



PHOENIX PARK  
GAS PROCESSORS LIMITED

# ESG REPORT 2023

DRIVING SUSTAINABILITY FROM WITHIN





# DRIVING SUSTAINABILITY FROM WITHIN

Inspired by Phoenix Park Gas Processors Limited's (PPGPL's) pioneering spirit and its commitment to comprehensive leadership, in alignment with T&T's Vision 2030 and the UN's Paris Agreement goals, this publication sets new standards and forges a path towards a more equitable and ethically governed future.









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# A Word from Our President

Dominic Rampersad

As the President of PPGPL, I am deeply committed to sustainable development. We recognise the profound impact of our actions on the future and are dedicated to ensuring our operations contribute positively to Trinidad and Tobago and the world.





Innovation is central to our strategy. To contribute to sustainable development, we continually seek new and better ways of doing things. This includes investing in our people, embracing new technologies, and fostering a culture of creativity and problem-solving.

Our people are our future. We are committed to nurturing a culture of talent development, empowering every team member to learn, grow, and reach his/her full potential. We invest in training and development programmes and celebrate diversity and inclusion, understanding that different perspectives fuel innovation.

Operational excellence is a key pillar of our strategy. We strive for the highest standards in our operations, ensuring our products and services are of the highest quality. We continuously improve our processes, eliminate waste, and strive for efficiency, while maintaining our commitment to sustainability. This focus extends beyond our process plant operations to all functions across the organisation.

Our sustainable development strategy is threefold. First, we aim to minimise our environmental footprint through efficient practices and investment in renewable energy. Second, we strive to create a positive social impact by supporting local communities and promoting fair trade. These efforts are supported by our pursuit of the highest standards of corporate governance.

Sustainable development is not just a responsibility, but an opportunity to innovate, improve efficiency, and create value for our stakeholders. Our commitment to sustainability, innovation, talent development, and operational excellence is at the core of our business strategy as we strive for a better and more sustainable future.



**Dominic Rampersad**  
**President**



# About this Report

Phoenix Park Gas Processors Limited (PPGPL) is pleased to produce its second annual ESG (Environmental, Social, Governance) Report for the period 1 January 2023 - 31 December 2023. The reporting procedure will primarily include the operations at PPGPL and include disclosures on its wholly owned US-based subsidiary, Phoenix Park Energy Marketing LLC (PPEM).

PPGPL is headquartered at its Administrative Office at Rivulet Road, Couva, Trinidad and Tobago with its first operational Plant Facility at Rio Grande Drive, Point Lisas Industrial Estate, Trinidad and Tobago. This report addresses operations within Trinidad and Tobago, with Chapter Six covering disclosures on PPEM's North American Operations.

This report was prepared referencing the following:

- 2021 Global Reporting Initiative (GRI) General Disclosures and Oil and Gas Sector topic

Additional information related to ESG material topics which are applicable to the context of PPGPL's operations have also been included in this report.

This report has not been assured by an external assurance agency.

For questions or feedback on this report, please contact [ESG@PPGPL.co.tt](mailto:ESG@PPGPL.co.tt)



# Disclosures

STANDARD	DISCLOSURE	PAGE
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	6, 10, 11
	2-2 Entities included in the organisation's sustainability reporting	6
	2-3 Reporting period, frequency and contact point	6
	2-4 Restatements of information	Not Applicable
	2-5 External assurance	6
	2-6 Activities, value chain and other business relationships	10-11
	2-7 Employees	59, 102
	2-8 Workers who are not employees	Not Applicable
	2-9 Governance structure and composition	82-84
	2-10 Nomination and selection of the highest governance body	82-84
	2-11 Chair of the highest governance body	82-84
	2-12 Role of the highest governance body in overseeing the management of impacts	22, 84
	2-13 Delegation of responsibility for managing impacts	22
	2-14 Role of the highest governance body in sustainability reporting	84
	2-15 Conflicts of interest	86-87
	2-16 Communication of critical concerns	Not Applicable
	2-17 Collective knowledge of the highest governance body	Not Applicable
	2-18 Evaluation of the performance of the highest governance body	82
	2-19 Remuneration policies	82
	2-20 Process to determine remuneration	82
	2-21 Annual total compensation ratio	Not Applicable
	2-22 Statement on sustainable development	4-5
	2-23 Policy commitments	86-88
	2-24 Embedding policy commitments	86-88
	2-25 Processes to remediate negative impacts	Not Applicable
	2-26 Mechanisms for seeking advice and raising concerns	Not Applicable
	2-27 Compliance with laws and regulations	86
	2-28 Membership associations	25
	2-29 Approach to stakeholder engagement	72
	2-30 Collective bargaining agreements	58



# Disclosures

STANDARD	DISCLOSURE	PAGE
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	12
	3-2 List of material topics	7-9
	3-3 Management of material topics	12
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	30
	302-2 Energy consumption outside of the organisation	Not Applicable
	302-3 Energy intensity	Not Applicable
	302-4 Reduction of energy consumption	30
	302-5 Reductions in energy requirements of products and services	Not Applicable
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	29-30
	305-2 Energy indirect (Scope 2) GHG emissions	30
	305-3 Other indirect (Scope 3) GHG emissions	30
	305-4 GHG emissions intensity	Not Applicable
	305-5 Reduction of GHG emissions	29-31
	305-6 Emissions of ozone-depleting substances (ODS)	Not Applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	29-30, 33, 34
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	36-37
	306-2 Management of significant waste-related impacts	36-37
	306-3 Waste generated	36-37
	306-4 Waste diverted from disposal	36-37
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Not Applicable
	303-2 Management of water discharge-related impacts	Not Applicable
	303-3 Water withdrawal	Not Applicable
	303-4 Water discharge	Not Applicable
	303-5 Water consumption	38



# Disclosures

STANDARD	DISCLOSURE	PAGE
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	44-45
	403-2 Hazard identification, risk assessment, and incident investigation	47
	403-3 Occupational health services	44-46
	403-4 Worker participation, consultation, and communication on occupational health and safety	44-46
	403-5 Worker training on occupational health and safety	44-46
	403-6 Promotion of worker health	44-46
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	44-46
	403-8 Workers covered by an occupational health and safety management system	44-46
	403-9 Work-related injuries	49
	403-10 Work-related ill health	49
<b>GRI 401: Employment 2016</b>	401-1 New employees hired and employee turnover	60, 102
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	61, 103
	401-3 Parental leave	60, 102
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	63, 102-102
	404-2 Programmes for upgrading employee skills and transition assistance programme	63, 102-103
	404-3 Percentage of employees receiving regular performance and career development reviews	64
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments and development programmes	72-77, 104-105
	413-2 Operations with significant actual and potential negative impacts on local communities	72-77, 104-105



# Who We Are

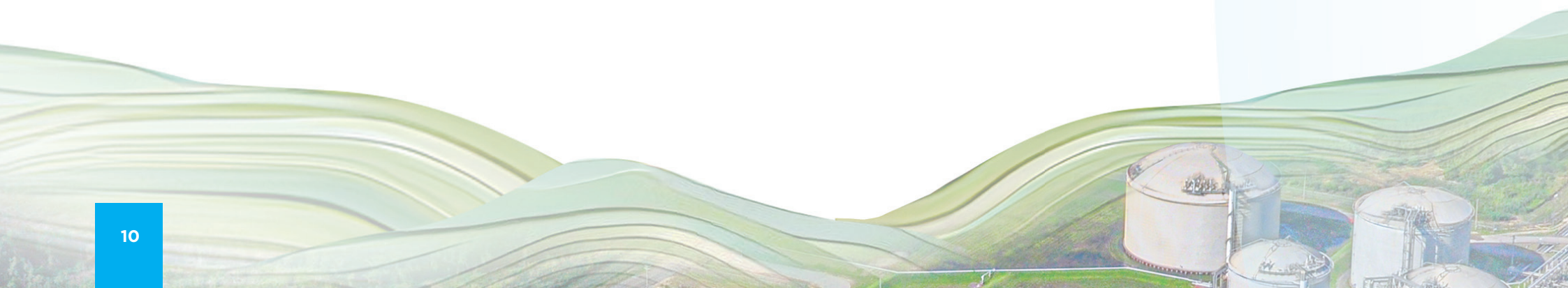
Phoenix Park Gas Processors Limited (PPGPL) is the leading natural gas processing company in Trinidad and Tobago. The company was formed in May 1989 and since then has been engaged in natural gas processing and the aggregation, fractionation, and marketing of natural gas liquids (NGLs). PPGPL is a subsidiary of The National Gas Company of Trinidad and Tobago (NGC) and is owned by NGC NGL Company Limited (51%), Trinidad and Tobago NGL Limited (39%) and Pan West Engineers & Constructors LLC (10%).

PPGPL's first operational facility is located at the Point Lisas Industrial Estate, where it has operated as a state-of-the-art cryogenic gas processing facility since 1991. Currently, PPGPL owns and operates three natural gas processing facilities at its plant location: Phase I, Phase II and Phase III Gas Plants. The plants are capable of processing up to 1.95 billion standard cubic feet per day (bscfd) of natural gas. Since the start-up of its Point Lisas facility in 1991, PPGPL

has produced and sold over eighty-five million barrels of propane, butane and natural gasoline, establishing itself as a preferred regional supplier of liquefied petroleum gas (LPG).

Related facilities at PPGPL include three fractionators that separate the NGLs into propane and butane, collectively known as LPG, as well as natural gasoline. The fractionators at PPGPL are capable of fractionating up to 70,000 barrels per day (bpd) of NGLs produced on the facility as well as NGLs purchased externally. Fractionator 3 at PPGPL also includes a butane splitter with a capacity of 7,000 bpd for splitting mixed butane into normal and iso-butaness.

Currently, PPGPL has a storage capacity of 1,250,000 barrels along with two product-loading docks with a capacity of 54,000 cubic metres (cbm) capacity. The docks operated by PPGPL allow the company to export its products to North America, South America, Europe and the Caribbean region.





Since its inception, PPGPL has been committed to building a sustainable energy business. Beyond its activities in Trinidad, PPGPL has expanded operations into North America.

Phoenix Park Energy Marketing LLC (PPEM), a wholly owned subsidiary of PPGPL, located in Houston, is engaged in the marketing, trading, and transportation of NGLs in Canada, USA and Mexico via rail. Phoenix Park Hull Terminal and Phoenix Park Rush City Terminal have further expanded the value chain of the company and allow for the trading and transportation of NGLs.

PPGPL continues to be a leader in sustainable energy business, providing quality products to its customers locally, regionally, and internationally.





# Materiality

PPGPL has not conducted a formal materiality assessment to date. The company is engaged in the business of natural gas processing in Trinidad and Tobago. A sub-committee of PPGPL's ESG Committee reviewed the list of material topics in the GRI Oil and Gas Sector Standard to evaluate which topics were material to PPGPL. Comparison was also conducted to similar companies in Trinidad and Tobago, operating in the oil & gas industry to ensure alignment, despite not having a formal materiality assessment done. PPGPL has begun the process of having a formal materiality assessment conducted by an independent consultant in 2024.

## Material Topics Included in this Report

- GHG Emissions
- Air Emissions
- Waste
- Water and Effluent
- Asset Integrity and Critical Incident Management
- Occupational Health and Safety
- Employment Practices
- Local Communities



# Mission, Vision and Core Values

## Core Purpose

Forging our development through energy.

## Mission

To create exceptional value from natural gas and related energy businesses through our people and strategic partnerships.

## Vision

To be a recognised global leader in the development of sustainable energy-related businesses.

## Core Values

- Safety and Environmental Preservation
- Integrity
- Employee Engagement
- Excellence
- Transparency
- Customer Focus
- Corporate Social Responsibility





# PPGPL's Story

PPGPL was formed in May 1989 and began operations in June 1991.



Phase 1 upgrade project, allowing PPGPL to increase its gas processing capacity.



Fractionation, storage and expansion project, increasing the facility's capabilities further.



**1989-1991**

**1994**

**1996**

**1997-1998**

**2002-2004**

**2005**



Natural gas storage and export project, allowing PPGPL to export natural gasoline.



Phase 2 expansion, increasing the facility's capabilities.



Fractionation expansion project increased the company's fractionation capacity to 70,000 bpd.



Iso-butane facility project allowed PPGPL to split its mixed butane into normal and iso-butane.



2009

2010



Phase 3 expansion increased the company's gas processing capability to 1,950 mmcf/d

Storage expansion project increased the storage of natural gasoline to 600,000 barrels and total storage to 1,250,000 barrels



2011

2020



PPGPL completed its first acquisition of an NGL marketing asset in Houston, Texas.

In January 2022, PPEM acquired an NGL terminal located in Hull, Texas now known as Phoenix Park Hull Terminal. In December 2022, the company completed the acquisition of a propane terminal located in Rush City, Minnesota which was renamed Phoenix Park Rush City Terminal.



2022



# PPGPL's Global Footprint

To fulfill our vision of being a recognised global leader in the development of sustainable energy-related businesses, PPGPL continues to expand its asset base and presence both locally and internationally.

PPGPL is headquartered in Trinidad and Tobago. Currently, through its wholly owned subsidiary, PPEM, there are assets in Hull, Texas and Rush City, Minnesota.



**Base Business:**  
Trinidad and Tobago

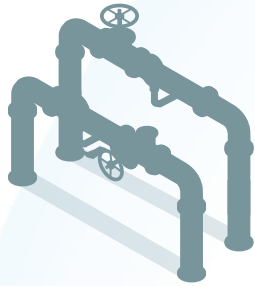


**Subsidiaries:**  
USA  
Canada



# Trinidad Assets

**1** eight-inch 34-mile long NGL pipeline (32,000 bpd capacity)



**3** cryogenic gas processing plants (1.95 bscfd)



**3** NGL fractionators (70,000 bpd)



**6** NGL Storage Tanks (1,250,000 bbls)



**2** LPG export marine terminals (10,000 bbls/hr and vessel accommodation sizes up to 54,000 cbm)





# Strategic Pillars for Sustainability





# Sustainability Throughout PPGPL's Activities

## Construction Phase Pre-1991

The facility was built to maximise efficiency and energy at that time.

