

A photograph of an offshore wind farm at sunset. The sky is a mix of orange, pink, and purple, with scattered clouds. The water is dark with some ripples. Several wind turbines are visible, with the largest one in the foreground being the most prominent. The turbines are silhouetted against the bright sky.

Sustainability  
Report  
2020

## 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 organization. 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 CO2e 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

### Key statistics

**CEO**  
Torben Harring

**Chairman**  
Jakob Thomasen

**Headquarter**  
Copenhagen, Denmark

**# of FTEs**  
784

**Year acquired**  
2018

**Polaris Fund**  
Polaris IV

**Polaris ownership**  
94%

**Revenues (DKKm)**  
535

**Revenue (EURm)**  
72

## Management summary

During 2020, RelyOn Nutec took a big leap towards a more structured approach to our sustainability work. We conducted an analysis of RelyOn Nutec's impacts in the areas covered by the UN Guiding Principles, which highlighted that for most of the potential risks identified, we had already made efforts to prevent or mitigate these. The analysis also led to focus areas where the work with social responsibility can be intensified.

RelyOn Nutec contributes to promoting sustainable development through our commitment to the UN Global Compact and the implementation of management systems described under the UN Guiding Principles on Business and Human Rights, and with the OECD Guidelines for Multinational Enterprises.

### Improving our gender composition

During 2020, we launched a series of initiatives to improve gender diversity across all levels in RelyOn Nutec. The composition of the management levels should, when fully phased-in, reflect the composition of the wider group of employees. This is enforced by ensuring all job postings are gender-neutral, ensuring gender balance in the field of candidates and advocating the right to equal pay for equal work. Here, we continuously examine whether there are significant pay differences between women and men for similar positions or job levels. The offshore sector in general is facing challenges in terms of gender representation, and at RelyOn Nutec, we find it natural that a company reflects the society it is part of. As such, during 2020 we put the theme on the agenda in RelyOn Nutec's management team.

### Ensuring a healthy and safe work environment

Our employees' and delegates' safety and health are our highest priority, and in 2020 we have continued to systematically work to implement improvements across the organization. The impact analysis conducted during 2020 clearly showed that RelyOn Nutec puts safety first. We focus on minimizing risks and raising awareness about both physical and mental health and safety for our employees.

### Our commitment to reduce our environmental footprint

During 2020 we estimated our first CO<sub>2</sub>e baseline. Due to the complexity of our setup and the

current COVID-19 situation our first baseline is focused only on Scope 1 and 2, while a plan has been developed to include Scope 3 in the coming years. We also did our first climate assessment of risks and opportunities in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The physical risk assessment centred on acute and chronic risks of storms, flooding, precipitation and heat for our locations. The transitional risk assessment included an analysis of the financial impact from a CO<sub>2</sub>e taxation under different scenarios. Furthermore, we identified opportunities to switch to less emitting fuels for trainings, reduce electricity usage and switch to electric vehicles, among several other initiatives to be more resource efficient and shift to new energy sources.

### 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 2020, RelyOn Nutec initiated the work of updating and improving its policies, including the anti-corruption policy, covering any form of bribery, gifts, and nepotism.

With kind regards,



Torben Harring

## Polaris cross-portfolio KPIs



### Climate action

#### CO2e intensity gram/DKK revenue



Given the geographical spread of our business and decentralised procurement, it has been difficult to track historical data. As such, our base year is 2020.

Due to the complexity of our setup, our first baseline is focused only on Scope 1 and 2, while a plan has been developed to include Scope 3 in the coming years.

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

### Climate Action Management

#### Scope 1 & 2

Activity-based calculations with some estimations where actual data was not available.

#### Scope 3

Not included in base year. A plan has been made for including key categories in coming years.

#### 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.

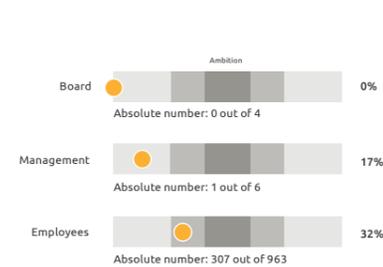
#### TCFD

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



### Gender equality

#### % of women in the company



The share of women among employees decreased slightly between 2019 and 2020. In the same period, the total organization shrank by 11%.

