



Corporate Social Responsibility and Sustainability Report

Communication on Progress 2020

RelyOn Nutec
360° Safety

Executive Summary – CEO Statement

In 2020, RelyOn Nutec underwent a transformation and in particular in the digital area. We have combined and leveraged our skills and knowledge within traditional safety and survival training and added state-of-the-art digital capabilities such as e-learning, software applications and simulation technology to become a globally connected digi-physical safety and competence house serving customers in high-risk industries.

In this communication on progress report, RelyOn Nutec describe how we work with our responsibility towards sustainable development. We describe our policy commitment and procedures, how far we have reached in implementing these, and what concrete risks we to date have identified as more severe or salient, and how we seek to prevent such risks from materialising.

The first sections of the report describe the framework for our focus, i.e. the UN Global Compact, the UN Guiding Principles for Business and Human Rights (the UNGPs) and the OECD Guidelines for Multinational Enterprises (the OECD), including:

- RelyOn Nutec's Policy for Corporate Social Responsibility and the global standard that the policy commitment is aligned with, i.e. the UNGPs/OECD; the latter to cover all three bottom lines
- RelyOn Nutec's work to establish due diligence in alignment with the standard

In the section on due diligence, RelyOn Nutec outlines its progress in establishing a system of regular impact assessments on social, environmental and economic sustainability. In continuation of describing how we establish systems to manage risks to social sustainability and human rights, we describe our work on two elements;

1. Improving gender representation. This description includes the gender balance in the Board of Directors and Executive Management and serves to satisfy the requirements of the Danish Financial Statements Act § 99b
2. Focusing on employee and delegate health and safety

In the third main section of the report RelyOn Nutec outlines its key performance indicators (KPIs). The indicators assist us in measuring how far we are in implementing the required management system and in meeting action plans developed during our impact assessments.

In the fourth and final section, RelyOn Nutec describe how we contribute to sustainable development. Here we do not focus on risks, but on our positive contributions to sustainable development and minimising negative impact. However, we also contribute to the fulfilment of several of the UN Sustainable Development Goals (SDGs).

I am pleased to confirm that RelyOn Nutec reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.


Torben Harring
Group CEO

1. RelyOn Nutec's business model in a changing year

We are a safety and competence house delivering services and training to clients across the world, helping them protect their people, assets and the environment.

With headquarters in Copenhagen, we have roots that go back to 1968 when we were founded as a fire school in Esbjerg, Denmark.

We are the world's largest provider of safety training. Over the years, our reach has grown organically and through acquisitions, with services and training delivered today via software, simulation and digitally or at one of our 30 facilities and offices in 20 countries across the world.

Our market leading digital platform is an advanced modular software solution designed to help high-risk industries optimise their business processes while minimising risks. The platform utilising our innovative cloud-based technology is built to allow customers to select from a range of applications to suit their needs, revolutionising the way companies track workforce safety.

Safety is not only our business – it is in our DNA. Our fundamental belief is that safety requires a 360 degree perspective and mindset. We help our customers develop and sustain a healthy and safe work environment taking pride in ensuring that our customers have the right skill set to stay safe in hazardous and potentially life-threatening situations.

We are committed to reducing the environmental footprint of our operations through efficient use of resources and a continuous focus on reducing our energy consumption and CO₂ emissions. We operate our business with respect for human and labour rights everywhere and we expect our business partners to do the same.

We are against corruption and bribery in all their forms and are working actively to ensure that our employees share our understanding of responsible business conduct as well as having the right knowledge and skills to do so.

2. RelyOn Nutec and the UN: The responsibility of our society in sustainable development

RelyOn Nutec wants to contribute to promoting the UN's objectives and agenda for sustainable development. We are doing this in several ways - primarily through our commitment to the UN's Global Compact and the implementation of management systems described under the UN's Guidelines on Human Rights and Business (UN Guiding Principles on Business and Human Rights – hereinafter called UN's Guidelines) and with the OECD's Guidelines for Multinational Enterprises (hereinafter called OECD's Guidelines).

UN's Guidelines and the OECD's Guidelines cover the minimum for responsible business behaviour, something that will be expected of any business in the future, and will cover, respectively, social, environmental and economic sustainability. Implementing the management system means that we as a company relate to all the elements of sustainability that the UN considers important for companies. By systematically dealing with the risks of impacts on all these areas, and by that initiate actions to prevent or mitigate identified risks, we help promote the UN Guidelines. The Sustainable Development Goals or the SDGs are a subset of the fields we relate to.

RelyOn Nutec works consciously in line with the UN framework and management system for responsible corporate behaviour because we believe that globally agreed rules are necessary to solve global challenges and find sustainable solutions for the whole world. The framework also ensures that the initiatives we take actually contribute to sustainable development, and are not dependent on random trends or agendas.

