



ENVIRONMENTAL AND SOCIAL ANNUAL REPORT

2019

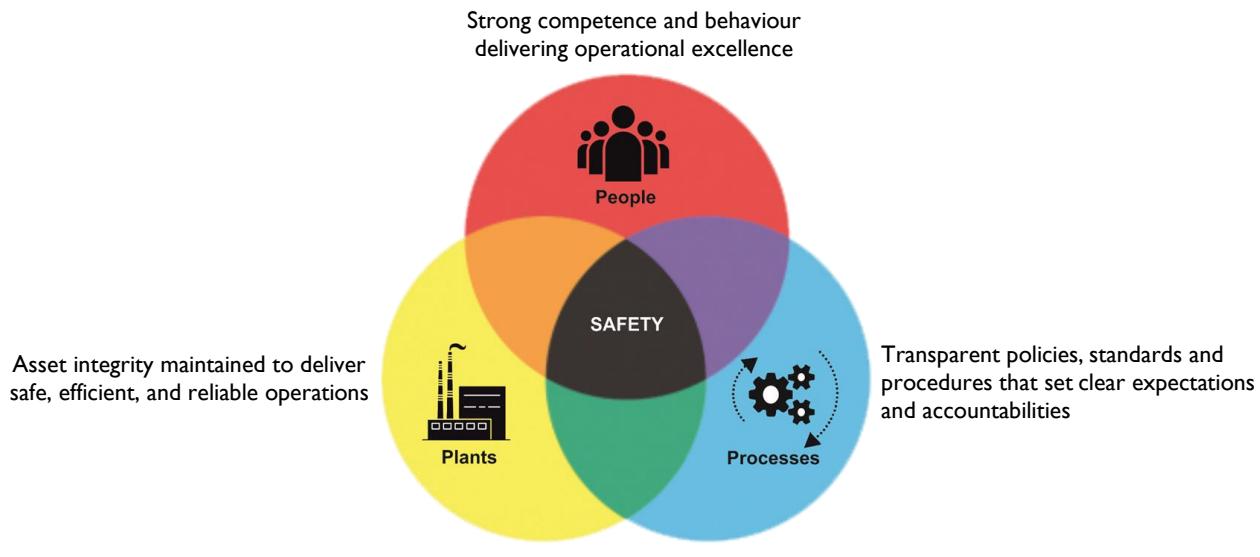
HOW WE REPORT

Viathan reports its Environmental Social and Health performance following standard practice for sustainability reporting. HSE performance data are always collected from all sites managed by Viathan. Performance is monitored on a monthly basis. Environmental and social performance data is collected, validated and consolidated with the Viathan ESG/HS department. The department provides all management levels throughout the Group with necessary information to take early action if deviations from targets occur. Systems and processes are reviewed by third parties – in addition to corporate and divisional Environmental and HSE audits – to ensure compliance with legal and standards. Reported data describe our major operations within company boundaries and environmental impacts originating from our own operations. The 2019 Environmental Social and Health data published in the Viathan Annual Report are actual data for the period from January through December.

SAFE AND SECURE OPERATIONS

Operational Integrity Framework

Viathan is committed to efficient, reliable, and compliant operations with target of zero harm to people, the environment, and the communities in which it operates. The Company applies best practices as a benchmark for evaluation and seeks to improve its operational performance and compliance. It promotes repeatable operational excellence and provides a programme for continuous improvement. It is based on the three core elements: people, process, and plant.



Operational Integrity Performance

Viathan monitors Safety, Occupational Safety, Environmental and Asset Integrity, that are leading indicators to anticipate future performance issues and take proactive action to improve.

