

Sustainability Report 2023

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 wellbeing 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 CO2 emissions. We operate our business with respect for human and labour rights everywhere and expect the same from our business partners.



CEO
Torben Harring

Chairman
Jakob Thomsen

Headquarter
Copenhagen, Denmark

of FTEs
1,119 (End of Year)

Revenue (DKKm)
1,086

Revenue (EURm)
145.69

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 - 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 2023, we increased our share of females in the organisation and the share of females is 36%. In 2024, we will continue our efforts in this area to ensure that we advance in ensuring a gender balance in all areas and meet our 2026 targets.

There was no change in the board members during 2023 and therefore no change in the gender composition unfortunately. The share of females in Group Management has unfortunately decreased this year as well. One of the reasons for the decrease is that we have re-defined Management to be the Global Management group consisting of 17 persons of which 3 are females (18%) and 14 are males (72%).

We perform a gender gap analysis each year through the facilitated use of the Women Empowerment Principles (WEP) Gap Analysis Tool. Our gender gap analysis in 2023 was at “Improver level” and our score was 50% compared to the score in 2022 on 39%. We raised the score by following the tailor-made plan from the WEP tool.

Our unadjusted gender pay gap in 2023 is 7% compared to 12% in 2022.

Wording of policies, e.g. the Code of Conduct and internal HR policies, is updated to emphasise nondiscrimination and equal opportunities across the Group, e.g. revision of procedures for the hiring process to encourage and facilitate more female candidates. In 2023, we prepared and implemented a recruitment policy to establish a recruitment process that is free from discrimination, promotes gender diversity, and provides equal opportunities for all individuals.

Ensuring a healthy and safe work environment

Employees’ and delegates’ health and safety are our highest priority, and we pro-actively focus on mitigating and preventing incidents by raising awareness and thoroughly analysing near misses and unsafe acts / conditions. Each month, the Global HSEQ manager assesses all the reported cases to look for trends and consistency in the reporting. If there are trends or cases of global interest, they will be shared globally. If the report seems to be inconsistent or of global interest, the Global HSEQ manager will have a discussion with the local HSEQ manager to elaborate/sort it out.

Our commitment to reduce our environmental footprint

As part of RelyOn Nutec’s efforts to reduce CO₂e emissions and work to improve climate resilience of operations, we are developing digital training solutions to support the energy transition. In 2023, we embedded ESG reporting in our reporting systems and quarterly review process.

Our scope was expanded to include scope 3.7 (commuting to work) in all entities. We participated in the Climate Ambition Accelerator program to better understand and decrease our emissions. On top of that, the program enabled us to prepare more accurate reports and calculations.

Ensuring regulatory compliance

With a large geographical spread, we are committed to substantially reduce corruption and bribery, and to comply with the UN trade sanctions. As a company, we have decided to underline our zero-tolerance attitude to unethical behaviors, and to pro-actively improve anti-corruption policies and procedures and follow-up on trade sanctions.

As part of our commitment, we are actively engaging on trade restrictions to ensure regulatory compliance with the increased and fast-changing restrictions, including revision of the trade sanctions policy and procedure, improved process, and new sanctions screening tool.

With kind regards,

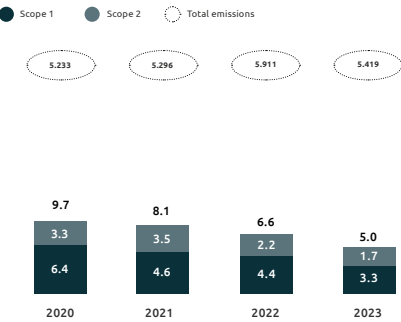
Torben Harring

Polaris cross-portfolio KPIs



Climate action

CO2e intensity gram/DKK revenue



The decline in CO2e/DKK is driven by local initiatives based on regional-specific and operational assessments on where efforts have the highest impact. In 2023, we embedded ESG reporting in our reporting systems and quarterly review process. Our scope was expanded to include scope 3.7 (commuting to work) in all entities.

We participated in the Climate Ambition Accelerator program to better understand and decrease our emissions. On top of that, the program enabled us to prepare more accurate reports and calculations.

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

Climate Action Management

Scope 1 & 2
Activity-based calculations.

Scope 3
Inclusion of 3.7 (for all countries) in 2023.

