
Plastic Packaging (EWC: 15.01.02)	21,180.0	1.396	Recycling
Wooden Packaging (EWC: 15.01.03)	50,862.4	3.352	Reuse
Aqueous Liquid Waste (EWC: 16.10.02)	3,000.0	0.000	Reuse
Aluminium (EWC: 17.04.02)	20,520.0	1.198	Recycling
Other Cables (EWC: 17.04.11)	654,425.1	43.126	Recycling
Paper and Cardboard (EWC: 20.01.01)	3.3	0.000	Recycling
Wood (other) (EWC: 20.01.39)	35,641.3	2.349	Recycling
Plastics (EWC: 20.01.39)	5,348.2	0.352	Recycling
Metal (EWC: 20.01.40)	538,344.6	35.477	Recycling
Mixed Municipal Waste (EWC: 20.03.01)	137,739.0	9.077	Recycling

17.

Standards



17. Standards



EMISSIONS STANDARDS

The following standards are used to collect and calculate our emissions:

- Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019.
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
- The Greenhouse Gas Protocol: Scope 2 Guidance.
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard.

GRI STANDARDS

JDR follows the Global Reporting Initiative (GRI) Standards to benchmark and report on emissions and ensuring alignment with internationally recognised guidelines. Using GRI enables us to provide consistent and transparent information on our environmental impact, facilitating comparability across industries.

General Disclosures

JDR discloses information about its reporting practices and other organisational details, such as its activities, governance, and policies.

Materials Reporting

JDR tracks materials used in operations and reports in alignment with:

- GRI 301-1 Materials Used by Weight or Volume

In 2023, JDR manufactured 328.9 kilometres of power cables and 95.3 kilometres of subsea umbilicals, which together required approximately 11,311 tonnes of raw materials.

Energy Reporting

JDR reports on energy usage in alignment with the following standards:

- GRI 302-1 Energy Consumption within the Organisation
- GRI 302-3 Energy Intensity
- GRI 302-4 Reduction of Energy Consumption

JDR actively monitors energy consumption across its operational facilities to ensure efficient resource management. In the 2023 reporting period, JDR recorded an energy intensity of 3.85 kWh per man-hour, which represents a 14.2% reduction in energy intensity. JDR also implemented localised heating measures at the Hartlepool plant achieving a reduction of 573 kWh in energy consumption.

Water

JDR reports on water in alignment with the following standards:

- GRI 303-1 Interactions with Water as a Shared Resource
- GRI 303-3 Water Withdrawal

At JDR, water is primarily used in our plants for domestic use by employees, including sanitation and other non-operational activities and for production purposes, such as cooling during manufacturing processes such as cooling of extrusion lines.

In 2023, withdrawn water was 2.08 megalitres, with 0.21 megalitres consumed.

Biodiversity

JDR reports on biodiversity in alignment with the following standards:

- GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
- GRI 304-2 Significant impacts of activities, products, and services on biodiversity
- GRI 304-3 Habitats protected or restored

JDR's operational plants are not adjacent to protected areas or areas with high biodiversity value. Additionally, there are no habitats of protected species near our facilities. In 2023, JDR did not identify any significant negative impacts on biodiversity resulting from its operations.

17. Standards

Carbon Emissions

JDR reports on its carbon emissions in alignment with the following standards:

- GRI 305-1 Direct Greenhouse Gas Emissions
- GRI 305-2 Energy Indirect Greenhouse Gas Emissions
- GRI 305-3 Other Indirect Greenhouse Gas Emissions

These indicators align with requirements for Scope 1, 2, and 3 disclosures, helping us maintain accuracy and transparency in our carbon footprint reporting.

Waste

JDR tracks the waste generated in its operations and reports in alignment with:

- GRI 306-3 Waste Generated
- GRI 306-4 Waste Diverted from Disposal
- GRI 306-5 Waste Directed to Disposal

Waste generated in 2023 totalled 1,517 tonnes, of which 93.21% was recycled.

Our waste is categorised as: Hazardous: 50,347.0 kg | Non-hazardous: 1,467,120.7 kg

JDR's high recycling rate demonstrates JDR's commitment to sustainable material management and resource recovery. These efforts support JDR's broader environmental strategy to reduce waste and minimize its environmental footprint.

