

# Communication on Progress

## UN Global Compact

2017



GRIEBER

*Illustration: Mir*



# Content

GC Rieber - Enhancing Values - Letter from the CEO.....	4
About GC Rieber.....	6
Our CSR Framework.....	7
Environment.....	10
Human and Labor Rights.....	12
Anti-corruption.....	13
The GC Rieber Funds.....	14

# GC Rieber – Enhancing Values

2017 was a special year for the Rieber family. This year marked the 200-year anniversary of our ancestors' arrival in Norway.

The arrival was by no means planned. As a twist of faith, a sailing vessel carrying more than 500 German passengers heading for “the new world” was caught in a storm and blown ashore on the island of Herdla, west of Bergen, Norway. Among the castaways were my great great grandparents, and by that, the prelude to the GC Rieber company history had begun.

Originating from a small town in rural Germany, my ancestors was brought up in a community characterized by modesty and care for one other and one's hometown. This was again reflected in their personal values, and passed on to their children. When their grandson, G.C. Rieber, in 1879 started the company which still carries his name, his care for their local community became an integral part of the company's backbone, and reflected in his way of doing business.

Today, 200 years later, the world is a very different place than it was when my family settled on the west coast of Norway. It has become “smaller”. It is becoming ever more digitalized. And our business environment is in constant change. Through this time, GC Rieber has evolved as a company. We have changed our course. Several times. We have adapted to new opportunities – and challenges. But while we might have changed our means of doing business, we have not changed the reason why we are doing it.

GC Rieber has made a promise. “Utvikler verdier” it says in Norwegian. “Enhancing values” might serve as an English translation. There is a duplicity in this promise. While it on one hand refers to the creation of economic value, it equally refers to the reinforcement of essential human values.

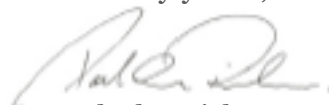
Today this promise is just as important as ever. The intersection between our community, business partners, employees and investors must be well balanced if we are to survive as a company in the long run. CSR is not only our duty, it is a prerequisite for success.

In GC Rieber, we believe that effective CSR is not the result of a single person in the organization, it is the result of the organization as a whole. As a consequence, effective good CSR management is not only instructing the employees to do the right thing, but to foster an organizational culture where CSR is the baseline.

But as our business is becoming global, the definition of our community also changes. And so does the challenges we are facing. Today, “caring for our hometown” equals caring for the world we are living in. We have to lift our eyes and address challenges which may seem very distant from our everyday life.

As a member of the UN Global Compact we are, together with more than 9.600 companies, using our business to address these international challenges. The UN Global Compact and the Sustainable Development Goals are providing us good tools to do this. We are grateful for this guidance when turning our promise into actions, carrying on the family values and showing that we care for our “global hometown”.

Sincerely yours,



Paul-Chr. Rieber  
CEO  
GC Rieber AS



*Photo: Øyvind Ganesh*

# About GC Rieber

## Our employees

At the end of 2017, the GC Rieber group consisted of approximately 500 employees allocated to five business areas:

### GC Rieber Shipping ASA

GC Rieber Shipping operates within the subsea, marine seismic and ice/support segments.

### GC Rieber Compact AS

GC Rieber Compact including Compact India Pvt. Ltd. and GC Rieber Compact South Africa (Pty) Ltd. GC Rieber Compact develops and produces life-saving, ready-to-use food products.

### GC Rieber Oils AS

GC Rieber Oils is a supplier of concentrated Omega-3 fatty acids to the supplements industry.

### GC Rieber Salt AS

GC Rieber Salt delivers salts and minerals across the Nordic region. GC Rieber Chemicals AS is a 100% owned subsidiary of GC Rieber Salt, and a supplier of a variety of chemicals for industrial use.

### GC Rieber Eiendom AS

GC Rieber Eiendom develops and manages urban business premises in Bergen (Norway).

## The countries in which we operate

Besides Norway, our offices and production sites are located in the following countries: Denmark, Iceland, Faroe Islands, Australia, Russia, India, South Africa and Tunisia.



# Our CSR Framework

## Company CSR Functions

Corporate Social Responsibility activities in each group company are supported and monitored by a central Group CSR Manager reporting to the Group CEO and Board of Directors. In addition, all GC Rieber Companies are reporting to their Company board respectively.