Strategy & targets
Initial reduction strategy defined. Targets for Scope 1 & 2 have been set and approved by the BoD.

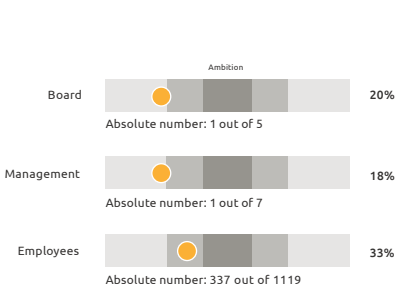
Initiatives
Initiatives defined and approved by BoD. Implementation initiated for most locations.

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



Gender equality

% of women in the company



We want to accelerate the share of women in the organisation to meet our targets in 2026.

At RelyOn Nutec, we proactively work to ensure gender diversity and inclusion across the organisation, with equal opportunities and terms.

We want to ensure all employees have an equal voice in the workplace, including through adequate grievance mechanisms and employee satisfaction feedback systems and processes.

GRI: 405-1(i)

Gender Equality Management

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

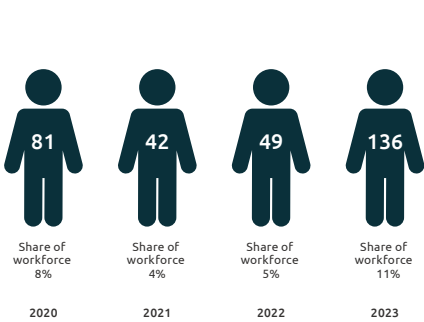
Strategy & targets
Targets have been defined and approved by the BoD.

Initiatives
Initiatives defined and approved by the BoD.



Employee turnover

Employee-initiated turnover (total attrition)



The employee-initiated turnover has increased and most likely due to post COVID-19 and the general global trend. The turnover, 11%, which we consider to much, we target max. 10%, balancing new talent and maintaining knowledge in the organization.

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.

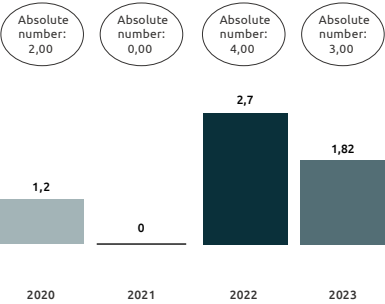
Initiatives
Initiatives defined to ensure good work environment and employee engagement.

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 0 LTI frequency

In 2023, we have seen a significant decrease in Lost Time Injuries (LTIs) and Reportable Work Cases (RWCs), which we attribute to our continuous focus on safety behavior and culture. To proactively prevent incidents, we analyse near misses and unsafe acts or conditions. We hold monthly HSEQ meetings to discuss incidents, their outcomes, and preventive measures, which are then implemented across all centers. Each center is required to conduct at least four emergency drills annually, including medical cases, to ensure all employees are prepared for emergencies. Additionally, all employees must complete annual first aid training, with a new digital adaptive learning platform being developed to tailor the course to individual needs and challenges.

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

Other environmental-friendly initiatives

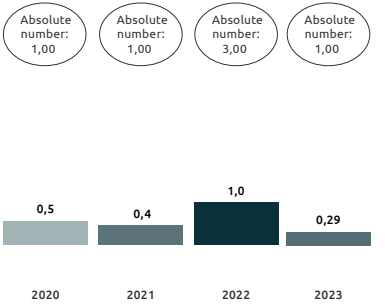
As part of RelyOn Nutec's effort to reduce CO2e emissions and work to improve climate resilience of operations, we are developing digital training solutions.

In 2023, our digitalisation has been accelerated and is supporting the energy transition. 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 LTI frequency

While LTIs in general cannot be avoided completely, RelyOn Nutec targets 0 fatalities and 0 major incidents. We need to be pro-active and focus on preventing incidents by further analysing the near misses and unsafe acts/ conditions. Safety culture training implemented.

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

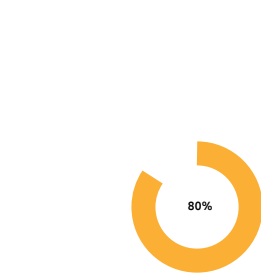
Safety initiatives

We are hosting several safety initiatives to the community eg.; online workshop offered for free in fire, risk 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.