Supply Chain

JDR reports on its suppliers in alignment with the following standards:

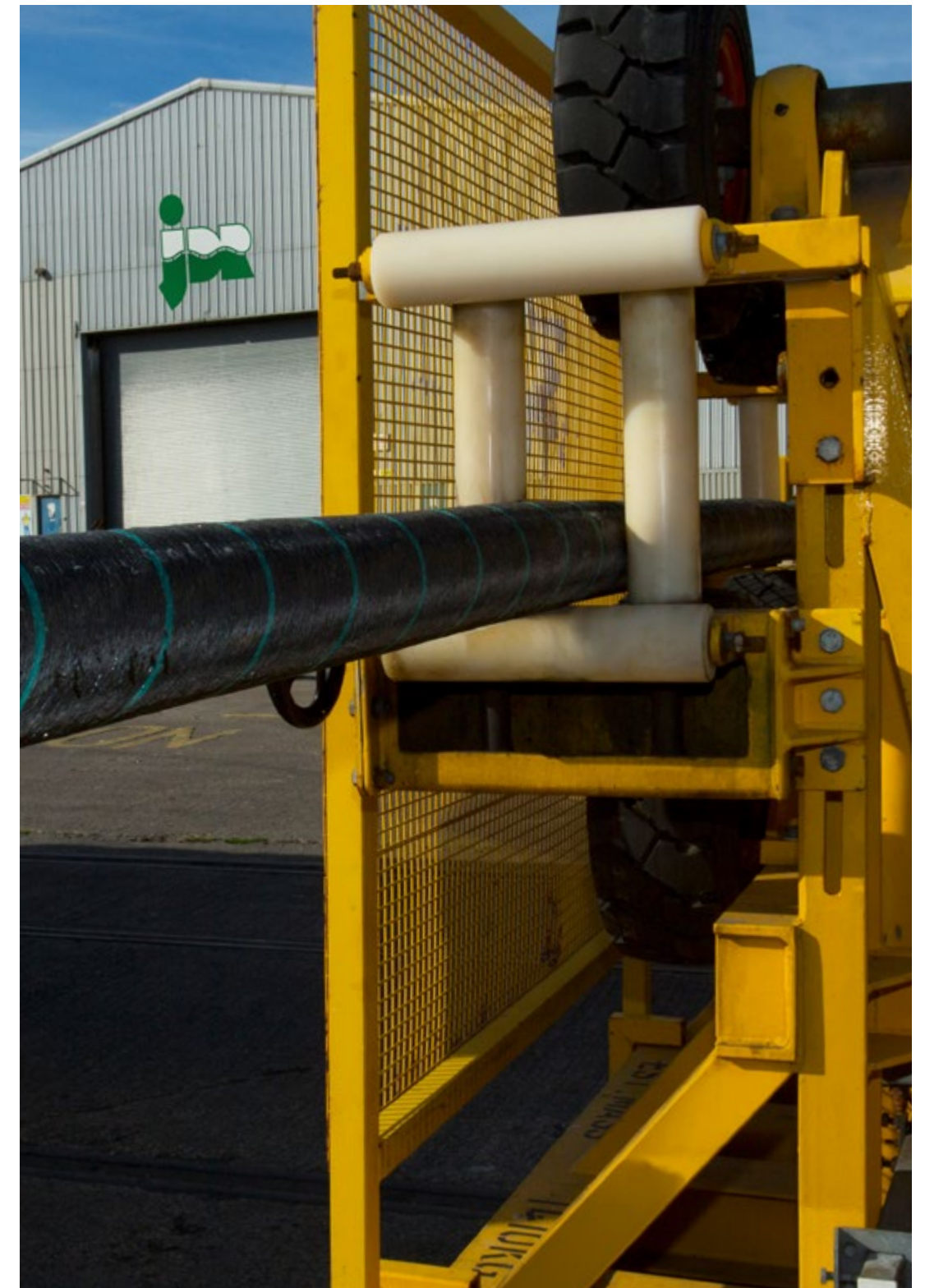
- GRI 308-1 Environmental Screening of New Suppliers
- GRI 414-1 Supplier Social Assessment

JDR require all of our supply-chain to sign our Responsible Sourcing Code. None of our suppliers has rejected signing-up to our code. In 2024, we are extending our supplier audit programme to report on compliance with our Ethics, Responsible Sourcing Codes and Social policies.

JDR have also conducted a calendar of compliance HSEQ audits against our Supply Chain in line with ISO 9001, 14001 & 45001.

Verification

While GRI does not mandate third-party verification, it recommends best practices for ensuring the accuracy and reliability of emissions data. JDR are therefore working towards ultimately verifying our methodologies and calculations for greenhouse gas emissions in line with ISO 14064.



18.

