



// Commitment on Progress

StormGeo, August 2019

CoP Differentiation Level: GC Active



// Statement by StormGeo CEO

Dear Mr. Secretary-General,

On behalf of StormGeo, I am proud to offer our continued support of the ten principles of the Global Compact in regards to human rights, labor, the environment and anti-corruption.

This letter is a declaration of our intent to uphold and actualize these principles—utilizing resources, expertise and thought leaders within StormGeo to do so. We are committed to prioritizing the Global Compact and its principles within the culture and operations of our organization, and to engage in partnerships that will advance the broader goals of the UN, particularly the Sustainable Development Goals and the Action Platform for Sustainable Ocean Business. StormGeo has made this commitment known to our staff, stakeholders and the general public.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Kind Regards,



Henrik Dahl
Interim CEO, StormGeo
August 13, 2019



// Human Rights

Within StormGeo, HSSE works to maintain safe, healthy and secure working conditions, equipment and systems in relation to SDG 8. We ensure our procedures, risk management and work environment inspire and increase the well-being for our employees. We provide information, training and supervision to ensure that all employees are competent to do their tasks, and consult with our employees on matters affecting their health and safety. This policy is kept up to date, particularly as the business changes in nature and in size. To ensure this, the policy and how it is operated are reviewed every year.

Goal within HHSE to be reached every year (including 2019):

“Maintain an inspiring, safe and healthy work environment.”

Every StormGeo employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment is tolerated. The commitment to diversity and equality in the workplace is good management practice and makes sound business sense. Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings. This policy is fully supported by senior management and has been agreed with employee representatives.

StormGeo completes annual risk assessments that include the identification of potential hazards within health, safety and security at our workplace and potential social responsibility and environmental hazards associated within the scope of our services. Further assessments of the hazards and risks ensure that the risks are controlled, and the consequences are kept at a level as low as reasonably practicable.

Each StormGeo Group Office (Local HSSE Representatives with assistance if required) performs an annual risk assessment with the results presented to the Global HSSE Manager.

An annual report with suggested actions and comments is produced by the Global HSSE Manager and then any actions discussed with the Global HR Manager and presented in management meetings.

StormGeo ensures equal opportunities and rights in recruitment, remuneration and working conditions, as well as promotion, personal development and protection against harassment.

StormGeo’s aim is to be a non-discriminatory workplace. Within StormGeo’s workforce, over 20 different nationalities are represented as well as many different religions. StormGeo ensures equal opportunities and rights in recruitment, remuneration and working conditions, as well as promotion, personal development and protection against harassment.

Furthermore, StormGeo’s aim is to be an including organization with regards to reduced functional ability.

KPIs measured every month or when applicable:

- Zero serious incidents reported in the StormGeo Group.
- Incident / Near Miss investigations closed within 30 days.



// Labor

StormGeo's organization is structured and managed in accordance with the Norwegian Code of Practice for Corporate Governance. The Board of Directors states that StormGeo has been in compliance with the code throughout 2018.

StormGeo's Supplier Code of Conduct is based upon internationally accepted and advocated principles for ethical and legally compliant business practices. StormGeo has a systematic approach to the application of its Supplier Code of Conduct in respect of its supply chain business partners, including suppliers, contractors, consultants and agents ('Business Partners'). In doing so, StormGeo's goal is to ensure that its business relationships are based upon a foundation of integrity and sustainability, and reflect the values and principles that StormGeo promotes internally and externally.

StormGeo expects that its Business Partners will comply with the principles set out in this Supplier Code of Conduct and will actively promote such principles with their own supply chain business partners.

StormGeo and its Business Partners will not employ children below the age of 15 or any higher minimum age for employment according to applicable laws. Exceptions can only be made if their employment is in accordance with ILO's convention on child labor (No. 138). StormGeo and its Business Partners will not employ persons below the age of 18 for any form of hazardous work. StormGeo and its Business Partners will not employ people against their will or require employees to lodge identity papers or deposits (financial or otherwise) as a condition of their employment.

StormGeo ensures that employees are treated fairly and equally, are paid in a reasonable and timely manner and are not harassed or discriminated against. This includes a policy on equal pay for equal work, which means that women and men have equal pay when in the same position, provided that other conditions are equal.

StormGeo respects local religious and cultural customs and the rights and integrity of local communities and indigenous people.