Since 2016, each group company has their own CSR Coordinator to support the implementation of Group policies and guidelines, coordinate the company CSR strategy and action plan. In addition, the CSR coordinator act as an advisor for company leaders and employees.

In 2017 the role of the CSR-coordinators were further strengthened by an official mandate signed by the Group CEO.

The CSR coordinator role contributes to better integration of sustainability considerations into the business strategies of the Group companies, and ensures alignment between Group and company CSR goals.

## Internal Polices and guidelines

Based on our strong business principles and core values, GC Rieber has developed internal guidelines for ethics and CSR that we expect all GC Rieber employees to adhere to. The guidelines contain general principles for best practice and professional conduct, and represent the fundament of our core beliefs and our corporate culture.

## Sustainability in our supply chain

As a group with a diverse product range and international presence, GC Rieber has a vast range of suppliers from all over the world. Good supplier-control and confidence is of outmost importance.

In order to make our position on CSR and sustainability clear to our business partners, we have created a Code of Conduct (CoC) that we ask them to sign. GC Rieber will, when selecting suppliers and prior to making investment decisions, consider compliance with this CoC as part of our general assessment. The CoC provides a framework for what we consider to be the minimum standard for professional conduct.

In addition, Group companies conduct regular audits of their suppliers and partners either directly or through recognized agencies. We also use third-party assessment form to assess sustainability risks with a potential business partner in cases where a signed CoC may be difficult to obtain in due time.

To further strengthen our supplier control and follow-up, we have in 2017 conducted a status evaluation of our established routines for supplier handling and Code of Conduct. This will serve as the foundation for evaluations and adjustments in our routines and documentation. This is to be carried out in 2018.

In 2017 the GC Rieber board decided that an CSR-investment analysis is to be conducted ahead of all major investments carried out by companies within the GC Rieber Group. Based upon this, we are in the process of developing a GC Rieber Group template for CSR investments which will address all four areas described in the UN Global Compact.

## **CSR Strategy, action plans and reporting**

Our CSR policy is an integral part of our organization and reflects our business goals. At GC Rieber, we involve and engage all parts of the organization in CSR work.

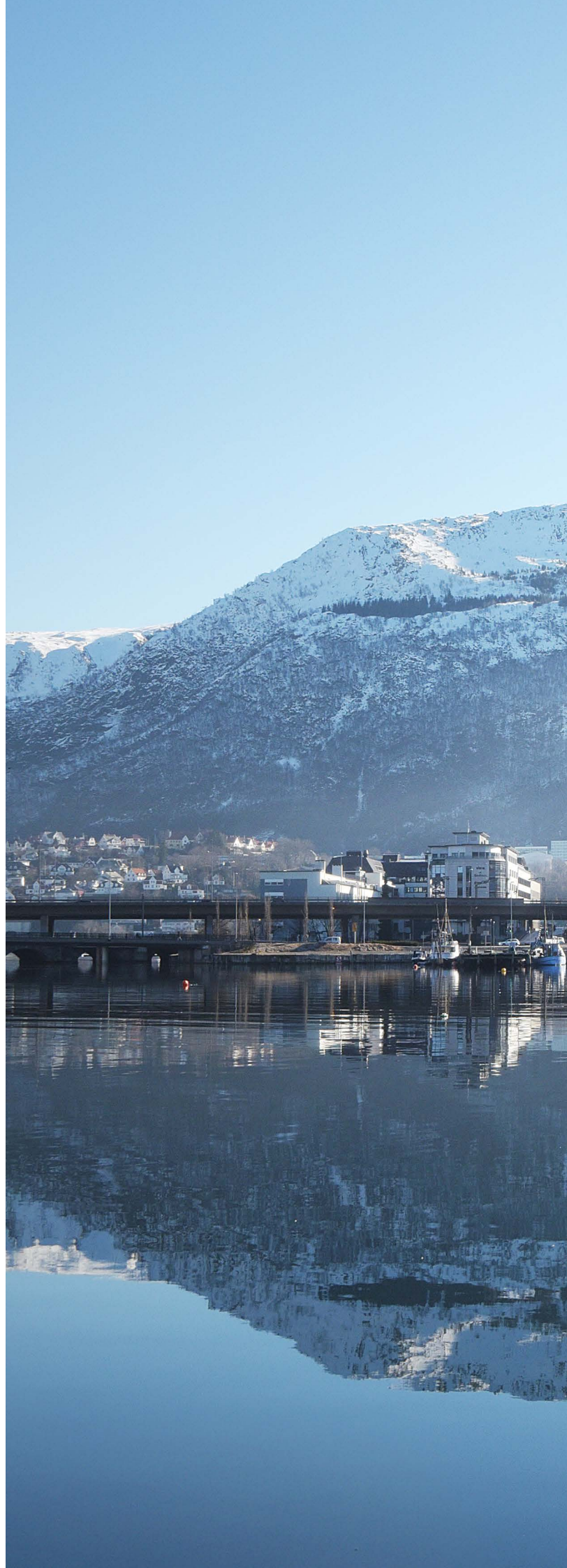
Each business area in the GC Rieber Group identifies their own sustainability goals and turns them into action plans which are communicated internally and externally, and monitored continuously. CSR reports are presented and discussed in company and group Board meetings on a regular basis to ensure top-level commitment.