2.1 The UN 's Global Compact - The framework for RelyOn Nutec's social responsibility



The UN 's Global Compact is the world's largest CSR initiative. The registration obliges RelyOn Nutec and thousands of other members to prepare an annual progress report, in which the participating companies describe the work of translating the UN Global Compact's ten principles into the company's strategy and actions.

The ten principles provide the framework for RelyOn Nutec's CSR work and include :

- Human rights , including the International Labour Organization (ILO)
- Environment , including climate , and
- Anti-corruption.

As part of the initiative we publish this CSR report every year, which constitutes the company's progress report ("Communication on Progress"). The report describes RelyOn Nutec's work to systematically act responsibly in relation to the three bottom lines: social, environmental and economic sustainability. The report also serves to comply with sections 99a and 99b of the Danish Financial Statements Act.

RelyOn Nutec has effected a significant transformation and optimisation in 2020. Corporate Social Responsibility (CSR) and Environmental Social Governance (ESG) have been –and will continue to be one of the key areas of focus.

Signatory to the UN Global Compact and approach to CSR

In 2019, the board of directors of RelyOn Nutec approved in 2019 a Policy on Corporate Social Responsibility, which reflects RelyOn Nutec's business behaviour. The policy is supplemented by our Code of Conduct as well as the Code of Conduct for our business partners supported by specific policies and procedures.

The policies and codes of conduct are aligned with the UN Guiding Principles on Business and Human Rights to (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECDs) and are the foundation of ensuring that we have a proper framework for our sustainability and CSR efforts.

We have also become a signatory to the UN Global Compact. This commitment and work will continue and be further developed and improved in 2021 also with increased focus on sustainability.

The Policy on Corporate Social Responsibility provides the framework for RelyOn Nutec's work with Corporate Social Responsibility and sustainability and shall ensure that RelyOn Nutec contributes to and shows the necessary care by mitigating any adverse impacts on core principles for sustainability.

RelyOn Nutec's Policy and Codes of Conduct, outlining the expectations to and reflecting the principles on how we conduct our business, and how our providers and employees are expected and required to act.

Commitment and implementation

RelyOn Nutec's commitment is based on the agreed core principles for sustainable development:

- Human rights (including labour rights),
- Environment (including climate), and
- Anti-corruption.

We naturally comply with local legislation, wherever we operate. In addition to this, our commitment means that RelyOn Nutec continuously identifies, prevents or mitigates our risks of adverse impacts in relation to the core principles for sustainability. We will make impact assessments and communicate how we manage such impacts. We will seek to contribute proactively to sustainable development, where it makes most sense and where we can have the best impact. The UN's Sustainable Development Goals (SDGs) also play a part in assessing where our business activities have the greatest effect and in conveying to our stakeholders how we seek to make a difference. All SDGs are relevant to RelyOn Nutec, however our business activities have a bigger impact on reaching some goals more than others. We wish to help by doing what we do best.

Primary CSR-related risks and policies

Human rights

Further, RelyOn Nutec has continuous focus on ensuring labour rights, promoting safe and secure working environments, preparing a Code of Conduct for Business Partners and ensuring employee (and delegate) health and safety.

In 2020, we implemented a data protection module in our risk and compliance tool. The data protection governance and compliance work is anchored with RelyOn Nutec's Group General Counsel. We ensure that the employees' and customers' personal data is not misused. This is ensured by compliance initiatives and ongoing projects to continuously ensure the highest standard of data protection. Data protection projects initiated in 2019 were continued throughout 2020, including implementation of an improved IT tool to support the data protection governance and life cycle.

Labour

The RelyOn Nutec Group wants to contribute to the society and to the people that we engage with when conducting our business. Our commitment to respect and protect human rights is among other things following the UN Guiding Principles on Business and Human Rights and inspired by International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

RelyOn Nutec believes that an engaged and motivated workforce that is offered development opportunities will produce better quality work and be more satisfied. RelyOn Nutec invests in the development of employee skills, knowledge and competencies, which is essential for the success of the Group and continued satisfaction of the employees. We want our employees to be successful in their jobs and to grow their careers.

RelyOn Nutec has numerous policies in place to ensure the well-being, health and safety of our delegates and employees, including policies on health and safety, safe driving and human rights. With respect to health and safety, we continued in 2020 to systematically work to implement improvements across the RelyOn Nutec Group. We focus on minimising risks and raising awareness about health and safety for our employees, both physically and mentally.

We are ensuring safe training products for customers and supporting customers to have the skillset to adequately manage safety in their operations.

