



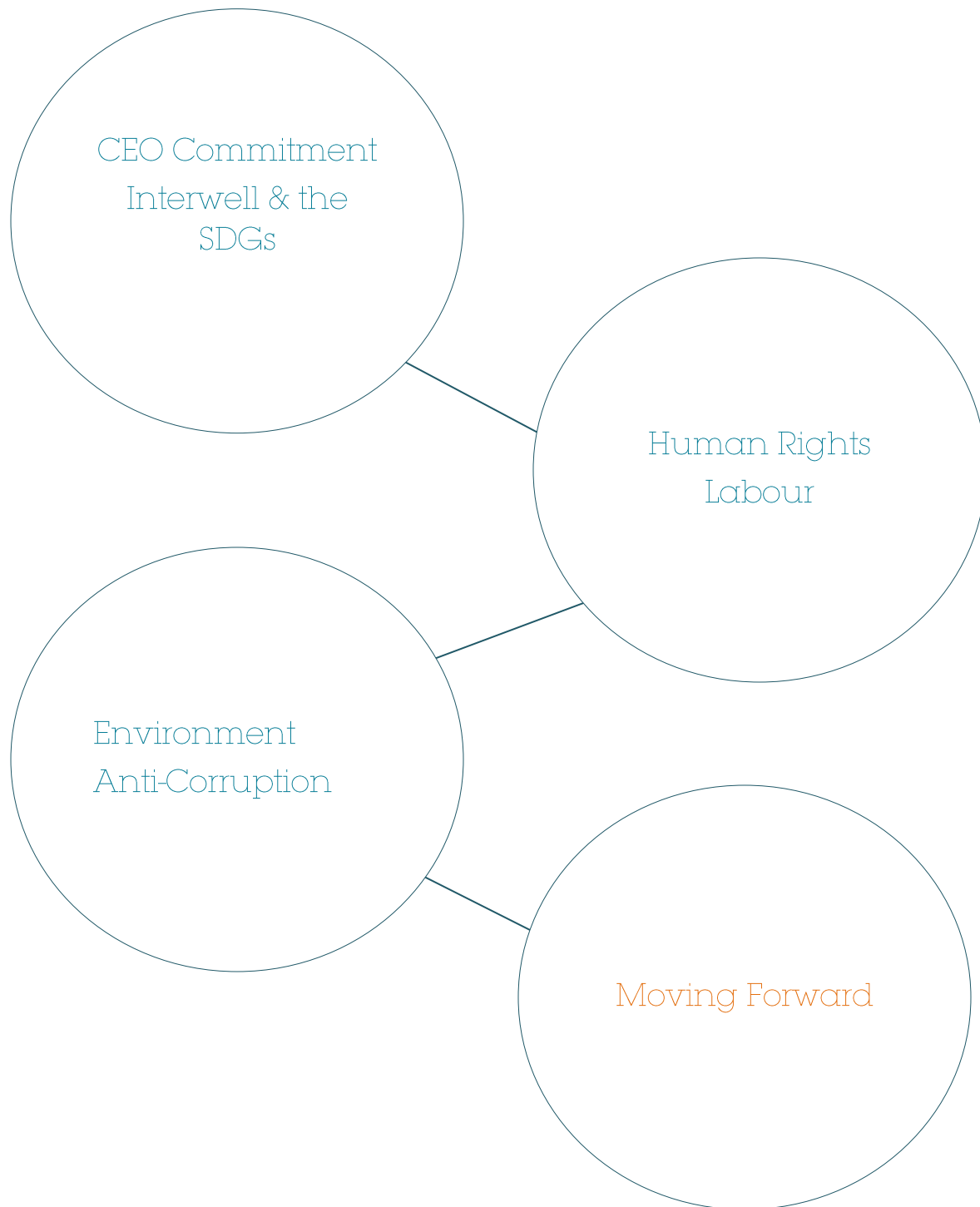
Interwell

Progress on Communication

11.05.2021



CONTENT



Working together to build a BETTER normal

CEO letter

Interwell has a strong commitment to sustainability and the UN Global Compact principles. We are on the road towards a low carbon energy industry that continues to focus on innovation, and developing and nurturing an Interwell culture globally. This will re-inforce our values, fulfill our vision and maintain Interwell as a responsible employer that attracts and retains a diverse and value creating workforce. We will continue to deliver products and solutions to support the energy transition in our industry.

