

OX2 Communication on Progress of our commitment to the UN Global Compact

To our stakeholders:

I am pleased to confirm that OX2 reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

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 share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Paul Stormoen
CEO, OX2

Practical actions and measurement of outcome

OX2's highest executives support and endorse the Ten Principles of the United Nations Global Compact. Our commitment is stated among employees, at our website, in the Sustainability Report 2020 as well as in the company's Code of Conducts (for employees and for suppliers).

OX2's purpose is to lead the energy evolution so that both people and planet can continue to thrive together. By constantly increasing access to renewable energy, OX2 is promoting the transition towards a more sustainable future. We are convinced that the goal of a 100% sustainable planet can only be achieved through interaction between people, the environment, and the market. We call it People – Planet – Profit. During 2020, OX2 has taken several actions to offer healthy and safe workplaces for all employees and suppliers, to strive for a fully non-discriminating corporate culture, to show a remarkably high degree of environmental compliance and to secure high business ethics. Highlights from our sustainability work is found below and the full scope is described in our Sustainability Report 2020.

People

One of the focus areas has been to increase the reporting of accidents and incidents as well as the implementation of preventive measures and an increased number of internal audits. Further, at the company's workplaces, extensive measures have been taken to reduce the spread of Covid-19. The employees' psychosocial health has also been in focus and OX2 has offered digital yoga classes, digital mindfulness and encouraged exercise and good ergonomics as many worked from home.

Equal belonging is one of OX2's core values and we are constantly striving for an inclusive and diverse culture. During 2020, 40% of the employees were women. Further, 50% of the employees promoted to a new position and 45% of recruited employees during 2020 were women.

Planet

By implementing the best optimised projects based on each project's specific conditions, the greatest benefit can be achieved in relation to the environmental impact. The intrusion is minimised through great consideration for the environment and adaptation to nature. In eleven wind power projects, deforestation was measured to assess the impact and variations between the projects. Focus on climate footprint related to deforestation has resulted in clearer manuals and review with suppliers before and after deforestation. Further, when possible, local quarries are used to minimise transportation. The ISO 14001 certificate was renewed during 2020.

Profit

At the end of the year, OX2 and eight WindEurope member companies, including leading manufacturers and utilities in Europe, seeks to build a shared supplier evaluation framework for the wind industry based on the sustainability principles adopted by WindEurope. The supplier evaluation framework will be in the form of a Self-Assessment Questionnaire with a set of questions regarding the supplier's business and operations, its sustainability policy framework and how sustainability is integrated into management systems.

OX2 relates its business to all 17 Sustainable Development Goals and monitors the outcomes of its activities, see the outcome in the sustainability report, appendix 1.

In the table below, an OX2 statement as well as a reference to relevant documents can be found, principle by principle:

Ten Principles of the UN Global Compact	OX2 statement and documentation
Human Rights	
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Our employees as well as our suppliers must recognize and respect international human rights standards in accordance with the UN Guiding Principles on Business and Human Rights. We shall all avoid directly causing or contributing to adverse human rights impacts and, where possible, seek to prevent or mitigate adverse human rights impacts linked to our companies through our business relationships.</p> <p><i>Code of Conduct, Supplier Code of Conduct</i></p>
Labour	
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>We shall maintain freedom of association and recognize the right to collective bargaining. All employees must have the right to freely form, join and organize unions and to negotiate collectively.</p> <p><i>Code of Conduct, Supplier Code of Conduct</i></p>
<p>Principle 4: the elimination of all forms of forced and compulsory labour;</p>	<p>We do not tolerate forced or compulsory work as defined by the International Labor Organization conventions. Employees shall be free to terminate their employment after the agreed period of notice, in accordance with national law or contract.</p> <p><i>Code of Conduct, Supplier Code of Conduct</i></p>
<p>Principle 5: the effective abolition of child labour; and</p>	<p>We do not tolerate workers under the age of 15 or child labor as defined by the International Labor Organization conventions, nor any benefit from the use of child labor.</p> <p><i>Code of Conduct, Supplier Code of Conduct</i></p>
<p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>We strive for a corporate culture that is based on meritocracy and which is fully non-discriminating out of gender, sexual and political orientation, gender identity, ethnic origin, religion, disability, or age. We believe in non-hierarchical structures as well as in a multicultural approach. We constantly need to work to stay open, inclusive, supportive, and tolerant. This culture creates the best foundation for OX2 as a long-term viable company.</p>

	<i>Code of Conduct, Supplier Code of Conduct, Gender and Diversity policy, Instructions relating to victimization and harassment</i>
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	<p>We apply the precautionary principle by avoiding materials and methods that may pose environmental and health risks when appropriate alternatives are available.</p> <p><i>Code of Conduct, Environmental Policy</i></p>
Principle 8: undertake initiatives to promote greater environmental responsibility; and	<p>We take on a holistic and transparent approach to optimize environmental aspects in everything we do. We devote time and energy to self-evaluation and continuous improvements. We promote actions that brings positive environmental impact and defend biodiversity.</p> <p><i>Code of Conduct, Environmental Policy</i></p>
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	<p>Our products and processes strive to be designed in a way that efficiently utilizes energy and raw materials and minimizes waste and residual products over the life of the product. We strive for reducing our carbon footprint as much as possible both in our projects but also in connection with our business travel and operations of our offices. We also promote carbon smart choices for our employees' office commuting.</p> <p><i>Code of Conduct, Environmental Policy</i></p>
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<p>No employee or supplier may – either directly or via a representative or third party – give, promise, offer, receive, accept, or demand any kind of bribe or improper benefit to or from a third party. An improper benefit can refer to gifts, reimbursements, or entertainment to or from a third party that are unlawful or inconsistent with accepted business practice in the relevant context.</p> <p><i>Code of Conduct, Supplier Code of Conduct, Policy against corruption</i></p>

Annexes:

1. Sustainability report 2020
2. Code of Conduct
3. Supplier Code of Conduct
4. Gender Equality and Diversity Policy
5. Policy against corruption
6. Environmental Policy
7. Instructions relating to victimization and harassment