We are committed to ensure that all employees feel valued and safe in their jobs, and we work continuously to bring out the best in our staff by:

- Offering development opportunities for all employees and
- Providing safe and healthy workplaces

Environment

RelyOn Nutec's visions on environment and climate are included in the Policy of Corporate Social Responsibility and have been a significant part of the impact assessments. In addition, a number of environmental elements are already an integral part of our business behaviour, such as ensuring cleaning of and reuse of water at training facilities; and the focus on the environmental and sustainable efforts and initiatives will be increased in 2021.

Several of our sites have been environmentally certified in 2020 and we have implemented the environmental standard in all our sites to comply with increasingly stringent environmental laws and regulations. We have initiated an initiative to report our carbon footprint, disclosing GHG emissions and focusing on reducing emissions in operations, and we will evaluate and set new improved goals each year. We are improving climate resilience of operations through working on increasing digital training solutions and increased resource efficiency in traditional services.

Anti-corruption

RelyOn Nutec conducts business in accordance with all relevant laws and regulations in all countries including the FCPA and the UK Bribery Act, and adheres to all policies and procedures.

RelyOn Nutec operates in areas of the world where corruption is not an uncommon practice. Therefore, it remains crucial that appropriate policies and procedures are duly implemented and that measures are taken to mitigate this risk and to prevent non-compliant practices.

In 2019, a revised Code of Conduct was approved by the Board of Directors and implemented across RelyOn Nutec. In addition, a new reporting process has been implemented to ensure that appropriate reporting measures are available. When an incident is reported – regardless of where in the world it has occurred – we investigate thoroughly and make sure that appropriate action is taken.

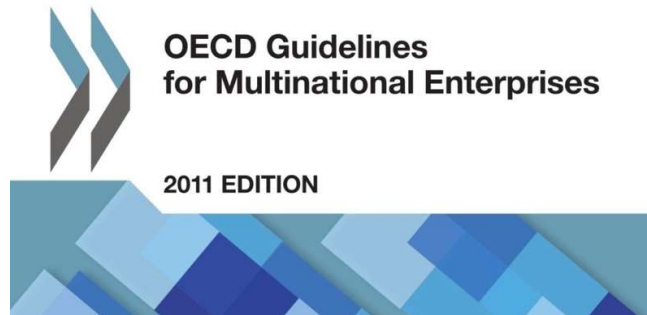
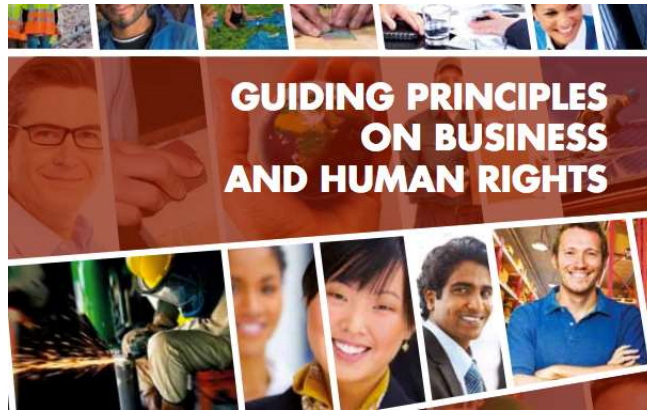
Continuous focus will remain on anti-corruption and additional initiatives will be implemented in order to mitigate and prevent non-compliant practices. In 2020, we developed e-learning courses to train all relevant employees in the ABC policies.

We acknowledge that all situations specified by law are subject to our CSR policy that is described in the next section.

2.2 RelyOn Nutec's systematic approach to social responsibility

2.2.1 Policies

RelyOn Nutec is encouraged by our owners and good practices among portfolio companies, chosen to work systematically with social responsibility through the implementation of the management system, as the UN Guidelines describe for all companies in the world and the identical management system, as the OECD Guidelines recommend for businesses inside and outside OECD countries.



Fact box

UN Guidelines / OECD Guidelines (hereinafter UNGPs / OECD)

According to the UN Guidelines and the OECD Guidelines, companies must at least:

- Have a policy of responsible corporate conduct for human rights, environment and anti-corruption in place
- Implement a process for due diligence in relation to the mentioned areas
- Ensure access to remedy or grievance for rightsholders through appropriate remedy or grievance mechanisms where current adverse effects have been identified

In accordance with the guidelines, RelyOn Nutec's Board of Directors adopted a policy for social responsibility in December 2019:

“At RelyOn Nutec, we are the leading provider in safety and survival training and services, helping organisations in the oil and gas, off-shore, wind and industrial sector to improve safety for their employees and their customers. Our purpose is to transfer knowledge and experience needed to execute complex and dangerous tasks and provide an emergency response team in cases of crisis where experts are needed immediately. We are committed to do so in a sustainable and responsible way.”