Serving Every Well is our vision, meaning we are here to solve global well challenges, throughout the lifetime of the well. Interwell does this in a smart, effective and safe way. Since our humble beginning we have served over 35 000 energywells across the globe. Our technology and services have prolonged well life and capacity.

We will continue to serve every well and provide the energy industry with solutions that reduce their carbon footprint, increase well recovery with reduced time and resources spent. We will also continue to ensure that our solutions for plug and abandonment for wells that have reached the end of their lifetime are safely and properly sealed with minimum environmental impact.

I am pleased to reconfirm our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, 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 sharing this information with our stakeholders through the UN Global Compact, [Interwell.com](https://www.interwell.com) and internal communication channels.

The Sustainable Development Goals and Interwell Sustainability Strategy

Integrating a holistic sustainability approach with commitment to the UN Global Compact, aligning our strategy with the Sustainable Development Goals (SDGs), has been an exercise in making strategic planning and decision making more explicit and transparent. It has been an exercise to break down the Sustainable Development Goals and understand how it affects everyday operations.

In being effective with our approach to the SDGs selecting the right goals, targets and indicators is key. We have through benchmarking, stakeholder input and looking at organizational structure and business model located primary and secondary goals where our activities has direct or indirect impact to creating value, long-lasting positive effect.



INTERWELL AS, GROUP



INTERWELL NORWAY AS



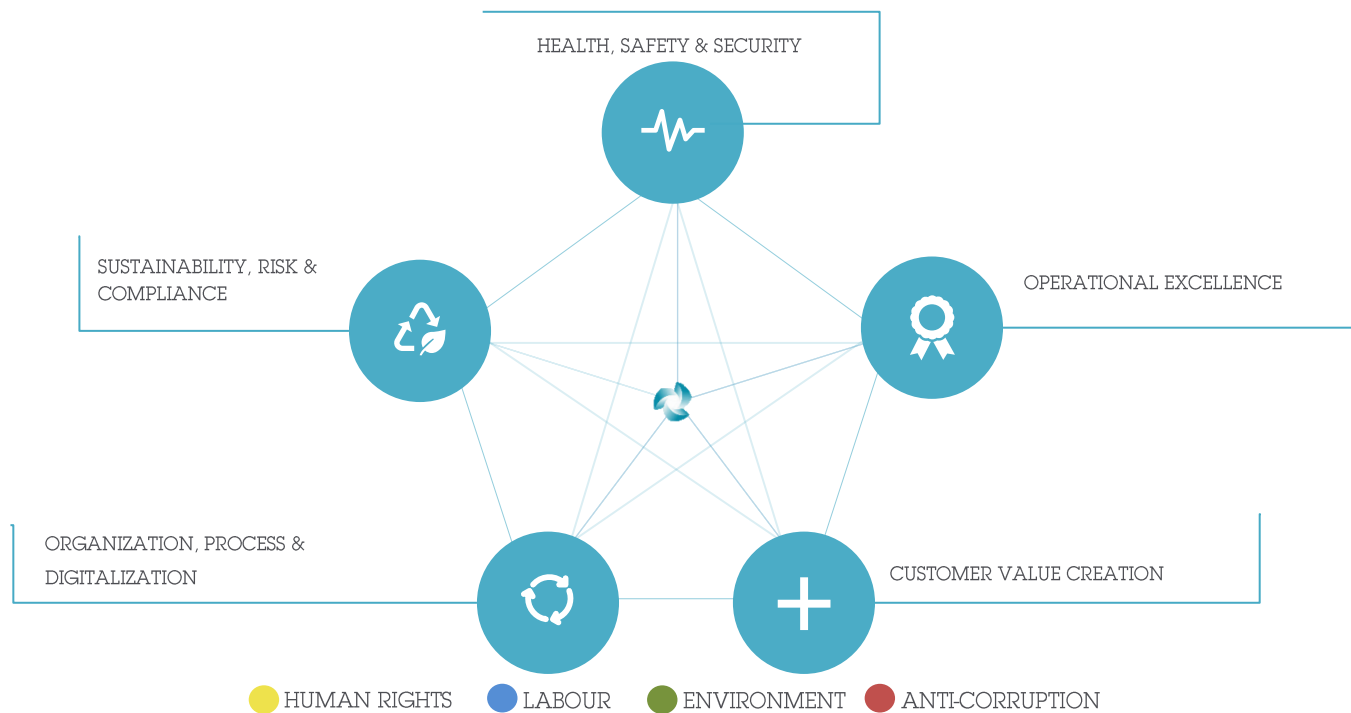
INTERWELL Ltd.



