

Communication on Progress
UN Global Compact
2018



GRIEBER

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GC Rieber – Creating Joint Futures

In January 2019, GC Rieber Proudly announced our new vision; Creating Joint Futures.

As a company closing in on 140 years, we know the importance of always looking ahead, adapting to the current situation and creating solutions for future needs.

Our tradition has been to change. We are continuously looking for new opportunities, venturing into different business areas.

Looking forwards, it is evident that one of the greatest challenges will be that of creating a sustainable future. A future where both people and business can flourish. This is also the future in which we can find the greatest opportunities – when we are willing to make the necessary changes.

As part of the global market, the world has become our area of operation. Digitalization and technological innovation are rapidly increasing the speed of change. The world we are operating in today is very different from only a few decades ago.

In this everchanging business environment, it is crucial to know who you are. At GC Rieber, our vision, values and business principles, serve as our foundation and set the direction for all future business conduct. Our role as a piece in a larger puzzle, is deeply embedded in our company culture. Staying true to our belief in giving back to the community is as important as ever.

We are happy to see that since the establishment of the Global Goals in 2015, more and more companies are playing their part in reaching the 2030 Agenda for Sustainable Development. Progress is being made, but at the same time we are learning that neither the scale nor the pace is sufficient to reach the goals in time.

At GC Rieber we are making an effort to change this. 2018 has been a year where the Sustainable Development Goals have been a major focus point. Throughout our business units, management teams have worked together to identify the areas in which their unit may have the largest impacts.

The results have been exciting. Each company has identified the different targets, risks and opportunities most relevant to them and their supply chain. This gives us an opportunity to direct our focus and allocate our resources to where it matters the most.

This exercise also shows that due to the different nature of our daughter companies, the GC Rieber Group has an opportunity to greatly impact economic, social and environmental targets, touching upon almost every single sustainable development goal.

Integrating these exciting findings in our corporate strategies gives us a solid platform to fulfill our role in reaching the 2030 agenda. In this way, we are using the Global goals to guide our way and assist us in reaching our new vision.

Together we are **Creating Joint Futures.**

Sincerely yours,

Paul-Chr. Rieber
CEO
GC Rieber AS



Photo: C Foto, Camilla Waage



About GC Rieber

Our employees

At the end of 2018, the GC Rieber group consisted of approximately 600 employees allocated to five business units:

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 Eiendom AS

GC Rieber Eiendom develops and manages urban business areas 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 business unit 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 acts 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 strategies of the business units 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, business units conduct regular audits of their suppliers and partners either directly or through recognized agencies. We also use a third-party assessment form to evaluate sustainability risks related to potential business partners 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 conducted a status evaluation of our established routines for supplier handling and Code of Conduct and is adapting our routines and documentation accordingly.





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 the work related to CSR.

During fall 2018 and Spring 2019 all GC Rieber business units have taken part in an internal program for identifying the Sustainable Development Goals (SDGs) most relevant for their area of operation and integrating these goals in their company strategy.

Each group management team has participated in the exercise of analyzing their company operations and supply chain and linking them to the SDGs at target level. Throughout this exercise the teams have focused on both positive and negative impacts, and potential opportunities and risks. The results of the analysis will be described in a detailed report for each business unit containing specific examples of current practices, future goals and a GAP-analysis.

The final result of the GC Rieber SDG process will be communicated on our web site.

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. Every year since, the course has been sent out and conducted by all new employees.

Environment

Taking the lead on sustainable property development

GC Rieber Eiendom is one of the leading real estate developers in Bergen city, and is in the forefront when it comes to creating sustainable and energy efficient urban areas.

Utilizing new building materials and alternative sources of energy, GC Rieber Eiendom is raising the industry standard and developing new and innovative solutions to meet the sustainability-challenges of the real estate industry.

To show their commitment to the environment and sustainable area development, GC Rieber Eiendom has made a commitment that all new buildings shall obtain the high-reaching industry certificate Breeam Nor Excellent, while all existing buildings are in the process of acquiring the certification, Breeam in use.

Among the many activities carried out by GC Rieber Eiendom in 2018/19:

- *Breeam Excellent certification for new building “Lanternen”*
- *Breeam in use certificate achieved for 4 buildings. A total of 5 out of 10 existing buildings now holds the certificate*
- *Utilizing low carbon footprint building materials (wood) in the construction of the new building “Skipet”*
- *Preserving energy for peak periods through re-use of old electric car batteries*
- *Connecting new buildings to the existing Marineholmen Ocean Technology energy plant, thus reducing energy consumption.*

From by-products to valuable output

At GC Rieber Oils, waste reduction is an important target. As a producer of health products made from fish-oil, it is a major focus point that as little as possible of this valuable raw material should go to waste.