Our scope: sustainability and the triple bottom line

Our commitment is based on the internationally agreed core principles for sustainable development; human rights (including labour rights), environment (including climate), and anti-corruption. The principles are listed by the UN Global Compact and made operational through the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

We comply with local legislation, wherever we operate. In addition to this, our commitment means that RelyOn Nutec continuously identifies, prevents or mitigates its risks of adverse impacts in relation to the core principles for sustainability. We will communicate how we manage such impacts. We will seek to contribute proactively to sustainable development, where it makes most sense.

Our expectations to employees

Our employees are key partners in helping us respect international principles for sustainable development. We expect all team members at RelyOn Nutec to assist us in honouring our commitment in their daily work. We will embed our CSR commitment in the daily work of both our employees and management through procedures, training, communication and ongoing assessments. We always appreciate good ideas on how to prevent or mitigate our adverse impacts on principles for sustainability.

Our expectations to business relationships

We expect all our business relationships to meet the globally agreed minimum standard for responsible business conduct as expressed in this commitment. Business relationships shall implement the UNGPs/OECD, i.e. manage adverse impacts that they cause or contribute to in relation to international principles for human rights incl. labour rights, the environment incl. climate, and anti-corruption, and ask the same from their business relationships. Any severe adverse impacts that our business relationships cause, contribute to or are linked to, shall be communicated to us promptly.

Integration

This policy commitment is reflected in all other policies, guidelines, and procedures in RelyOn Nutec.

We encourage our employees and other stakeholders to inform us about challenges on human rights, the environment, or anti-corruption associated with us, our services, products or business relations.

Policy commitment development

This policy is developed with assistance from external experts and approved by the Board of Directors. The policy commitment is communicated both internally and externally. The policy will be reviewed and, if necessary, revised every second year reflecting our progress in implementation.”

2.2.2 Due diligence

In 2019, RelyOn Nutec took the first steps in relation to implementing the UN and the OECD Guidelines (hereinafter called UNGPs / OECD), as RelyOn Nutec with the help from external experts conducted an

analysis of RelyOn Nutec's risk of possible impacts against the areas covered by the UN Global Compact 10 principles. The analysis covered Denmark and Norway and found probable risks compared to 26 out of 48 human rights, 14 out of 20 areas of environment, and 6 out of 12 areas of economic sustainability.

For the vast majority of the risks, RelyOn Nutec already had efforts to prevent or mitigate them, but the analyses led to focus areas where the work with social responsibility could be concretely clarified and optimised.





Impact assessment process



The key performance indicators below measure RelyOn Nutec's overall progress in key focus areas for responsible business conduct, as described in UNGPs / OECD.

The analysis also shows where RelyOn Nutec's risks of particularly significant impacts are in the three areas of sustainability.

Actions to support CSR policy and manage adverse impacts

Concrete initiatives in progress	Status on initiatives
 <ul style="list-style-type: none"> Perform 2 new impact analyses (IA) per year. Prioritise the largest centres. Attempt to make the 2 analyses in different continents (regions). 	<ul style="list-style-type: none"> Due to the COVID-19 travel restrictions, the IA was performed in Denmark and Norway. The IA was planned in late August in Malaysia, but Malaysia's borders have been closed since March. To meet our KPI on 2 different continents/ regions, we tried to perform the IA in UAE, but due to travel restrictions, it was not possible. We even tried to perform IA in NL, but it was not possible due to restrictions.
 <ul style="list-style-type: none"> Implement global employee engagement survey Find an operative GDPR compliant survey system Implement the survey in Q4 2020 	<ul style="list-style-type: none"> Management decided to postpone to Q2 2021 due to COVID-19 the responsible person for the employee survey was laid off and the persons remaining had a high workload.
 <ul style="list-style-type: none"> The impact assessments in 2020 showed we have a potential risk in relation to the right to non-discrimination 	<ul style="list-style-type: none"> Employee handbooks are updated in relation to discrimination on age, anti-discrimination, job opening template, marketing pictures Revise the employee handbook in relation to possible negative impacts identified through the impact analyses Recommendation for implementation of complaint / "praise and criticism – mechanisms Changes in management systems, manuals, and tools were all implemented in accordance with points of attention and recommended actions from the impact assessment.
 <ul style="list-style-type: none"> The impact assessments in 2020 showed we have a potential risk in relation to the right to freedom of speech 	<ul style="list-style-type: none"> The wording in the contracts is updated to comply with the right to freedom of speech

2.2.2.1 Social sustainability

The impact analysis clearly showed that RelyOn Nutec puts safety first. It is our employees' and delegates' safety and health that are the highest priority for RelyOn Nutec . Rather cancel an exercise/ course than expose anyone to unnecessary risks.