No change has occurred on board level between 2019 and 2020.

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.

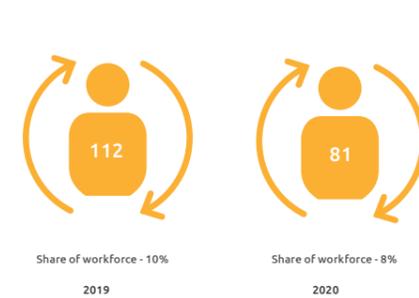
#### Initiatives

Initiatives defined and approved by the BoD.



### Employee turnover

#### Employee-initiated turnover (total attrition)



The share of employee-initiated turnover decreased between 2019 and 2020, despite 2020 being an extraordinary year.

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.

#### Initiatives

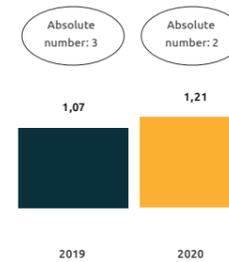
Initiatives defined to ensure good work environment and employee engagement.

## 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 1,75 LTI frequency.

While LTIs in general are difficult to eliminate completely, RelyOn Nutec targets 0 fatalities and 0 major incidents.

While incidents have decreased, this has been in a time period where the training activity has been reduced.

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

### Use of bioethanol instead of fossil fuels

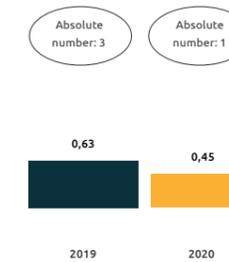
Many of our locations are working with initiatives to reduce their environmental footprint. At RelyOn Nutec we believe it is important to share local success stories and best practice with the global organization to ensure that strong initiatives can be scaled where relevant.

For example, at RelyOn Nutec's Bremerhaven, Germany, site the team is currently testing the use of bioethanol as a replacement of fossil fuels in the fire exercises on the fire site. Bioethanol is a clean-burning fuel and the greenhouse emission is significantly lower than the emission from fossil fuels, thereby reducing the negative environmental impact. If the initiative proves successful, we will be looking into expanding it to other relevant sites.



### Lost time injuries for delegates

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



Target of 0,75 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 safety initiatives and focus.

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

### Pool covers & water use

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 reduce electricity use of dehumidifiers.

Furthermore, many of the RelyOn Nutec sites have implemented 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.

Best practice initiatives that enable CO2e emission reductions and more safe working practices are shared across all geographies.



### Anti-corruption training

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



E-learning to be implemented in 2021.

