

The background of the cover features a hand holding a smartphone. Overlaid on the phone and the background is a glowing world map with a network of white lines and dots connecting various points across the globe, symbolizing global connectivity and technology.

# Sustainability Report 2021

## Company introduction

# RelyOn Nutec

## Multi-service safety and competence house



## Sustainability statement

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 are committed to protecting the health, safety, and well-being of all employees, delegates, and visitors across the entire organisation. We focus on minimising risks and raising awareness about health and safety for our employees.

We conduct our business based on compliance with applicable anti-corruption laws and regulations, integrity, and high ethical standards. We reduce the risk of corruption by working actively to ensure that our employees have the right knowledge and skills.

RelyOn Nutec continuously identifies, prevents or mitigates its risks of adverse impacts on the core principles for sustainability.

We are committed to reducing the environmental footprint of our operations through efficient use of resources and continuous focus on reducing our energy consumption and CO<sub>2</sub>e emissions. We operate our business with respect for human and labour rights everywhere and expect the same from our business partners.

**RelyOn Nutec**  
360° Safety

**CEO**  
Torben Harring

**Chairman**  
Jakob Thomasen

**Headquarter**  
Copenhagen, Denmark

**# of FTEs**  
814

**Revenue (DKKm)**  
657

**Revenue (EURm)**  
88

## Management summary



“Our employees’ and delegates’ safety and health are our highest priority. Health and safety are embedded in our culture.”

RelyOn Nutec continued the dedicated work initiated in 2020. Environmental Social Governance (ESG) has been – and will continue to be one of the key areas of focus. The backbone of our CSR strategy - now also called Sustainability or ESG (Environmental, Social and Governance) - is shaped by the ten principles of the UN Global Compact.

Our mission is to provide high-quality services, while also influencing and strengthening the compliance with internationally proclaimed principles for Human Rights and Labour Standards, Environment and Anti-corruption.

- We strive to monitor and manage the sustainability risks associated with our business, as well as communicate our performance to our customers, so that we can support the success of their own businesses.
- We know that responsible business conduct provides sustainable, long-term business results, and that responsibility is a prerequisite for retaining our customers’ trust and confidence.
- Addressing and working with the Sustainable Development Goals (SDGs) give our company an important voice.

### Improving our gender composition

In the light of the slight decrease in women in the organisation in 2020, we participated in a “Target Gender Equality” (TGE) accelerator programme to raise the share of women in the company. Through facilitated performance analyses, capacity-building workshops, peer-to-peer learning and multi-stakeholder dialogues, TGE supports us in setting and reaching our ambitious targets for women’s representation and leadership. We identified the enabling policies and practices, and developed a tailored action plan. The programme helped us understand our current gender equality performance through the facilitated use of the Women’s Empowerment Principles (WEP) Gender Gap Analysis Tool to identify our challenges and opportunities.

We raised our share of women in the company to 35 % (from 32%) of employees, 29 % (from 17 %) of top management and 20 % (from 0 %) in our Board.

In addition to that, we have performed an equal pay screening as part of our impact assessment, and in the 4 screened countries (Denmark, Norway, the Netherlands and Dubai) we did not have any gender-based pay gap. We will extend our equal pay screening to all countries in 2022.

### Ensuring a healthy and safe work environment

Our employees’ and delegates’ safety and health are our highest priority. Health and safety are embedded in our culture. In 2021, we have continued to systematically work to implement improvements across the organisation. Our efforts have worked and the number and frequency of incidents have fallen due to dedicated safety initiatives and continued focus.

### Our commitment to reduce our environmental footprint

As part of RelyOn Nutec’s efforts to reduce CO<sub>2</sub>e emissions and work to improve climate resilience of operations, we are developing digital training solutions. In 2021, our digitalisation has been accelerated and improved with an adaptive learning software. This year we have improved our CO<sub>2</sub>e emission calculation processes by refining our data, the data collection and included data from all sites. Additionally, we have included measurement of Scopes 3.3 and 3.6 in some countries.

### Continued focus on 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 2021, we have updated our anti-corruption and anti-bribery policies (ABC) and have provided proper digital learning to all our employees to identify and act against corruption and bribery.