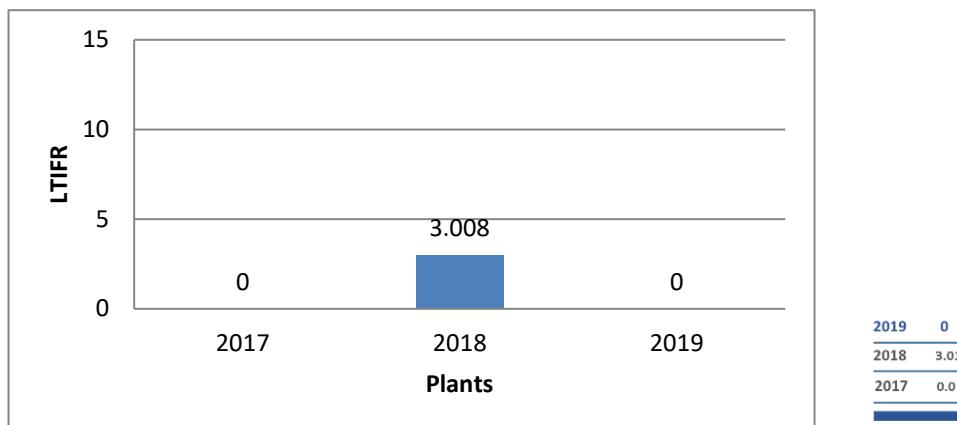
A Lost Time Injury (LTI) is an injury in the workplace that means the injured person is unable to resume normal duties in their next shift or subsequent shifts. Total Recordable Injuries (TRI) are the sum of lost time injuries, restricted work cases and medical treatment cases.

Viathan registered 0 LTI incidents in 2019. The LTI ratio (number of LTIs/million man-hours) was 0.48, down from 3.008 in 2018

HEALTH AND SAFETY PERFORMANCE

Lost Time Injury Frequency Rate

■ LTIFR is the number of lost time injuries, divided by the total hours worked multiplied by 1,000,000 hrs



Viathan reports work-related injuries or illnesses across the Group that have occurred during the year. The Viathan Lost Time Injury Frequency Rate (LTIFR) is a key performance indicator enabling direct comparison between the performance of our plants.

In 2019, the LTIFR for continuing operations at Viathan reduced to 0.48 per 1,000,000 hours, from 3.008 the previous year; this represents a 100% reduction.

There were no major fire incidents recorded, 2 first aid cases were recorded all through 2019. There have been no fatalities during recent years at any Viathan office site., we recognize the importance of safety at work

Occupational injury and illness

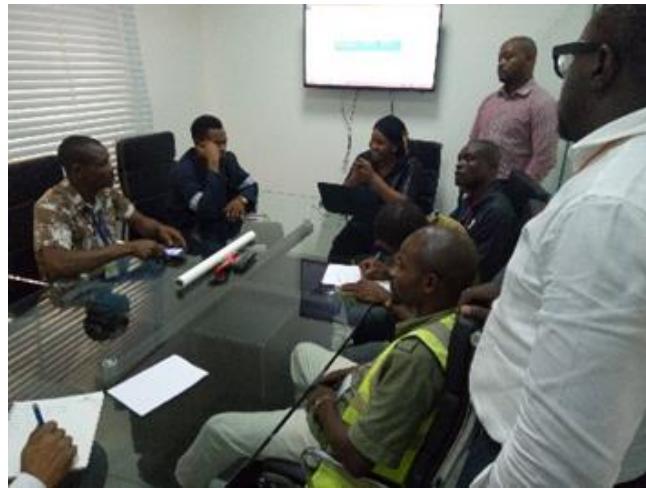
During 2019, a total number of 2 employees suffered work-related injuries. Although it did not lead to days off work.

Occupational injury to contractors

Viathan recognizes its responsibility to promote the health and safety of contractors. Contractors are engaged by Viathan to undertake work within the terms of a contract or service agreement. Viathan only reports health and safety data from contractors who regularly work at a Viathan site, such as cleaning, security, engineering and maintenance personnel. There were no occupational injuries among

this group and no fatalities among third party personnel in 2019.