This not only applies to the many delegates, but also to our skilled employees. RelyOn Nutec has well-functioning procedures and routines for effective risk prevention to ensure a safe and healthy working environment for the employees. Here, too, we do not compromise.

2.2.2.1.1 Report for 2020 on the gender composition of management

Recommendations for more women on supervisory boards

Pursuant to section 99b of the Danish Financial Statement Act, the Group hereby reports on its target settings and its actual gender distribution. RelyOn Nutec's core principle for diversity is to ensure equal conditions and opportunities for every individual, including gender diversity. RelyOn Nutec's employees have different culture, backgrounds, and religion and we are continuously committed to promoting an inclusive and balanced workforce.

The core principle for diversity is that there must be equal conditions for all, i.e. both with respect to external candidates applying for leadership positions within RelyOn Nutec and internal promotions.

Following this principle, RelyOn Nutec's approach to gender diversity is that the composition of the management levels, over a number of years, should reflect the composition of the wider group of employees. We always make jobs postings gender-neutral also for our management team and we strive to ensure gender balance in the field of candidates, of course without compromising the qualifications required for the positions in question.

The composition of employees of RelyOn Nutec consists of 32 % women and 68 % men. The management level below Group Management (Global Management) consists of 13 % women and 87 % men. The Board of Directors consists of four men, while Group Management in 2020 consisted of five men (83 %) and one woman (17 %). The target in relation to gender composition of Group Management is that at least 30% of Group Management is of the underrepresented gender equal to the percentage of women in our organisation.

As mentioned, RelyOn Nutec has currently no female board members. The Board of Directors is aware of this underrepresentation and wishes to support and contribute to the composition of the board being more diverse. It is the target that by 2025 the Board of Directors must consist of at least 40 % of the underrepresented gender. In 2019, we added one new board member. In the search process, it was a focus area to consider candidates of the underrepresented gender. The chosen board member was assessed to be the most qualified candidate for the position.

The target for the composition of the Board of Directors is ambitious considering the industry and the fact that women have traditionally not had a high representation. If new candidates are considered for the Board of Directors, gender will be part of the assessment, but the relevant and necessary professional competencies will remain the most important criteria in the selection process.

At RelyOn Nutec, the work of improving the representation of women in all levels of employment is an element of our work with social sustainability.

We find it natural that a company reflects the society it is part of. The off-shore sector is facing some particular challenges in terms of gender representation. That is why last year we put the theme on the agenda in RelyOn Nutec's management team. As part of our work with social sustainability, we will continue to make a dedicated effort to ensure that there are equal opportunities for all genders for being part of the off-shore industry.

A diverse and inclusive organisation that reflects RelyOn Nutec's customer composition, makes the company stronger, increases competitiveness, and creates a good and innovative work environment.

RelyOn Nutec will, among other things, achieve the goal by setting requirements in the recruitment phase for candidates of both sexes and by including the underrepresented gender in subsequent planning; of course without compromising the qualifications required for the positions in question.

To prevent the challenges we have identified with the representation of gender, we have taken several initiatives:

- We use statistics on the representation of men and women among employees and in the management team purposefully improve representation
- We ensure that sexist and other discriminatory language and behaviour are not tolerated and may result in disciplinary consequences
- We use 'nudging' (show the way) as a means to increase representation, i.e. through ongoing focus on marketing the off-shore industry to increase the number of trained women in it
- Ensure that visible minorities are represented in web, communication, and training material.
- Ensuring all employees have an equal voice in the workplace, including through adequate grievance mechanisms and employee satisfaction feedback systems and processes
- Implementation of new equality plan to ensure gender-sensitive recruitment and retention practices

Another area we focus on at RelyOn Nutec is the right to equal pay for equal work. Here, we continuously examine as part of our due diligence process whether there are significant pay differences between women and men for similar positions or job levels, because equal pay for equal work is part of our agreement. If differences occur, these are addressed with the people involved. We ensure that wage levels remain fairly constant for the same job categories and highlight to all managers that salaries and bonuses may only vary as a result of a special effort, special competences or seniority. In our due diligence in Denmark and Norway, we found no pay differences between women and men for similar positions or job levels.

Finally, RelyOn Nutec works consciously to show diversity in its marketing to signal that the company in its composition of employees wants to reflect society and to show RelyOn Nutec as the diverse and inclusive company we are.

2.2.2.2 Environmental sustainability

The impact analysis on the environment showed that RelyOn Nutec already has a number of initiatives to prevent or mitigate risks in this area.