INTERWELL Ltd.

Integrating sustainability starts from the top. Interwell reports regularly to the Board of Directors on ESG performance.

The corporate strategy is targeted through 5 corporate objectives as illustrated below. Together they define a joint and measurable strategy across regional entities. The strategic framework clarifies prime objectives that processes, and regions must adhere to when setting goals and targets to achieve. Furthermore, it connects risk management, business development and management of change and displays the effect one objective has on the other. Interwell corporate objective for sustainability is to operationalize environmental and social values and ambitions.



Our governing policy, Interwell Corporate Social Responsibility Statement, fully describes adherence to laws and regulations, zero-tolerance to any unethical behavior, clear expectations to and from relevant stakeholders and reporting channels available. It covers issue areas such as Human Rights, Labor, Environment and Anti-Corruption. Employees and anyone working on behalf of Interwell, both collaborative partners and providers, are expected to be familiar with its content and to report any breaches.

1 Human Rights

As a global company Interwell clearly communicate through our Corporate Social Responsibility (CSR) Statement that any violation to human rights, as set forth by the Universal Declaration of Human Rights, is not tolerated or accepted throughout our value chain.

The Interwell global personnel handbook unifies the regional companies regardless of country of operation. We continuously monitor our organization through risk registers and compliance registers. This includes human rights related risks and human rights laws applicable to our organization. This risk has been elevated during the last year and the consequences of the pandemic.

Interwell requires an annual employee declaration and sign-off to have read, to fully understand and to abide by Interwell CSR Statement, including but not limited to Human Rights, equal opportunities, dignity at work and modern slavery & human trafficking.



Our providers are a critical component in the Interwell value chain. All Interwell providers must sign a declaration to Interwell CSR Statement prior to provider approval. Further any critical provider must answer an approval form and a questionnaire which includes Human Rights. Critical providers are evaluated and assessed by a cross-functional team and are audited prior to approval. Approved providers are evaluated annually, for critical providers this includes CSR matters. In 2019 and 2020 there were Zero reported incidents due to provider CSR issues.

Interwell conducts regular internal audits throughout the company group. External auditing is completed annually as part of the ISO Certification.

In 2019 Interwell implemented an annual global employee survey and compliance awareness week in December. Interwell has not been involved in any investigations or legal cases related to Human Rights. Any potential incidents or reported incidents will be handled in accordance with our Compliance Framework and incident handling procedure.



- 1 Support and respect the protection of internationally proclaimed human rights.
- 2 Not be complicit in human rights abuses.

2 Labor

Interwell labor policy is cemented in our Corporate Social Responsibility (CSR) Statement, including dignity at work and equal opportunity. The Interwell global personnel handbook describes the company rules, pay & benefits, absence from work and family policy. Country differences are described in regional personnel handbooks. Interwell is committed in our global HSE Policy to a working culture which promotes a zero-tolerance attitude towards unsafe acts and conditions.



472 IW EMPLOYEED IN 2020

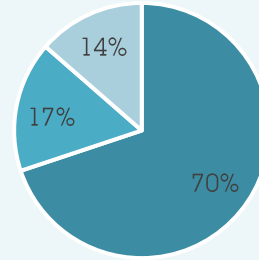
5% +

16% FEMALE



84% MALE

Of all new employees **18%** were female.