## Mid 90s- Early 2000s

The PSM programme was developed, and asset integrity management and the environment became the focus. PPGPL added environmental issues to its Safety Department, and it became HSSE.

## 2016-2021

Energy utilisation decreased by 7%. This reduction resulted in a 30% reduction in GHG emissions throughout the facility.

## 2022

PPGPL continued to be committed to improving its sustainability through training and upskilling its talent pool in the areas of sustainability and sustainable development.

## 2023

PPGPL approved an energy management policy.

## Early 90s

The best-in-class safety motto was developed and charged each employee with the right to stop work if it was not being done safely or if it was not preserving the environment.

## Early 2000s

Focus was placed on ensuring that there was a level of work-life balance and support systems for employees including EAP, wellness programmes and career development opportunities.

## 2021

The HSSE department was renamed to the HSSS (Health, Safety, Security, Sustainability) Department and established a formal Sustainability Committee charged with ensuring that as the company grows, there is alignment to the UNDP's SDGs and T&T Vision 2030 themes.

## 2023

Energy Management team was formed to further optimise energy efficiency. The Sustainability Committee was restructured and was renamed ESG Committee.



# PPGPL's ESG Priorities

## ENVIRONMENTAL



- Greenhouse Gas Emissions
- Climate Change & Renewable Energy
- Air Emissions
- Pollution Reduction
- Water Management
- Waste Management

## SOCIAL



- Safe Work
- Occupational Health
- Our Talent
- Diversity, Equity, and Inclusion
- Enhancing Our Communities

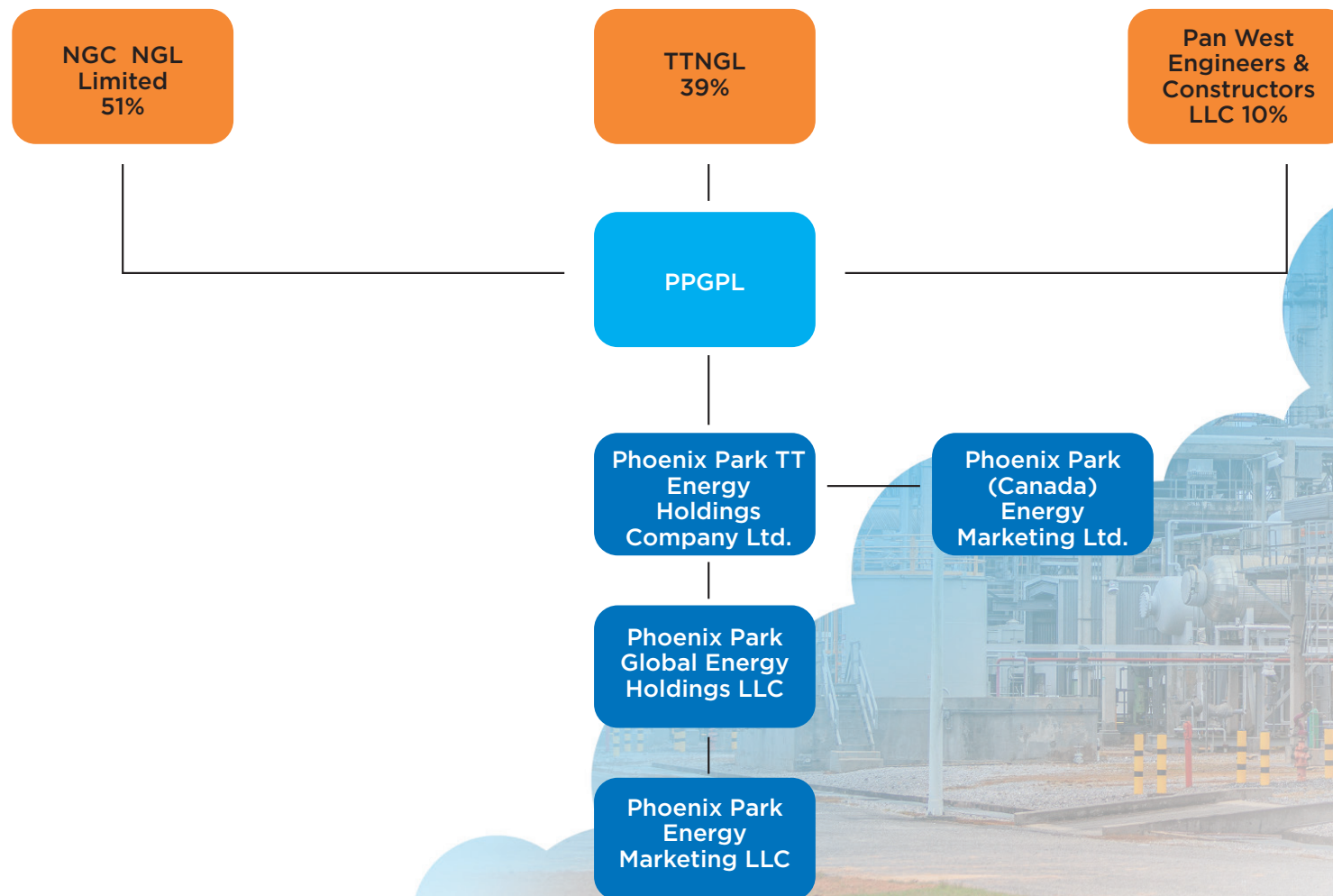
## GOVERNANCE



- Governing Purpose
- Quality of Governing Body
- Ethical Behaviour
- Risk and Opportunity Oversight



# PPGPL's Organisational Structure





# Leadership Structure

The PPGPL leadership team (LT) has the responsibility for developing and implementing various strategies and policies to manage the organisation's impacts on the economy, environment, and people. Individual LT members are responsible for the implementation of the strategies in their respective departments.

PPGPL's leadership team reports to the board periodically to provide updates on the management of the organisation's operations.





**DOMINIC RAMPERSAD**  
President



**COLIN RAMESAR**  
Vice President  
Operations



**CHARLENE BEEPATH**  
Vice President  
Engineering



**ROSSI ATWARIE**  
Senior Manager Health,  
Safety, Security,  
Sustainability



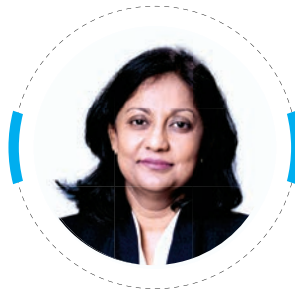
**RESHMA BHARAT**  
Vice President Finance,  
Technology & Risk



**ALVIN DOOKIE**  
Vice President Business  
& Market Development



**FLORENCE MULCHANSINGH**  
Corporate Attorney  
Law



**REHEA JAIKARAN**  
Senior Manager Talent  
& Culture Transformation



**MATIK NICHOLLS**  
Vice President Innovation  
& Corporate Agility



**ZAREEN MOHAMMED**  
Senior Manager Corporate  
Partnerships



# ESG Committee



**ROSSI ATWARIE**  
Leadership Team Sponsor  
Senior Manager HSSS



**GISELLE GRANNUM-MODESTE**  
Committee Lead  
Senior Specialist Health  
& Sustainability



**KELLEE ANN  
RICHARDS-ST. CLAIR**  
Vice President Commercial  
(PPEM)



**MEERA RAMPERSAD**  
Senior Process Engineer



**JASON PILLAI**  
Senior Process Engineer



**SEERA MITCHELL**  
Risk Management Specialist



**NIKITA KHAN**  
HSSS Assistant



**AKINS BARCLAY**  
HSSS Assistant



# External Associations, Sub-Committees and External Initiatives

## External Initiatives

- Energy Sector Security Initiatives (ESSI)
- National Emergency Operations Centre
- Safe to Work (STOW)

## External Associations

- American Chamber of Commerce of Trinidad and Tobago (AMCHAM)
- Center for Chemical Process Safety (CCPS)
- Employers Consultative Association (ECA)
- Energy Chamber Decarbonisation Task Force
- Energy Chamber of Trinidad and Tobago
- Point Lisas Energy Association (PLEA)
- Shipping Association of Trinidad and Tobago
- The Couva/Point Lisas Chamber
- Trinidad and Tobago Emergency Mutual Aid Scheme (TTEMAS)

## Sub-Committees

- AMCHAM - ESG
- AMCHAM - HSSE



# Preserving Our Planet



We are committed to ensuring we minimise the environmental impact of our operations through management of our processes. Where possible we will undertake projects and initiatives to enhance the environment in which we operate.





**V – Placing the Environment at the Centre  
of Social and Economic Development**



# Greenhouse Gas Emissions

Trinidad and Tobago is one of many countries that have ratified the Paris Agreement, committing it to reducing GHG levels. The country's commitments outlined in its Nationally Determined Contributions (NDCs), include reducing its cumulative greenhouse gas emissions by 15 percent from industry, power generation, and the transportation sector by 2030 from a business-as-usual baseline. PPGPL's efforts to reduce greenhouse gas emissions from its operations supports the country's goals.

PPGPL is engaged in the business of natural gas processing and the aggregation, fractionation, and marketing of NGLs, placing the company in a key emitting sector. PPGPL has always been committed to minimising its environmental impacts with measures like reducing its GHG emissions to help limit global warming and minimise the impacts of climate change. This commitment involves GHG reduction measures employed throughout the company's operations, monitoring of assets to minimise leaks, and undertaking projects to mitigate GHG emissions.

PPGPL embraces collaboration by sharing its GHG data with the relevant agencies and stakeholders. The company has been providing emissions data as part of the NGC Group of Companies' submission to the Environmental Management

Authority (EMA) as part of its Knowledge Management System (KMS).

Additionally, PPGPL submits its methane emissions data as part of the NGC Group of Companies' submission to the Oil and Gas Methane Partnership (OGMP). Methane is one of the strongest greenhouse gases and has a warming potential of eighty times that of carbon dioxide over a 20-year period. Measuring and reporting the company's methane emissions aids in preparing reduction strategies of methane emissions at PPGPL.

PPGPL had a 44% reduction in its GHG emissions from 2022 to 2023. The reduction in the figure from 2022 to 2023 can largely be attributed to repair of leaks detected in the 2022 LDAR survey. The leaks were located in equipment that could have only been repaired during the 2023 Facility Turnaround (FTAR) when the facility was taken offline.



**Total GHG Emissions  
(Tonnes CO<sub>2</sub>eq)**

**2022**

**2023**

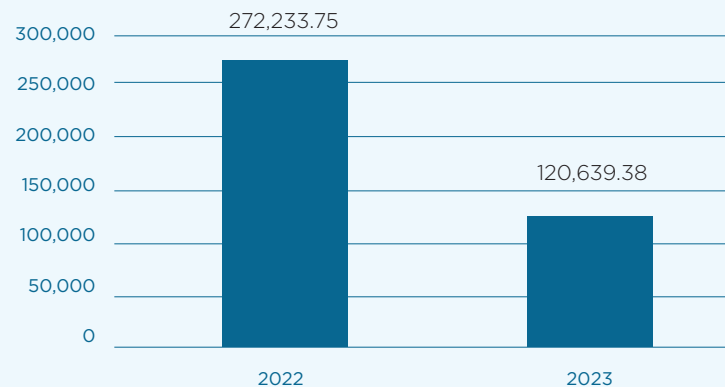
**272,233.75**

**120,639.38**



# Greenhouse Gas Emissions

GHG EMISSION COMPARISON BY YEAR



SCOPE 1 GHG EMISSIONS BY TYPE

	Tonnes CO <sub>2</sub> eq	
	2022	2023
Carbon Dioxide	89,517.14	88,999.04
Methane	161,509.44	11,609.09
Nitrous Oxide	46.48	46.28
<b>Total</b>	<b>251,073.06</b>	<b>100,654.41</b>

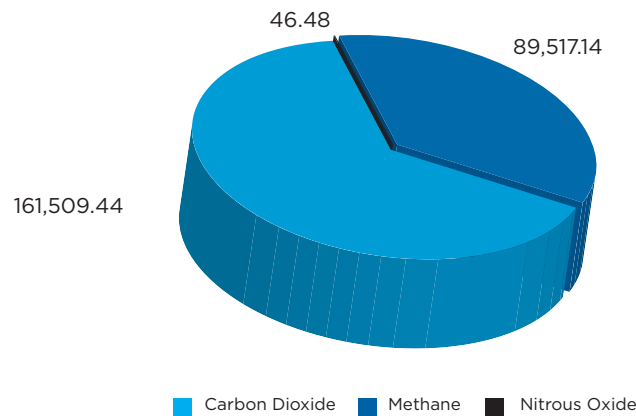
SCOPE 1- PROCESS EMISSIONS

		2022	2023
Stationary Combustion (natural gas)	Terajoules (TJ)	1571.14	1521.60
	Tonnes CO <sub>2</sub> eq	78,618.57	76,101.27
Stationary Combustion (Diesel)	Terajoules (TJ)	0.1652	0.3201
	Tonnes CO <sub>2</sub> eq	11.49	22.27
Flaring (Transmission Gas)	Terajoules (TJ)	219.68	261.67
	Tonnes CO <sub>2</sub> eq	13,045.40	15,539.81
Venting (intentional and accidental releases from natural gas operations)	Terajoules (TJ)	319.56	0.06
	Tonnes CO <sub>2</sub> eq	159,369.28	28.22
Fugitives (Transmission Gas)	Terajoules (TJ)	0	11.51
	Tonnes CO <sub>2</sub> eq	0	5,746.11
Fugitives (Distribution Gas)	Terajoules (TJ)	0	6.14
	Tonnes CO <sub>2</sub> eq	0	3,186.20
Mobile Combustion (petrol combusted in land vehicle fleet)	Terajoules (TJ)	0.03	0.0289
	Tonnes CO <sub>2</sub> eq	1.86	2.06
Mobile Combusted (diesel combusted in land vehicle fleet)	Terajoules (TJ)	0.35	0.3781
	Tonnes CO <sub>2</sub> eq	26.45	28.47
<b>Total tonnes CO<sub>2</sub> eq</b>		<b>251,073.05</b>	<b>100,654.41</b>