Summary



18. Summary

At JDR Cable Systems Ltd., we are actively pursuing a comprehensive sustainability strategy that goes beyond the initiatives highlighted in this document. In line with our long-term goals, we are working to further develop our internal policies, improve communication with stakeholders, and enhance our environmental and social governance practices. Although some of these initiatives are still in progress, they represent key components of JDR's future commitment to responsible business.

By developing policies, including those on Sustainable Procurement, Biodiversity, Water Management, and Energy Efficiency, these will play a critical role in ensuring that our operations, and those of our suppliers, are aligned with best practices in sustainability. For example, our Sustainable Procurement policy aims to establish stringent environmental and social criteria for selecting suppliers, ensuring that we work with partners who share our values and sustainability goals. Similarly, the biodiversity policy will guide how we manage and protect ecosystems near our operations, with a focus on supporting local wildlife and habitat conservation efforts, particularly at sensitive sites such as the Blyth estuary.

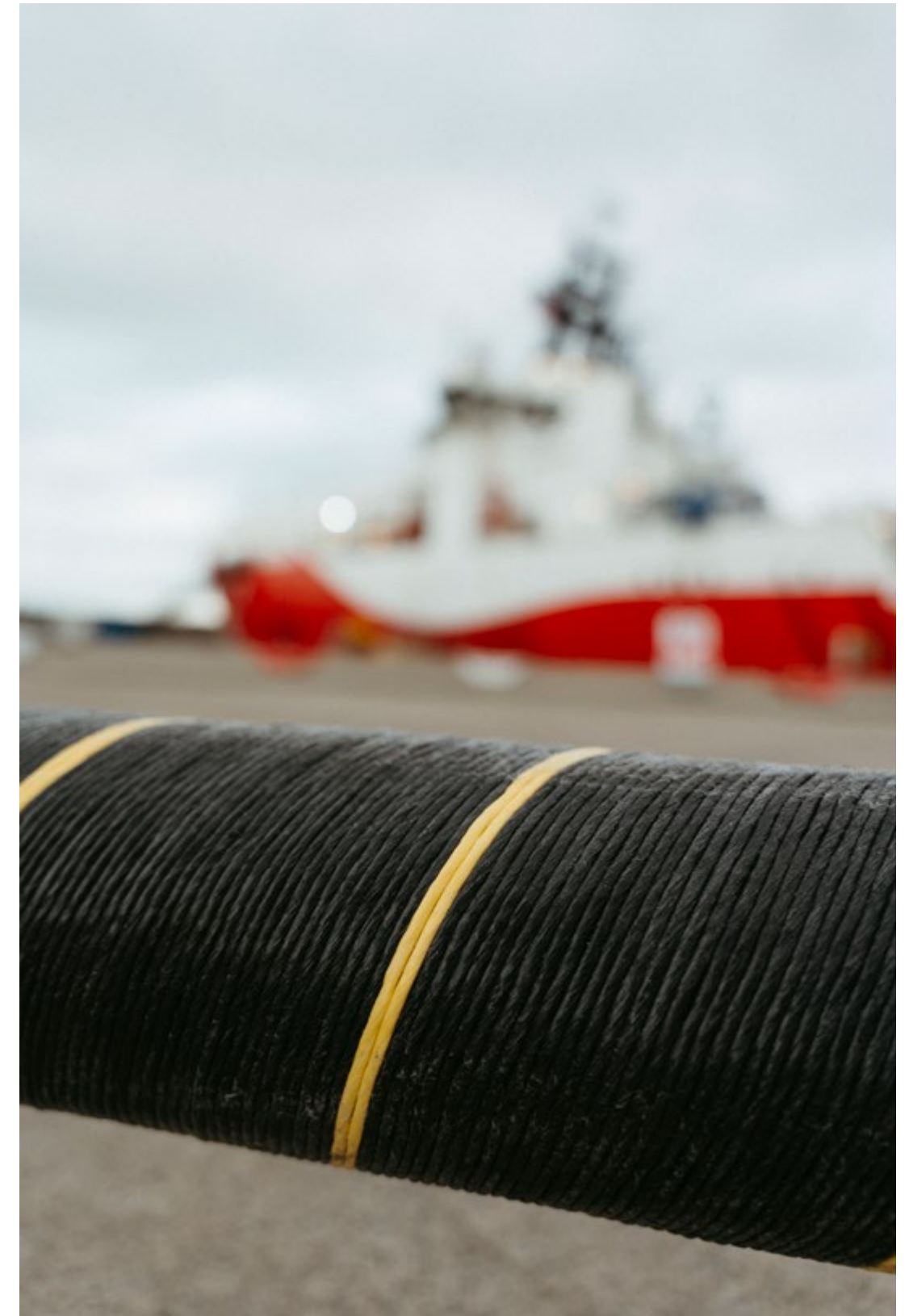
In addition to policy development, we recognise the need to improve the communication of our sustainability targets and aspirations to both our employees and external stakeholders. A key area of focus is enhancing our website and other communication channels to provide clear, transparent updates on our progress toward environmental goals. This will be supported by improved data capture and disclosure processes, enabling us to share more precise and actionable information. By doing so, we aim to build