// Environment

StormGeo recognizes the environmental and social impacts of our business activities. We focus strongly on corporate social responsibility and sustainable business development, on both a strategic and an operational level. We are committed to the continuous improvement of environmental performance and management and comply with all applicable regulations and laws.

As a participant in the UN Global Compact, specifically, the Action Platform for Sustainable Ocean Business, StormGeo is committed to the corporate responsibility initiative and its principles in the areas of human rights, labor, the environment and anti-corruption. We are especially committed to advancing SDG 14, Life Below Water. As a part of this, StormGeo employees have taken the pledge to reduce their consumption of single-use plastics, now solely using StormGeo stainless steel straws and reusable water bottles. SDG 14 is also embedded into StormGeo's business model through our provision of weather routing services, which according to the IMO, reduce fuel consumption by an average of 3% (thus reducing the CO₂ that would pollute our atmosphere and acidify our oceans).

Nearly 75% of the work done by StormGeo supports ocean industries. With strong footholds in shipping and renewable energy, StormGeo has a depth of knowledge built for more than 20 years that includes weather intelligence, ocean science, climatology, the effects of business operations on the ocean and algorithms for decision support. This knowledge helps StormGeo clients reach their own sustainability initiatives. In addition, we encourage our thought leaders within the aforementioned fields to contribute relevant knowledge to the Global Compact and its participants to support the achievement of the 17 Sustainable Development Goals.

To lessen our impact on the environment, StormGeo encourages the following policies worldwide:

- Introduce recycling programs (making sure waste is correctly segregated)
- Purchase materials that use less packaging or recycling packaging
- **Heating and cooling:**
 - Reduce the amount of energy utilized by improving insulation, more efficient heating / cooling systems
 - Keep doors and windows closed to maximize use from heating / cooling systems
 - Scheduled at correct times and temperatures
- **Electronic equipment:**
 - Switch off computers, printers, phone chargers, etc when not in use
 - Purchase energy efficient equipment
 - Maintain equipment
 - Recycle old equipment (safely)
 - Check all equipment is on the most energy-efficient setting
- **Printing:**
 - Print double sided
 - Use black and white printing
 - Use recyclable paper
- **Lighting:**
 - Utilize natural light
 - Switch off lights when not in use
 - Make sure lights and windows are clean
- **Paper:**
 - Use online documents wherever possible
 - Archive electronically
 - Use 100% recycled paper
 - Use lighter weight papers
 - Aim for paperless office
- **Transport:**
 - Use car sharing schemes, bike to work schemes etc to travel to work
 - Limit travel by using technology – telephone and video meetings etc.
 - Go to local meetings by walking, biking or taking the bus
- **Water (in relation to SDG 6):**
 - Boil only the amount of water required
 - Drink tap water whenever possible
 - Limit or eliminate single-use plastic consumption

To lessen our impact on the environment, StormGeo encourages the following policies worldwide:

- Prevent waste
- Reduce waste
- Reuse waste
- Recover, reprocess and recycle waste
- Responsibly dispose of waste

These waste management guidelines apply to the following items: printers/photocopiers, paper and cardboard, biological/food waste, electrical equipment, glass, plastics and metals.

StormGeo strives to minimize the environmental impacts of business travel, implement energy saving initiatives and technologies to reduce natural resource consumption and to keep focus on waste reduction and recycling. We work with our clients, suppliers and contractors to encourage and support their environmental improvement initiatives.

Other sustainability initiatives that have been implemented at StormGeo:

- New waste bins that separate food, plastic, paper and other
- All employees have received reusable water bottles and stainless steel straws
- Local sustainability representatives have been identified at each office to allow for better communication on environmental initiatives, areas in need of improvement and best practices within the entire organization

Carbon accounting is another fundamental tool that allows us to identify concrete measures to reduce our energy consumption and corresponding GHG emissions in order to advance SDG 7. The annual report enables us to benchmark performance indicators and evaluate progress over time.

