



Communication on Progress UN Global Compact 2019/2020



GCRIEBER

Creating Joint Futures?

2019 was the year we turned 140 years, created our new vision “Creating Joint Futures”, arranged the first round of our internal innovation competition; Innovation Challenge, and had one of the best results in the company’s history. 2020 has so far turned everything upside down, making the future look both dark and uncertain. Not knowing how GC Rieber, or the world for that matter, will look afterwards. How can we keep saying Creating Joint Futures when we don’t know what future to create for?

Even though it’s hard and it doesn’t really feel like the time to be creative, staying around for 140 years has taught us that this is probably the time when it’s more important than ever to come up with new ideas and visions for the future. Being a member of UN Global Compact and committing to the 17 sustainability goals is a natural and important part of this. The goals have an impact on everything we do, from making big investment decisions, through building a factory or a new hotel and to how our canteen handles food waste.

During the past year sustainability has become more relevant than ever, also for GC Rieber. CSR and sustainability are important focus areas for both management groups and boards in the GC Rieber Group. But caring for people and for our surroundings has been an important value and an integrated part of our strategy ever since 1879. Our ten maxims have followed us since the start, and they work as inspirational and important guidelines for us. Also, the GC Rieber Foundations, founded in 1929, plays an important role as one of the major shareholders of our group. Every fifth Norwegian krone the group earns, goes to the GC Rieber Foundations and the projects they support within social welfare, research, culture and outdoor life.

The Foundations is an integrated part of our company’s DNA.

In November 2019 GC Rieber Property won Bergen Chambers Sustainability award. In the jury’s verdict it’s stated that the company over the last ten years has “developed several areas in Bergen in a sustainable way, with good solutions for buildings, urban spaces and districts...”. The award is a great inspiration also for the rest of the GC Rieber Group. It confirms that long term, determined efforts both work and are noticed. This is something we bring along on our way towards a social, economic and environmental future; all rooted in our vision **Creating Joint Futures**.

Sincerely yours,

Paul-Chr. Rieber
CEO
GC Rieber Group



photo: Camilla Waage



From the finals of our
Innovation Challenge.
Photo: Tove-Lise
Mossestad

About us

The GC Rieber Group is a privately owned company exercising proactive and long-term ownership of enterprises within Shipping, Property, salt distribution (Salt) and asset management (Fortuna) as well as production of Omega-3 concentrates (Oils) and specialized nutritional products (Compact).

Our vision is **Creating Joint Futures** and we aim to achieve this both commercially and for the greater good. Since the foundation of the company in 1879, corporate social sustainability (CSR) has been an integrated part of our business.

We have operational offices in Norway, Denmark, Sweden, Iceland, Faroe Islands, Australia, Canada, Russia, India, South-Africa and Tunisia.

The GC Rieber Group operates primarily in the B2B market and has an annual turnover of around NOK 2 billion and a total balance of around NOK 7 billion.

We are around 600 employees and have about 200 shareholders.



photo: Øystein Klakegg

The GC Rieber Group

Creating Joint Futures with a balance between financial strength, a solid internal culture and respect towards our environments.

INTERNAL POLICIES AND GUIDELINES

Based on our strong business principles and core values, GC Rieber has developed internal policies and guidelines for ethics, anti-corruption and CSR that we expect all GC Rieber employees to adhere to. The policies and 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 integrated 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.

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.

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.

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.



1. Design Thinking Workshop for Leaders in GC Rieber. Theme: Reduce, Reuse, Recycle. Photo: Hanna Torsdotter Husabø 2. Locally picked flowers from the hills around Bergen for our 140 year anniversary. Photo: Tove-Lise Mossestad, 3. Gunnar Hernborg in GC Rieber Property on top of the green roof of the building Skipet. Photo: Bodil Valland Steinhaug

SUSTAINABLE DEVELOPMENT GOALS

During fall 2018 and Spring 2019 all GC Rieber business units took 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. The goals are presented on each of the company pages in this report.

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.

ANTI-CORRUPTION

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-cor-

ruption 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.

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.

SUSTAINABLE CHOICES IN 2019-2020

During the past year, the Group has made several sustainable choices. This helps us to have a sustainable mindset in our everyday work life.