stronger relationships with our customers, partners, and communities, promoting greater trust and collaboration in achieving shared sustainability objectives.

One of our ongoing efforts includes addressing the end-of-life use of our power cables, a critical sustainability challenge for the subsea cable industry. We are currently working on a challenge statement to address this issue, and we are exploring solutions that promote circularity, such as life extension, recycling and material recovery initiatives. This initiative aligns with our broader commitment to reducing the environmental impact of our products throughout their lifecycle.

Looking ahead, we are also working toward aligning our social responsibility practices with ISO 26000, which will strengthen our commitment to ethical business practices, community engagement, and employee well-being. By integrating ISO 26000 into our business model, we aim to embed social responsibility to complement our environmental sustainability efforts. As we continue to develop these initiatives, JDR remains focused on creating a positive environmental and social impact.

JDR are committed to ensuring that our growth aligns with the global sustainability agenda and aligned with validated science-based targets, while also addressing the unique challenges of our industry. The steps we are taking now, combined with our future goals, reflect our determination to be a responsible leader in the subsea energy sector.



19.

Appendices



19. Appendices

APPENDIX A: JDR SUSTAINABILITY POLICY



19. Appendices

APPENDIX B: JDR HEALTH, SAFETY, ENVIRONMENT & QUALITY POLICY



The reference number is JQ2.02.6544



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Providing the Vital Connection

HEALTH, SAFETY, ENVIRONMENT & QUALITY (HSEQ) POLICY

In the world's harshest environments and ever increasing water depths, JDR Cable Systems' world leading products and services bring power and control to offshore oil, gas and renewable energy systems. JDR design, engineer and manufacture subsea power cables, subsea production umbilicals and intervention work over control systems (IWOCs) to suit the dynamic requirements of each customer's application. JDR is uniquely positioned to be the vital enabler of the global energy transition and contribute to the delivery of net zero green-house gas emissions by 2050.

As a leading the designer and manufacturer of subsea power and control cables, JDR are committed to the safe, reliable and environmentally conscious connection of offshore renewable energy and infrastructure assets, whether deployed offshore, back-to-shore or installed onshore to the grid connection point for offshore energy assets. JDR provide control umbilicals and IWOCs product solutions to aid our customers in the safe operation of subsea production and assess and offer rental equipment tailored to specific project requirements. Our Offshore Services Team provide a trusted customer link to expert solutions and is dedicated to installation, equipment and product maintenance (onshore & offshore), asset healthcare, assurance, equipment and product upgrades for the oil & gas and renewables markets, with reliable support across every stage of the project lifecycle.

We define the scope of our Health, Safety, Environmental & Quality Management Systems to be "the sales, marketing, design, manufacture and field service management of land and subsea umbilicals and power cables."

Our Vision and Values include HSE, Quality and Sustainability, not only because they are vital to the success of our business, but because their successful management is central to providing a safe, healthy and environmentally sustainable workplace for our employees, contractors, visitors and clients. Our commitment to Operational Excellence and Right First Time Quality is key to ensure we develop strong

relationships with our customers, contractors and community as a trusted partner.

To achieve this, JDR have established management systems covering all of our activities that comply with all relevant statutory requirements and the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certification standards.

We integrate HSEQ into everything we do and strive to set the benchmark for HSEQ for others to follow. To meet this vision, JDR actively involves all employees, empowering them with the authority and responsibility to play their part in maintaining our commitment to continual improvement.

We are committed to:


- Identifying, measuring and controlling the HSEQ risks associated with our activities, including those relating to energy consumption, water use and discharge, the use of chemicals and waste generation.
- Implementing safe systems of work to prevent injury, ill health, minimise pollution and environmental impact from our own activities in accordance with our compliance obligations and best HSE practice.
- Optimising energy consumption, while consuming material goods in moderation.
- Product and service defect prevention, ensuring that JDR supplied products and services consistently conform to specified customer requirements and regulatory authority standards.
- Targeting and Reducing the Cost of Non Quality (CONQ) within defined Company targets.
- Understanding the Voice of the Customer and transferring the requirements through to our supply chain to deliver value.
- Reducing environmental impact throughout our supply chain, developing innovative production and offering reduced emissions in our product range.

