

# Drytech AS practice and contribution to Global Compact`s 10 principles

## Content

Letter of commitment .....	2
Introduction.....	3
Human Rights Principles.....	3
Measurement of outcomes.....	3
Labour Principles .....	4
Measurement of outcomes.....	4
Environmental Principles.....	5
Measurement of outcomes.....	5
Anti-Corruption Principles.....	6
Measurement of outcomes.....	6
Drytech and Agenda 2030 .....	6

Drytech AS, Norway



## Letter of commitment

Tromsø 12.21.2020

Once again, I am pleased to announce that Drytech AS reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Given the circumstances of the pandemic, which has had its impact on the global community during 2020, we are given a clear reminder of the importance of a continuous effort working in accordance with the principles of UN Global Compact.

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

Sincerely yours,



Trond B. Hansen  
Managing Director  
Drytech AS



## Introduction

Drytech shall be a manufacturer of long-lasting, nutritious meals that are easy to prepare and can be eaten by anyone. The business will continue to build unique knowledge within our processes and technology as a producer of freeze-dried food. The organisation shall be an industry leader in light of the green shift we are facing.

The environment and social responsibility shall be an integral part of our core operations and lead to prioritised company objectives. We will promote environmental awareness in our own organisation through knowledge, facilitation and motivation. It is equally important to develop and implement clear criteria regarding the sustainable management of the entire supply chain.

The climate and the environment will influence how we create profitability and growth. As an Eco-Lighthouse company (an official Norwegian environmental certificate) and through our membership in the UN Global Compact initiative, we will work purposefully to implement the UN's Sustainable Development Goals, and use them as our guiding stars.

Drytech are FSSC22000 certified to secure food safety - by providing a rigorous system to manage food safety risks and provide safe products for use by companies in the food industry.

We will use Global Compact as a knowledge base and as a network, starting by participating in the solution platform Sustainable Business in the Arctic.

## Human Rights Principles

In Norway, human rights are protected by constitutions and other laws and regulations. Drytech AS supports the international law of Human Rights as outlined in the UN Human Right declaration with accompanying conventions. Co-workers shall respect human value, personal information protection and the rights introduced to them through work. Under no circumstances shall co-workers contribute to breach in any person's human rights.

The Human Rights Principles is highlighted in Drytechs' ethical guidelines. Employees receive information at plenary sessions and are encouraged to report violations.

Drytech AS shall not cooperate with persons or companies violating human rights principles. We have a code of conduct for suppliers

## Measurement of outcomes

There has been no report on any violations of Human Rights during the period. If such an event should arise, it would be reported, documented and followed up on.



## **Labour Principles**

Drytech respects organisational freedom and salary negotiation. Employees are free to choose a representative who will represent them. Drytech will give the representative the time and materials during working hours to do this to a satisfactory standard. Drytech shall be an upright and professional workplace with an including work environment, and shall acknowledge international conventions. We shall respect all individuals and work actively to create and maintain a good working environment. All employees shall treat each other with respect, which means the organisation works to make sure that cooperation and interaction take place at all times, and it is important to help each other in order to accomplish this.

Drytech takes distance from discrimination and will do our best to encourage equality at the workplace. We follow the laws of discrimination set by the Norwegian government. Direct or in-direct discrimination based on race, skin colour, gender, sexual orientation, political-or cultural view, national-or social background or other status shall never take place.

All of Drytech' full time employees are over 18 years, the legal age in Norway. We employ young adults, often as part of school programs, from the age of 15-18 for simple tasks at the company where restrictions compliant with Norwegian laws apply.

Our purchasing department follow our guidelines on code of conduct when they conclude agreements with suppliers. We do not cooperate with suppliers who employ children.

Employees are encouraged to notify the business internally if an issue would arise. Furthermore, the employees are always entitled to notify supervisory authorities or other public authorities.

### **Measurement of outcomes**

Drytech has an electronic database for all procedures, guidelines and a deviation reporting system. All employees have access to this program and can report deviations at their department anonymously if desired. The executive team use this system when reporting to the board and stakeholders of Drytech.

We have routines for notification in case of deviation. In case of accident or deviation due to any working process we have a digital platform, which gives us the opportunity to register and work on each case with a goal to prevent recurrence in the future.

We are external audited by The Norwegian Labour Inspection Authority.