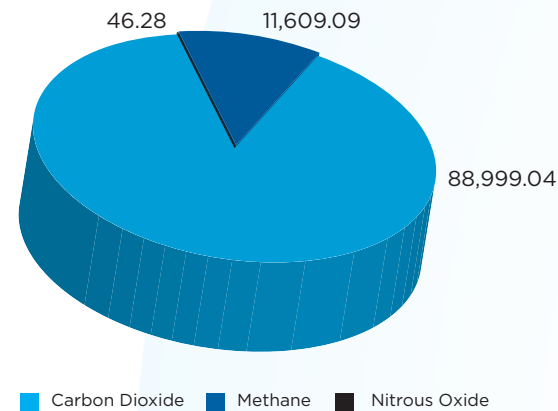


# Greenhouse Gas Emissions

SCOPE 1 GHG EMISSIONS BY TYPE 2022



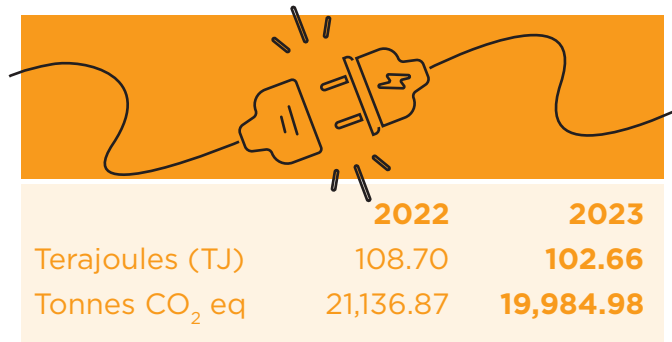
SCOPE 1 GHG EMISSIONS BY TYPE 2023



## Methodologies, Standards and Assumptions Used

The calculations for GHG emissions were guided by the American Petroleum Industry Greenhouse Gas Emissions Methodologies for the Oil and Gas Industry (API Compendium), combustion emissions and global warming potentials were calculated based on the Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories Volume 2, Energy Chapter 3: Mobile Combustion.

SCOPE 2 - ELECTRICITY CONSUMPTION



SCOPE 3 GHG EMISSIONS

PPGPL's Scope 3 emissions are solely calculated on flight travel emissions data from company-related business travel. This figure was not included in the calculation of PPGPL's total GHG emissions.

**2023**  
EMISSIONS FROM ROUND TRIP  
FLIGHTS (KGC0<sub>2</sub>EQ)

**57,450**

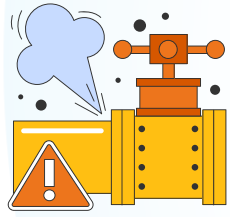


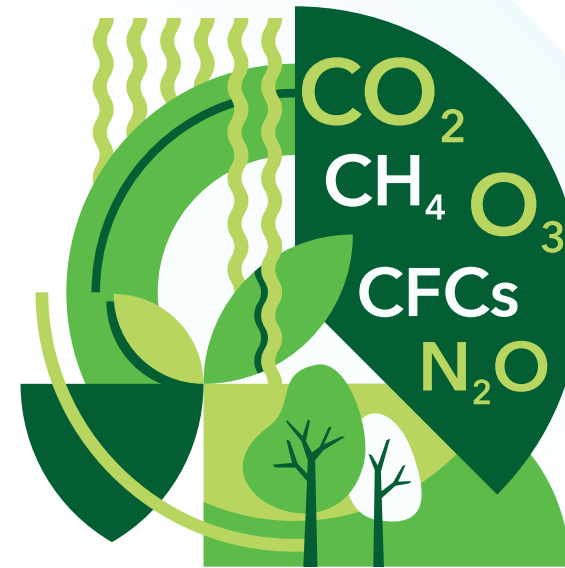


# Greenhouse Gas Emissions

In 2023, PPGPL further aimed to improve its level of methane reporting under the Oil & Gas Methane Partnership (OGMP). This was accomplished by ensuring that a more robust leak detection survey programme was undertaken. In 2023, major leaks identified from the 2022 leak survey were repaired during the April 2023 Facility Turnaround (FTAR) which helped lower the methane leaks reported in the calendar year. Additionally, in December 2023, a facility-wide leak detection survey was undertaken. This was a valuable exercise to not only identify possible methane leaks at the facility but also will aid in the development of a repair strategy.

METRIC TONNES OF METHANE (2023)

	Stationary Combustion	1.44
	Flaring	87.61
	Fugitive and Equipment Leaks	299.56
	Venting	0.95
	<b>Total</b>	<b>389.56</b>



## Reducing GHG Emissions

- Managing Flaring and Venting
- Reducing Energy Consumption
- Reducing Energy Utilisation
- Maximising Energy Efficiency



# Renewable Energy

In 2023, PPGPL continued to implement the use of renewable energy sources where possible. The use of renewable energy is further assisting the company in reducing its GHG emissions and contributes positively to the NDCs of Trinidad and Tobago.

Solar lighting infrastructure was previously installed on the Dock 2 facility at Rio Grande Drive as well as solar-powered automated barriers and gates at the Plant Facility.

Based on positive response from the implementation of solar-powered infrastructure in 2022 further installation of solar-powered cameras on the Plant Facility was completed in 2023.





# Stack Testing

PPGPL monitors its stack emissions from the Plant Facility at Rio Grande Drive annually as part of regulatory compliance requirements related to Certificate of Environmental Clearance (CEC) approvals. The monitoring includes quantifying gaseous and non-gaseous parameters from point sources, including exhaust stacks from process heaters and gas turbines. Stack testing is usually undertaken on heater exhaust stacks while the units are

operating under normal conditions in accordance with US Environmental Protection Agency (EPA) protocols.

A new contract for this service was required in 2023. However, there were procurement delays. Due to this, compliance testing for 2023 occurred in January 2024. Stack testing was executed at PPGPL from 16 – 30 January 2024. For the year 2023, there was 100% compliance with the EMA Air Pollution Rules, 2014.



COMPLIANCE FOR 2023

Parameter	H201	H501	H2501	H4501	H6201	H6501	East Turbine	Limits prescribed in EMA Air Pollution Rules, 2014 (Schedule 2)
TSP concentration (mg/Nm <sup>3</sup> )	3.27	2.97	1.03	1.30	0.93	1.40	-	100
CO (mg/ Nm <sup>3</sup> )	2.5	14.7	24.0	16.8	2.6	105.1	16.1	1000
CO <sub>2</sub> /%	8.47	4.33	3.66	4.3	8.84	5.36	2.62	-
SO <sub>2</sub> (mg/ Nm <sup>3</sup> )	1.7	1.7	2.0	1.7	1.7	1.7	1.7	1000
NOX (mg/ Nm <sup>3</sup> )	115.4	78.9	57.0	76.3	33.2	34.6	119.8	500
UHC/ (mg/ Nm <sup>3</sup> )	0.3	0.2	0.3	0.2	0.3	0.2	0.3	28



# Ambient Air

PPGPL monitors the ambient air along the perimeter of the Plant Facility at Rio Grande Drive annually as part of regulatory compliance with CEC requirements. Ambient air monitoring includes quantification of gaseous and non-gaseous parameters from fugitive releases into the ambient air along the perimeter of the facility.

A new contract for this service was required in 2023. However, there were procurement delays. Due to this, compliance testing for 2023 occurred in January 2024. Compliance monitoring was executed at PPGPL from 16 - 30 January 2024. For the year 2023, there was 100% compliance with the EMA Air Pollution Rules, 2014.



COMPLIANCE FOR 2023

Parameter	Site 1 Upwind East (ug/m <sup>3</sup> )	Site 2 Downwind South (ug/m <sup>3</sup> )	Site 3 Downwind West (ug/m <sup>3</sup> )	Site 4 Downwind North (ug/m <sup>3</sup> )	Air Pollution Rules, 2014 (Schedule 1) – 24hr averaging time unless otherwise stated. (ug/m <sup>3</sup> )
PM <sub>10</sub>	11.76	15.56	11.66	11.75	75
SO <sub>2</sub>	<7.8	<7.8	<7.8	<7.8	125 per 24 hrs 500 per 10 minutes
NO <sub>2</sub>	11.3	11.3	11.3	11.3	200 per hour
H <sub>2</sub> S	0.83	0.83	0.83	0.83	30 per 30 mins
CO	<286	<286	<286	<286	10,000 (8 hours)
VOC Scan	<1	<1	<1	<1	



# Noise

PPGPL monitors the noise levels at various locations around the Plant Facility at Rio Grande Drive annually as part of regulatory compliance related to CEC requirements. Noise monitoring includes measuring the contribution of typical plant noise at the facility's boundary and at the nearest neighbouring residential community at Savonetta Estates.

A new contract for this service was required in 2023. However, there were procurement delays. Due to this, compliance testing for 2023 occurred in January 2024. Compliance monitoring was executed at PPGPL from 16 - 30 January 2024. For the year 2023, there was 100% compliance with the EMA Noise Pollution Rules, 2001.



COMPLIANCE FOR 2023



LOCATION	LEQ DB(A)	PEAK DB
1 (Neighbouring community upwind of plant)	73.0	119.3
2 (North East Perimeter)	65.0	119.5
3 (North Perimeter)	58.6	109.5
4 (North West Perimeter)	60.8	119.5
5 (North West Perimeter)	70.2	119.3
6 (South West Perimeter)	73.4	119.5
7 (South East Perimeter)	62.6	109.5
Noise Pollution Rules, 2001 Limits	75.0	130.0

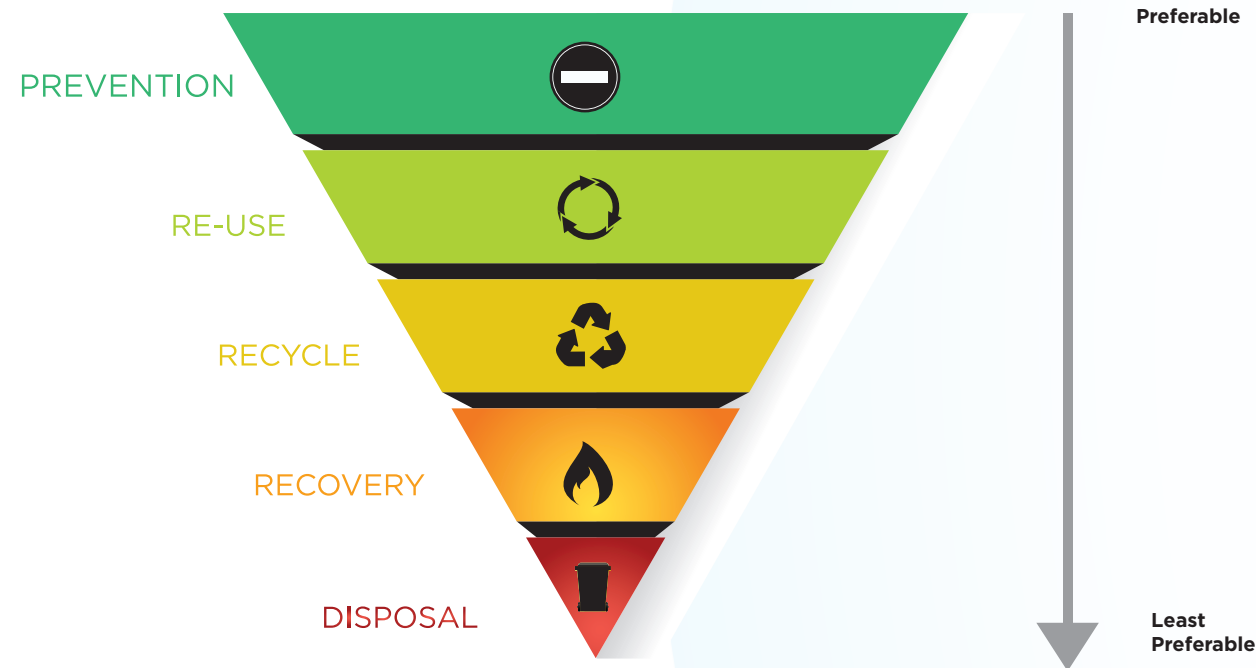


# Waste

In its commitment to environmental excellence, PPGPL implemented additional processes to better measure and manage the waste generated at its facilities. This included revising its Waste Management Policy and implementing

measures to begin tracking commonly removed waste. It is known that ‘what gets measured gets managed’ and PPGPL aims to use the waste generation data to better manage and reduce the quantity of waste being generated.