Regulatory compliance

Cyber Security Awareness Training



Completions 2023

80% of employees completed adaptive learning on Cyber Security Awareness

All employees are required to be enrolled in e-learning courses on compliance-related subjects, with a goal of ensuring that over 80% pass the course. Additionally, we screen all corporate customers for trade restrictions on an annual basis.

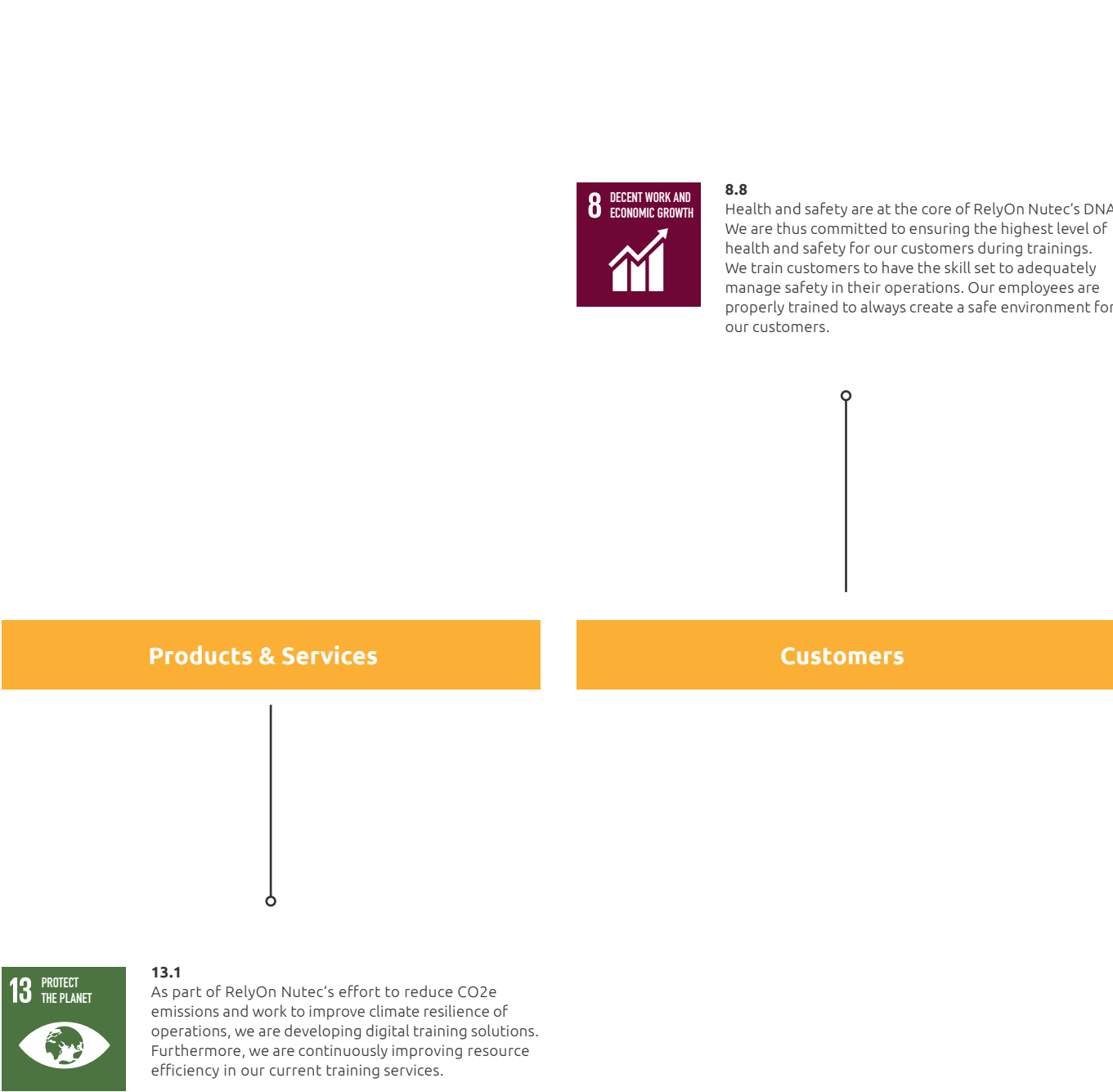
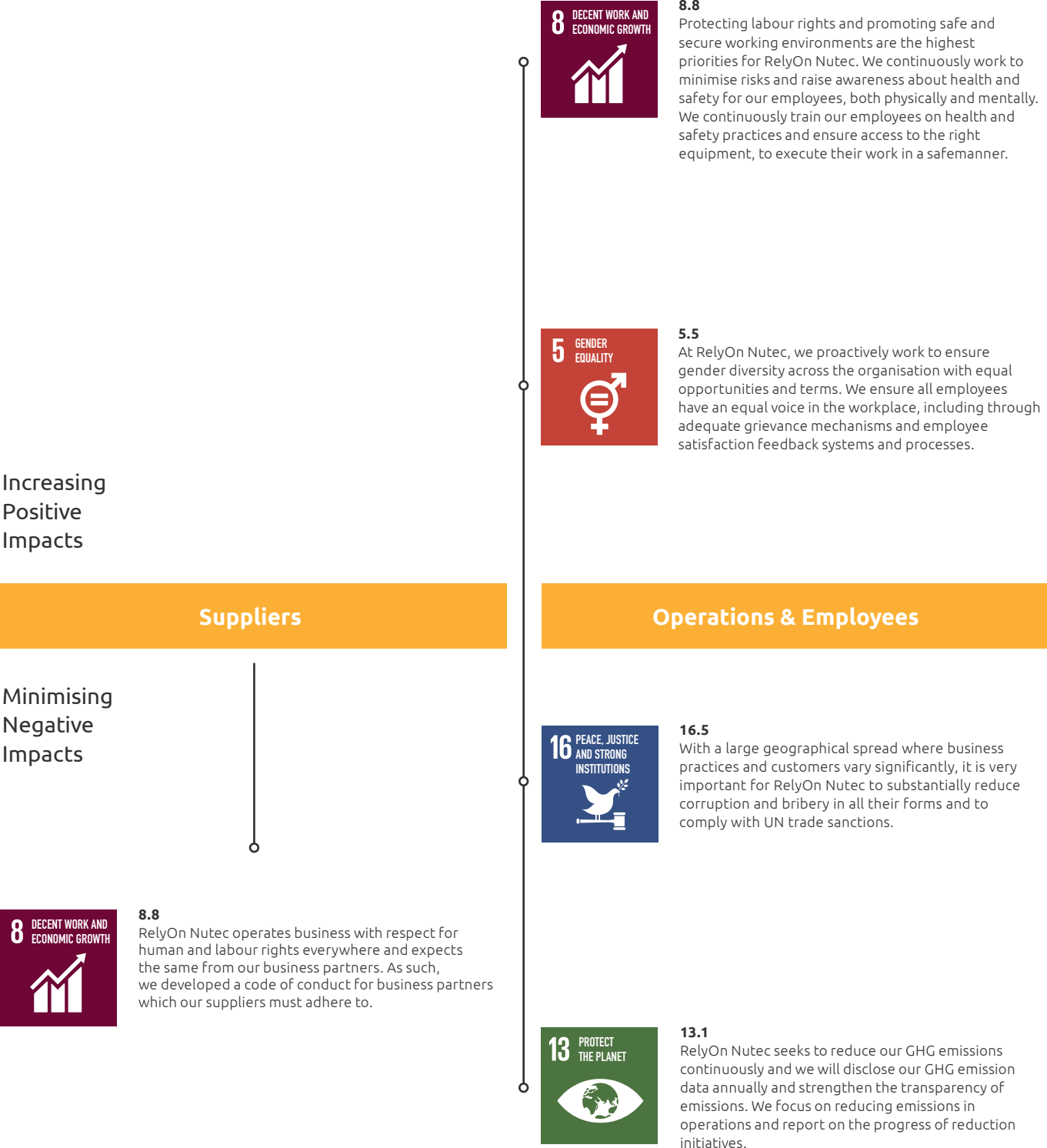
SASB: Adapted from EM-SV-510a.2