With kind regards,

Torben Harring

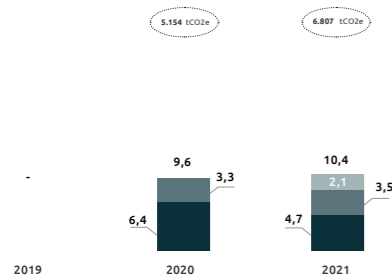
## Polaris cross-portfolio KPIs



Climate action

### CO2e intensity gram/DKK revenue

● Scope 1 ● Scope 2 ● Scope 3 ○ Total emissions



Due to the complexity of our setup, our first few reporting years are solely focused on Scope 1 and 2. Our data has improved related to Scope 1 and 2, by including all sites in the reporting. Inclusion of Scope 3.3. and 3.6 (for some countries) in 2021 baseline. Our emissions are primarily in Scope 1 and 2. As category 3.3. and 3.6 are only minor categories the emissions is low. Further Scope 3 emissions will be included in 2022.

GRI: 305-1a, 305-2a, 305-3a, 305-4a

### Climate Action Management

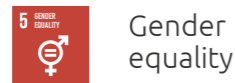
**Scope 1 & 2**  
Activity-based calculations.

**Scope 3**  
Inclusion of Scope 3.3. and 3.6 (for some countries) in 2021 baseline.

**Strategy & targets**  
Initial reduction strategy defined. Target for Scope 1 & 2 has been set and approved by the BoD.

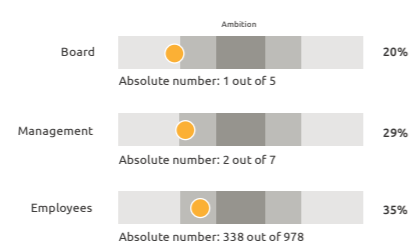
**Initiatives**  
Initiatives defined and approved by BoD. Implementation initiated for most locations.

**TCFD**  
TCFD aligned analysis has been conducted and initiatives related to risks and opportunities launched.



Gender equality

### % of women in the company



We participated in a "Target Gender Equality" accelerator program to raise the share of women in the company. The program helped us understand our current gender equality performance and to identify our challenges and opportunities. The total number of women in the company have increased from 32 to 35%, BoD from 0 to 20% and Group Management from 17 to 29%.

GRI: 405-1(i)

### Gender Equality Management

**Tracking**  
Tracking in place on gender across the organization, at different tenures.

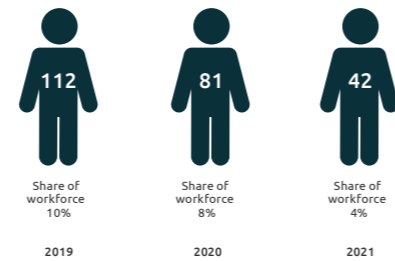
**Strategy & targets**  
Targets have been defined and approved by the BoD.

**Initiatives**  
Initiatives defined and approved by the BoD.



Employee turnover

### Employee-initiated turnover (total attrition)



The share of employee-initiated turnover decreased between 2020 and 2021.

SASB: Adapted from HC-DY-330a.1

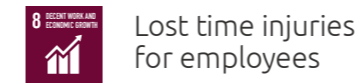
### Employee Turnover Management

**Tracking**  
Tracking in place on employee-initiated turnover.

**Strategy & targets**  
Targets have been defined and approved by the BoD in 2020.

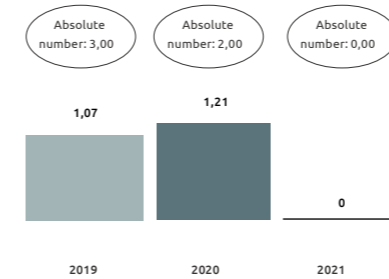
**Initiatives**  
Initiatives defined to ensure good work environment and employee engagement.

## Portfolio company-specific KPIs and initiatives



Lost time injuries for employees

### Number of employee lost time injury events per 1.000.000 hours worked



Target of 1.00 LTI frequency.

While LTIs in general are difficult to eliminate completely, RelyOn Nutec target 0 fatalities and 0 major incidents. Incidents have decreased, due to a continuous global focus on safety. Incidents, learnings and sharing of best practices are systematized and discussed every month in global HSEQ groups.

SASB: Adapted from EM-SV-320a.1

### Other environmental friendly initiatives

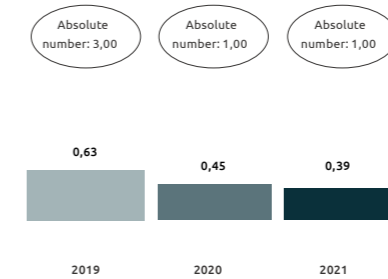
As part of RelyOn Nutec's effort to reduce CO2e emissions and work to improve climate resilience of operations, we are developing digital training solutions.

In 2021, our digitalisation has been accelerated and improved with e.g. an adaptive learning software. Furthermore, we are continuously improving resource efficiency in our current training services.