Data is collected (using an external verifiable system such as CEMAsys) from each local office on the following three scopes:

Scope 1 – Direct emissions produced by the burning of fuels from transportation, stationary combustion, process emissions

Scope 2 – Indirect emissions generated by the electricity consumed and purchased from electricity, district heating/cooling

Scope 3 – Indirect emissions produced by our activities from air and business travel, mileage allowance, goods transportation, waste, consumption of products

This data is then collated together for regional and global figures and comments are produced into a report by CEMAsys (or a similar company). The analysis is based on the international standard; A Corporate Accounting and Reporting Standard, developed by the Greenhouse Gas Protocol Initiative (GHG protocol). This is the most important standard for measuring greenhouse gas emissions and was the basis for the ISO standard 14001.

The policy and our environmental performance is communicated to the appropriate people working for or on behalf of the organization. We raise environmental awareness of all employees through information, training, supervision, and provide feedback regarding our performance. This Policy is regularly reviewed to ensure ongoing suitability.

Any Business Partners of StormGeo must seek to avoid pollution and to minimize emissions and waste production. They must also seek to develop and implement environmentally friendly technologies and processes in their activities.

StormGeo has the following environmental KPIs for 2019:

- Environmental documentation ready for ISO 14001 certification (in preparation for first quarter of 2020)
- Reduction in tCO2e per FTE from previous reporting year
- Improve waste management practices throughout the StormGeo Group with increased communication and initiatives

StormGeo has emergency procedures in place for managing risks, incidents/serious incidents, fire safety in the workplace, personal protective equipment, wiring and electrical equipment, reporting censurable conditions, building maintenance, first aid in the workplace and regular safety checks. These procedures demonstrate our commitment to quality and safety within the workplace for all employees.

The work StormGeo does externally, particularly for its shipping clients, has big impacts to the environment. In 2018, StormGeo supported more than 64,000 voyages with weather routing, a service which saves an average three percent in fuel. This reduction in fuel over all the voyages routed totaled to nearly one million metric tons of fuel saved, equating to the removal of three million metric tons of CO2 from the atmosphere.



// Anti-Corruption

StormGeo does not engage in or tolerate any form of corruption, bribery, extortion or embezzlement. Suppliers must not offer or accept any benefits or other means to obtain any undue or improper advantage. Such improper benefits may comprise cash, non-monetary gifts, pleasure trips or services and amenities of any other nature.

StormGeo conducts its business with social consciousness and show respect for colleagues, business partners and competitors. StormGeo is committed to ethical and legal business, environmental, human rights, and labor practices on a worldwide basis.

StormGeo complies with the Corporate Governance recommendations through regular Board of Directors meetings, regular operational monitoring, information provided in annual reports and other materials. In addition to the Code of Practice, the Board of Directors has adopted the Employee Conduct Code. These policies form a comprehensive set of ethical guidelines and guidelines for the corporate social responsibility of the Group. The Employee Conduct Code defines the Group's standards for conduct of all business, legal, and ethical matters; carried out and arising in daily business. This is meant as a tool and a guide for dealings with customers, partners, interaction with competitors, and fellow employees as well as in financial areas. Among others, the Employee Conduct Code addresses conflict of interest, prohibitions on third party gifts, issues regarding mutual respect, and harassment.

We demand honesty and integrity in all business relations. No employee may instigate, invite to or accept services that conflict with legislation directly or through an intermediary.

Business transactions made on behalf of StormGeo must be available for documentation in accordance with proper business code of conduct.

Working conditions and the employee environment at StormGeo's companies are considered good. No accidents or injuries occurred as a result of performing the tasks and assignments by the employees during 2018. Sick leave in StormGeo amounted to 1% in 2018. At year-end, StormGeo had 415 employees (401 full-time equivalents) compared to 355 employees (343 full-time equivalents) at year-end 2017.

By year-end 2018, 31% of all employees were women compared to 29% at the end of 2016. StormGeo has two women serving as directors on the Board of Directors and two women in its Senior Management team. StormGeo seeks to increase the proportion of women through recruitment to advance SDG 5. StormGeo and management focus on the personnel policy based on equal pay for equal work, which means that women and men have equal pay when in the same position, provided that other conditions are equal.

StormGeo's aim is to be a non-discriminatory workplace. Within StormGeo's workforce, over 20 different nationalities are represented as well as many different religions. The Group ensures equal opportunities and rights in recruitment, remuneration and working conditions, as well as promotion, personal development and protection against harassment.