Thus, all parts of the company participate in minimising energy consumption and air emissions completely from the way we plan and conduct our courses, including how we source, maintain and optimise our equipment to be as efficient as possible.






In a similar way we work systematically to optimise other impacts, e.g. noise, food waste, waste sorting, etc.

2.2.2.3 Economic sustainability

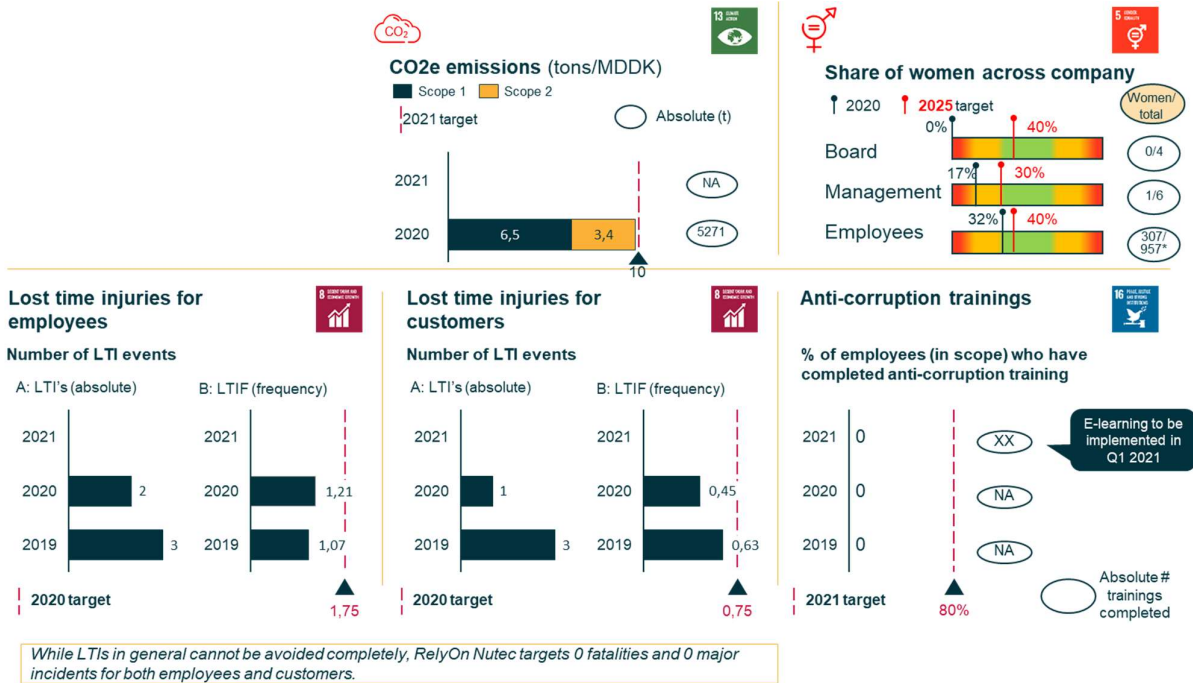
As in recent years has also shown that Danish companies are not immune to being involved in activities that may cause an obstacle to economic sustainability.

In the impact assessment we found that RelyOn Nutec is considered a company with good practice in economic systems and financial security systems, and that we as a company have not allowed unethical behaviour to influence our decisions or actions. Nonetheless, we have decided to describe our zero-tolerance attitude to such unethical economic behaviour explicitly. In 2020, RelyOn Nutec initiated the work of preparing policies, including an anti-corruption policy, ranging from any form of bribery, including gifts, to nepotism.

3. Key performance indicators in RelyOn Nutec

	<ul style="list-style-type: none"> • CO2 Emmision 	<ul style="list-style-type: none"> • Absolute (t CO2e) (scope 1 and 2) • Intensity (t CO2e/ DKK) (scope 1 and 2)
	<ul style="list-style-type: none"> • Gender Distribution 	<p>Share of women/ men across:</p> <ul style="list-style-type: none"> • Board, Group Management, Global Management, Employees
	<ul style="list-style-type: none"> • Lost time injuries ➤ Employees 	<ul style="list-style-type: none"> • Absolute number of LTIs & • LTI Frequency
	<ul style="list-style-type: none"> • Lost time injuries ➤ Delegates 	<ul style="list-style-type: none"> • Absolute number of LTIs & • LTI Frequency
	<ul style="list-style-type: none"> • Anti-corruption training 	<p>Anti-bribery:</p> <ul style="list-style-type: none"> • % of employees in scope who have completed anti-corruption training

The key performance indicators for the work with corporate social responsibility in 2020 show the following results and give rise to the following new indicators:



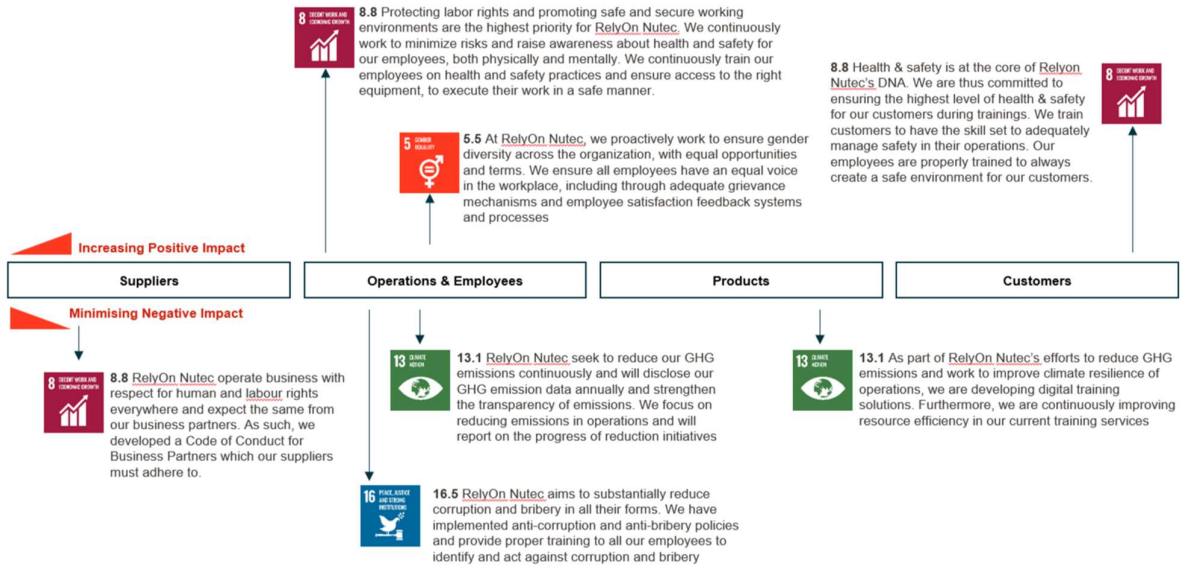
4. RelyOn Nutec's contribution to sustainable development, including the World Goals



In 2015, the UN's 17 Sustainable Development Goals (SDG) for sustainable development for states were adopted. They define the world community's priorities and goals for sustainable development for the period 2015-2030. The global goals are ambitious and presuppose that the states are able to receive business contributions.

RelyOn Nutec 's implementation of a management system for responsible corporate behaviour means that RelyOn Nutec initiates a number of activities that not only contribute to the fulfilment of the SDGs, but also to elements of sustainability that are not covered by the priorities in the SDGs.

As part of our existing work with social responsibility, RelyOn Nutec has concrete initiatives that support the fulfilment of the following Sustainable Development Goals:



Actions increasing positive impact on SDGs

Concrete initiatives in progress	Status on initiatives
<p>5 GENDER EQUALITY</p> <ul style="list-style-type: none"> KPIs to increase gender equality across management and board have been developed and concrete initiatives launched Ensuring all employees - women and men alike - have an equal voice in the workplace, including through adequate grievance mechanisms and employee satisfaction feedback systems and processes Implementation of new Equality plan to ensure gender-sensitive recruitment and retention practices Ensure that visible minorities are represented in web, communication and training material. Picture library to be updated with pictures of both males and females 	<ul style="list-style-type: none"> Shareholder is part of an initiative to attract more women All job posting templates and written material (incl. employee handbooks) has been reviewed and updated to be gender neutral HR policy updated to ensure gender neutrality Picture library not updated this year due to Covid-19 restrictions. Job postings are made gender-neutral, also for the management team. Target is that the field of candidates consists of at least 50% of the underrepresented gender
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> <ul style="list-style-type: none"> RelyOn Nutec's purpose as a company is to ensure a healthy and safe work environment for its customers who work in potentially dangerous situations KPIs tracking lost-time injuries for employees and delegates have been defined and tracked for several years Employees are continuously trained to create and work in a safe environment for themselves and customers Employees have been instructed to work from home as much as possible during Covid-19 in order to stay safe Ensuring safe training products for customers and supporting customers to have the skillset to adequately manage safety in their operations 	<ul style="list-style-type: none"> Thorough risk assessment and regular workplace assessments on all training stations have been conducted. Certified protective equipment (PPE) are provided free of charge to all We use a global thorough reporting system on near misses, incidents, unsafe conditions which ensures consistency and continuous monitoring, assessment and improvement globally. Relevant incidents are discussed every month, and learnings/sharing of best practice is systematized. In 2020, this was applied to the Covid-19 relevant challenges. Regular employee development talks on health and safety topics. Adjustable tables and all reasonable requests for special ergonomic needs are met Stress management assistance through pension fund and OHS group in the assessed countries