## **Connecting CSR**

In 2017 we started an internal project “Connecting CSR” to highlight good CSR-initiatives across the different companies. Every two weeks, at a minimum, a CSR-related article is posted on the GC Rieber intranet for all employees to read. The articles have been well received among our employees and is intended to serve both as inspiration and a reminder of keeping CSR “top of mind” every day.

## **Training**

Dilemma training and information meetings are important elements in building knowledge and awareness around important CSR topics in our organization. In 2016 we achieved our aim for all employees of the GC Rieber Group to complete an e-learning course on anti-corruption which we had developed ourselves. In 2017 the course was issued to, and conducted by, all new employees. In addition, the course has been integrated as a mandatory training routine when on-boarding new employees in the GC Rieber Group.









# Environment

## Green operations

The green operations initiative was introduced by GC Rieber Shipping in 2016, with the goal to run 10% of all transits and Dynamic Positioning (DP) Operations with fuel efficiency measures.

The goal is to reduce CO<sub>2</sub>, NO<sub>x</sub> and Sox emission from the vessels by implementing new energy efficiency initiatives.

By the end of 2017 GC Rieber Shipping had surpassed their original goal with a total of 22% of operations carried out in green mode.

GC Rieber shipping has also launched an initiative to reduce local CO<sub>2</sub> emission in Bergen by use of more environmentally friendly forms of transportation to and from the office.

The goal has been that 25% of all travels should be green travels. In 2017 the number of green travels by shore employees was 31%.

In addition, the following activities were carried out by GC Rieber Shipping:

- *Increased frequency of propeller cleansing*
- *At least one hull biannually on each vessel*
- *Instalment of upgraded systems and equipment on two vessels*

## **A sustainable environment for everyone to enjoy**

In 2017 GC Rieber Eiendom has carried out a wide range of projects, transferring their ambitious sustainability targets into action. Creating a clean environment where the local community can thrive, while being in the national forefront of sustainable urban development, has become a trademark for this local real estate developer.

## **Conscious Choices makes a large difference**

Making the right decisions yields benefit in the long run. This is a fact that all GC Rieber Companies has experienced. Ranging for the active selection of larger shipments for GC Rieber Salt - thus reducing the environmental impact, to the conversion of by-products into energy by GC Rieber Oils. These activities continue to improve the environment, year after year.

Among the many activities carried out by GC Rieber Eiendom in 2017

- *Removal of environmental toxins and heavy metals in the fjord adjoining the Marineholmen area*
- *Construction of a Breeam Excellent certified building - the second in the GC Rieber portfolio*
- *Decision to create another Breeam Excellent certified building. This building will be in solid wood, which leaves a significantly lower carbon footprint than traditional buildings*
- *Conducted pilot study on certifying existing buildings according to the Breeam In Use standard.*
- *Active work to increase knowledgebase about solar panels on office buildings*
- *Creation of a public city-beach on Marineholmen, for everyone to enjoy*

Other activities carried out by the GC Rieber Group:

- *Sourcing exclusively from trustworthy markets and partners to provide full traceability (GC Rieber Oils)*
- *Establishment of energy management system (GC Rieber Oils)*
- *Creating a green belt outside office premises in India (GC Rieber Compact)*
- *Participation in cleaning campaigns - City and Shoreline (GC Rieber Salt)*
- *Member of the environmental organization "Grønt Punkt" (GC Rieber Salt)*