GC Rieber Oils has for a long time provided local municipal enterprises with environmentally friendly bio-fuel made from recycled by-products. In addition, such fuel is used for heating the GC Rieber Oils production streams.

Another exciting usage area for fish-oil by-products is animal feed. GC Rieber Oils has recently developed a new technology for by-product conversion and is planning to build a whole new factory with the aim of introducing these valuable resources back into the value chain.

Other activities carried out by the GC Rieber Oils:

- *Sourcing exclusively from trustworthy markets and partners to provide full traceability*
- *Utilizing energy management systems to reduce energy and water consumption.*



A greener shipping industry

In 2018, GC Rieber Shipping has continued its focus on reducing CO₂, NO_x and SO_x emissions from their vessels. This is an initiative addressing some of the major environmental challenges of the shipping industry.

In addition, the company has introduced a new focus area, reducing the use of plastic and other garbage on board their vessels. This initiative will have a positive impact on marine life and reduce the levels of plastic in the oceans.



Results from Rieber Shipping:

- *16% of all operations were carried out in green mode*
- *Shore power was utilized whenever possible*
- *Urea plant was utilized on Polar King both inside and outside the NO_x emission control area*
- *46% of all office commute were “green travels”*

New initiatives from GC Rieber Shipping (2019):

- Returning packaging to agent/ship chandler when receiving goods and provisions.
- Reducing the use of disposable items such as eating utensils, water bottles, goblets, etc.
- Replace water bottles on all vessels
- Provide high-quality equipment, spare parts, etc.

Activities carried out by other GC Rieber Units:

- *Participation in government led projects on reducing the overall use of road salt (GC Rieber Salt)*
- *Member of the environmental organization “Grønt Punkt” (GC Rieber Salt)*
- *Installation of Liquid Petroleum Gas Plant as a more environmentally friendly alternative to High Speed Diesel (GC Rieber Compact)*
- *Increasing greenery inside and outside the office/factory (GC Rieber Compact)*
- *Hired external agency for safe collection, disposal or treatment of solid non-hazardous waste generated in the company (GC Rieber Compact)*
- *Developed KPIs addressing plastic waste and energy saving (GC Rieber Compact)*



Photo: Mostphotos

Human and Labor Rights

Sustainability at its core

Being a producer of food for prevention and treatment of malnutrition, improving the life of poor and vulnerable groups is at the core of GC Rieber Compact's business operations.

Providing food for people in difficult situations, requires high competence and quality standards. Due to this, GC Rieber Compact has a very strict training and production regime to ensure that the products are of the best quality possible in order to improve their health.

GC Rieber Compact believes that good habits start at home. In order to improve the knowledge level and hygienic condition of factory staff, GC Rieber Compact have provided stainless steel cooking tables with washing sink for workers in India and their families. This initiative was conducted in cooperation with the GC Rieber Foundations.

Other human and labor rights activities carried out at GC Rieber Compact:

- *Improving the quality of food in the canteen at the factory in India*
- *Improving working condition through installation of air purifiers in office and factory*
- *Flu vaccine offered to staff*
- *Four staff members studied further with support from the company*
- *Audit of labor practices at our South-African factory showed full compliance*

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

- *Implementation of new appraisal system to better form desired behaviors (GC Rieber Shipping)*
- *Conducting regular internal audits and being subjected to external audits in accordance with the Marine Labor Convention (GC Rieber Shipping)*
- *Hosting apprentices and contributing to education (GC Rieber Oils)*
- *Annual collective bargaining for union members (GC Rieber Oils)*
- *HSE-card is issued during construction process to prevent social dumping, illicit work and other illegal working conditions (GC Rieber Oils)*
- *Introducing new recruitment procedures to increase share of women in management positions (All GC Rieber Companies)*
- *Increasing the share of women in board of directors (All GC Rieber Companies)*
- *Regular HSE training and updates (All GC Rieber Companies)*
- *Supplier control through Code of Conduct and third-party analysis (All GC Rieber Companies)*
- *Revision of Whistle Blower Policy (All GC Rieber Companies)*

Anti-corruption

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 Q2 2019 all new employees since Q2 2018 conducted the online course. In addition, all GC Rieber Compact office staff have received the course in 2019.

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 on board 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 range 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:

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







Contact

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