

Andøya Space: Communication of Progress for UN Global Compact

Introduction

Andøya Space is an aerospace company in continuous operation and development since 1962. Today, the company's services and products enable that scientists, engineers, students and government entities to achieve mission success and move our world forward. The company provide services and technologies within space and atmospheric science, orbital launches, system engineering and testing, unmanned systems and space-related education.

Andøya Space has been a UN Global Compact member since March 2020 and are committed to implement the ten principles of the UN Global Compact. We consider this report to be our Communication of Progress (COP) to the UN Global Compact for the period **March 2020 – March 2021** (Active reporting level).

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1 Statement from the CEO

I am pleased to confirm that Andøya Space and its subsidiaries continue to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to continue with implementation of those principles. We are committed to make the UN Global Compact and its principles part of our strategy, culture and day-to-day operations of the company, and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Andøya Space have made a clear statement of this commitment to our stakeholders and the general public through our website.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report annually on progress according to the UN Global Compact COP policy.

Andenes, 25.03.2021



Odd Roger Enoksen
CEO & President, Andøya Space

2 Actions – planned and performed

Andøya Space has in beginning of 2021 established a Code of Conduct covering all the four areas; Human Rights, Labour, Environment and Anti-Corruption. The Code of Conduct is about to be distributed to all of Andøya Space registered suppliers in Q2-2021. Suppliers unable or unwilling to sign the Code of Conduct will not be eligible to work with Andøya Space.

In order to properly introduce the Sustainable Development Goals (SDG's) as a tool for prioritizing and measuring efforts, the corporate overall strategy is planned to include a description of our prioritized SDG's from 2021. The concrete actions within the domains biosphere / planet, society / people and economy / profit will be detailed in subordinate documents, such as the corporate EP, HR-policies, Code of Conduct and business area strategies.



2.1 Human Rights and Labor

As a participating member in the UN Global Compact, Andøya Space is committed to following the principles on human rights and labour as stated in the 10 Principles.

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labour.
5. The effective abolition of child labour; and
6. The elimination of discrimination in respect of employment and occupation.

All business areas in Andøya Space are responsible for ensuring that the company doesn't violate human rights in any of our operations, cooperate with or purchase from companies who do. Internal control and revisions of all the company's business areas is conducted in compliance with the ISO-9001

standard and national Regulations relating to Systematic Health, Environmental and Safety Activities in Enterprises (Internal Control regulations) . All our employees shall have safe and secure working conditions with equal opportunities. The company works to prevent any kind of discrimination based on gender, ethnicity, national origin, skin color, language, sexual orientation, marital status, religion, philosophy of life and / or age. This applies to all stages of human resource management: recruitment, employment, development and termination.

Andøya Space strongly supports freedom of association and collective bargaining. All Andøya Space permanent employees are covered by one of currently three different collective bargaining agreements, and the company works actively to ensure proper participation in all company processes.

Andøya Space has small risks of violating the principles on human rights and labor in our own business but remain vigilant regarding our supply chain.

2.2 Environment

Environment

7. Businesses should support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.

Andøya Space established in 2020 an Environmental Program (EP) for the development of the new business area Andøya Space Orbital – establishing a launch-site for small satellites at Andøya. The program introduced the UN Sustainable Development Goals (SDG) as tools for organizing and measuring efforts to combat environmental challenges.

An initiative to establish a corporate Environmental Program covering all business areas, including Andøya Space Orbital is ongoing, aiming to complete the overall EP within Q2-2021. This program will replace the existing program for Andøya Space Orbital.

With the newly established EP for Orbital and the upcoming EP for the company, the most important consideration is to ensure that our ambitions and goals are transformed into action through action plans and measurements. The main focus going forward is therefore on establishing the Environmental Action Plan to realize the company goals, establish baseline measurements for parameters to be measured and the required procedures to follow up and report all actions.

2.3 Anti-Corruption

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

Andøya Space has a zero-tolerance for corruption and bribery and are about to rework our internal Ethical Guidelines for all our employees and representatives, as well as the forementioned Code of Conduct for suppliers and partners.

Andøya Space strives to encourage long term relationship with our customers in our business endeavors. This is a key factor in ensuring business integrity within not just our company, but the entire value chain we operate in. Andøya Space work within the aerospace industry with both public and private, civil and military customers. Within this industry, there is always a risk of being exposed to corruption, bribery and extortion.

3 Measure of Outcomes

The implementation of Code of Conduct is ongoing in both the reporting period and the upcoming period. No direct outcome for the current reporting period.

3.1 Human Rights and Labour

Within Andøya Space – all employees are covered by collective bargaining agreements either through membership in a central, Norwegian Union or through automatic membership in the local Andøya Space Bedriftsklubben. The local union has equal rights for bargaining and participation in company processes as the central unions and all employees are therefore represented.

- In 2020, one work-related injuries or accidents at work was reported. The company goal is 0.
- Andøya Space sick leave in 2020 was at 3,5 %. The company goal is <3 %.

3.2 Environment

In the reporting period, no measurements of environmental impact have been performed.

An initiative to establish a corporate EP has been ongoing for 2020 and continues in 2021. The initiative also investigates solutions to improve the environmental impact by the company on a short-term basis by implementing the easy improvements to our existing business.

During the establishing of the EP, the following company regulations have been established

- Andøya Space will not allow the use of hydrazine onboard launch vehicles launched from our facilities. The use of hydrazine onboard satellites is only permitted in a limited, intermediate period until appropriate alternative fuels are available
- Andøya Space will as of 01.01.2021 not purchase single-use plastic products such as cutlery, plates, straw etc. for use in our company¹. The already existing stock will be used and disposed of in a responsible manor in 2021.

3.3 Anti-Corruption

No directly measured outcome. Andøya Space has a zero-tolerance for corruption and have established both internal Ethical Guidelines for all our employees and representatives, as well as the forementioned Code of Conduct for suppliers and partners.

¹ Products listed in EU Directive 2019/904