- We celebrated our 140 years in June 2019 with a sustainable anniversary; vegetarian menu based on local food and drinks, locally picked flowers and donating money instead of buying gifts.
- The canteen in our head office in Bergen has introduced vegetarian wednesdays, focuses on reducing food waste and has stopped using single-use plastic and paper cups, plates and cutlery.
- The theme for this years internal leader summit was Reduce, Reuse, Recycle focusing on circular economy. We’ve also hosted several Design Thinking workshops throughout the year with sustainability as a theme.

Shipping

Owner, manager and project developer of specialized vessels within subsea, renewables, marine seismic and ice/support.



Photo: Geir-S. Rasmussen

RENEWABLE ENERGY

As part of GC Rieber Shipping’s strategy, the company has in recent years increased its activities towards offshore renewable energy. In 2019, almost half of the Group’s operating income was from the renewable energy industry.

GC Rieber Shipping continues to hold investments and responsibly serve clients within the oil and gas sector markets. However, the company’s ambition is to gradually shift its exposure towards renewable industries.

REDUCING ENERGY CONSUMPTION

The Company aims to reduce the general energy consumptions in own operations. The vessels seek to use shore power in port whenever possible, eliminating the fuel combustion and subsequent release of greenhouse gases.

GC Rieber Shipping is committed to lowering the greenhouse gas (GHG) emission intensity of its operations. Fuel consumption is the main source of such emissions. GC Rie-

ber Shipping has several measures in place to reduce GHG emissions, referred to as Green Operations. Green Operations include various fuel efficiency measures which are defined in the Ship Energy Efficiency Management Plans (SEEMP).

Anti-fouling paint on the hulls reduces growth of barnacles and subsequently lower fuel consumption due to less friction. Other means to reduce the energy consumption onboard the vessels have been taken with means such as shore power capabilities and use of LED.

GC Rieber Shipping aim to further reduce GHG emissions through improved fuel monitoring, training of key personnel and implementation of measurable targets. Efficient fuel operations include speed/thruster optimisation, voyage planning, weather routing and optimum use of trim, ballast and auto-pilot to name a few.

The vessels are equipped with selective catalytic reduction (SCR), which is an advanced active emissions control technology

system that injects a liquid-reductant agent through a special catalyst (urea) into the exhaust stream of a diesel engine. By using urea as a reductant, NOx emissions are reduced. The SCR can reduce NOx emissions up to 90%.

GC Rieber Shipping also has other internal activities such as preparedness for acute pollution from vessels, using environmentally friendly products and environmental management plans. Measures are implemented to manage logistics in the most efficient and environmentally friendly way. For example, planning ahead and send larger shipments by containers when sending parts and goods to the vessels, rather than smaller and more frequent shipments by airfreight.

MAIN SDG’s

Goal 7 - Affordable and clean energy:

- By 2030, increase substantially the share of renewable energy in the global energy mix
- By 2030, double the global rate of improvement in energy efficiency

Goal 13 - Climate action:

- Integrate climate change measures into policies, strategies and planning
- Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

Goal 14 - Life below water:

- By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution
- By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans
- Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels



Beate Opstad Thy in GC Rieber Oils with a sustainable commute to work. Photo: GC Rieber AS

Oils

Producer of marine derived Omega-3 concentrates with high quality EPA/DHA combinations.



NEW PROJECTS

An important part of GC Rieber Oils' mission is to reduce environmental footprint. GC Rieber Oils started a project in 2019, with support from the Norwegian state (ENOVA), to recover energy from hot side of cooling water circuit for heating its new 30 storage tanks. As much as 1 700 000 kWh are saved annually corresponding to app. 10% of GC Rieber Oils' annual energy consumption.

GC Rieber Oils has also initiated projects to convert road transportation to sea transportation of by-products. From having 70 truck deliveries of a by-product last year we'll only need 7 deliveries by sea transport for the same volume.

In a longtime perspective GC Rieber Oils continues to focus on sustainable production. Here are some examples of our on-going projects:

- Improving resource efficiency utilizing new production technologies and eco-friendly applications for by-products.