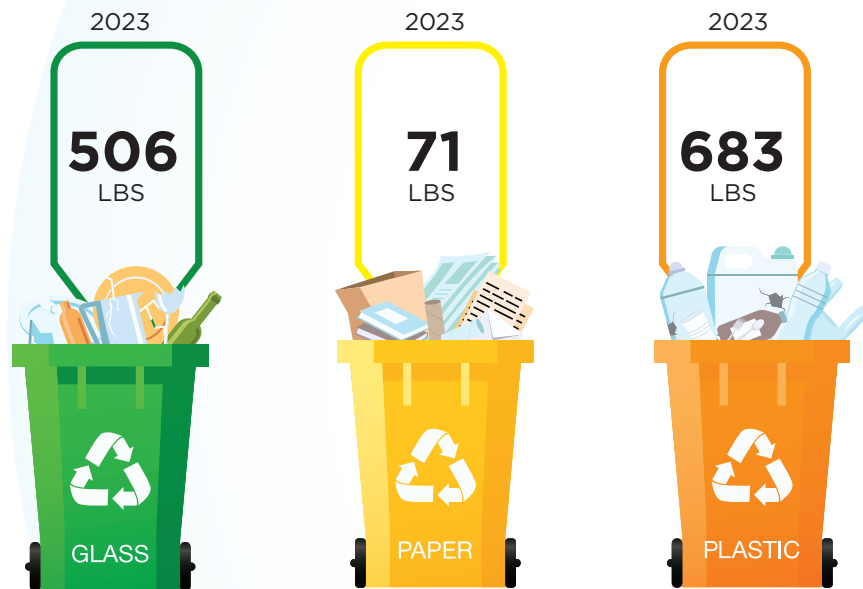
PPGPL ENCOURAGES THE PRACTICE OF UTILISING THE HIERARCHY OF WASTE MANAGEMENT WHEN DETERMINING HOW TO TREAT WASTE MATERIAL.





# Waste

Utilising the preferential treatment of waste, PPGPL encourages the recycling of paper, plastic, and glass at its plant and administrative facility. Recycling bins are located throughout buildings at its locations. From March 2023, PPGPL began tracking the materials that were removed for recycling.



Significant strides were taken to further reduce the impact the company has on the environment through waste management. PPGPL understands the effect single-use plastic and domestic-use styrofoam can have on the environment and the planet. To empower staff to make efforts to reduce their impact, for World Environment Day 2023, PPGPL distributed reusable water bottles, reusable cutlery sets, and a set of sectioned reusable bowls to all employees at both its Trinidad and US offices. This initiative sets out to reduce the amount of single-use plastic and styrofoam employees use, particularly at mealtimes. Employees have been encouraged to carry their reusable bowls when purchasing meals externally to reduce the use of styrofoam boxes.



# Water and Effluents

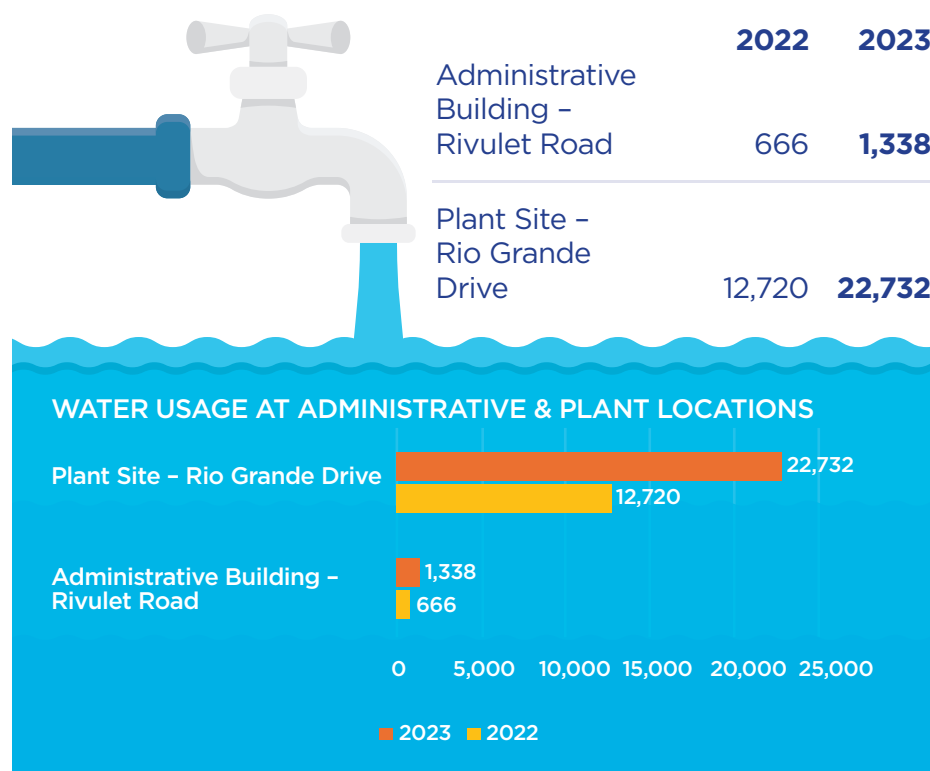
PPGPL monitors the quality of the effluent discharge at various locations around the Plant Facility at Rio Grande Drive and the Administrative Building at Rivulet Road as part of regulatory compliance. One of the four sample locations at the facility reflects an infall sample and is not a discharged location while one reflects an internal sample point and neither an infall nor outfall.

	PARAMETERS IN COMPLIANCE				
	Admin	Plant			
		Phase 3	STP	Storm Drain West	Storm Drain East
Q1	8/8	15/17	14/17	17/17	-
Q2	7/8	16/17	14/17	15/17	-
Q3	7/8	16/17	16/17	16/17	16/17
Q4	7/8	16/17	15/17	14/17	16/17
	91% compliance	89% compliance			

Compliance testing for all four quarters of 2023 was completed. The Administrative Building had 91% compliance in 2023 with the Water Pollution Rules, 2016 while the Plant Facility had 89% compliance.

While PPGPL does not consume water in its processes, it is conscious of water usage in its buildings and is striving to utilise water efficiently. Both the Administrative Building and plant site had an increase in water usage in 2023 when compared to 2022. This may be attributed to the 2023 FTAR which resulted in an increased number of persons at the facility during the FTAR.

## ANNUAL WATER CONSUMPTION (M<sup>3</sup>)







“ As the Senior Specialist - Health and Sustainability and Lead of the ESG Committee, my role is pivotal in driving PPGPL’s commitment to sustainable practices and ensuring the health and well-being of our workforce and the surrounding community. My responsibilities encompass a broad range of activities aimed at minimising the environmental impact of our operations while integrating sustainability into every aspect of our operations. Additionally, I help PPGPL achieve its established sustainability goals while ensuring a healthier environment and a safer workplace for all. ”

**- GISELLE GRANNUM-MODESTE**  
**SENIOR SPECIALIST - HEALTH & SUSTAINABILITY**



“As an HSSS Assistant at PPGPL I have the privilege of contributing to our organisation's sustainability efforts. In my position, I assist in improving the environmental dimension of our activities, ensuring our methods are sustainable and advocating for an eco-friendlier future. As a member of PPGPL's ESG Committee, I am able to collaborate with colleagues from various departments to weave environmental, social, and governance considerations into our daily operations. I am pleased to contribute to PPGPL's ESG journey and drive impactful change not only within our operations but also across the industry.”

**- NIKITA KHAN**  
**HSSS ASSISTANT**









# Our Safety Culture



We are committed to ensuring the health and safety of all persons on our facility. PPGPL's management believes it is their responsibility to ensure the presence of a safe and healthy work environment for employees, contractors and visitors.





IV – Building Globally Competitive Business



# Occupational Health and Safety

At PPGPL, ensuring the occupational health and safety of everyone entering its facilities has always been a priority. Understanding the risks associated with the work it does, the company aims to manage occupational health and safety at its facilities with robust policies, procedures, and systems, in accordance with the applicable regulations within Trinidad and Tobago and internationally accepted standards. These include the Occupational Safety and Health (OSH) Act and international best practice standards.

Additionally, PPGPL employs the following principles in its health and safety efforts:

- Management recognises occupational safety and health as one of its highest priorities.
- All injuries and occupational illnesses can be prevented.
- All incidents and accidents shall be investigated, and systems reviewed to prevent recurrence.
- Safety is a condition of employment.
- Establishment of occupational safety and health objectives and commitment to the achievement of these objectives.
- People are the most critical element in the success of our safety and health programmes.
- Anyone who enters any of PPGPL's facilities shall adopt and apply these principles to their everyday operations at the sites.



# Occupational Health and Safety

PPGPL's Environment, Safety and Health (ESH) System is comprised of 18 elements under four pillars which provide a comprehensive framework for health and safety management.

Policy	Implementation and Operation		Checking and Corrective Action
<b>ELEMENT 1</b> Environment, safety and health policies	<b>ELEMENT 5</b> Organisation, roles and responsibilities	<b>ELEMENT 10</b> Emergency response	<b>ELEMENT 16</b> Monitoring, reporting and corrective action
	<b>ELEMENT 6</b> Selection, training, awareness and competence	<b>ELEMENT 11</b> Contractors and support services	<b>ELEMENT 17</b> Records
<b>Planning</b>	<b>ELEMENT 7</b> Communication, involvement and motivation	<b>ELEMENT 12</b> Health system	<b>ELEMENT 18</b> Performance audit and system review
<b>ELEMENT 2</b> Identifying and managing ESH effects and hazards	<b>ELEMENT 8</b> System documentation and document control	<b>ELEMENT 13</b> System and human resource changes	
<b>ELEMENT 3</b> Compliance register	<b>ELEMENT 9</b> Operational control	<b>ELEMENT 14</b> Design, construction and commissioning	
<b>ELEMENT 4</b> ESH management and improvement programme		<b>ELEMENT 15</b> Behaviour-based safety	

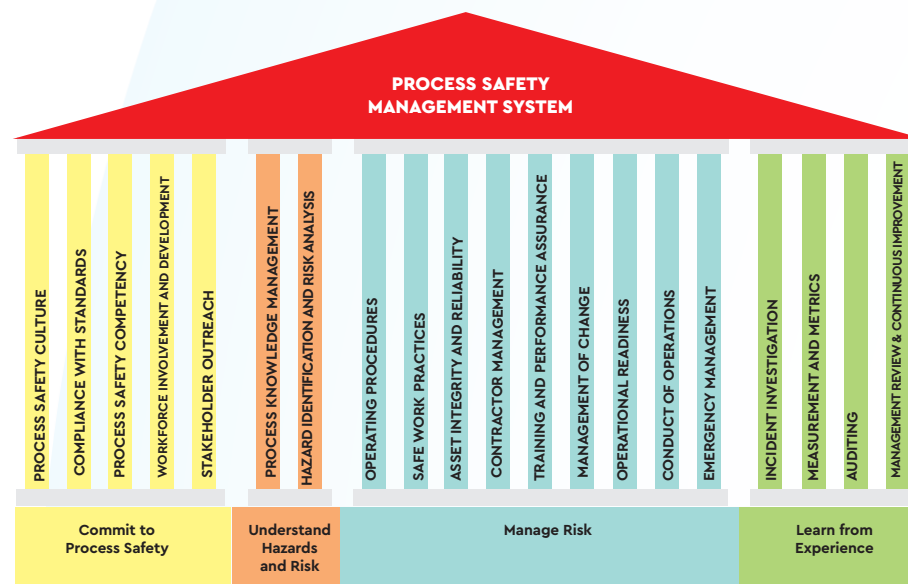


# Our Safety Culture & Systems

PPGPL has always utilised best-in-class safety systems and elements to maintain its strong safety culture. All personnel are required to abide by the established safety programmes at PPGPL which are outlined in various policies, procedures, and manuals.

PPGPL believes that all accidents are preventable. Key to this is identification of risks associated with the work to be done and ensuring mitigation measures are in place. A robust Permit to Work system is utilised by PPGPL which has assisted the company in achieving zero lost-time incidents and no lost workday cases in the past six years. Currently, efforts continue to digitise the Permit to Work System to streamline the permitting process.

The company participates in the best standard practices in safety. As of 2023, PPGPL continues to make the transition from OSHA's 14 Process Safety Management Elements to the CCPS 20 Elements of Process Safety. Additionally, PPGPL maintains participation in the Energy Chamber of Trinidad and Tobago Safe to Work (STOW) HSE Management System. This system provides additional assurance that contractors utilised to execute high-risk jobs on the facility maintain acceptable health, safety, and environmental standards.



A foundational part of PPGPL's safety culture is all-staff Thursday morning Safety Meetings. These meetings are conducted bi-weekly and cover subjects pertinent to the company's operations along with general safety topics and are scheduled on an annual basis. Topics range from general training, emergency response, permit to work system, occupational safety, occupational and industrial health, security and environmental management.



# Hazard Identification, Risk Assessment and Incident Investigation

All work to be executed at PPGPL requires the completion of a Job Safety Risk Assessment (JSRA) where all potential risks are identified, and mitigation measures outlined. This is done prior to the start of a job in collaboration with contractors that may be associated with the job. The

hierarchy of controls is utilised in this hazard identification and risk assessment process.

All incidents or near misses are required to be reported through the incident reporting process. The preliminary report is required within 24 hours of the incident occurring.

## 2023 FTAR

In 2023, PPGPL successfully completed a 19-day Facility Turnaround. During the shutdown, PPGPL maintained its safety systems and between 400-700 contractors worked on various jobs throughout the site daily.

This undertaking was completed through careful planning, stakeholder engagement and innovative strategies which allowed for a continuous supply of LPG to the nation despite the facility being offline.





# Contractor Management System

Safety arrangements relating to contractors is an important aspect of PPGPL's overall safety management. Contractors are utilised to execute both routine and non-routine work in a safe and efficient manner.

Contractor companies are required to undergo PPGPL's pre-qualification process. For high-risk jobs, contractors are required to possess STOW certification.

All contractor employees are required to complete PPGPL's orientation process prior to entering the company's

facilities. PPGPL's orientation process requires contractors to possess a valid PLEA passport, complete seven-point drug testing and PPGPL online orientation. Contractors are also required to be clean shaven to allow for a complete seal if required to use a full-face respirator.