Before a contractor deploys to site, a job hazard analysis is carried out to ensure that contractor's task is properly assessed to avoid risk of injuries and accidents

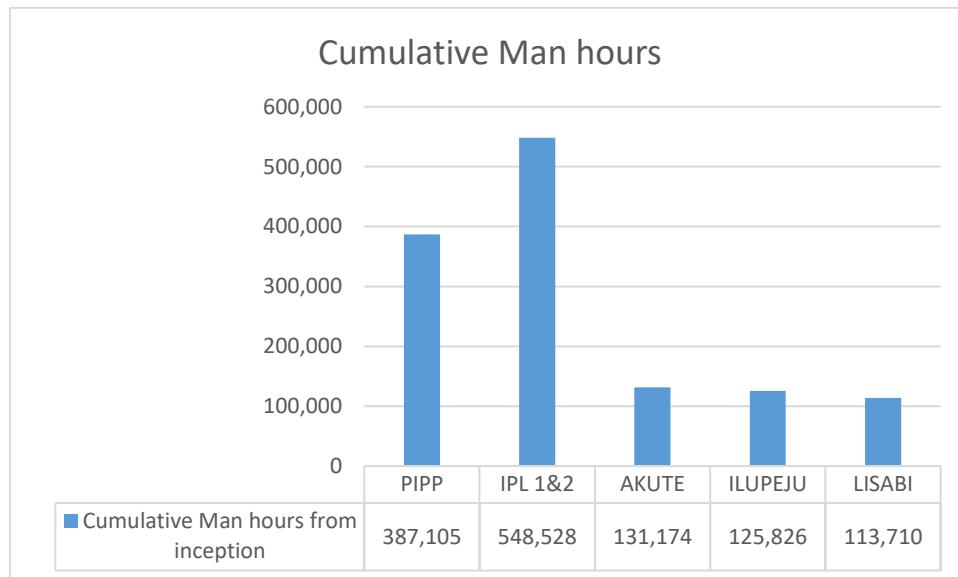


Job hazard analysis (JHA) being carried out

HSE Man-hours and statistics

Viathan has kept a record of manhours since inception. The advantage of the man-hour concept is to estimate the impact of staff changes on the amount of time required for a task.

Year 2016- 2019



Viathan HSE Statistics 2019

Man-hours	435203
Cumulative Manhours since the last LTI (April 2018)	665373
Fatality	0
Loss Time Injury (LTI)	0
Total Medical Treatment Case (MTC)	0
Total Restricted Work Case (TRWC)	0
No. of First aid Case (FAC)	2
Minor Fire Incident	1
Vehicle Crash Incident (VCI)/ Road Traffic Incidents	4
Nearmiss and Hazard observations reported	14
ESG/HS Training	96
Hours of Training	735
Facility Inspection	54
LTIFR (Number of LTIs per 1,000,000 hours worked)	0