- We have initiated a project to, at a larger extent, use local Norwegian raw materials.
- Started an initiative to extract omega-7 from a by-product for potential sea lice treatment in farmed salmon.
- Sourcing exclusively from trustworthy markets and partners to provide full traceability.
- Utilizing energy management systems to reduce energy and water consumption.
- Initiated a project to make antibac from by-products.

HUMAN AND LABOUR RIGHTS

In support of education and young people we have engaged in a close cooperation with our local technical school in Kristiansund. GC Rieber Oils is opening its doors for the school for visits and training and give support for securing its existence and continuous development. We have increased hosting apprentices and contributing to education during the past year. As we operate internationally, support has

also been given from GC Rieber Oils to our main raw material supplier in Peru. The support has been made to register small family owned fishing boats, enabling them to continue to deliver fish and secure livelihood for them and their families.

MAIN SDG's

Goal 9 - industry, innovation, infrastructure:

- By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.
- Enhance scientific research, upgrade the technological capabilities of industrial sectors. Encourage innovation and increase the number of research and development workers.

Goal 12 - Responsible consumption and production:

- By 2030, achieve the sustainable management and efficient use of natural resources

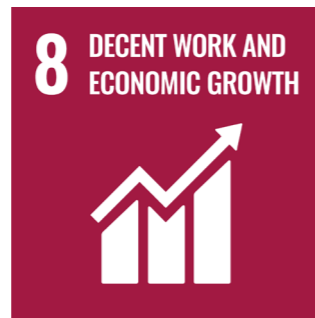
- Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
- By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

Goal 14 - Life below water:

- By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution
- By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics

Compact

Saving lives through food products for malnutrition, preparedness and maritime survival.



NEW PROJECTS

Several actions and projects have been carried out in both our factories and offices during the past year:

- Installation of Air-purifiers in office at different locations.
- Increase in greenery inside and outside the office/ factory.
- Shifted from High Speed Diesel to Liquefied Petroleum Gas (LPG).
- Installed Solar panel system
- Install water overflow mechanism & auto level controller at some sites
- Effective run hours interlock and electronic units troubleshooting at detailed level
- Hired an external agency for safe collection and disposal or treatment of solid non-hazardous waste generated in the Company

- Awareness drive in Company amongst employees for use of less single use plastic and avoid wastage of paper in the Company
- Supported employees by providing them fund received from GC Rieber Foundation to fight against pandemic.
- Free distribution of RUSF and eeZee50 to eradicate hunger and malnutrition.

ANTI-CORRUPTION

All concerned employees are provided annual training on anti-corruption and to deny any kind of bribery or facilitation fee to get work done. All service providers are also made aware of no bribery and facilitation fee policy of the Company.

MAIN SDG's

Goal 2 - Zero Hunger:

- By 2030, end hunger and ensure access by all people, in particular the poor and

people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round

- By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons

Goal 3 - Good Health and well-being:

- By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live birth
- By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis,

water-borne diseases and other communicable diseases

- By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

Goal 8 - Decent work and economic growth:

- By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



Photo: GC Rieber AS

Salt

Distributor of salt and minerals that serve markets in fish, food, road, agriculture and the oil industry.



During the past year, GC Rieber Salt has started working on two specific sustainable initiatives, both relevant for our three primary sustainable development goals.

#PLASTSMART

#PlastSmart (plastic smart) is an initiative for interdisciplinary cooperation between the business sector and other institutions. The goal is that all use of plastic in the future will be recyclable and part of a circular economy.

GC Rieber Salt became a #PlastSmart-partner in 2020. This means that the company obliges to take smarter actions towards the use of plastic. It also means that GC Rieber Salt's activities should not lead to plastic taking the wrong turn and ending up in our outdoor surroundings.

The project is now in its first phase. That means mapping out GC Rieber Salt's use of plastic, uncovering relevant problem areas and projects within the company, setting goals for the future and carrying out what internal actions to start with.

ASH2SALT

The Swedish garbage disposal company Ragn-Sells has developed a method to extract salts from the flying ash arising from burning waste.

Flying ash is considered a dangerous waste and is currently placed in waste disposal sites after waste is burned and used for long-distance heating and electricity. This new method makes flying ash a resource and part of a circular economy and energy. GC Rieber Salt is involved in the project

together with Ragn-Sells. The goal is to extract salt from waste. Together, Ragn-Sells and GC Rieber Salt can reduce waste and develop a greener salt for the future.

