

ESG-STRATEGY 2023

- *Climate and environment:* The company safeguards its responsibility for the external environment
- *Social Responsibility:* The company fulfills its responsibility towards society, employees and suppliers
- *Governance:* The company ensures good corporate governance





SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS


SUSTAINABLE DEVELOPMENT GOALS

ESG should be rooted in: The UNs sustainable development goals

The UNs sustainable development goals were developed with the intent to improve health and education, reduce inequality, stimulate to economic growth – all at the same time as dealing with the climate change and working to preserve the sea and nature.

As part of the society in which we operate, NSE is obliged to operate in line with established sustainability goals.

As a result, NSE must share information on issues related to the environment, social issues, working environment, equality and non-discrimination, respect for human rights, anti-corruption and bribery – in line with the UN's guiding principles for business and human rights.

NSE must also follow up suppliers and subcontractors in relation to the UN's sustainability goals cf. among other things also the Norwegian Transparency Act.



Vision

Reason for being

COMPLETION happens together

Ambition

Reason for doing

Through efficient internal and external teamwork, the best result is accomplished.
Our services shall generate greater value for our stakeholders.

Values

How we do business in NSE, what defines us as an organisation

Norm

Safety

Experience

Sustainability pillars

Focus areas for our sustainability work



Reduce emissions and waste



Responsible management that is open and honest about challenges and opportunities



Raise the skills of our employees, as well as contribute to a safe and secure employment and working environment for the individual



Development to reduce emissions and waste

We must raise the awareness, and use new methods that reduce material consumption and emissions.

Purpose



By searching and adopting new methods and equipment, energy and material consumption, as well as emissions to the external environment can be reduced. In addition will increased focus on electrification reduce emissions of CO₂. Measures that reduces the amount of waste, and improves the degree of source sorting can help reduce both NSEs' and our clients' climate footprint.

By advising stakeholders the lifetime of their assets can be extended, as well as conducted in a manner that reduces the amount of waste, emissions and natural resource consumption. By becoming ISO14001 certified will the company be able to work in a more structured manner in relation to environmental challenges.

Focus areas



Goals

1. Reduce emissions to the external environment
2. Reduce waste and improve source sorting
3. Use more environmental friendly and sustainable products and materials
4. Use more environmental friendly methods and equipment
5. Increased focus on sustainability in the supply chain
6. Collaborate and advise customers in relation to maintenance and decommissioning
7. Become ISO14001-certified



KPIs

1. Measure emission of VOC in connection with surface treatment
2. Reduce waste and improve source sorting
3. Number of new sustainable technology or solutions tested and adopted
4. Number of suppliers with ESG program
5. Number of ISO14001- certified suppliers

Raise our employees skills, and promote measures improving health and well-being

Raising the employees skills also increases safety, quality and efficiency, as well as contributing to a safe and inclusive working environment.

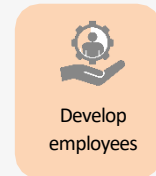
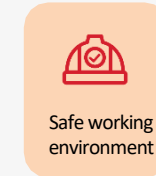


Purpose

By actively and systematically invest in developing the employees competence, we aim to also achieve increased safety, quality and efficiency in relation to work execution.

Promoting health and well-being measures can help prevent work-related injuries and illness, as well as facilitate a safe and inclusive working environment for the individual. The total sum of all measures should also make NSE an attractive employer.

Focus areas



Goals

1. Prevention of incidents and injuries through risk identification and prevention
2. Facilitate a health-promoting, meaningful and inclusive work environment
3. Raise the skills of our foremen and supervisors
4. Cooperation with customers and suppliers with high ethical standards



KPIs

1. TRIF and LTIF
2. Sick leave
3. Score on work environment surveys
4. Number of conducted occupational health surveillances
5. Proportion of foremen/supervisors completed internal training program
6. Number of skilled/certified operators
7. Proportion of suppliers signed declaration on ethical guidelines and human rights policy
8. Turnover in administration
9. Turnover in operators

Responsible management that is open and honest about challenges and opportunities

A responsible business practice and ESG mindset contributes to a sustainable corporate culture.



Purpose

A responsible management is crucial to create a sustainable and financially sound corporate culture, where ESG is an integral part of the operation.

The management will actively work with the ESG strategy to create a culture where all levels contribute to increase the company's value by reducing organizational risk, increased focus on sustainable solutions and long-term returns.

By striving to be open and transparent, both challenges and opportunities are made visible that both can have a positive or negative impact on the sustainability goals.

Focus areas



ESG governance



Responsible value chain



Business ethics & risk management

Goals

1. High ethical business practice
2. Good risk management
3. Satisfy stakeholders (owners, employees, business partners, customers etc.)
4. Compliant with laws, regulations and relevant standards, as well as operating with integrity
5. Good financial performance
6. Responsible value chain
7. Increased focus on accountability and expectations towards the customer/ client



KPIs

1. Report on ESG in annual financial report
2. Report on ESG in annual HSE report
3. Number/proportion of suppliers with ESG program
4. Number of decision cases per year where sustainability is emphasized

ESG initiatives



Reduce emissions and waste

1. Search for new methods and solutions for work execution
2. Climate accounts of waste, recycling, energy consumption, as well as purchased products and materials
3. Increased focus on reuse
4. Increased focus on use of electric machines and vehicles
5. Supplier follow-up
6. Advise customers and stakeholders in connection with ESG



Responsible management that is open and honest about challenges and opportunities

1. Develop a corporate culture where the management fronts our sustainability ambitions
2. Internal training to secure that key functions have necessary skills and focus on sustainability
3. Internally communicate and encourage to commitment on all levels of the organization
4. Communicate ESG status and focus externally on corporate internet page
5. Publish ESG status in the annual HSE/Q-report
6. Report ESG objectives and status in the company's annual report
7. Supplier pre-qualification



Raise the skills of our employees, as well as contribute to a safe and secure employment and working environment for the individual

1. Competence development program
2. Foreman training program
3. Skilled worker program
4. Quality assurance and internal control
5. Employee evaluation and follow-up
6. Recruitment