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

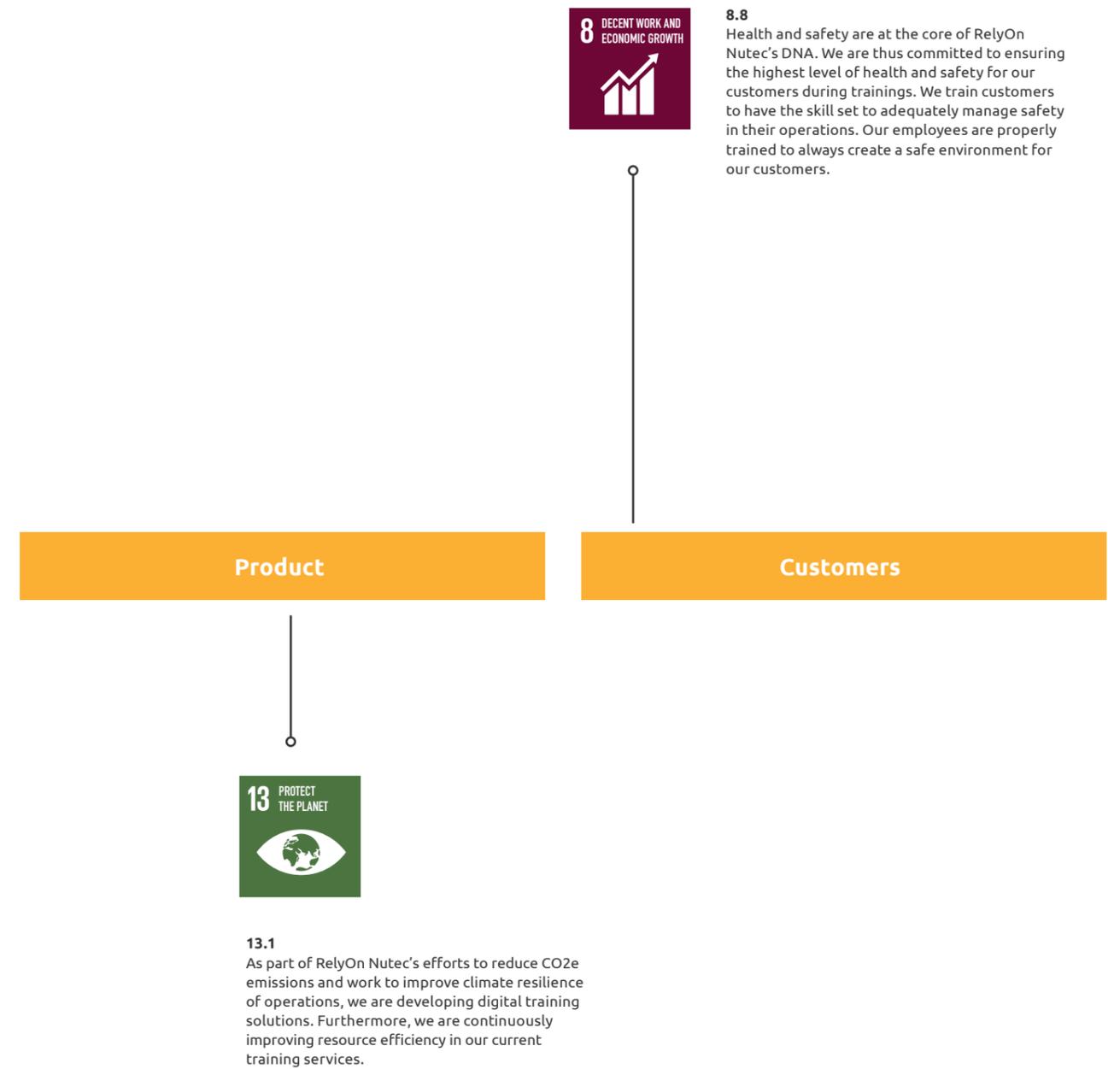
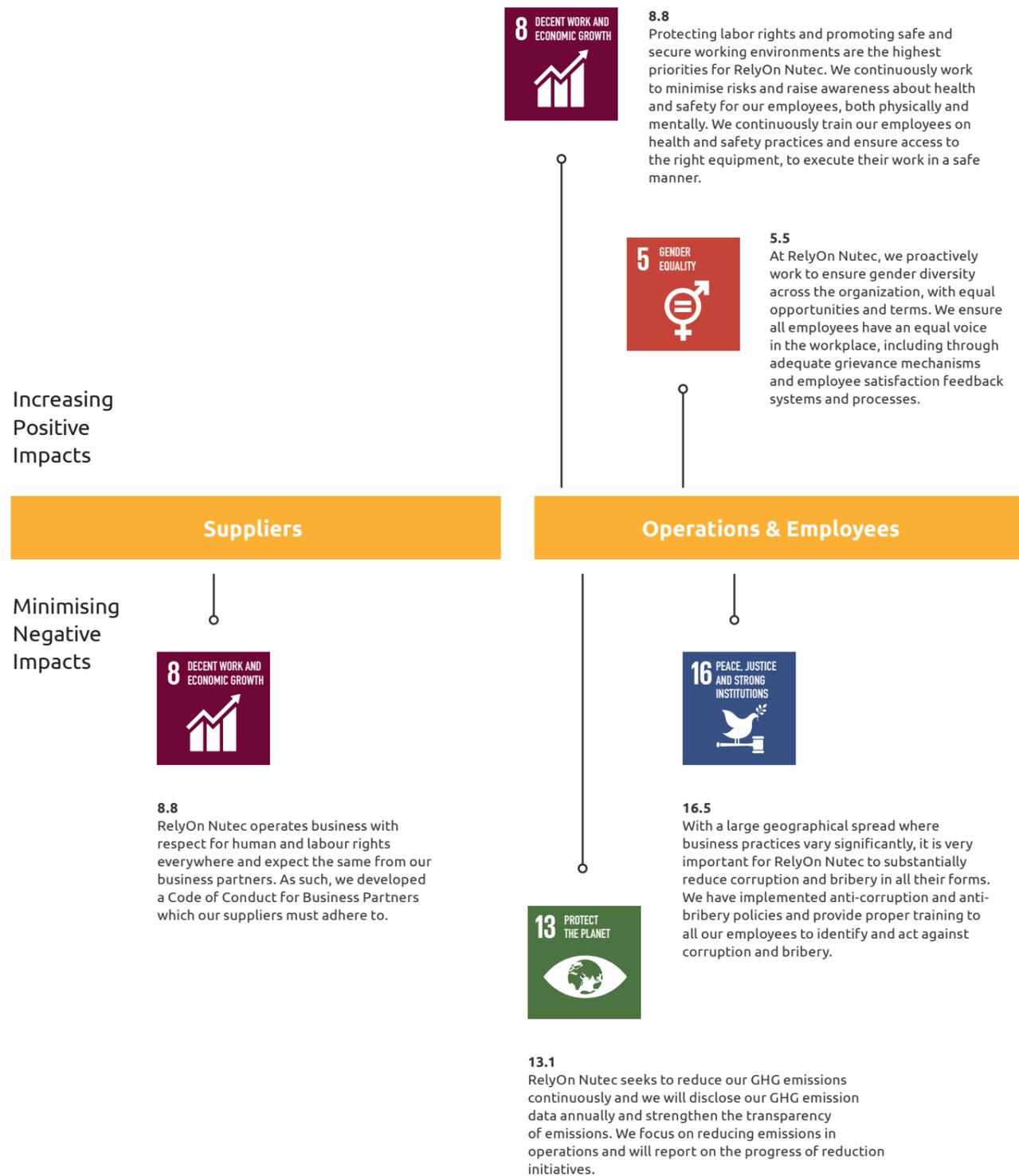
### Community contributions