## Environmental Principles

We are working continuously to reduce environmental impact and increase value chain efficiency by mapping and reducing resource consumption, emissions, packaging and waste. The environment and sustainability shall be an integral part of each individual employee's workday, and we must be aware of our responsibility in relation to the world's climate challenges.

Drytech shall be a pioneer in taking care of the environment and promote greater environmental responsibility. Requirements for our Eco Lighthouse certificate require our business to annually report the business progress in these areas:

- HSE Internal control system
- Working environment
- Materials and purchasing
- Waste, energy, transport and pollution
- The company should minimize their environmental impact and continually improve its efforts for the environment.

Drytech works continuously to reduce the environmental impact, by procurement of Nordic and local ingredients. We do not use palm oil in our kitchen to reduce the burden on the rainforest. On the other hand, we still have palm oil in some products in the Real On The go series, which we are working hard to outsource. The company makes continuous investments that reduce energy consumption, packaging, fuel for transport and have a high focus on recycling. In accordance with EU-directives, we resolve to reduce use of disposable articles in plastic.

Projects since our last CoP:

- Digital transformation - Responsible consumption: Waste of resources – time, human capital, food waste.
- The packaging of the future – Fossil free, environmentally friendly.
- The factory of the future – Focus on modern, efficient and energy-friendly operation.

Employees are encouraged to report deviations on environmental considerations at their department. The employees of Drytech are the most important contributors to keep improving in the future.

### Measurement of outcomes

Every year Drytech sends in a report to the Eco-lighthouse, where we report on measurement regarding working environment, waste disposal, energy consumption, purchase and transport.

Every third year we need to do a recertification, and we just got recertified in October 2020. We are also external audited by the Norwegian Food Safety Authority, whose aim is to ensure that food and drinking water are as safe as possible for consumers.

Going forward we will start an investigation of the process of start doing yearly climate reports.



## Anti-Corruption Principles

Drytech want fair and open competition, in both national and international markets. Employees shall not, under any circumstances, cause or contribute to violation of general or special competition rules, such as illegal price-fixing, illegal market sharing or other conduct in violation of applicable competition laws.

Anti-corruption principles are found in Drytech' ethical guidelines and are highlighted to all employees at plenary sessions.

Drytech AS will not cooperate with persons, companies or organizations violating anti-corruption principles.

## Measurement of outcomes

Drytech remains a strict ethics policy. There has not been none instance of corruption, or suspected corruption during our years of operation. In case of accident, we will immediately conduct an investigation and create a report to prevent recurrence in the future.

For details on Drytechs ownership and board please enter <https://www.brreg.no/> and add VAT number - 986 405 178.

## Drytech and Agenda 2030

We have identified the SDGs where we as a business can make impact. Today, our business position includes these SDGs:



### Goal 3. Good health and well-being

Drytech produces long-lasting, nutritious meals that are easy to prepare and taste good - REAL will contribute to get more people out on tour. Our selection of vegetarian and vegan options in the outdoor food portfolio are growing, and this is a development that will continue.

The people at Drytech should have a meaningful and safe working day with the support of new technology and digital solutions that will give all employees at Drytech the opportunity for creativity, development and well-being- where machines should do the heavy and static work. Drytech works continuously to be a health-promoting company. We are actively working on various facilitations for better health in the future, and we want to inspire employees to a physical lifestyle. We will contribute to create a safe and good workplace here in Tromsø.





### **Goal 12. Responsible consumption and production**

Drytech will contribute to innovation, insight and knowledge about sustainability food production. We will cut waste in all sections and departments throughout the organization. Our goal is zero waste! For us, it means optimizing the value chain and a transformation of the business. The use of digital technology will help us to achieve our goals - we will be able to quantify, report and measure the development in wastage and waste in our processes.

In addition, the circular economy will ensure a reduction in transport, packaging and material recycling. This will give us insight and knowledge so that we create growth, at the same time as we take our social responsibility towards the environment and sustainability.



### **Goal 14. Life below water**

Drytech produces meals with ingredients from the sea, we have established ourselves by the sea. Fishing and aquaculture are one of our most important resources and partners, from here we get local ingredients. Therefore it is important that we as a food company are committed to sustainable fishing and farming.

As a contributor, we must promote activities that contribute to a cleaner coastline and healthy ocean. We work continuously with handling and consumption of chemicals and the use of plastics throughout the organization. We will map and reduce our greenhouse gas emissions, in order to reduce the climate impact and acidification of the sea.

Going forward, we will pursue stronger business position within goal 2, 8 and 13 also.