Lost time injuries for delegates

### Number of trainee lost time injury events per 1.000.000 hours trained



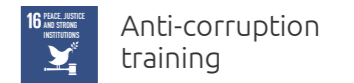
Target of 0.50 LTI frequency.

While LTIs in general cannot be avoided completely, RelyOn Nutec targets 0 fatalities and 0 major incidents. The number and frequency of incidents have fallen due to dedicated focus and safety initiatives implemented the last 2 years.

SASB: Adapted from EM-SV-320a.1

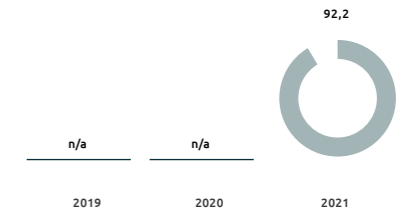
### Safety initiatives

We are hosting several safety initiatives to the community eg.; online workshop offered for free in Fire Risks and Safety at home, free first aid courses for mothers and children from 8 years old and free training for chaplaincy in order to comply with off-shore safety requirements when traveling out to mentally/morally support staff working off-shore.



Anti-corruption training

### Employees (in Scope) who have completed anti-corruption training % of employees



E-learning implemented in 2021.

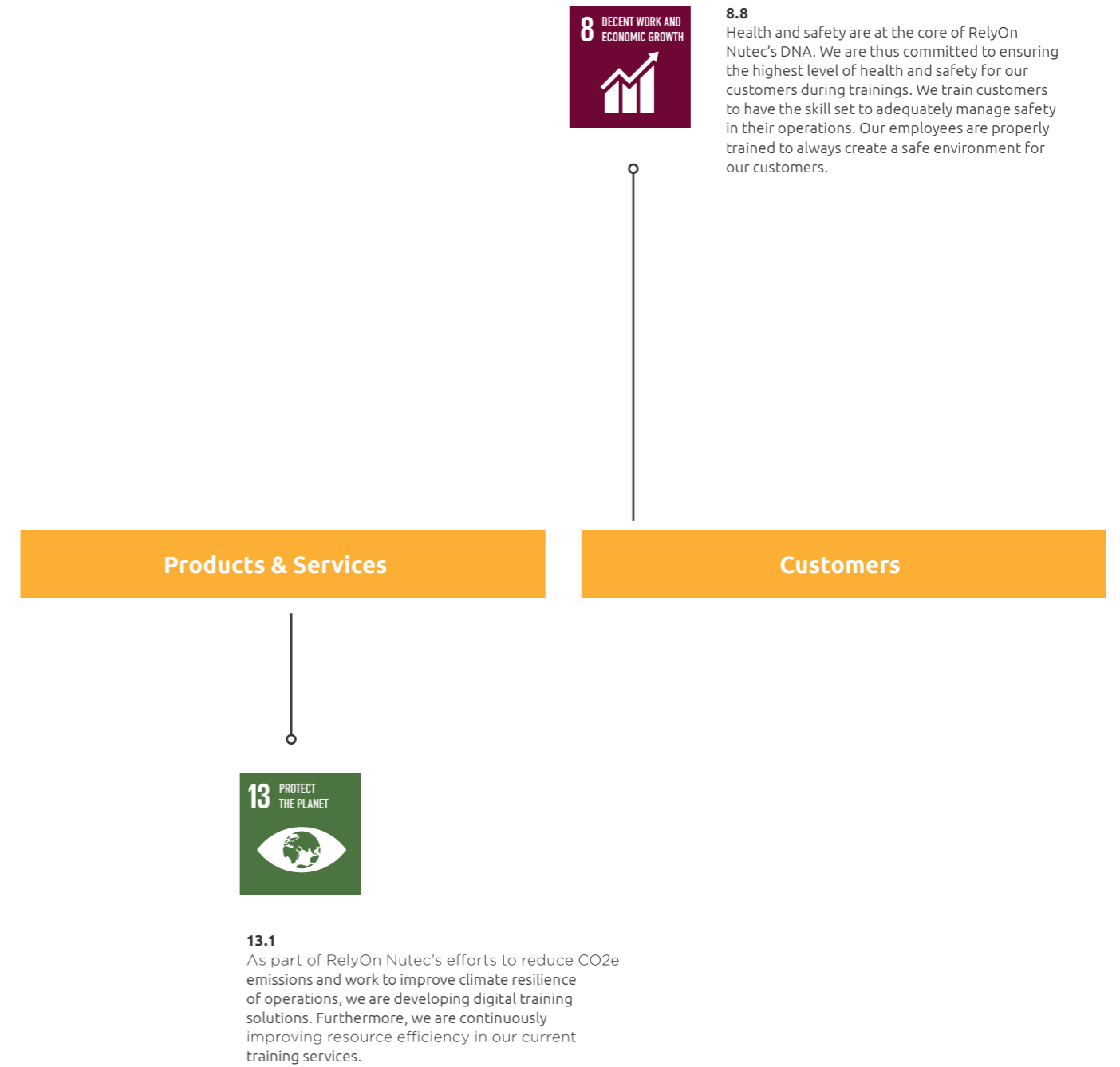
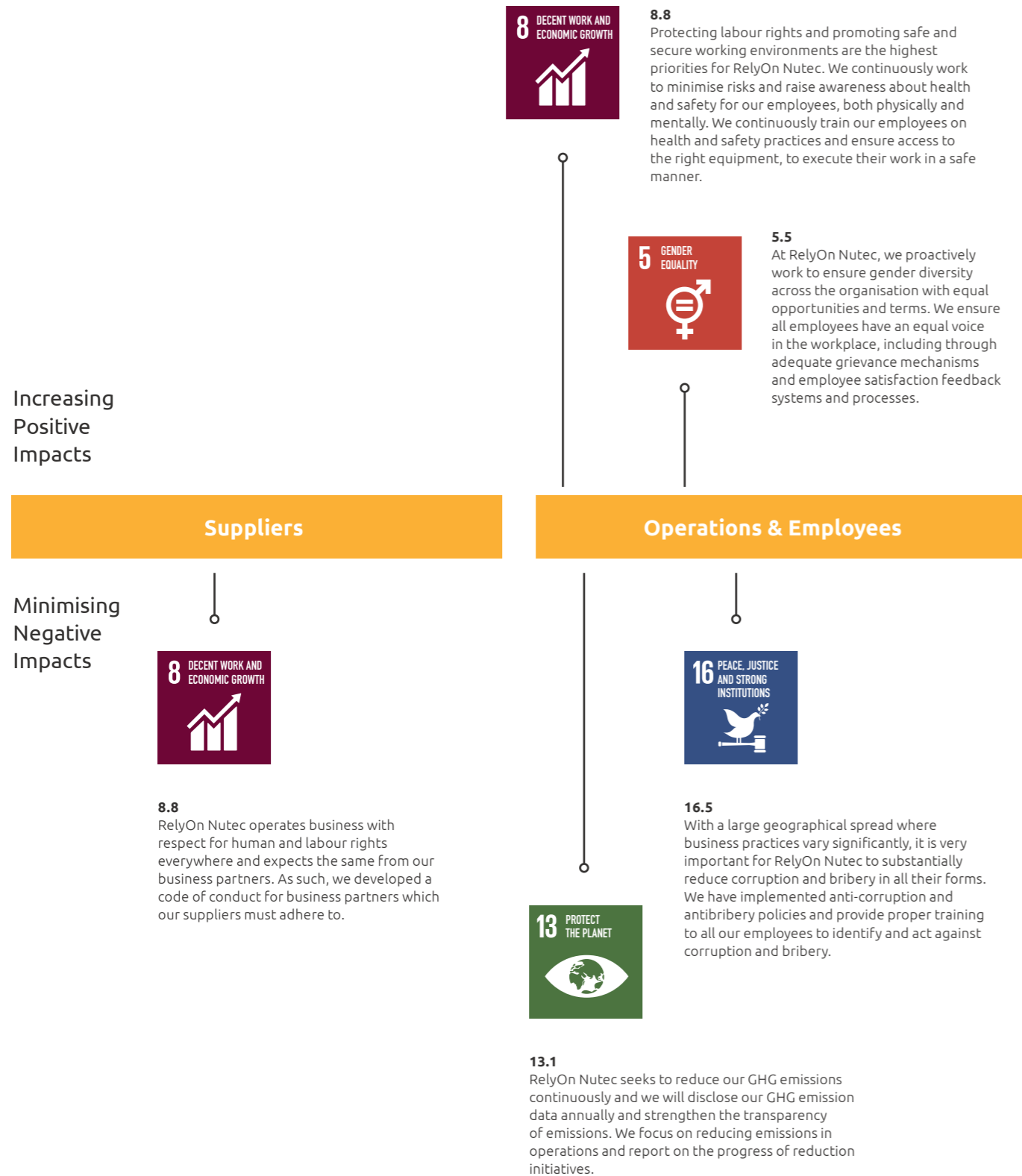
SASB: Adapted from EM-SV-510a.2

### Community contributions

In RelyOn Nutec, we believe it is important to give back to our communities. We do so through several initiatives across the organization. For example, in our sites in Asia; all staff have an annual "Sustainability day" to perform voluntary work on ESG projects, eg; beach clean-ups, teach first aid to local community, handymen at orphanages etc.