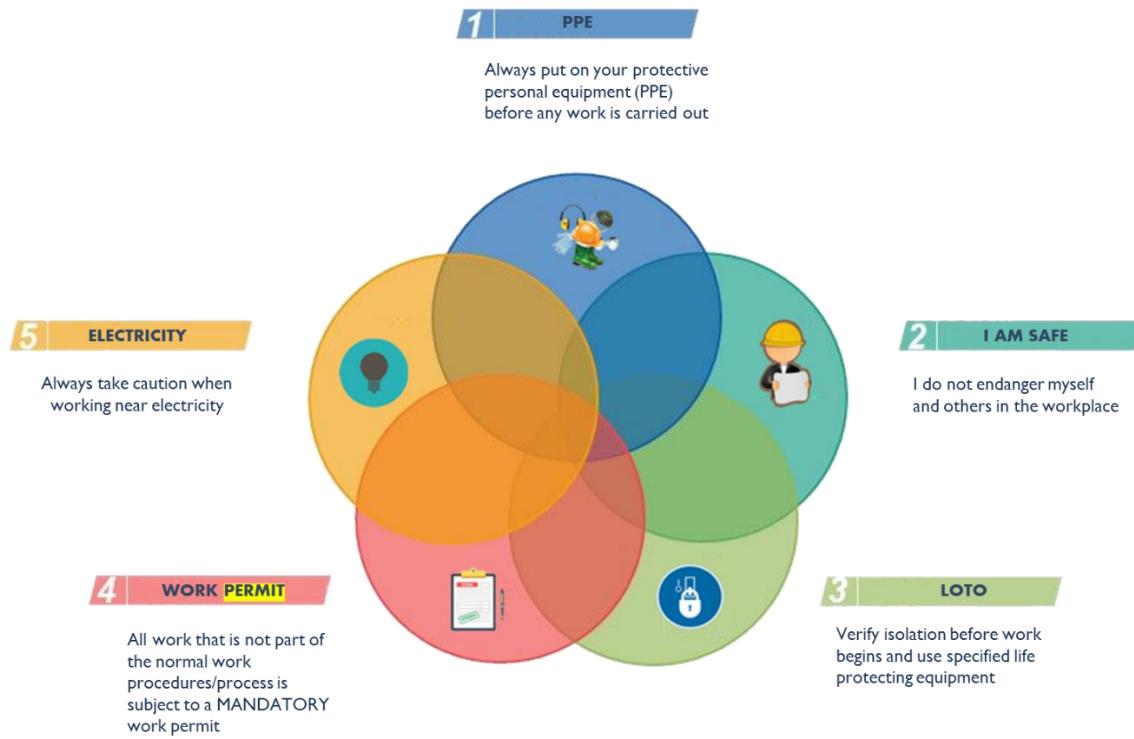
Health and Safety Framework

Health and safety is at the centre of everything we do. Our priority is to assure the health and safety of all our employees and the communities where we operate; this priority is embedded into our core values. Our approach to safety includes identifying possible risks, implementing measures to prevent potential incidents, and educating employees and contractors about unsafe behaviors.

A safe and healthy work environment is a fundamental commitment of the company to its stakeholders. Our stakeholders know and understand the HSE risks associated with the business, how these risks are managed, and the corrective actions to mitigate them. Our stakeholders visibly demonstrate HSE leadership through measurable actions such as communicating the visions and expectations, undertaking Occupational Health Safety (OHS) worksite visits, engaging personnel and contractors, and participating in OHS activities e.g. townhall meetings, investigations, and campaigns.

Safety Compliance -5 Life-Saving Rules

At a minimum, we require that all employee, contractors, suppliers and visitors of Viathan Engineering Limited meet the 5 Life – saving Rules:



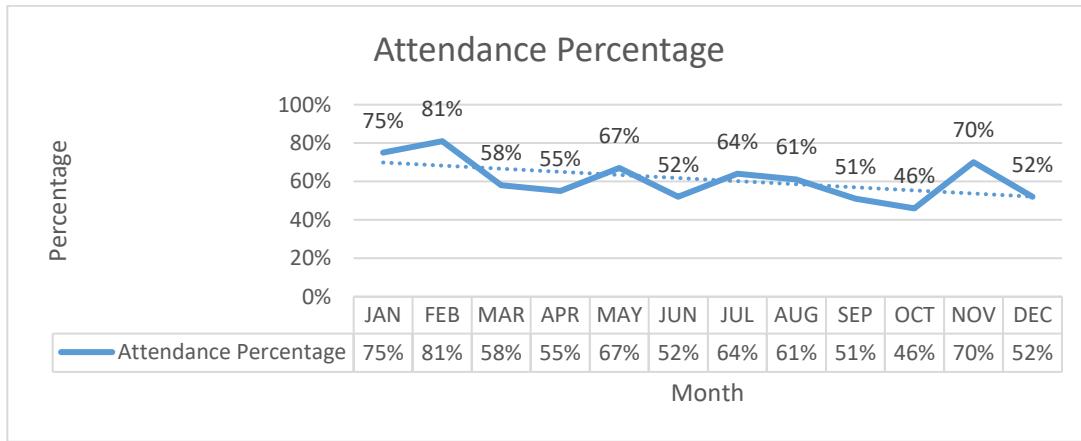
TRAINING AWARENESS

Viathan Engineering Limited (VEL) has a safety training program for all employees, this is in addition to induction training for new staff/contractors. This training is conducted monthly for compliance and to address deficiencies discovered through work practices, accidents or supervisory recommendations. It also includes safety trainings that are beneficial to the workplace and beyond the workplace. The training conducted throughout the year 2019 is stated below:

S/N	Month	Office Training Topic	Drivers Training Topics
1.	January	Promoting a Positive Safety Culture	Promoting a Positive Safety Culture
2.	February	Hazard Identification and Communication	Hazard Identification and Communication
3.	March	Oil Spill Management	Who is a safe driver?
4.	April	Emergency Preparedness and Response	Emergency Preparedness and Response
5.	May	Employee Health Management "Healthy Living"	Employee Health Management "Healthy Living"
6.	June	Introduction to Environmental Social Management System (ESMS)	Introduction to Environmental Social Management System (ESMS)
7.	July	Electrical Safety	Electrical Safety
8.	August	MID YEAR HSE Review	MID YEAR HSE Review
9.	September	Workplace Transport Safety Management	Workplace Transport Safety Management
10.	October	Alcohol and Drug Awareness in the Workplace	Alcohol and Drug Awareness in the Workplace
11.	November	Health Awareness/ Screening	Health Awareness/ Screening
12.	December	Safety interactive session/ Holiday safety tips	Safety interactive session/ Holiday safety tips

Training Attendance

The graph below shows the training attendance throughout the year 2019.



The first quarter of the year had the highest percentage of attendance while the second and third quarter had a stable attendance that was a little above average and the least percentage of attendance was recorded in the last quarter of the year.

In the year, the ESG/HS team also attended two trainings and workshop which includes:

- GHG accounting 101 – conducted by Aquaearth Consulting
- Maiden Edition of the HSE Summit '19



Health Awareness training by HMO in one of our facility



Safety Training conducted in the plant



Viathan representation at the HSE Summit '19

ENVIRONMENTALLY CONSCIOUS OPERATIONS

Healthy and Engaged Workforce

The success of Viathan's operations depends on a healthy and competent workforce. Our health policy communicates corporate expectations for identifying and managing health risks related to our operations. In all locations, we develop workplace health programs that consider local health care systems and health needs. Diversity of thought, ideas, perspectives, skill, knowledge and culture makes Viathan more innovative, resilient and better able to navigate the complex and changing global energy business. Creating an inclusive workplace enables our employees to bring their unique perspectives to help achieve Viathan's business objectives.

Environmental Management

Viathan acknowledges its global footprint and impact on the environment and is committed to contributing to a sustainable environment. The Company recognizes that its operations may have wide-ranging impacts on the environment and therefore applies risk management processes to identify, assess and mitigate impacts.

Viathan operates in a highly regulated industry with a growing body of environmental legislation and emerging industry best practice. Viathan monitors emerging environmental issues, technologies and practices to ensure it remains compliant, relevant and positioned to operate sustainably in the future.

The Company seeks to align activities and operations with the collective UN Sustainability Development Goals.

Environmental Social Management Systems (ESMS)

Viathan Group has subscribed to Environmental Social Management System (ESMS) approach.

The Environmental & Social Management System (ESMS) has been developed to prevent or minimise environmental and social impacts of Viathan operations and ensure that the work performed takes into consideration the protection of the environment. It also identifies and integrates all relevant regulatory compliance requirements and industry best practice.

The ESMS has been established to meet, in particular, the Environmental & Social Management System according to international standard ISO 14001:2004.

ESMS is an integral part of an overall management system. It is a set of management processes and procedures that allow the Company to analyse, control and reduce the environmental impacts of its operations.

The foundation of the ESMS is Environmental policy that was announced by the top management of the Company. The aim of the policy is to:

- Ensure that all the major environmental aspects are managed
- Ensure that all the applicable environmental and social legislation, regulations and other requirements are adhered to on all sites and works
- Plan to prevent pollution and minimise environmental disturbance connected with the operations
- Avoid the wastage of materials, water and energy by paying careful attention to their use
- Promote environmental awareness and commitment to the policy amongst all employees and contractors



ESMS training in Lisabi Power Plant

BASIS OF ACHIEVEMENT

Continuing management commitment and rigorous application of safety systems and procedures combined with ongoing training for the Group has driven progress in injury and illness reduction. Several activities to promote safety awareness, including five key measures, are used by management and reviewed by HSE team:

- Walk-through inspections on site
- HSE training targeted at 0.1 – 0.5% of total hours worked yearly, depending on the work area
- Percentage of completed items on incident investigation related to total number of recommendations
- Near misses reported at least 5 – 10 to 1 versus actual incidents.
- Hazard identification across all plants

Tailored safety initiatives have been introduced where relevant, e.g. driver safety for fleet. All significant incidents without lost time, accidents with lost time and relevant near misses are investigated. The level and extent of the investigation reflect the seriousness or potential impact of the event. Suitable processes and criteria (e.g. risk/potential consequences, learning potential) are put in place to ensure that investigations are carried out adequately. We provide regular HSE training in hazard analysis/communication, process safety management and systematic incident investigations. In 2019, 89 employees were trained. In addition, extensive on-the-job HSE training as well as toolbox meetings is carried out at all sites.

Fatalities

There haven't been any fatalities at any of Viathan office sites. We recognize the importance of safety at work and when an employee is on the road for Viathan.

Fire Emergency Response & Fire Systems

Viathan implemented a number of firefighting strategies at different levels to prevent fires and combat them if they occur. All fire extinguishers were serviced with service records tags deployed at all plants in strategic locations.

Other firefighting equipment maintained during this period include fire alarms and smoke detectors. The alarm system deployed at all plants is able to pinpoint the location of fires from a control panel, thus providing information to early responders.

Fire certificates for all plants were also renewed by the Lagos and Ogun State Fire Service.

Environmental Compliance Monitoring

Environmental monitoring provides for environmental protection by ensuring implementation of mitigation measures. Viathan carried out the Environmental Compliance Monitoring for their facilities in line with EIA requirements for the year 2019.



Environmental samples taken from different point sources for testing

Energy Consumption

Viathan has employed the use of resources with release of lower carbon rate. 90% of on-site energy came from the combustion of natural gas. We believe these significant achievements are as a result of our ongoing energy management programs. We expect the trend in improved energy efficiency to continue in future years as we continue to explore ways to improve our energy mix by introducing renewables.

Waste Management

The most important reason for waste collection is the protection of the environment and the health of employee in the workplace environment. For Viathan, operational waste – both hazardous and non-hazardous – is an important area of environmental management for Viathan sites. Group objectives include the proper management of hazardous waste and risks related to disposal.

Viathan makes ongoing efforts in all areas to minimize non-hazardous waste that cannot be recycled.

Corporate Social Responsibility

Viathan embarked on a CSR project in the year 2019. The environmental CSR aims to reduce any damaging effects on the environment especially in the marines and the focus was on waste management. The project carried out was the environmental waterfront clean-up in the KiriKiri LCDA, Amuwo Odofin. Viathan partnered with the Ministry of Environment on this exercise.



Viathan Representation at the Waterfront Cleanup at KiriKiri (CSR)



View of all the partners for the Clean-up exercise

Our Sustainable Development Goals (SDG) Impact

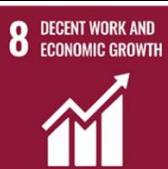
The Company is not only committed to financial performance. The Company also focuses on environmentally-friendly operations and the balance of stakeholders, and it places utmost importance on sustainable development in line with the United Nations' Sustainable Development Goals (SDGs) by being good corporate citizens focused on environmental, social responsibility and good corporate governance.

The Sustainable Development Goals (SDGs) were developed by the United Nations (UN) as a comprehensive and universally recognized framework of global priorities and aspirations for 2030.

Each goal has specific targets and together they aim to eliminate poverty, protect the planet and ensure prosperity for all. Our Sustainability actions and ambitions are closely linked to the SDGs, and our services support them, as shown in our direct operations, supply chain and services against the SDGs. It visualizes our current contributions and supports us in creating aligned strategic plans, allocating resources and developing associated local management and reporting processes.