MAIN SDG's

Goal 9 - Industry, innovation, infrastructure:

- Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being,
- By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.

Goal 12 - Responsible consumption and production:

- By 2030, achieve the sustainable management and efficient use of natural resources
- By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
- Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

Goal 13 - Climate action:

- Integrate climate change measures into policies, strategies and planning
- Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

Property

Developer and administer of central areas and buildings in Bergen.

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



Illustration: Snølys

SUSTAINABILITY AWARD

In November 2019 GC Rieber Property won Bergen Chamber's sustainability award. It was given on the grounds that GC Rieber Property over the last ten years has "developed several areas in Bergen in a sustainable way, with good solutions for buildings, urban spaces and districts...". This has been a great inspiration and motivation for both Property and the rest of the group. It also shows us that the work we put down is both noticed and valuable.

NEWBUILDS

The new-build "Skipet" (the Ship) is soon finished and ready to use. The tenants will move in to their brand new offices during fall 2020. The office building in massive wood is the first of its kind in Bergen. It also has solar cell- and green roofs and recycled car batteries for energy saving in the basement. We've also arranged several tours of the building to spread awareness and

knowledge about sustainable buildings.

A new hotel in the area Solheimsviken is also arising. The Hotel is already certified with Breeam Excellent environment certification in the design face. The hotel will have several sustainable solutions.

CERTIFICATIONS

GC Rieber Property uses the Breeam (Building Research Establishment Environmental Assessment Method) Certification, a way of certifying the sustainability of buildings. During the past year we have certified another 5 of our existing buildings within the Breeam In Use. Most of our buildings are now Breeam-certified and all newbuilds are certified consecutive.

PROJECTS

At Marineholmen we've invested in a new RAS-system (Resiculating Aquaculture System) together with other partners. The sys-

tem is used for research within the marine sector and will contribute to solve challenges in sustainability, fish health and technology in aquaculture.

At Marineholmen we have also established a city beach (see the front page photo). The popular place is strengthening social sustainability and the local community feeling.

MAIN SDG's

Goal 7 - affordable and clean energy:

- By 2030, increase substantially the share of renewable energy in the global energy mix
- By 2030, double the global rate of improvement in energy efficiency

Goal 9 - Industry, innovation, infrastructure:

- By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use

efficiency and greater adoption of clean and environmentally sound technologies and industrial processes,

- Enhance scientific research, upgrade the technological capabilities of industrial sectors. Encourage innovation and substantially increasing the number of research and development workers.

Goal 11 - Sustainable cities and communities

- Strengthen efforts to protect and safeguard the world's cultural and natural heritage
- By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management
- By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities



Photo: TV2

GC Rieber Foundations

20 % of The GC Rieber Group's revenue goes to the GC Rieber Foundations, supporting projects within social welfare, arts and research.

ABOUT US

The Rieber family has always recognised that the company GC Rieber AS is part of the wider community. This led to the establishment of the first GC Rieber Foundation in 1929. Several foundations have been set up since, the most recent being Paul (Paal) Rieber's Foundation supporting education of supplying therapies. They are now all a part of the GC Rieber Foundations.

The Foundations hold a 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.

VISION

In 2019, the Foundations celebrated their 90 years anniversary. The Foundation's vision today is to support people with extra needs through their lives, from childhood to old age. In addition to this, they contribute to beneficial purposes within social welfare, arts, research and outdoor life.

BACK TO THE ROOTS

In 1917, the GC Rieber AS Support Fund was established, and the GC Rieber Foundation still to this day has as one of its purposes to make contributions to needy employees in the GC Rieber Group as well as their immediate families. Help can be given in the event of difficulties such as illness, death etc.

It has been many years since this has been relevant, but when the COVID-19 pandemic broke out, GC Rieber Foundation allocated funds for emergency relief to employees in our offices and

factories in both South Africa and India. The use of these funds will be decided by local committees consisting of representatives from both employees and management teams in Compact South Africa and Compact India.

Being able to help our employees and their families and communities during these difficult times feels both important and relevant. The work of the GC Rieber Foundations means a lot to both employees and shareholders of GC Rieber and motivates us to go the extra mile every day.



GC RIEBER