Results based on carbon footprint accounting for 2018:

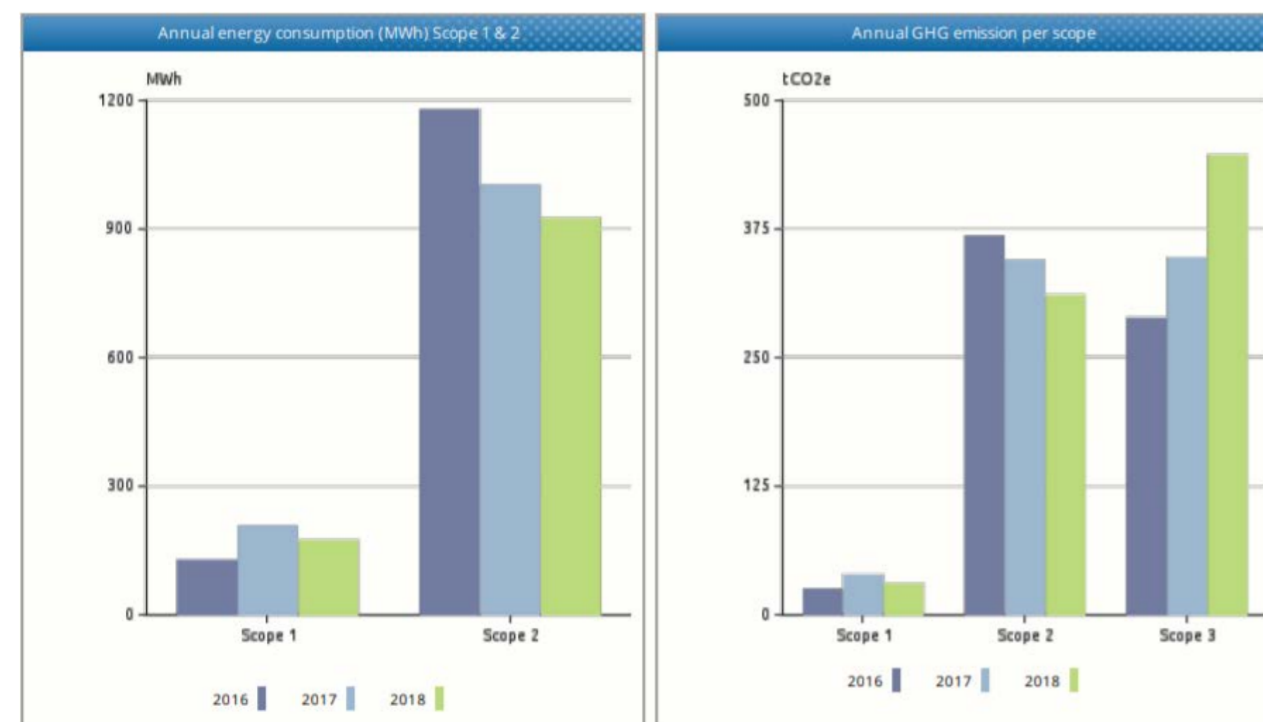
According to CEMAsys, StormGeo's total carbon footprint in 2018 was calculated at 784.3 tCO₂e, which is 7.8% higher GHG emission in comparison with 2017 caused mainly by increase in flight trips and higher petrol consumption for employee commuting. Therefore the largest source of emission became Scope 3, which now accounts for 56.8% of the total GHG emission in StormGeo.

Scope 1 – Decrease in natural gas consumption in US offices together with phasing out fossil fuel fleet led to over 23% reduction in Scope 1 emission since 2017.

Scope 2 – Lower electricity consumption in US offices led to around 10% decrease in Scope 2 GHG emission in comparison with previous year.

Scope 3 – Higher number of flights due to an increase in number of employees caused an increase in petrol consumption in 2018. This resulted in a 29% increase in Scope 3 GHG emission since 2017.

Looking at StormGeo's performance reflected in KPIs, GHG emission per full-time employee (FTE) has slightly decreased since 2017. This is due to an 8.1% increase in employment balanced by corresponding increase in the total GHG emission. GHG emission per revenue has been reduced by around 4%. That was caused by over 12% increase in revenue since 2017. Looking on energy consumption per square meter, it has decreased by around 22% since 2017. That was caused by around 10% lower energy consumption in Scope 1 and 2 as well as better data management in terms of heating in StormGeo Dubai.



StormGeo energy consumption compiled by CEMAsys carbon report

// Measurement of Outcomes



StormGeo

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