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 US organization, team members volunteered at Child Advocates of Houston Santa's Wish List program, at Terrebonne Churches United Good Samaritan Food Bank and volunteered serving meals at St. Joseph Diner in Lafayette, LA. All non-profit organisations supporting people in need.

# 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



- Define and track KPIs to ensure increased gender equality across management and board. We have also launched various concrete initiatives to underpin these KPIs, including:
  - Implement a new equality plan to ensure gender-sensitive recruitment and retention practices, with a target of gender balance in the field of candidates when hiring
  - Ensure all employees have an equal voice in the workplace, including through adequate grievance mechanisms and employee satisfaction feedback systems and processes
  - Ensure minorities are represented in web, communication, and training material. Ensure our picture library is updated with diverse pictures



- 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 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

- KPIs and targets have been defined, however we are yet to see a significant impact of the underpinning initiatives
- All job posting templates and written material (incl. employee handbooks) have been reviewed and updated to ensure they are gender-neutral. As a result, all our job postings are now gender-neutral, including for positions at management level
- The HR policy has been updated to ensure it is gender neutral
- 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
- Employee training talks on health and safety topics 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. In 2020, we implemented the same measures to address COVID-19 challenges
- A number of COVID-19 precautionary measures have been implemented and are continuously reviewed and updated

### MINIMIZING NEGATIVE IMPACTS

#### Concrete initiatives in progress



- Develop a Code of Conduct for Business Partners to ensure 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 prioritize 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 optimize our handling of waste, hereunder identifying measures to reduce waste produced in our operations



- Develop and implement anti-corruption and anti-bribery policies
- Ensure all relevant employees have completed relevant anti-corruption training

#### Status on initiatives

- The Code of Conduct for Business Partners has been developed. 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 suppliers

- Scope 1 and 2 emissions baseline have been estimated. Scope 3 emissions will be quantified in the coming years, with priority given to the most significant categories
- Initiatives to improve resource efficiency and decrease use of energy & resources have been implemented, e.g. pool covers, use of renewable electricity, increasing digital training solutions, among others
- Climate risks and opportunities have been assessed according to TCFD. Assessment will be reviewed on an annual basis
- Several initiatives on handling and reduction of waste have been identified e.g. food waste, waste sorting, etc.
- ABC policies and e-learning have been developed
- ABC implementation and training are postponed to Q1 2021 due to prioritization of resources due to COVID-19 challenges

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

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