■ 30-50 ■ Under 30 ■ Over 50

5

is global average year of employment (YTD 31.12.2020)



1 Serious Lost Time Injuries

0 Serious Work-Related Illness

2% Global Sick Leave

INTERWELL QUALIFIED & REGISTERED PROVIDER

EPIM JQS

ACHILLES

HEALTHY WORKING LIVES

AMERICAN PETROLEUM INSTITUTE

ISNETWORLD

PEC SAFETY

INTERWELL NORWAY

INTERWELL LTD.

INTERWELL LTD.

INTERWELL NORWAY

INTERWELL AUSTRALIA PTY. LTD & INTERWELL LLC.

INTERWELL LLC

Interwell has a global HSE management system, global HSE Policy and procedures. Regional HSE operational control procedures are maintained to ensure compliance to local laws and regulations. Site specific risk assessments and analysis are regularly performed for operations and work activities. Interwell encourage employees to continuously improve and raise our HSE standards by highlighting any HSE observations through Observation (OBS) cards. Interwell is committed to involvement of employees or employee's representative in HSE matters.

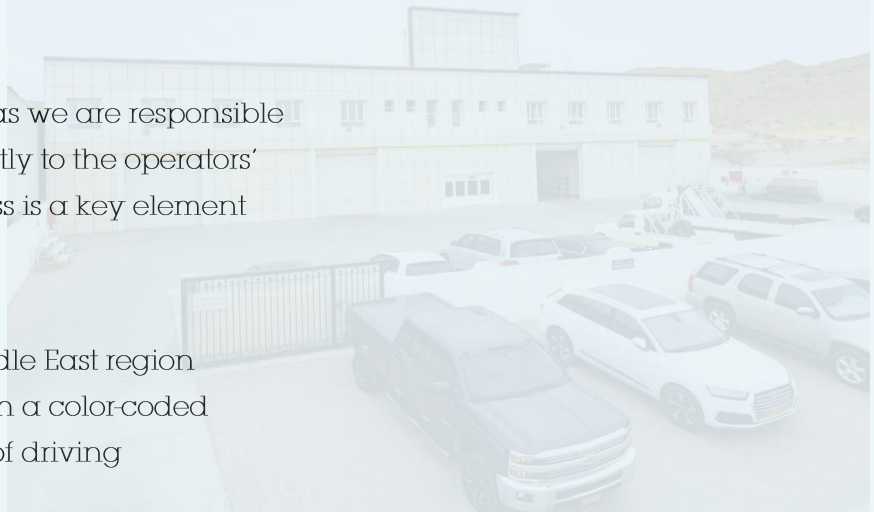
Interwell has a global Emergency Response (ER) process with regional Emergency Response Plans. All ER Teams, including 1st, 2nd, and 3rd line conduct regular drills and training. Due to Covid-19 restrictions some drills were made fully digitally through Teams resulting in digital ER instructions.

Interwell has a global Human Resource management system that includes processes such as recruitment, onboarding, global competency & training system. Regional welfare programs are developed to promote health and wellbeing.

The Middle East Operations is an example of regional HSE management and relevant training for regional/site specific risk.

Interwell maintains a car park as we are responsible for transport of equipment directly to the operators' field location. Driving awareness is a key element and is addressed monthly.

To monitor safe driving the Middle East region implemented a RAG system with a color-coded ranking (RED, AMBER, GREEN) of driving performance.



Interwell regions conduct annually HSE Management reviews of previous year performance. All serious actual and potential incidents are investigated to make sure the organization implements learnings and improvements. In 2020, there have not been any Investigations, legal cases, rulings, fines and other relevant events related to the Global Compact Labour principles.

Starting last year, and continuing into 2021, the pandemic as a global event has left everyone affected. Interwell established a global business continuity plan including different phases for recovery goal(s) and a return to normal operations. Regional assessments and execution plans have been developed and are continuously monitored and revised due to different local restrictions and impacts.

Extra focus has been on communication from top management to all employees, an accelerated roll-out of transition from Skype to Microsoft Teams as main channel and collaborative platform and campaigns and awareness related to physical and mental health.



- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 Support the elimination of all forms of forced and compulsory labor.
- 5 Support the effective abolition of child labor.
- 6 Support the elimination of discrimination in respect of employment and occupation.