THINK SAFETY

THINK GREEN

THINK QUALITY





The reference number is JQ2.02.6544



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Providing the Vital Connection

HEALTH, SAFETY, ENVIRONMENT & QUALITY (HSEQ) POLICY

- Providing adequate information, instruction, supervision and relevant HSEQ training, to enable our employees to undertake their work activity safely and without risk to the environment or product.
- Actively communicate and consult with employees at all levels of the organisation and report our HSEQ and Sustainability performance via our annual report and public website.
- Setting annual HSEQ & Sustainability Objectives and Targets in the pursuit of continuous performance improvement.
- Providing sufficient resource to ensure HSEQ & Sustainability Objectives and Targets can be achieved.
- Monitoring our HSEQ performance through regular audits and inspections and by establishing relevant key performance indicators (KPI's).
- The review of HSEQ Objectives and Targets both locally at site level and by the Executive Management Team annually.
- Embracing an HSEQ culture as a core value has significant competitive advantage. Aligned with our vision, values and business objectives, this culture ensures a shared purpose and fosters our organisation's capacity to thrive.

The Executive Management Team at JDR Cable Systems has ultimate responsibility for HSEQ management, and fully endorse this policy, championing 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' HSEQ 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.




James Young
Chief Strategy & Compliance Officer

Date: 12th April 2024

THINK SAFETY

THINK GREEN

THINK QUALITY




19. Appendices

APPENDIX C: JDR SUSTAINABLE PROCUREMENT POLICY




19. Appendices

APPENDIX D: JDR ENERGY MANAGEMENT AND EFFICIENCY POLICY



The reference number is JQ1.01.14206



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Providing the Vital Connection

ENERGY MANAGEMENT AND EFFICIENCY POLICY

At JDR Cable Systems Ltd (JDR), we recognise the importance of energy management and efficiency in our operations, and we are committed to minimising the environmental impact associated with the manufacture of products and the provision of services for the offshore energy industry. This Energy Management and Efficiency Policy outlines our dedication to adopting sustainable practices, reducing our energy consumption in all areas of our business, and continually improving our energy performance.

Our primary objectives in implementing this Energy Management and Efficiency Policy are:

- To reduce energy consumption in the manufacturing process of subsea cables and umbilicals.
- To enhance the energy efficiency of our facilities, equipment, and processes.
- To identify and invest in energy efficient technologies and practices.
- To comply with relevant energy efficiency regulations and standards.
- To communicate this policy to our customers and suppliers to encourage their involvement.

An energy management system will be established and maintained in accordance with recognised standards ISO 50001, providing a framework for setting energy objectives, implementing action plans, monitoring performance and implementing an energy management team. The UK Operations Director will be responsible for aligning best practices between the different units and assisting other senior managers in achieving the requirements of ISO 50001.

JDR is committed to continuously improving energy performance. Regular energy audits are conducted to identify opportunities for improvement, and corrective actions implemented to enhance energy efficiency. In the UK JDR is compliant with the ESOS3 regime and working towards ESOS4.

JDR assigns the responsibility for implementing and maintaining this Energy Management and Efficiency Policy to the relevant Executive Team Member or Senior Manager responsible for each of our operational sites. For clarity this is set out as follows:

Operational Site	Facility Type	Responsible Manager
Cambois, Blyth, UK	Production	Plant Director
Hartlepool, Maritime House, UK	Office	
Hartlepool, Victoria Dock, UK	Production	
Littleport, UK	Production	UK Operations Director
Macaé, Brazil		
Newcastle, UK	Service	Head of Services
Tomball, Houston, USA		

Each department will coordinate efforts across various organisational functions based at their respective sites, to ensure the effective implementation of energy-saving measures.


Employees at all levels will be educated and trained on energy efficiency practices. JDR will promote a culture of energy conservation by encouraging employees to contribute ideas and suggestions for improving energy efficiency in their respective areas. Training will be provided to equip employees with essential knowledge on the importance of energy efficiency, enabling them to effectively implement energy-saving strategies both at work and at home.