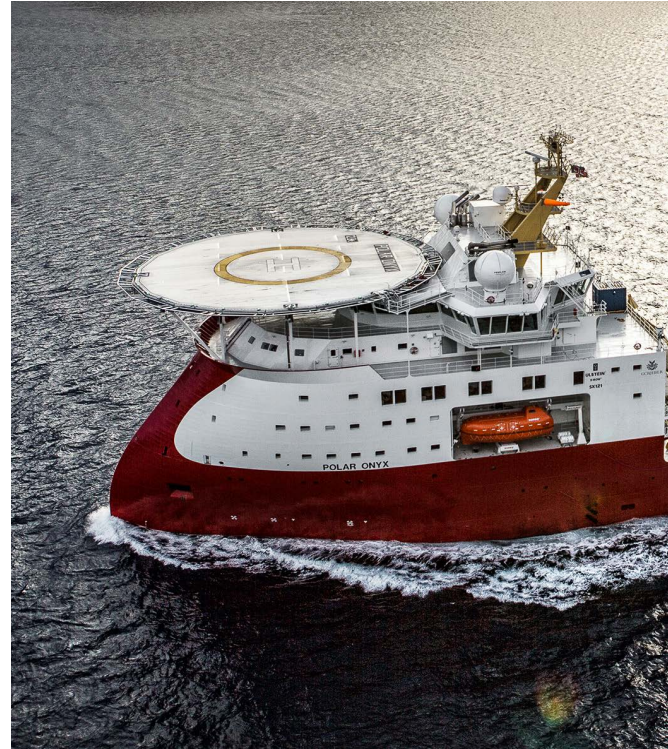
# Human and Labor Rights

## Increasing employee welfare and gender equality

At GC Rieber Compact, 2017 has been a year with a large focus on labor rights, gender equality and staff satisfaction.

To facilitate gender equality among the workers, the company has established a Crèche, a form of day-care, for the children of the employees. Bringing their children to work enables workers to return to work while still caring for their little ones. The company has also introduced 15 days parental leave for male employees as this is not covered by Indian law.

In addition, the company has a large focus on the worker's families and has distributed stationary items to all team workers children in order to promote education.



Other human and labor rights activities carried out in GC Rieber:

- *Cultural Insight Training in all geographical locations (GC Rieber Compact)*
- *Revision of Whistle Blower Policy and routines (All GC Rieber Companies)*
- *Hosting apprentices and contributing to education (GC Rieber Oils)*
- *Supplier control through Code of Conduct and third-party analysis (All GC Rieber Companies)*
- *CSR training for procurement function (GC Rieber Compact)*

# Anti-corruption



*Photo: Marius Beck Dahle*



*Photo: GC Rieber Shipping*

## **Increased awareness fosters positive actions**

Since 2016 Anti-Corruption has been a main focus area in GC Rieber. We believe that the best method for preventing corruption is to foster a company culture where our employees are able to identify situations where corruption may occur, in addition to having the skillset to act correctly if they are to encounter such a situation.

Through the development of our online course in 2016, we have informed all employees about what can be defined as corruption, the content of our GC Rieber Anti-Corruption policy, Norwegian and international corruption legislation, and practical examples.

In 2017 all new employees since 2016 had to conduct the online course. In addition, we have integrated this in our onboarding procedures.

As a tool to support us in our anti-corruption activities, GC Rieber has developed “we say no to corruption” cards and posters. These are animated illustrations that can easily be understood independent of language and reading-ability.

Introduced in 2016, the cards and posters are still popular among the employees and are hanging onboard all GC Rieber Shipping’s vessels.

# The GC Rieber Foundations

The GC Rieber Foundations comprise six charitable foundations and manage philanthropic and charitable contributions to benevolent and social initiatives and a wide array of culture and science projects in Norway and abroad.

The Foundations hold more than 20% ownership in the GC Rieber Group. Consequently, a significant part of the Group's value creation finds its way into social investments through the GC Rieber Foundations. This contribution means a lot to employees and shareholders of GC Rieber and motivates us to go the extra mile every day.

Visit the Foundation's own website for more information:

<http://www.gcrieber-fondene.no/english-summary/>







## Contact

For further information about our sustainability work, please contact our Group responsible for CSR

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or visit our website [www.grieber.com](http://www.grieber.com)

/ GC RIEBER AS / June 2018