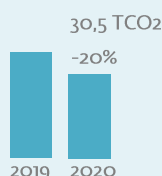
3 Environment

Interwell's environmental policy is to minimize negative environmental impact by protecting the environment, prevent pollution and continually improving environmental performance as far as is reasonably practicable.

Interwell Ltd and Interwell Norway AS are ISO 14001 certified and as such has established regional monitoring and measuring of environmental performance.

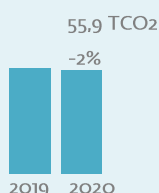
We acknowledge the impact of emission reductions due to Covid-19 and will for future reference utilize 2019 data to benchmark progress.

Due to regional differences in environmental objectives and operational size, certain environmental results have for the period been difficult to aggregate to a Group level. The following data is collected from the 3 major Interwell companies that in total represent approximately 80% of Interwell the global activities.



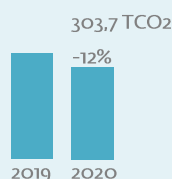
Company Vehicles

Interwell in the Middle East maintains company vehicles to deliver equipment and personnel to field jobs. Despite increase in 2020 activity the Middle East region shows a 20% reduction from 2019 to 2020. This due to efforts in tracking emissions and improvements to reduce number of transports and increase operational efficiency.



Electricity

Use of energy consumption and utilities shows little change from 2019 to 2020. The slight decline can be explained by employees working from home. However, this still needs to be accounted for as employees use of electricity at home will reflect the same. The slight decline signifies that most of the electricity consumption comes from workshop activities.

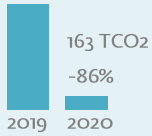


3rd Party Transport

The numbers received from our 3rd party transport providers (air, road, and sea) shows the same trend of a decline in number of transports and emissions. Many providers will during 2021 develop calculation methods to subtract Interwell transport and accumulated CO2 emissions. This will help greatly in our efforts to measure our total carbon footprint due to asset transportation.



Business Travel

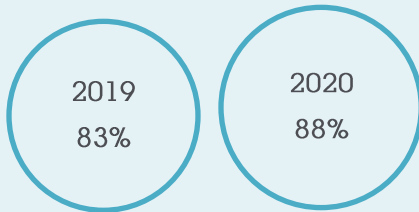


Business travel shows the most decline naturally due to pandemic travel restrictions and Interwell reduction of travel to critical operations and personnel only.

Increased use and acceptance of digital communication platform and tools will have a considerable impact on business travel moving forward.



Recycling



Collected data from Norway and the United Kingdom shows an increase in annual recycling rate by 5% from 2019 to 2020.

Reuse of material to reduce stress on supply chain was an identified action and improvement as part of the Covid-19 business continuity plan.

Interwell has not been involved in any investigations, legal cases, rulings, fines and other relevant events related to the Global Compact environmental principles in 2020. In 2020, there have been no incidents related to the external environment.