In addition, contractors are required to comply with all PPGPL's health and safety policies and procedures and abide by the Contractor Safety Handbook which is issued to all contractors prior to the start of work.





# HSSS Indicators

In July 2023, PPGPL celebrated six years without a lost-time incident. Despite PPGPL's excellent safety performance, the company continues to explore opportunities to strengthen its safety systems and learn from all incidents no matter how minor. As such, PPGPL investigates all incidents to identify root causes and apply the learnings.

2022	FATALITY	2023
0		0

2022	RECORDABLE	2023
0		0

2022	FIRST AID CASES	2023
3		5

2022	PROPERTY DAMAGE	2023
13		7

2022	ENVIRONMENTAL RELEASE	2023
5		16

2022	NEAR MISS	2023
12		28

2022	PREVENTATIVE VEHICULAR	2023
1		1



# Sustainability and PSM Metric

Quad Compliance	Weight	2023 Annual Target	2023 Actual Score	Total Quad Compliance Score
No LWC - Employees	25%	Zero	Zero	25%
No LWC - Contractors	25%	Zero	Zero	25%
PSM Metric	25%	0.70 (minimum)	0.45	0%
Sustainability Metric	25%	0.75 (minimum)	0.50	0%

Sustainability Metric	2023 Targets	2023 Actual
GHG Emission Reduction	2% Annual Reduction (equivalent to <266,789.07 tonnes CO <sub>2</sub> eq )	120,639.38 tonnes CO <sub>2</sub> eq
Environmental Releases	Within CEC Limit	Leak of less than 1 barrel of oil. The leak was isolated and did not enter drains or exit the facility. It was cleaned up via an appropriate contractor.
Energy Utilisation	<0.26 MMBTU/barrel (for 2 plant operation) <0.34 MMBTU/barrel (for 3 plant operation)	0.30 MMBTU/barrel on 2 plant operation
Administrative Building Energy Consumption	2% Annual Reduction (equivalent to <2,178.4 kWh/day )	2,087 kWh/day



PSM Metric	Description	2023 Targets	Weight	2023 score
Management of Change (MOC)	For MOCs initiated in 2023, no permanent MOCs past due.	0	10%	10%
	For MOCs initiated in 2023, no temporary MOCs past due.	0	10%	10%
	Reduction in past-due MOC backlog (65 MOCs past-due as of 31 Dec 2022)	> 90%	10%	10%
Mechanical Integrity (Plant Site)	Scheduled Maintenance	> 75%	15%	0%
	Unscheduled Maintenance	< 25%		0%
Process Hazard Analysis (PHA)	High Priority Recommendations – Closure of recommendations targeted for 2023 (32 recommendations)	> 90%	15%	0%
	Medium Priority Recommendations – Closure of recommendations targeted for 2023 (206 recommendations)	> 90%	10%	0%
Pre-Startup Safety Reviews (PSSR)	For PSSRs initiated in 2023, closure of all action items targeted for completion in 2023.	100%	15%	15%
Incident/ Accident Investigations	For Incident/Accident Investigations initiated in 2023, closure of recommendations targeted for completion in 2023.	> 90%	15%	0%



# Asset Integrity

The PPGPL Inspection and Reliability Team has recognised that good asset integrity management practices can lead to minimised risks including lower environmental risks. This includes the reduction of hazardous substance spills, greenhouse gas leaks, methane emissions, and contamination of soil and water sources. These incidents can cause significant environmental damage, harm local ecosystems, and pose health risks to surrounding communities. Furthermore, they can result in regulatory fines, legal liabilities, and damage to PPGPL's reputation, highlighting the importance of sustainable asset integrity management practices.

To ensure that PPGPL's operations are sustainable, the company applies best practices to manage operational risk on the plant facilities. To demonstrate compliance, the Asset Integrity Team employs a wide range of codes and standards from the American Petroleum Institute (API), American Society of Mechanical Engineers (ASME), NACE International, American Welding Society (AWS) and the American Society for Non-Destructive Testing (ASNT), among others. These codes are used to drive risk-based inspections (RBI) and repairs for static equipment (pressure vessels, heat exchangers, filters, etc.) whilst the appropriate codes are used to cover the rotating equipment at the facility (compressors, pumps, motors, etc.)

As a member of the International Gas Union (IGU), the NGC Group of Companies now has representation on the IGU's panel of methane experts, whose mandate is to develop standardised strategies to reduce methane globally through best practices and technology. Additionally, NGC is also accepted as a member of the United Nations Environmental Programme and Oil and Gas Methane Partnership (OGMP) to raise awareness and collaborate to responsibly address methane emissions. In minimising fugitive emissions and leaks, the Asset Integrity Team has embarked on an aggressive campaign to identify leak sources, and to quantify, and rectify them. PPGPL has employed the use of high technology FLIR Cameras to pinpoint sources of leaks and implemented measures to rectify them.

PPGPL has also implemented a robust mechanical integrity/asset integrity programme which provides assurance that PPGPL's equipment is designed, fabricated, procured, installed, and maintained in a manner appropriate for its intended application and throughout the life of the operation. PPGPL's robust Asset Integrity Management (AIM) programme focuses on the core elements of safety, environmental protection, reliability, regulatory compliance, and data management. Its proven use of risk-based techniques to manage asset integrity has improved its plant



# Asset Integrity

efficiency, increased uptime, and reduced both operational costs and risk. PPGPL has an impeccable safety record, having won the Gas Processors Association safety awards for 20 years.

With regard to managing the integrity of PPGPL's 8-inch natural gas liquids (NGL) pipeline, PPGPL has done the following to ensure no harm to the environment from its operations:

- Employed the use of remote satellite monitoring to detect third-party intrusions on and near to the pipeline.
- Performed an intelligent piping operation together with a corrosion growth assessment in 2023.
- Conducted bi-annual cathodic protection surveys to ensure that the pipeline is protected from external corrosion threats.
- Conducted bi-monthly pipeline right-of-way (ROW) surveys to quickly identify any risk to the pipeline e.g., landslides, etc.
- Refurbished pipeline markers.
- Planned excavations to confirm any corrosion threats.

With regard to managing pressure vessel integrity, PPGPL continues to do the following:

- Strictly adhere to approved codes and standards such as ASME, API, NACE, AWS, etc.
- Utilise only certified vendors.
- Employ only approved welders and appropriate welding procedures.
- Utilise only people with relevant certifications e.g., NACE.
- Use Coating Inspector Level 2 for fabric maintenance operations.
- Employ advanced Non-Destructive (NDE) techniques such as Pulsed Eddy Current, Ultrasonic Testing, Magnetic Particle, Penetrant Testing etc.
- Manage pressure vessel inspection intervals and extents utilising risk-based software – TWI RiskWISE.

The RBI plans produced by PPGPL are generated by considering integrity operating windows (IOWs) for each process unit since RBI is synonymous with risk-prioritised inspection, risk-informed inspection, and with inspection planning using risk-based methods.



# Indoor Air Quality Monitoring

In October 2023, PPGPL utilised an external service provider to conduct indoor air quality monitoring in several buildings at the plant site and the Administrative Building. This was done to ensure continuous improvement of the working

conditions at its facilities, in alignment with international occupational hygiene guidelines. PPGPL will implement the findings of the final report. The intent is to repeat the exercise in 2024 in the buildings not previously targeted.

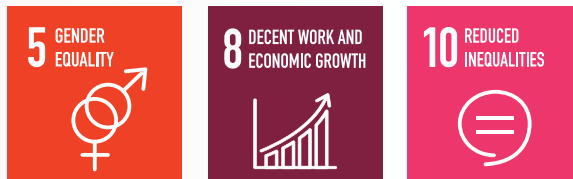








# Our Talent



We are committed to optimising human capital by developing the organisation's competencies and capabilities and ensuring we attract, retain and develop the best talent possible for our workforce. PPGPL believes that employees are the core of our operation and by supporting the well-being of employees we are ensuring the sustainability of our operations.





## I – Putting People First: Nurturing Our Greatest Assets



# Our Talent

PPGPL is committed to employing and retaining the best talent while maintaining alignment with the laws and regulations of Trinidad and Tobago. People are the cornerstone of PPGPL's operations, and it aims to develop each employee to ensure sustainability for not only the company but for the wider country.

The Talent and Culture Transformation (T&CT) department aims to achieve a sustainable workforce through five main strategic initiatives:

- **Global Mindset Strategy**
- **Talent Acquisition & Workforce Planning**
- **Culture Transformation**
- **Talent Transformation**
- **Technology as an Enabler**

## Employment Practices

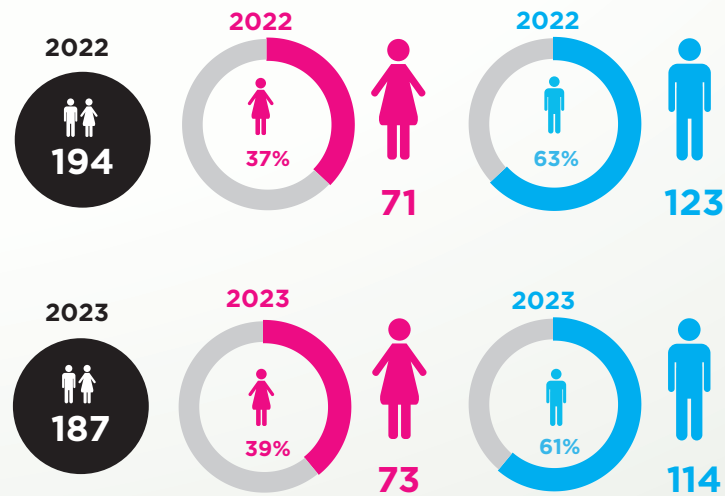
PPGPL has utilised an equal opportunity approach to talent acquisition which seeks to employ recruitment practices regardless of sex, race, ethnic origin, religion, marital status or disability. To ensure this, PPGPL has established an Employment Policy, which includes the following sections: pre-employment, employee status and classification, substance abuse, periodic medicals, confidentiality, promotions, and separation. This policy guides the T&CT department and all other departments with regard to the employment of each individual at PPGPL.

Additionally, PPGPL also has implemented policies for hours of work, leave types and procedures, holidays, overtime and allowances, diversity, equity & inclusion (DEI), and maternity, all of which guide employment at PPGPL, and the relevant industrial relations actions taken in various situations. Employees of PPGPL are not covered under collective bargaining agreements.



# Managing PPGPL's Talent

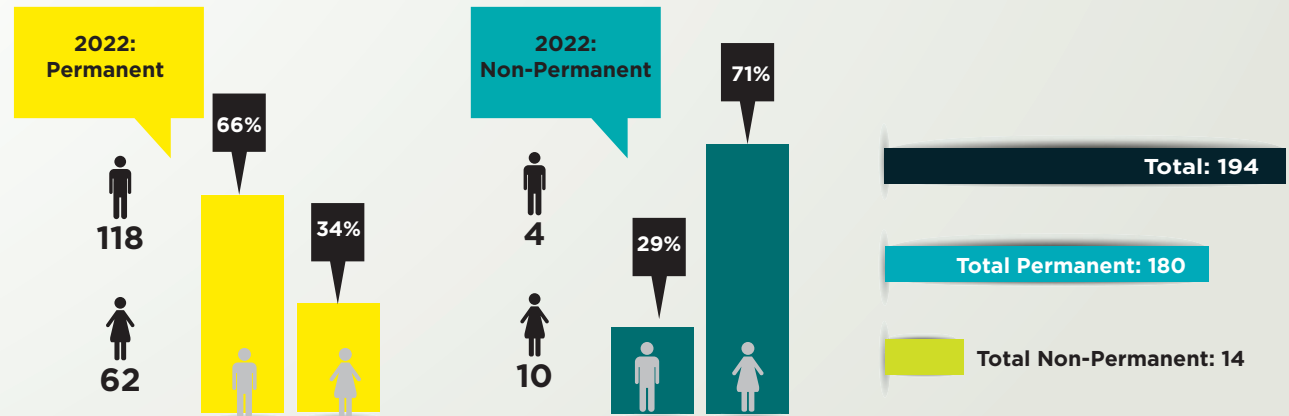
## GENDER



• Does not include Graduate Trainees or Vacation Interns

Staff Level 2023	Male	Female
President	1	0
Leadership Team	4	5
Manager	2	1
Superintendent	4	2
Supervisor	8	5
Individual Contributor	95	58
Secondment	0	2
Graduate Trainee	0	2
Vacation Intern	4	7

## POSITION LEVEL



• Does not include Graduate Trainees or Summer Interns



# Managing PPGPL's Talent

TRINIDAD-BASED EMPLOYEES ARE LISTED UNDER THE PPGPL COUNT, DESPITE WORK PLANS SPECIFIC TO THE OPERATIONS OF THE US SUBSIDIARIES AND PPTTEHCL. THESE PERSONS ARE CONSIDERED PPGPL EMPLOYEES.