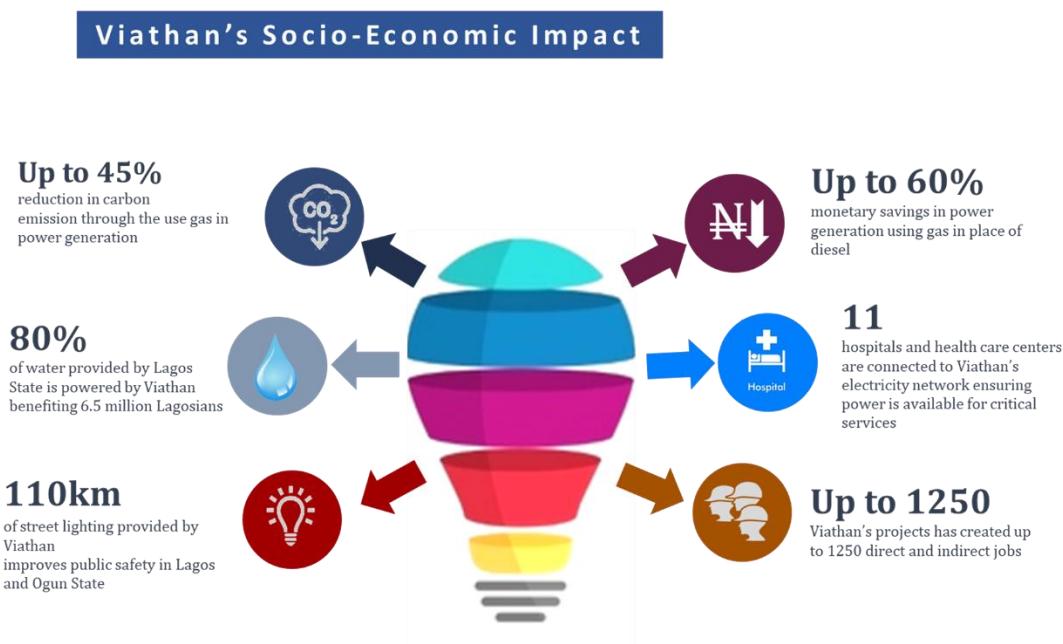
S/N	SDG's	Goals	Targets	Our Impacts
1.	Good Health and Wellbeing	 3 GOOD HEALTH AND WELL-BEING	Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol. Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.	Creation of Health risk Awareness, Drug, and alcohol Awareness in the business environment and at home. Availability of easy access to medical health care including virtual consultation to our employees.
2.	Quality Education	 4 QUALITY EDUCATION	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	As part of our broad effort to support training and the lifelong learning of its employees, Viathan is creating new and more affordable ways for people to upgrade their skills. Viathan accommodates students who have a passion for knowledge about the power industry in partnership with NGO's to help the students achieve this knowledge acquisition.

3.	Gender Equality		<p>End all forms of discrimination against all women and girls everywhere.</p> <p>Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life</p>	<p>We are committed to a policy of equal opportunities in employment in which individuals are selected and treated on the basis of their relevant merits and abilities without regard to sex. We have created a system where gender is not a basis for the function/job title of our employees. We have women being given the same opportunity and employed at the moment even in technical role and in leadership.</p>
4.	Clean Water and Sanitation		<p>By 2030, achieve universal and equitable access to safe and affordable drinking water for all.</p>	<p>Viathan is helping water companies (Lagos State Water Corporation and Artee Group- makers of Cascade Water) achieve their own targets for SDG 6 through our energy solutions and expertise, which optimize processes thereby providing access to safe and affordable drinking water for all.</p> <p>We also partnered with the Ministry of Environment to engage in water ways cleanup in the marines.</p>
5.	Affordable and Clean Energy		<p>By 2030, ensure universal access to affordable, reliable and modern energy services.</p>	<p>As an electricity generation and distribution Company, our goal is to continuously improve upon our systems to provide affordable and clean energy for all. Enable life through innovative integrated energy solutions.</p> <p>Natural gas is the cleanest and quietest burning fossil fuel available, emitting significantly less carbon and nitrogen emissions than diesel. Natural gas is eco - friendly</p>
6.	Responsible Consumption and Production		<p>By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p> <p>By 2030, ensure that people everywhere have the relevant</p>	<p>Viathan has developed a sustainable waste management plan and continues to create awareness of proper waste management practices, reduction, recycling and reuse in partnership with</p>