Actions decreasing negative impact on SDGs

Concrete initiatives in progress	Status on initiatives
 <ul style="list-style-type: none"> RelyOn Nutec has developed a Code of Conduct for Business Partners designed to ensure suppliers and their employees are not exploited and have proper working conditions Policies and procedures in place to ensure delegates safety and health Training and competence development of our employees to ensure excellent training for our customers to ensure supplier health, safety and working conditions 	<ul style="list-style-type: none"> A number of Covid-19 precautionary measures were implemented and are continuously reviewed and updated All delegates must conduct a medical self-assessment prior to training; for maritime fire-training special medical health certificate is required. All delegates are instructed to stop the training if they notice even the smallest issue or risks. If delegates feels insecure they are duty-bound to stop the practical training
 <ul style="list-style-type: none"> Framework for quantification of CO2 emissions (for scopes 1 and 2) have been established Scope 3 emissions will be quantified in the coming years Assess climate risks and opportunities according to TCFD Improve CO2 measurement to support decision making – quality and granularity Further initiatives to reduce of GHG emissions Investigate handling of waste and identify measures to reduce waste 	<ul style="list-style-type: none"> Initiatives to improve resource efficiency and decrease use of energy & resources have been and continue to be implemented, e.g. pool covers, use of renewable electricity, increasing digital training solutions among others. We will continue to communicate the status on ongoing and new initiatives as they are being rolled out CO2 emissions for scopes 1 and 2 have been quantified for 2020 Climate risks and opportunities have been assessed according to TCFD, among others acute and chronic physical risks, impact of CO2 tax and impact of shifting energy markets More initiatives on handling and reduction of waste has been identified e.g. food waste, waste sorting, etc.
 <ul style="list-style-type: none"> Anti-corruption and anti-bribery policies prepared and implemented All employees in scope must complete anti-corruption training 	<ul style="list-style-type: none"> ABC policies and e-learning are developed ABC implementation and training are postponed to Q1 2021 due to prioritization of resources due to Covid-19 challenges

Examples on RelyOn Nutec CSR and ESG initiatives

EXAMPLE 1: USE MARINE SALT INSTEAD OF CHLORINE IN MACAÉ



RelyOn Nutec's Macaé, Brazil, site uses marine salt instead of chlorine in their training pool. This allows the site to significantly reduce the use of chlorine which reduces the negative environmental impact.

EXAMPLE 2: POOL COVERS AND WATER REUSE



Many of RelyOn Nutec's sites use pool covers which reduce evaporation of water from the pools. This saves water but also reduces the need to filter the moisture out of the air in indoor pool locations, thus in addition reducing electricity use of dehumidifiers.

In addition, many of the RelyOn Nutec sites have established water purifying to enable the water to be reused or cleaned before it is disposed. This saves water and also reduces the negative environmental impact.

EXAMPLE 3: COMMUNITY CONTRIBUTIONS



Our Houston, TX team members, volunteered at Child Advocates of Houston Santa's Wish List program by assisting in sorting gifts, wrapping, and helping the child advocates when they pick up the items.

Our Houma, LA team members, volunteered at Terrebonne Churches United Good Samaritan Food Bank. It is a non-profit, Christian organisation that provides emergency food for people at risk of hunger in Terrebonne Parish.

Our Lafayette, LA team members, volunteered serving meals at St. Joseph Diner in Lafayette, LA. The Diner provides free, warm lunches to thousands of people each month. They rely on the community to provide the food that they prepare, and volunteers help serve each meal.

For RelyOn Nutec, safety is not only our business – it is in our DNA. Helping our customers to ensure a healthy and safe work environment is our purpose, and we take pride in ensuring that our delegates have the right skill set to stay safe in hazardous and potentially life-threatening situations.

We realise and acknowledged that our investment and efforts in the CSR work and initiatives regarding sustainable development are necessary to maintain a profitable business and a healthy investment for our owners.

We are committed to reducing the environmental footprint of our operations through efficient use of resources and a continuous focus to reduce our energy consumption and CO₂ emissions. We operate our business with respect for human and labour rights everywhere and we expect our business partners to do the same.

We reduce the risk of corruption by working actively to ensure that our employees have the right knowledge and skills.

Overall, we continue to see our contribution to sustainable development and the continuous focus on sustainable business practices as governing our strategic contribution to social sustainability.