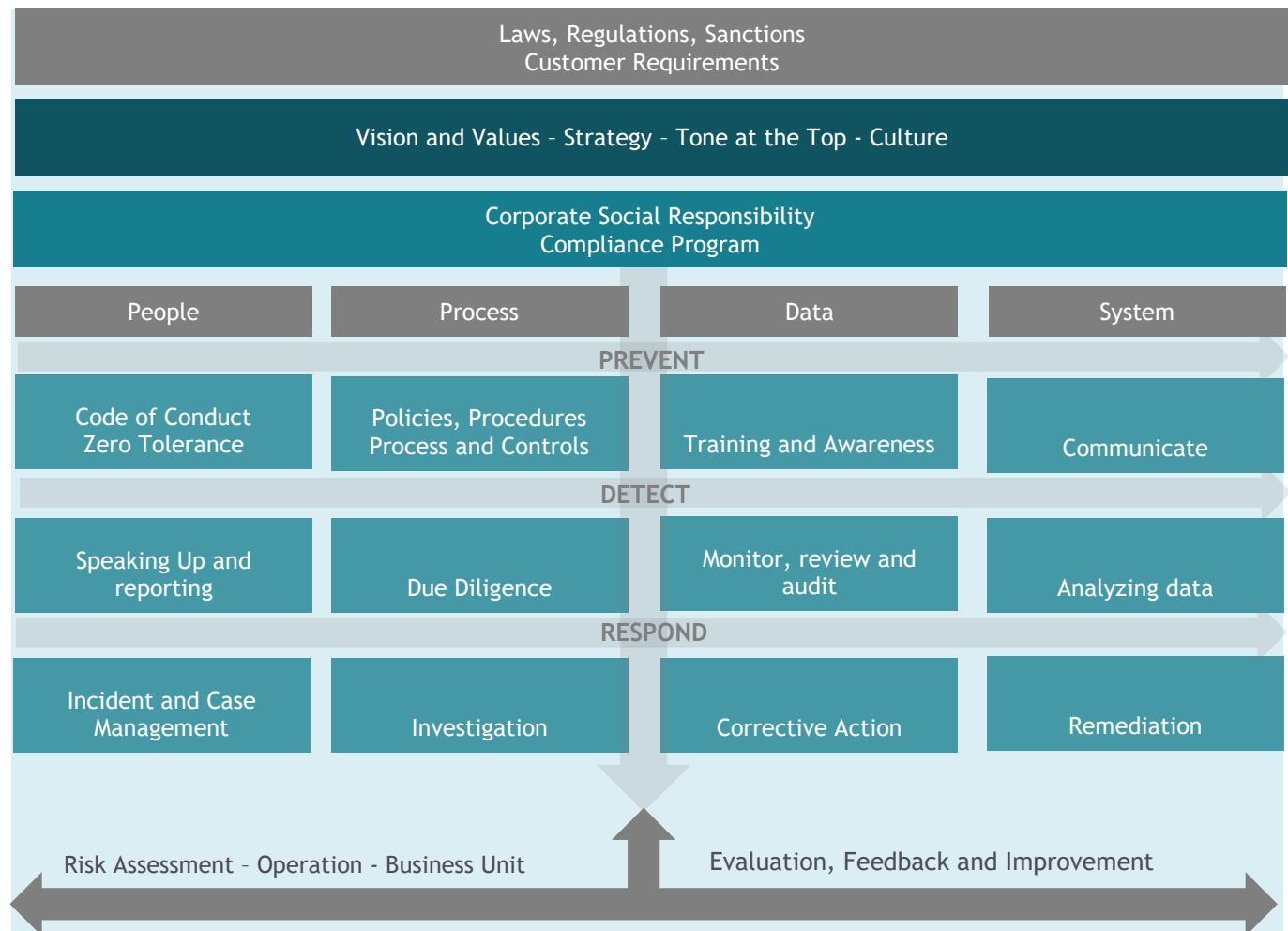


- 7 Support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility.
- 9 Encourage the development and diffusion of environmentally friendly technologies.

4 Anti-Corruption

Interwell has a zero tolerance to any unethical behavior. It applies to all Interwell employees, anyone who act on behalf of Interwell and business partners. The zero tolerance, including ethical business conduct, is clearly stated, and communicated in the CSR Statement, on the Interwell website and intranet.