2023 EMPLOYEE AGE GROUP

Age Group	Male	Female
18-30	5	10
31-40	27	23
41-50	61	30
51-60	20	9
60+	1	1

NEW HIRES

Age Group	2022		2023	
	Male	Female	Male	Female
18-30	2	2	0	0
31-40	3	5	0	1
41-50	2	3	0	2
51-60	0	0	0	0
60+	0	0	0	1

Year

Turnover  
Number

Turnover Percent

2023: 8.24%

2023

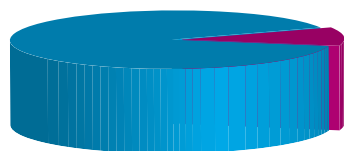
14

Female

7

Male

7



NUMBER OF EMPLOYEES  
ENTITLED TO MATERNITY LEAVE

73

NUMBER OF EMPLOYEES WHO  
OBTAINED MATERNITY LEAVE

1

PPGPL does not currently offer Paternity leave

NUMBER OF  
EMPLOYEES  
DUE TO  
RETIRE

1



EMPLOYEES  
RETIRED

3



NO. OF  
PROMOTIONS

2

% OF  
PROMOTIONS  
THAT WERE  
WOMEN

0%

% OF  
PROMOTIONS  
THAT WERE  
MEN

100%



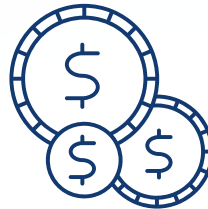
# Employee Benefits



PENSION



SAVINGS PLAN



INCENTIVE



GROUP HEALTH  
INSURANCE



OVERSEAS  
EMERGENCY  
MEDICAL



MEDICAL  
ASSISTANCE



GROUP LIFE  
INSURANCE



EMPLOYEE  
ASSISTANCE  
PROGRAMME



OTHER LEAVE  
(STUDY ETC.)



HOUSING

## Eligibilities



PERSONAL  
BUSINESS



SICK LEAVE



VACATION



# Diversity, Equity & Inclusion

At PPGPL, inclusion fuels a rich culture and spirit. Embracing inclusion is not just a moral imperative; it is a strategic decision that propels the company to new heights and a commitment that is the driving force behind its continued growth. PPGPL is committed to fostering a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a safe, professional, and inclusive environment that promotes equal employment opportunities and prohibits discriminatory practices, including harassment.

In 2023, PPGPL developed an interim company-wide policy, as part of its commitment to diversity, equity, and inclusion

(DEI), that aims to provide guidelines and processes by which PPGPL can achieve inclusivity in its culture and operations. This policy requires a shared responsibility and commitment by both employer and employees to ensure diversity, equity, and inclusion along with business continuity, maintain productivity, engagement, and safety.

PPGPL's approach to DEI focuses on the following areas:

- **Cultivating Awareness**
- **Fostering Inclusivity**
- **Reducing Bias**
- **Celebrating Diversity**
- **Continuous Learning**



# Training Our Talent

In alignment with PPGPL's strategy of developing a sustainable workforce, members at all levels of the company were provided with training opportunities where there was alignment with its business strategy.

PPGPL provides training for employees in four main element categories. For the year 2023, training was provided in four main elements:

- **Element 1** – Conferences, Seminars and Workshops
- **Element 2** – Educational Assistance
- **Element 3** – Specialised Training
- **Element 4** – Employee Development Needs and/or Organisational Needs

One employee benefited from educational assistance under Element 2, but the training hours could not be quantified.

TOTAL  
TRAINING  
HOURS  
MEN  
**3,011**



TOTAL  
TRAINING  
HOURS  
WOMEN  
**1,693**

	Total Training Hours	Elem 1	Elem 2	Elem 3	Elem 4
Male	3,011	357	0	2,534	120
Female	1,693	442	0	1,025	226

	Total Training Hours	Elem 1	Elem 2	Elem 3	Elem 4
President	6	6	0	0	0
Leadership Team	295	159	0	136	0
Manager	55	7	0	48	0
Superintendent	503.5	24	0	471.5	8
Supervisor	421.5	101.5	0	288	32
Individual Contributor	3,423	501.5	0	2,615.5	306





# Performance Management

PPGPL is committed to promoting excellence and fostering an environment that enables employees to continuously improve their performance. To support this there is an established Performance Management Programme. This outlines the responsibility of supervisors to provide their employees with clear goals, performance standards, ongoing coaching and professional development.

COACHING  
SESSIONS  
CONDUCTED  
**202**



NUMBER  
OF PDP  
CONDUCTED  
**17**

## Key Success Factors – Senior Professionals

- Clear Vision, Direction, Alignment
- Displays Competency
- Good Communicator
- Relationship Building
- Motivational & Inspirational
- Leadership
- Displays Integrity
- Demonstrates Commitment
- Role Model

## Key Success Factors – Other Individual Contributors

- Core Values
- Business Direction
- Communication Skills
- Implementation
- Interpersonal Skills
- Personal Leadership
- Self-Management Skills
- Thinking Skills

## Core Values Adherence

- Safety & Environmental Preservation
- Integrity
- Employee Engagement
- Excellence
- Transparency
- Customer Focus
- Corporate Social Responsibility



# Hybrid Work

The Hybrid Working Policy sets out PPGPL's guidelines that deliver a balance of in-office versus work-from-home arrangements for employees. Within PPGPL, the future of work has evolved, with a hybrid way of working being

adopted for the benefit of all. This policy seeks to establish a hybrid working arrangement for those employees whose roles permit them to function seamlessly between home and the office.

# Wellness Activities

As staff are at the core of operations, the company believes it has a duty to promote their health and well-being. PPGPL has an established Wellness Committee that supports the coordination of various wellness initiatives throughout the year. In 2023, the Wellness Committee conducted a variety of activities, with a focus on developing the physical and mental well-being of employees through greater in-person sessions and continued virtual sessions. The programme continued to grow as interest was sustained throughout the year. On occasion, the team extended invitations to employees' family members. In 2023, the Plant Facility gym was reopened for the first time after the COVID-19 pandemic.





# Wellness Activities

## Key 2023 Activities



Online yoga classes



Online Zumba classes



In-person circuit and strength training



Aerobic workouts delivered in person



Dance workshops (salsa, rumba, merengue, bachata)



Spin workouts



### Targeted three-month health transformation programme

- Employee health assessment
- Weight loss programme
- Blood pressure and cholesterol improvement
- Employee partnering through the formation of an exercise team





## 2023 Staff Awareness Sessions

- Mental health lecture
- Nutrition lectures





“As a member of the Talent and Culture Transformation team, my role contributes to PPGPL’s ESG performance by supporting related work programmes for Core Business Operations. This includes supporting employee well-being via the employee assistance programme and administering the employee benefits programme.”

**SHANIA SAHADEO**  
**TALENT TRANSFORMATION ASSISTANT**









# Our Approach to Stakeholder Engagement



At PPGPL we believe by having an integrated approach to stakeholder engagement we are ensuring the sustainability of not just our business but also of the society in which we operate.





## I – Putting People First: Nurturing Our Greatest Assets



# Our Approach

Engagement is a key element of the company's sustainability thrust, as it continues to foster mutually beneficial relationships with internal and external stakeholders. The company has been focusing on building meaningful partnerships through traditional and digital media communication, meetings, special events, site visits, and tours.

PPGPL maintained its valuable relationships with regulators, government agencies, energy players, suppliers, contractors, and communities through ongoing communication and collaboration.

## Our Approach to CSR

PPGPL's external CSR programmes have been developed for three major communities:

- Fenceline (immediately surrounding communities)
- Pipeline (Communities neighbouring our natural gas pipeline)
- National

Our CSR programmes are further classified in the following areas:

- **Education**
- **Youth Development**
- **Health**
- **Safety**
- **Environment**
- **Socially Disadvantaged Groups**



# Corporate Meeting

For employees, a major engagement activity in 2023 was the annual corporate meeting held in November. The all-staff meeting functioned as an opportunity for the company to reconnect and realign for the upcoming year. The theme for 2023 was “Creating Sustainability” and featured a mix of information sharing, feedback and fun by various departments.

The exhibition-style meeting encouraged creativity and enabled each department to showcase its major initiatives and work priorities for 2024 and beyond.





# Supporting the Nation's Future

The company contributed to several small-to-medium projects and events coordinated by educational institutions and organisations targeting the youth.

Projects included Trimont College lab upgrade; Couva Anglican School pan room upgrade; UWI World of Work Career Fair.

## UWI World of Work

In 2023, PPGPL maintained its annual participation in The University of the West Indies World of Work (WOW) programme. This included participation in WOW mock interviews and participation in the recruitment fair.

In 2023, PPGPL hosted nine Graduates-In-Training and 11 vacation interns across various departments. At PPGPL, we are tasked with contributing to national skills development. The traineeship and vacation internship programmes afforded trainees and interns the opportunity to gain valuable work experience in their respective fields while exposing them to PPGPL's operations. One programme that the students participated in was the repainting and redesign of the Recognition Board at one of PPGPL's fenceline schools - Phoenix Park Government Primary School. The school's Recognition Board was redesigned and repainted, creating an appealing display to celebrate the accomplishments of students in various facets of school life.





# Supporting Our Communities

IN 2023 PPGPL PARTICIPATED IN SEVERAL MAJOR PROJECTS WHICH ALIGN WITH OUR VALUES.





# Supporting Our Communities

Some major projects which PPGPL pursued through technical and financial support include:

- **Couva Anglican Primary School Pan Room Upgrade**

For the 2023 United Way Day of Caring, PPGPL employees volunteered to assist a fenceline school, Couva Anglican Primary School, by assisting in the upgrade of the school's pan room.

- **Just Because Foundation Fundraising Concert**

The September concert sought to raise funds for children with cancer as well as promote education and awareness on the topic. PPGPL assisted in sponsoring the event and employees were afforded the opportunity to volunteer for this cause.

- **Sure Foundation**

PPGPL donated seedlings to the Sure Foundation for children to grow their own home gardens.

- **SWMCOL Caroni Clean-up**

Employees participated in SWMCOL's Caroni Clean-up Exercise to remove garbage from the riverbed, thereby reducing the flooding caused by clogged watercourses in the rainy season.



- **Bubbles For Life Walk**

PPGPL was a sponsor for the annual Bubbles for Life-Run Walk Dance Against All Cancers. This annual event raises cancer awareness and is a celebration of those who have lost the battle, those who continue to fight, and all cancer survivors.

- **ALTA and The Energy Chambers Adult Literacy Programmes**

- **The Shelter's Programme for Abused Women**

- **World Day of Remembrance for Road Traffic Victims**



# Supporting Our Communities

PPGPL strives to make a positive impact on its fenceline communities through strong partnerships. The company's engagement with its communities is built on its acceptance that, as a member of the community, it has a responsibility to contribute.

The company supports community organisations through proactive and reactive interventions which include sponsorship, project funding, technical assistance and disaster response.

- **Caldrac Club**

Annual sponsorship of the club's cricket programme. PPGPL has sponsored the club since 2005. This relationship has positioned PPGPL as a valuable community partner.

- **Phoenix Park Government School**

Annual bursary for SEA students who met the company's criteria for excellence.

- **Christmas Hamper Drive**

Since 2004, PPGPL employees have been contributing to over 50 hampers annually which are distributed to needy families in the Couva-Pt. Lisas zone.



Couva Anglican Primary School pan room upgrade



Christmas hamper drive



# Industry Conferences

PPGPL retains active participation in many conferences for industry leaders locally, regionally, and internationally. PPGPL and its subsidiaries together sponsored seven conferences in T&T, Guyana, Suriname, and the United States. The company was showcased in three of these through exhibition booths.

In 2023, PPGPL also established meaningful participation in several industry conferences through its exceptional talent.

- **AMCHAM's ESG Conference** – Giselle Grannum-Modeste moderated a panel on Sustainable Supply Chains – ESG In Procurement.
- **AMCHAM HSSE Conference** - Dirren Harkoo presented on a panel on “Cyber Risk Quantification: Measuring the Real Cost of Cybersecurity. Ask the Right Questions to Get the Right Answers.”



Giselle Grannum-Modeste







# Governance



PPGPL believes that sustainability can only be achieved by a strong corporate governance structure. Our corporate governance structure is based on the principles of accountability, fairness, transparency and responsibility. We adhere to a rigorous code of conduct that defines our ethical standards and responsibilities to our stakeholders.





II – Delivering Good Governance and Service Excellence



# Board of Directors

The pre-eminent governance body at PPGPL is the Board of Directors which is responsible for the oversight of the management of the business and affairs of the company including:

- **Approval of the strategic goals and objectives to ensure long-term sustainability**
- **Oversight and assessment of risk management frameworks, internal control systems, policies and strategies**
- **Oversight of ESG Strategy**

The Board of Directors is duly elected by the shareholders of PPGPL and is made up of independent and non-executive directors. PPGPL complies with the State Enterprises Performance Monitoring Manual regarding remuneration of directors.





**Dr. Joseph Ishmael Khan**  
Chairman



**Mr. Dan Martineau**  
Deputy Chairman



**Prof. Donnie Videsh Boodlal**  
Director



**Mr. Howard Dottin**  
Director



**Ms. Sandra Fraser**  
Director



**Ms. Ingrid L-A Lashley**  
Director



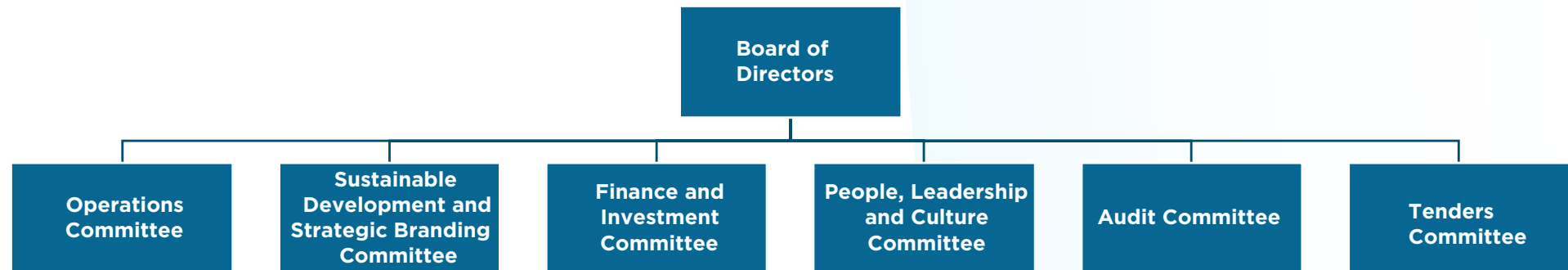
# Governance

The Board of Directors discharges its duties directly and indirectly through sub-committees which are appointed by and comprise members of the Board. The Board of Directors and sub-committees meet quarterly or more frequently as may be required based on the needs of the business. The company has the following sub-committees:

- **Operations Committee**
- **Sustainable Development and Strategic Branding Committee**
- **Tenders Committee**
- **Finance and Investment Committee**
- **People, Leadership and Culture Committee**
- **Audit Committee**

The Sustainable Development and Strategic Branding Committee is charged with establishing and monitoring sustainable development and CSR matters and ensuring that the company contributes meaningfully to the social, economic and environmental well-being of the country and the communities in which it operates.