Community contributions

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

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



- The share of females on the board has remained unchanged since 2021, with no changes in board members during 2023. Unfortunately, the share of females in Group Management has decreased this year due to a redefinition of the Global Management group, which now consists of 17 people, including three females (18%) and 14 males (72%)
- In 2023, the share of females in the organisation increased to 36%. We will continue efforts in 2024 to ensure gender balance and meet our 2026 targets
- Policies such as the Code of Conduct and internal HR policies have been updated to emphasise non-discrimination and equal opportunities. A new recruitment policy was implemented in 2023 to ensure a discrimination-free process that promotes gender diversity and provides equal opportunity for all
- We conduct an annual gender gap analysis using the Women Empowerment Principles (WEP) Gap Analysis Tool. In 2023, our analysis showed an "Improver level" score of 50%, an increase from 39% in 2022, achieved by following a tailor-made plan from the WEP tool



- We conduct both risk and workplace assessments to ensure a healthy and safe working environment
- In addition, we train employees using the necessary tools to create and work in a safe environment for themselves and customers
- We provide all relevant equipment needed to ensure a safe working environment available to all employees
- Moreover, we report on near misses, incidents, and unsafe acts/ conditions in a global reporting system in order to ensure consistency and continuous monitoring, assessment and improvement globally

Status on initiatives

- Efforts will continue to meet targets based on the Women Empowerment Principles (WEP) Tool's tailor-made plan. However, aligning parental leave policies across different countries was not feasible due to differences in legal requirements
- In the recruitment process, we considered removing biometric data from initial applications but found that the efforts do not balance the output. When using external recruiters, this practice will be requested. Job postings are being assessed to ensure gender-neutral language to attract a diverse applicant pool
- An equal pay screening as part of the internal audit revealed an adjusted gender pay gap in favor of males in the US: 11% for instructors and 17% for middle management. Conversely, the gap favors females in IT (12%) and sales (6%). In 2024, an action plan will be developed to address and close the adjusted gender pay gap in US entities. No adjusted gender pay gap was found in other assessed countries
- We have seen a significant fall in Lost Time Injuries (LTIs) and Reportable Work Cases (RWCs) in 2023, attribute to a continuous focus on safety behavior and culture
- We proactively prevent incidents by analysing near misses and unsafe acts/conditions
- We conduct monthly HSEQ meetings to discuss incidents, learning outcomes, and preventive measures which are then applied across all centres
- All centers are required to perform at least four emergency drills annually, including medical cases, to ensure all employees are prepared for emergencies
- Annual digital or physical first aid training is mandatory for all employees, with a digital course being developed to tailor the training to individual needs
- A global HSEQ portal reporting tool was implemented to facilitate easy and fast incident reporting, with shared global incidents for learning opportunities
- The Global HSEQ manager assesses all reported cases monthly to identify trends and ensure consistency, discussing with local HSEQ managers as needed
- Safety culture e-learning program was implemented

MINIMISING NEGATIVE IMPACTS

Concrete initiatives in progress



- Our Code of Conduct defines our principles on human and labour rights, the environment and anti-bribery ensuring that suppliers live up to our expectations as well as treat their employees well and provide proper working conditions for them



- 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



- Anti-Bribery and Corruption (ABC) e-learning is mandatory to all employees once a year
- We update ABC procedures on an ongoing basis
- We continuously screen and follow up on trade sanctions
- All employees are enrolled in e-learning on compliance-related, and >80% must pass the course
- In addition, we screen all corporate customers for trade restrictions annually

Status on initiatives

- The Code of Conduct for Business Partners has been updated. It is attached to the global terms for customers, and it is a requirement that the Code of Conduct is part of all new agreements with our tier 1 suppliers
- We have included Scope 3.7 (for all countries) in baseline and further data improvement related to Scope 1 and 2
- We have seen a decline in in CO2e/DKK driven by local initiatives based on regional-specific and operational assessments for highest impact
- Moreover, we have embedded ESG reporting into our reporting systems and quarterly review process in 2023
- We have expanded the reporting scope to include Scope 3.7 emissions (commuting to work) across all entities
- In addition, we have participated in the Climate Ambition Accelerator program to better understand and reduce emissions
- The program also enhanced our ability to prepare more accurate reports and calculation
- We have conducted trade restriction screening of 100% of all corporate customers
- We have assessed and reviewed the gifts and hospitality policy and the reporting tool
- We have rolled out adaptive learning on cyber security again in 2023, with 88% of employees completing the course
- The 12% of employees who did not complete the course faced language barriers; the course has been translated into Brazilian Portuguese for these employees to complete in 2024

Sustainability Initiatives in Different Countries



For an in-depth description of RelyOn Nutec, please visit relyonnutec.com

RelyOn Nutec
360° Safety

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