JDR are already investing in energy-efficient technologies that align with our sustainability goals. This includes facility and equipment upgrades, implementing automation where applicable, and exploring innovative solutions to reduce energy consumption. Collaboration with suppliers will be encouraged to promote the adoption of energy-efficient practices, including assessing the energy efficiency of raw materials and components sourced for subsea cable manufacturing.

THINK SAFETY

THINK GREEN

THINK QUALITY

Brighter Future in Energy | 



The reference number is JQ1.01.14206



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Providing the Vital Connection

ENERGY MANAGEMENT AND EFFICIENCY POLICY

JDR will stay informed about energy efficiency regulations and standards relevant to the industry, ensuring compliance with these regulations while actively seeking opportunities to exceed minimum requirements. Key performance indicators will be established to monitor and evaluate energy performance, with regular reports generated and communicated to relevant stakeholders, including employees, customers, and regulatory authorities.

By embracing energy efficiency, JDR can significantly lower its carbon footprint, achieve substantial savings on energy costs, and strengthen its commitment to sustainability. This not only benefits the environment but also enhances relationships with our employees, customers, strategic partners, and investors.

By adhering to this Energy Management and Efficiency Policy, JDR strives to be a leader in sustainable manufacturing, actively contributing to a greener and more energy-conscious future. 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.

This Energy Management and Efficiency Policy will be reviewed annually.

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.



James Young
Chief Strategy & Compliance Officer

Date: 9th October 2024

THINK SAFETY

THINK GREEN

THINK QUALITY

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19. Appendices

APPENDIX E: JDR WATER MANAGEMENT POLICY



The screenshot shows the JDR Water Management Policy document. At the top left is the TFK Group logo with the tagline "Providing the Vital Connection". The reference number is JQ1.01.14207 and the website is jdrables.com. The policy title is "WATER MANAGEMENT POLICY". The document states that JDR Cable Systems Ltd (JDR) is dedicated to responsible water management as a fundamental aspect of its sustainable manufacturing practices. It outlines the approach to integrating water conservation and management into every aspect of operations. The HSE team will oversee efforts to ensure water management considerations are effectively integrated. The policy is signed by James Young, Chief Strategy & Compliance Officer, on 9th October 2024. At the bottom, there are three pillars: THINK SAFETY, THINK GREEN, and THINK QUALITY, along with the TFK Group logo and the tagline "Brighter Future in Energy".

19. Appendices

APPENDIX F: JDR BIODIVERSITY POLICY



The reference number is JQ1.01.14204

jdrables.com

BIODIVERSITY POLICY

At JDR Cable Systems Ltd (JDR), we committed to promoting and preserving biodiversity as a core aspect of our sustainable manufacturing practices. We recognise the critical importance of protecting natural ecosystems and the diverse species that inhabit them. This Biodiversity Policy outlines our approach to integrating biodiversity considerations into every facet of our operations, from manufacturing processes to supply chain management.

JDR assigns the responsibility for implementing and maintaining this Biodiversity Policy to the HSE department, which will oversee efforts across various organisational functions. We will ensure that biodiversity considerations are effectively integrated into our operations, promoting a harmonious balance between industrial activities and the natural environment.

As part of our commitment to biodiversity, JDR assess the potential impacts of our operations on local ecosystems. We take proactive steps to minimise negative effects, including preserving natural habitats, restoring degraded areas, and implementing measures to protect local wildlife. In addition, we will foster a culture of environmental stewardship, where our employees will be encouraged to participate in initiatives aimed at preserving biodiversity, both within the workplace and in the broader community.

To further support biodiversity conservation, JDR will invest in and adopt practices that align with our sustainability goals. This includes sustainable sourcing of raw materials, minimising habitat disruption during manufacturing, and exploring innovative solutions to reduce the environmental footprint of our products. Collaboration with suppliers and partners is a key aspect of our approach, as we work together to promote biodiversity-friendly practices throughout the supply chain.

JDR will adhere to regulations and standards relevant to our industry, ensuring compliance with these regulations while actively seeking opportunities to exceed minimum requirements. We will establish key performance indicators to monitor and evaluate our impact on

biodiversity, while disclosing results to relevant stakeholders, including employees, customers, and regulatory authorities.

By adhering to this Biodiversity Policy, JDR aims to be a leader in sustainable manufacturing, actively contributing to the preservation of biodiversity and the protection of natural ecosystems for future generations. We are dedicated to fostering a greener, more resilient planet through responsible business practices and a commitment to safeguarding the natural world.


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.



James Young
Chief Strategy & Compliance Officer

Date: 9th October 2024

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