While it is regularly updated on the company's sustainability initiatives and progress, the Board is not actively involved in the development and review of PPGPL's sustainability reporting.





# PPGPL's ESG Committee

PPGPL first formed a Sustainability Committee in 2021, demonstrating the company's commitment to ensuring sustainable operations and in alignment with its vision to be a recognised global leader in the development of sustainable energy-related businesses.

In 2023, the committee was restructured to form an interdisciplinary team focused specifically on ESG and was renamed the ESG Committee. The committee was tasked with improving the company's resilience through sustainable development that is aligned with national policies, international agreements, and conventions. This committee is the main coordinating entity for the company's ESG initiatives.

The committee, through its LT sponsor, reports all progress of assigned sustainability initiatives to the Leadership Team. In addition, the ESG Committee's Leadership Team Sponsor and Committee Lead provides quarterly updates to the Board of Directors regarding the progress of the sustainability projects and initiatives.





PPGPL maintains compliance with all requirements of governmental laws and regulations. Beyond complying with local laws and regulations, the company further enhances its operations and practices by employing industry best practices and globally recognised standards.

To ensure this, PPGPL has implemented policies and guidelines that shape the company's practices with respect to ethical behaviour. PPGPL believes that good governance and governance practices are essential for ensuring sustainable operation of the business.



BUSINESS  
ETHICS  
POLICY



FRAUD  
RESPONSE  
PLAN



INSIDER  
TRADING  
POLICY



ANTI-FRAUD  
POLICY



# Business Ethics Policy

PPGPL is committed to upholding business integrity and conducting its operations with a high standard of business ethics.

THE POLICY IS UNDERLINED BY **THREE** MAIN GUIDING PRINCIPLES.



**Responsibility** – PPGPL will conduct all business activities with uncompromising integrity and in compliance with company policy and all applicable laws.



**Integrity** – PPGPL will work with customers and prospects openly, honestly, sincerely and in a manner that excludes consideration of personal advantage.



**Fairness** – PPGPL will treat others as the company would like to be treated. There will be no tolerance for abusive or disrespectful treatment.



# Anti-Fraud Policy/Fraud Response Plan

Understanding that PPGPL, like other organisations, is not immune to the threat of fraud and all of the possible consequences which accompany it, the company has taken actions to reduce its fraud risk through its Anti-Fraud Policy and Fraud Response Plan. The Anti-Fraud Policy is intended to prevent fraudulent activities which may affect PPGPL's physical assets, customer records, software programmes, strategic information, and other business-critical items. The policy also outlines the need for all persons to be aware of fraud and threats which fraud brings to the organisation, in alignment with the company's Governance

Risk Compliance Framework. If there is a breach of the Anti-Fraud Policy, the Fraud Response Plan machinery is activated. The Fraud Response Plan outlines the way all fraud-related investigations must be dealt with, inclusive of preliminary inquiries, formal investigations, and fixtures to ensure that fair and comprehensive investigations into all possible fraud events are conducted. The Fraud Response Plan also sets the framework for the anonymous reporting of unethical conduct, fraud or potential situations through an independent, US-based, third-party hotline reporting system that is managed by the Internal Audit Department.

## Insider Trading Policy

Although PPGPL is not a public entity, a significant portion of its shareholding is directly owned by public companies which require reporting under the securities laws of Trinidad and Tobago.

Due to this, the company has implemented an Insider Trading Policy which outlines restrictions on the disclosing

of material information regarding the company by insiders who have access to such information.

The Insider Trading Policy aims to protect the integrity and reputation of PPGPL and its subsidiaries, as well as to comply with applicable laws and regulations.







# North American Operations













# Our Assets – North America

Phoenix Park Energy Marketing LLC (PPEM) and Phoenix Park Canada Energy Marketing (PPCEM) are wholly owned subsidiaries of PPGPL operating under the Phoenix Park brand.

PPEM is an NGL marketing company located in Houston, Texas which focuses on marketing, trading, and transportation of NGLs in Canada, USA and Mexico via

rail. Phoenix Park Hull Terminal and Phoenix Park Rush City Terminal were acquired in 2022, with both facilities focusing on the delivery of NGLs to customers.

PPEM is committed to the delivery of high-quality products, demonstrating flexibility in its service, focusing on meeting customer needs, building enduring relationships and providing consistently good customer experience.

## Phoenix Park Hull Terminal, Texas

**32** Capacity to load rail cars per day

**350** Acres of adjacent land



## Phoenix Park Rush City Terminal, Minnesota

**4-6** Capacity to load rail cars per day

**28** Acres of adjacent land





“ *The Commercial Department of PPEM plays a significant role in contributing to the company’s environmental, social, and governance (ESG) strategy. We make an impact through our external communications and brand reputation initiatives as we are typically at the forefront of communicating about our products, safety culture and environmental stewardship to stakeholders, customers, potential partners and the public. We ensure that the products we select to market align with our sustainability efforts. We also place great emphasis on making sure that our marketers understand their role as socially conscious citizens. In summary, the commercial function contributes to ESG strategy by promoting the company’s values, engaging employees, attracting customers, and aligning with investor expectations.* ”

**KELLEE ANN RICHARDS-ST. CLAIR**  
**VICE PRESIDENT – COMMERCIAL PPEM**





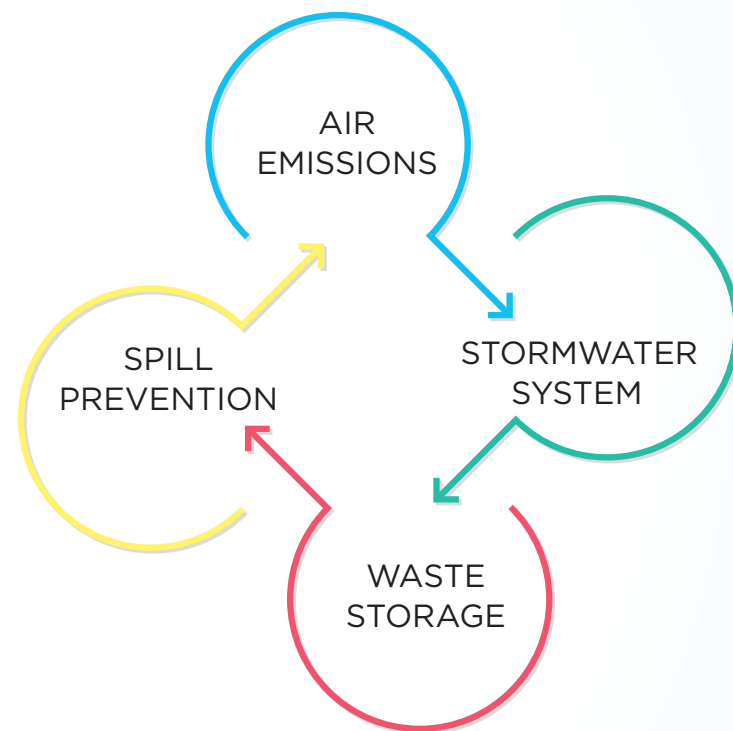
# Our Environment

Both Phoenix Park Hull Terminal and Phoenix Park Rush City Terminal are required to observe the regulations of the United States Environmental Protection Agency (US EPA) as well as state guidelines.

At the Phoenix Park Hull Terminal, various reporting, recordkeeping and monitoring procedures are required for various environmental parameters including air emissions, the stormwater system, spill prevention and waste storage. All employees are required to undergo environmental training at the start of their employment as well as annual refresher training.

PPEM's comprehensive environmental management practices encompass rigorous monitoring and reporting of air emissions, effective spill response strategies, and proactive stormwater and waste management protocols. Through daily, weekly, and annual inspections, continuous training, and meticulous recordkeeping, it upholds high standards of environmental stewardship. PPEM's dedication to sustainability is evident in its structured approach to air

quality, spill prevention, and stormwater management, as well as diligent waste storage inspections. By integrating these practices, PPEM not only ensures compliance but also contributes to the preservation of natural resources and fosters a culture of environmental responsibility.





# Air

Air emission sources include the multi-point ground flare, single-point maintenance flare, compressors, heated tanks, fugitive emissions from piping, pumps and associated tanks, and truck/train loading and unloading.

## DAILY AIR QUALITY COMPLIANCE

- **FLARE MONITORING:**  
Ensure the maintenance flare and ground flare have a constant pilot flame and no visible emissions.
- **EVENT RECORDING:**  
Log any flaring events and uncontrolled venting emissions.
- **FORMS AND DOCUMENTATION:**  
Maintain completed forms at the site for TCEQ review, including the Emission Event Form, Maintenance Flare Log, and Ground Flare Log.



## Routine Air Quality Obligations

The site must adhere to ongoing air quality obligations as per current air PBR (Permit by Rule) registrations and standard permits. These obligations are categorised by their required time frame: daily, weekly, monthly, quarterly, and annually.

## WEEKLY AIR QUALITY COMPLIANCE

- **OPERATIONAL TESTING:**  
Test fire water pumps and document operational hours and any visible emissions exceeding 20% opacity.
- **AVO INSPECTIONS:**  
Conduct inspections for leaks in operation valves, pumps, flanges, connectors, and pressure relief devices, documenting findings in the Weekly AVO Inspection Log.





# Air

## MONTHLY AIR QUALITY COMPLIANCE

- **RUN TIME CALCULATION:**  
Calculate and document the 12-month rolling total of fire water pump run time to ensure it does not exceed 100 hours per year.
- **FUEL DOCUMENTATION:**  
Record diesel fuel quantities added to fire pump fuel tanks.



## QUARTERLY AIR QUALITY COMPLIANCE

- **LDAR PROGRAMME:**  
Valves and pumps are inspected under the Texas 28 VHP LDAR Programme for VOC leaks, with specific leak thresholds for valves (500 PPMV) and pumps (2,000 PPMV).



## ANNUAL AIR QUALITY COMPLIANCE

- **COMPLIANCE RECORDS:**  
Provide annual logs to the site's environmental group, including logs for fire water pumps, fuel tanks, emission events, maintenance flares, ground flares, and maintenance equipment purges.



This structured compliance framework ensures ongoing adherence to air quality regulations, supporting the site's environmental management and sustainability goals.



# Spills

## Spill Response and Environmental Commitment

PPEM's spill response plan demonstrates a strong commitment to environmental preservation and sustainability by ensuring rapid and effective management of spills. Upon discovery of a spill, the response protocol includes immediately clearing the area, notifying key personnel, deploying trained responders to contain and mitigate the impact using on-site spill kits and other measures. For significant spills, PPEM engages expert

### Required Inspections and Prevention Measures

- **CONTINUOUS MEASURES:**  
Ongoing discharge prevention measures are implemented such as proper handling during loading/unloading, maintaining secondary containment, and deploying countermeasures for any discharge.
- **RECORDKEEPING:**  
All Spill Prevention, Control and Countermeasure (SPCC)-related records are kept for a minimum of three years, with certified inspection reports retained for the duration of site operations.
- **EMERGENCY PREPAREDNESS:**  
The emergency contact information is regularly updated, and any material changes trigger immediate countermeasures and SPCC Plan amendments within six months.



contractors to ensure thorough clean-up. All recovered materials are handled and disposed of in compliance with regulatory requirements to minimise environmental harm. PPEM maintains comprehensive documentation and reporting practices and collaborates with local emergency services and specialised contractors to enhance its response capabilities. These efforts underscore its dedication to protecting natural resources and maintaining a safe and sustainable environment.

### Routine AST Inspections and Integrity Testing

- **REGULAR INSPECTIONS:**  
Above ground storage tanks undergo regular inspections and integrity tests, especially following material changes to ensure no leaks or integrity issues.
- **COMPREHENSIVE TESTING:**  
The SPCC Inspection, Integrity Testing, and Leak Testing Programme ensures thorough checks of above ground storage tanks and associated components.





# Spills

## Monthly, Annual, and Five-Year Reviews

- **MONTHLY INSPECTIONS:**  
Conducted visually and documented on the Periodic Visual SPCC Inspection Form.
- **ANNUAL REVIEWS AND TRAINING:**  
SPCC Plan reviewed annually; oil-handling employees receive annual training on discharge prevention, response procedures, and relevant regulations.

By adhering to these SPCC Plan requirements, we demonstrate our commitment to preventing oil discharges, protecting the environment, and ensuring sustainable operations through rigorous inspections, continuous improvement, and thorough training programmes.





# Stormwater Management

PPEM complies with specific requirements to minimise stormwater pollution. It is important for PPEM to maintain rigorous inspections, training, recordkeeping, and good housekeeping practices.

## Continuous Environmental Safeguards

- **NON-STORMWATER DISCHARGE INSPECTIONS:**  
Regular monitoring to ensure no contamination from non-stormwater sources.
- **RECORD RETENTION:**  
Keeping detailed records of monitoring results, reports, applications, and certifications.