# The Sustainable Development Goals

## RelyOn Nutec's contribution to the SDGs



# The Sustainable Development Goals

## RelyOn Nutec's contribution to the SDGs

### INCREASING POSITIVE IMPACTS

#### Concrete initiatives in progress



- Measure the gender equality performance baseline through the use of the Women's Empowerment Principles (WEPs) Gender Gap Analysis Tool
- To understand our current gender equality performance through the facilitated use of the (WEP) Gender Gap Analysis Tool to identify our challenges and opportunities
- Identify the enabling policies and practices, and develop a tailored action plan
- Redefine and track KPIs to ensure increased gender equality across management and board. Ensure minorities are represented in web, communication, and training material
- Ensure our picture library is updated with pictures that also represent minorities



- Conduct risk assessments and workplace assessments to ensure a healthy and safe working environment
- Train employees with the necessary tools to create and work in a safe environment for themselves and customers
- Make all relevant equipment needed to ensure a safe working environment available to all employees
- Report on near misses, incidents, unsafe acts and conditions in a global reporting system, in order to ensure consistency and continuous monitoring, assessment and improvement globally
- Instruct employees to work from home as much as possible during Covid-19 in order to stay safe

#### Status on initiatives

- Our baseline analysis showed we were on "beginner level"
- The Gender Gap Analysis has been performed and the following 4 workstreams have been identified to prepare and implement policies on:
  - Non-discrimination and equal opportunities in recruitment, promotion and pay
  - Maternity and paternity schemes
  - How to support parents and caregivers
  - Work – Life balance
- KPIs and targets have been redefined
- Our picture library is continuously updated and the new website is more diverse

- Thorough risk assessments and regular workplace assessments on all training stations have been conducted and needed adjustments implemented
- Employee training talks on health and safety topics is mandatory, and occur on a regular basis and are facilitated by RelyOn Nutec
- Certified protective equipment (PPE) is provided to all trainers free of charge. Further, adjustable tables and all reasonable requests for special ergonomic needs are met
- The reporting system is implemented, and incidents are discussed every month. Learnings and sharing of best practices are systematized.
- A number of Covid-19 precautionary measures have been implemented and are continuously reviewed and updated

### MINIMIZING NEGATIVE IMPACTS

#### Concrete initiatives in progress



- Continuously ensuring our suppliers live up to our expectations on human and labour rights, the environment and anti-bribery, our Code of Conduct for Business Partners ensures that suppliers and their employees are not exploited and have proper working conditions



- Expand upon current CO2e baseline coverage to include more categories and continue to improve the depth of data collection to support decision-making on carbon reduction initiatives (both with respect to quality and granularity)
- Use the CO2e footprint to prioritise our efforts to reduce our emissions to the extent possible, both in our general operations and in our training. This includes using best practice efforts from various locations
- Assess climate risks and opportunities according to TCFD, among others, acute and chronic physical risks, impact of CO2e tax and impact of shifting energy markets
- Investigate measures to optimise our handling of waste, including identification of measures to reduce waste produced in our operations



- Implement anti-corruption and anti-bribery policies and e-learning for relevant employees.
- Developed adaptive e-learning for annual refresher
- Ensure all relevant employees have completed relevant anti-corruption training

#### Status on initiatives

- The Code of Conduct for Business Partners has been implemented. It is included in the global terms of conditions for customers, and it is a requirement that the Code of Conduct for Business Partners is part of all new agreements with our tier 1 suppliers
- Inclusion of Scope 3.3. and 3.6 (for some countries) in baseline and further data improvement related to Scope 1 and 2. Further, Scope 3 emissions will be included in 2022
- Initiatives to improve resource efficiency and decrease use of energy and resources have been implemented, e.g. LED bulbs, -, motion light sensors, increasing digital training solutions, among others
- Climate risks and opportunities have been assessed according to TCFD. TCFD assessment reviews are performed on an annual basis.
- Several initiatives on handling and reduction of waste have been identified e.g. plastic cups and cutlery are replaced with glasses, mugs and wooden cutlery, reducing food waste, waste recycling, etc.
- ABC policies and e-learning have been implemented
- ABC implementation and training are fully implemented with a 92 % completing rate

For an in-depth description of RelyOn Nutec,  
please visit [relyonnutec.com](https://relyonnutec.com)

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