			information and awareness for sustainable development and lifestyles in harmony with nature. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	registered and accredited waste vendors and recyclers.
7.	Sustainable Cities and Communities		Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning .	The key to sustainable urban living is building smarter cities, managed with advanced technologies and systems that will allow them to accommodate swelling populations without overwhelming infrastructure or services. Viathan is partnering with communities to make them cleaner, smarter and more sustainable. We do this by providing power and streetlights to communities
8.	Climate Action		Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Viathan- incorporating into our system waste management best practices and Emission Reduction
9.	Life Below Water		By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	Viathan-Partnered with the Ministry of Environment in waterways cleanup exercise
10.	Peace and Justice Strong Institutions		Substantially reduce corruption and bribery in all their form	Viathan- Initiation of whistleblowing in our organization
11.	Decent Work and Economic Growth		Take immediate and effective measures to eradicate the worst forms of child labour, and by 2025 end child labour in all its forms. Achieve higher levels of economic productivity through	We have a policy in place to address the child labour, workers interest both in the social and safety areas and it is being communicated always. Utilization of Natural Gas as fuel which CNG is addressed by providing gas to

		<p>diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.</p> <p>Protect labour rights and promote safe and secure working environments for all workers.</p>	<p>areas without pipeline infrastructure (virtual pipeline) hence reduce gas flaring. Moreover, the Nigerian CNG industry is creating domestic employment opportunities, spurs economic growth, aids local manufacturing with cheaper electricity (gas as fuel). We have contributed to the growth of the captive embedded/independent power generation industry. We understand the importance reliable power plays in the growth and advancement of businesses and communities. At Viathan we understand that this includes investing in infrastructure and upgrading technology to provide reliable, clean energy to promote socio-economic development and reduce poverty. (Which involves implementing adaptive work methods that has sustained productivity in the workplace and ensured minimal job displacement and increased economic growth)</p>
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Social and Labour Practices:



We are proud to have supported the Lagos State Government by providing uninterrupted power to three (3) of the COVID 19 isolation Centres



SOCIAL REPORT

Social and Labour Practices:

Viathan has a staff strength of 144, comprising 114 males and 30 females. 134 are permanent staff while 10 are contract or temporary hires. Officers, Senior Officers and Managers make up the permanent staff, while the more junior cadres such as Cleaners make up the contract staff engaged directly by VEL. In some cases, contract staff are eventually absorbed as permanent staff. Security guards are provided by security companies.

Administrative staff working hours are from 8am to 5pm daily, while plant engineers and other technical staff work 8hr shifts over a 24hrs period. Staff members are hired once departments raise requests to the HR who proceed to make adverts on social media platforms. New employees undergo both HR and HSE induction.

The company has an employee handbook which outlines employees' commitments to the company and vice versa. It also contains a detailed staff-grievance mechanism. The handbook covers the basic requirements and satisfies GIIP standards.

Increased diversity/gender balance in workforce and management- 18.3% Female (end 2018) vs 20.83% Female (end 2019).

In 2019 there were 18 exits which includes 4 unskilled and 2 women. Also, in 2019 we hired a total of 34 which includes 10 unskilled and 9 women.

Grievance Mechanism

There have been no grievances reported from external parties as a result of our operations. Internally it is being channelled through different medium including townhall meetings.

Organizational Capacity and Competency

The total number of employees is represented in the table below:

FULL TIME			CONTRACT		
	Male	Female		Male	Female
Management	11	4	Management	-	1
Mid	47	12	Mid	-	-
Entry	27	5	Entry		1
Junior (Auxiliary)	25	3	Junior (Auxiliary)	4	4

The type of training and man hours in training for the year 2019 includes: Technical, Data Science, Accounting (excluding HSE training); 2,653 manhours. The employee retention is pegged at 80%. Training days per/employee is thus represented by an average of 5.14 days/employee. The absentee rate is equals to 1%. The percentage of employees receiving regular performance and career development reviews is equals to 80%. The ratio of basic salary of men to women by employee category i