## Quarterly and Annual Oversight

- **QUARTERLY INSPECTIONS:**  
Conducting visual inspections and sampling at critical site areas to identify and mitigate stormwater pollutants.
- **ANNUAL MONITORING AND TRAINING:**  
Conducting effluent monitoring for parameters like arsenic, lead, and zinc, preparing discharge monitoring reports, comprehensive site inspections, and providing annual employee training on spill prevention and response.

## Education and Recordkeeping for Sustainability

- **EMPLOYEE TRAINING:**  
Annual training on proper material management, spill prevention, and response procedures. Awareness-level education for all employees on the importance of the SWPPP and discharge identification.
- **COMPREHENSIVE DOCUMENTATION:**  
Maintaining an up-to-date SWPPP and previous versions for three years, including best management practices, housekeeping measures, spill response, and training programmes.



PPEM's proactive approach in monitoring, training, and record keeping ensures compliance and protects natural resources from stormwater pollution.



# Waste

PPEM conducts monthly waste storage inspections to ensure the proper handling of waste accumulation containers and storage areas. During these inspections, it meticulously verifies that all wastes are appropriately sorted and labelled, maintaining high standards of environmental stewardship.

Any discrepancies identified during inspections prompt the immediate development of a work order to address and rectify issues, ensuring compliance with regulatory standards and minimising environmental impact. This proactive approach not only safeguards its natural resources but also promotes a culture of responsibility and sustainability within the organisation.



# Our Talent

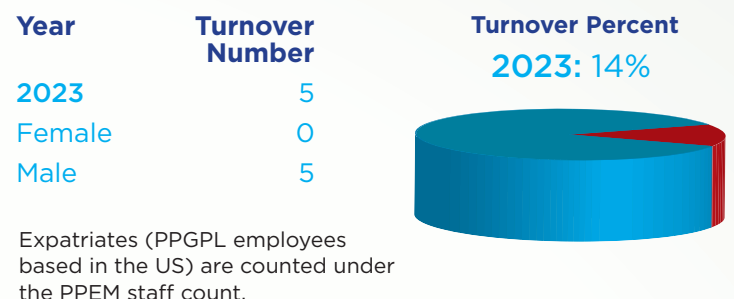
PPEM seeks to attract, develop and retain talent for its US operations. The relevant state and federal regulations play a crucial role in ensuring fair treatment of employees and maintaining a constructive workplace environment.

In addition, PPEM has an Employee Handbook. Established in November 2021, the Handbook was developed to provide

employees with guidelines to expected behaviour, company policies and to outline programmes and benefits available to them.

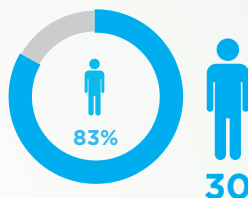
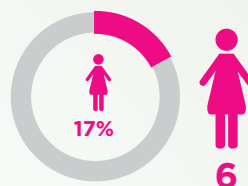
This Handbook covers employee conduct, employment, hours of work, compensation, operations, communications, employee benefits and leave of absence.

STAFF LEVEL	Male	Female
Executive Level	2	1
Supervisor/Manager	3	0
Individual Contributor	25	5



NEW HIRES	Male	Female
Staff	6	0

## GENDER



	Total Training Hours	Elem 1	Elem 2	Elem 3	Elem 4
Male	128	40	0	88	0
Female	39	15	0	24	0

TOTAL TRAINING HOURS MEN **128**



TOTAL TRAINING HOURS WOMEN **39**

NUMBER OF EMPLOYEES ENTITLED TO BIRTH AND RECOVERY LEAVE **5**

NUMBER OF EMPLOYEES WHO OBTAINED BIRTH AND RECOVERY LEAVE **1**

NO. OF PROMOTIONS	% OF PROMOTIONS THAT WERE WOMEN	% OF PROMOTIONS THAT WERE MEN
<b>0</b>	<b>0%</b>	<b>0%</b>



# Training Our Talent

In alignment with PPEM's strategy of developing a sustainable workforce, members at all levels of the company are provided with training opportunities where there is alignment with its business strategy.

PPEM provides training for employees in four main element categories. For the year 2023, training was provided in two main elements:

- **Element 1 – Conferences, Seminars, and Workshops**
- **Element 3 – Specialised Training**

## Employee Benefits



LIFE  
INSURANCE



MEDICAL  
COVERAGE



DENTAL  
COVERAGE



VISION  
COVERAGE



HEALTH SAVINGS  
ACCOUNT



DISABILITY  
INSURANCE



ACCIDENT &  
CRITICAL ILLNESS



RETIREMENT  
PLAN – 401(K)



# Stakeholder Engagement

Similar to PPGPL's operations in Trinidad and Tobago, stakeholder engagements remain a key element in PPEM's sustainability thrust. The fostering of mutually beneficial relationships with all stakeholders remains key to its operations. PPEM maintains its valuable relationships with regulators, government agencies, energy players, suppliers, contractors, and communities through ongoing communication and collaboration.

PPEM maintains active participation in community events. Based on community needs which aligned with the company's strategy, PPEM sponsored key initiatives in the Hull Daisetta area in which the Phoenix Park Hull Terminal operates.

## Hull Daisetta High School

- annual scholarships were awarded to three students who met the company's criteria of excellence.
- participated in the annual career fair which featured colleges and businesses.



Hull Daisetta scholarship presentation



# Stakeholder Engagement

## Hull Daisetta District

- PPEM donated bicycles for children attending the annual community Easter egg hunt.
- PPEM sponsored Christmas gifts for needy children in the community.



**Hull Daisetta District:** Easter egg hunt



# A Look Ahead with Our Senior Manager – HSSS

Rossi Atwarie



In 2023, we celebrated our 32nd anniversary of production. Over this time, we continued our efforts to expand along the value chain and position ourselves to be the gas processor of choice both regionally and internationally.



As a company in the energy sector, we continue to appreciate the need to care for our people, the natural environment, as well as the communities in which we operate, and this is clearly reflected in our core values. In recent times, the upsurge of adverse weather events across the globe further underscores our need to support the global community in reducing environmental emissions which negatively impact climate change, particularly for vulnerable island nations such as ours.

Despite the ever-changing world in which we operate, we continue to adapt and maintain focus on various environmental, social, and governance (ESG) initiatives, which are aligned to both the United Nations Sustainability Development Goals (UNSDG) as well as the Trinidad and Tobago National Development Strategy Themes for Vision

2030. At PPGPL, excellence in ESG is a business imperative, and this commitment was incorporated into our long-term strategic initiatives as we recognise the immense benefits to be derived for both our company and the communities in which we operate.

ESG is at the heart of our commitment as a responsible corporate entity, and we value the importance of accountability and transparent reporting to all our stakeholders. We believe that our extensive efforts to further enhance our ESG performance both locally and at our US subsidiary will yield tremendous benefits and have an overall positive impact on our planet as well as on all our stakeholders. We will continue our aspiration to leave a lasting legacy for current and future generations.



# List of Abbreviations

ABBREVIATION	DEFINITION
AIM	Asset Integrity Management
AMCHAM	American Chamber of Commerce of Trinidad and Tobago
Bpd	Barrels Per Day
bscfd	Billion Standard Cubic Feet Per Day
Cbm	Cubic Metres
CCPS	Center for Chemical Process Safety
CEC	Certificate of Environmental Clearance
DEI	Diversity, Equity and Inclusion
EAP	Employee Assistance Programme
EPA	Environmental Protection Agency
ECA	Employers Consultative Association
EMA	Environmental Management Authority
ESG	Environmental, Social and Governance
ESSI	Energy Sector Security Initiatives
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HSSE	Health, Safety, Security, Environment
HSSS	Health, Safety, Security, Sustainability



# List of Abbreviations

ABBREVIATION	DEFINITION
IOW	Integrity Operating Windows
IPCC	Intergovernmental Panel on Climate Change
JSRA	Job Safety Risk Assessment
KMS	Knowledge Management System
LDAR	Leak Detection and Repair
LPG	Liquefied Petroleum Gas
LT	Leadership Team
LWC	Lost Workday Case
MOC	Management of Change
Mmcfd	Million Cubic Feet Per Day
NDC	Nationally Determined Contribution
NGC	National Gas Company
NGL	Natural Gas Liquids
OGMP	Oil and Gas Methane Partnership
OSH	Occupational Safety and Health
PHA	Process Hazard Analysis
PLEA	Point Lisas Energy Association
PPCEM	Phoenix Park Canada Energy Marketing



# List of Abbreviations

ABBREVIATION	DEFINITION
PPEM	Phoenix Park Energy Marketing
PPGPL	Phoenix Park Gas Company Limited
PSSR	Pre-Startup Safety Reviews
PSM	Process Safety Management
RBI	Risk-Based Inspection
SDG	Sustainable Development Goals
SPCC	Spill Prevention, Control and Countermeasures
STOW	Safe to Work
SWMCOL	Solid Waste Management Company
T&CT	Talent and Culture Transformation
TJ	Terajoules
TTCIC	Trinidad and Tobago Chamber of Industry and Commerce
TTEMAS	Trinidad and Tobago Emergency Mutual Aid Scheme
UNSDG	United Nations Sustainability Development Goals
WOW	World of Work





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#### PPGPL – Trinidad

Telephone: 868 636 1522  
Fax: 868 636 6810  
Email: [ESG@ppgpl.co.tt](mailto:ESG@ppgpl.co.tt)  
Website: [ppgpl.com](http://ppgpl.com)

#### PPGPL Administrative Office

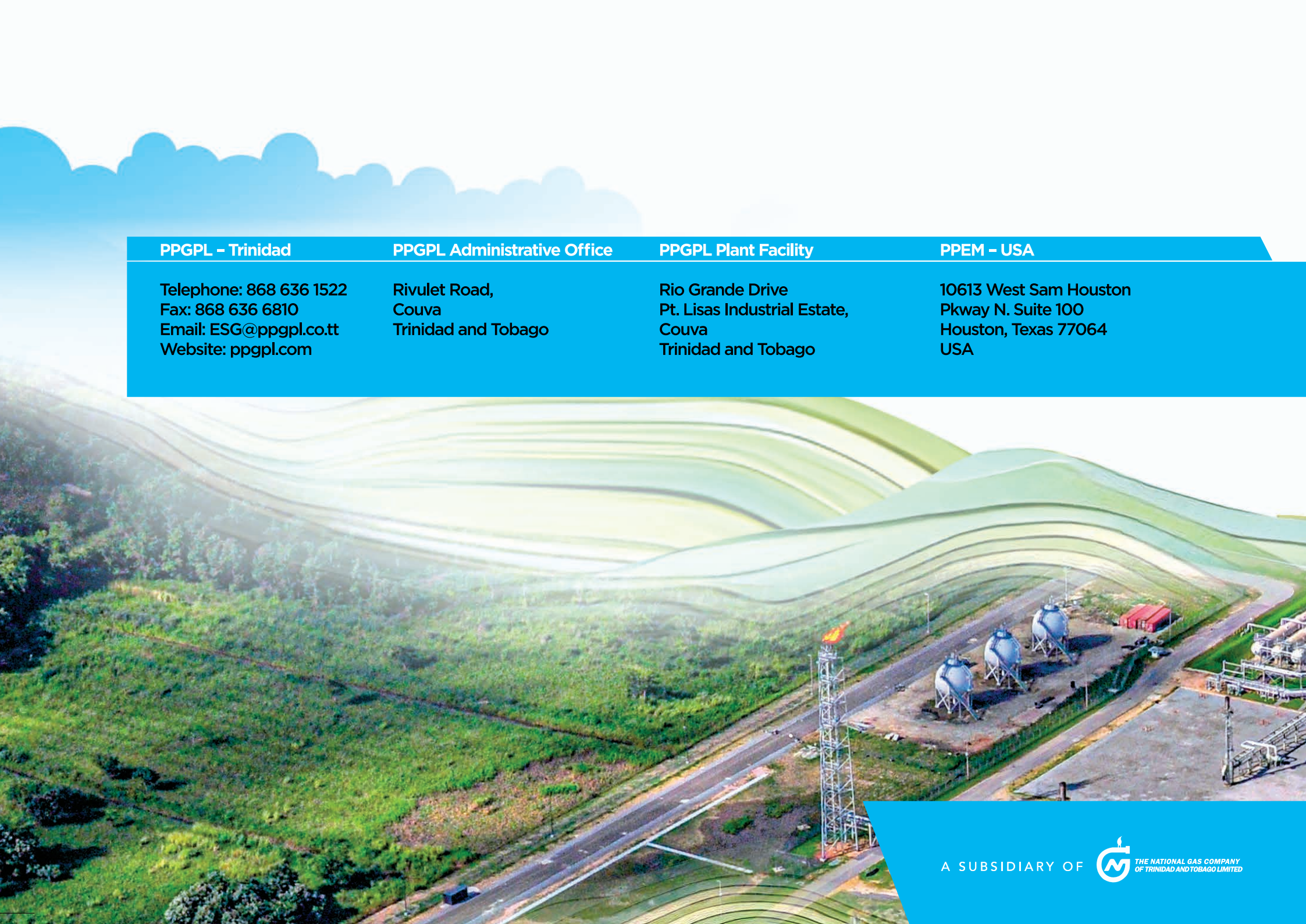
Rivulet Road,  
Couva  
Trinidad and Tobago

#### PPGPL Plant Facility

Rio Grande Drive  
Pt. Lisas Industrial Estate,  
Couva  
Trinidad and Tobago

#### PPEM – USA

10613 West Sam Houston  
Pkway N. Suite 100  
Houston, Texas 77064  
USA



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THE NATIONAL GAS COMPANY  
OF TRINIDAD AND TOBAGO LIMITED