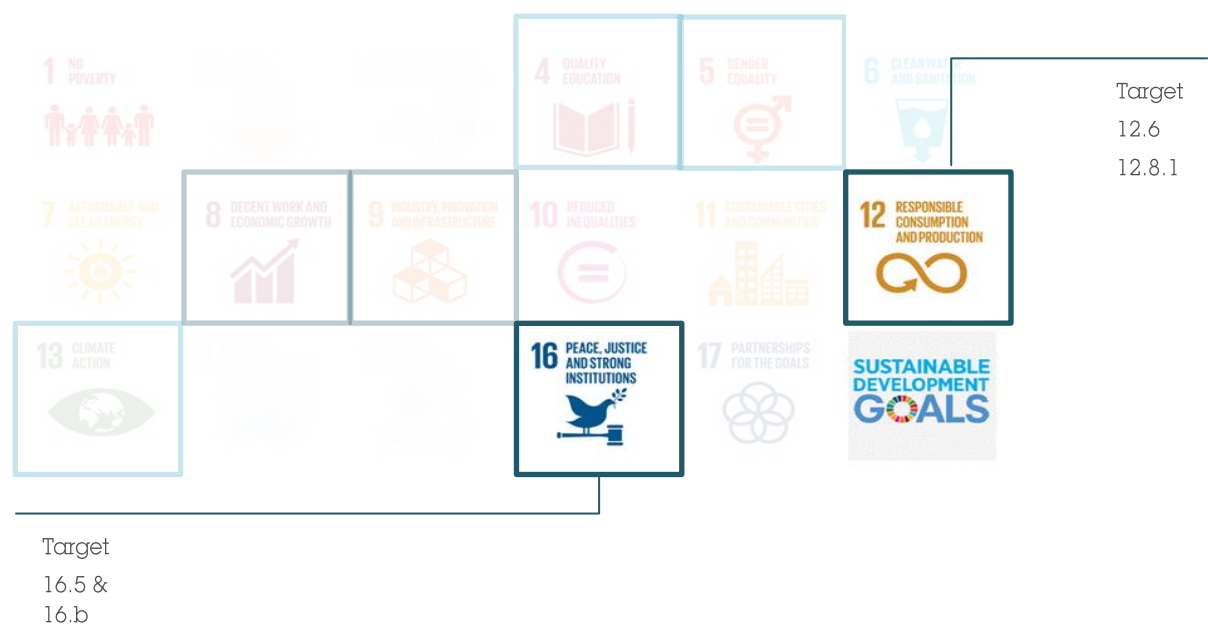
Interwell has an established Ethics & Compliance manual. The manual describes in its entirety the Interwell framework which follows international guidelines and standards: Social Responsibility ISO 26000, Risk Management ISO 31000 & Anti-Corruption and -Bribery ISO 37001. 3rd party and providers are governed specifically in our corruption and bribery prevention procedure.



Interwell has a Corporate Ethics and Compliance Committee, a designated role Chief Compliance Officer (CCO) and a Global Ethics and Compliance Officer. The committee offers a direct line of communication to Corporate management, the CCO has the corporate responsibility to oversee the global company compliance framework and reports regularly to the Board of Directors.

It is an annual requirement to read and electronic sign-off on the CSR Statement. Conflict of Interest Declarations require an annual electronic sign-off. Interwell arranges an annual global compliance week, aligned with the UN Anti-Corruption Day, to address the content of the Statement, highlight compliance procedures, and awareness. Key personnel receive in-depth training.

Interwell has no reported cases or internal investigations resulted in any legal cases, rulings or fines related to corruption and bribery.



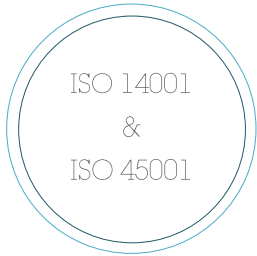
10 Work against corruption in all its forms, including extortion and bribery.

Moving Forward

In Interwell we learn every day. We want to work together to recover faster from the pandemic and its long-lasting effects and ensure that the zero tolerance to any breaches of our CSR Statement remains true.

In 2021 Interwell is participating in the UN Global Impact SDG Young Innovators Program, focusing on circular economy throughout Interwell product life-cycle management. Interwell will serve the global energy industry and support our customers to achieve their net zero goals, offering advanced solutions for both cleaner energy sources, renewables, and emission reduction initiatives.

2021 Goals



Group Certification:

ISO 14001: Environmental Management System requirement.

ISO 45001 Occupational Health & Safety Management System requirement.



Further develop Interwell Diversity Management Framework in accordance with NS 11201 Diversity management systems requirements.



Improve ERP system to build automatic processes as part of Interwell digitalization strategy.



Develop E-learning capabilities for applicable external parties on how to operate Interwell equipment.



Corporate Environmental objectives for 2021:

- 50% reduction in business travel compared to 2019 numbers.
- 80% recycling of waste.
- Purchase electricity from renewable energy sources where possible.
- Create an overall group reporting model for key environmental data – including emission scope 1-3.
- Make a model to visualize Interwell' s impact on customers emissions reductions.



Interwell' s ambition for emission scope 1-3 is **net zero** by 2050.



Serving Every Well