

UN Global Compact index

Hæhre Entreprenør AS is a member of UN Global Compact, which entails a commitment to and reporting on 10 principles related to responsible operations related to human rights, labour, anti-corruption and the environment.

Principle no	Description	Relevans for Hæhre Entreprenør	Description of ations	Description in sustainability report (page no)
Human rights				
<u>1</u>	Businesses should support and respect the protection of internationally proclaimed human rights; and	Hæhre operates in Norway and complies with current Norwegian laws and regulations. Hæhre supports and respects internationally recognized human rights	Hæhre has laid down ethical principles about human rights in Hæhre's Business Ethics Principles. Hæhre continues the client's requirements and clauses on social responsibility to subcontractors and hired labor.	Sustainability report (15)
<u>2</u>	make sure that they are not complicit in human rights abuses	Hæhre shall not have unethical parties enter the construction area or trade with parties who contribute to human rights violations.	All subcontractors and hired labor undergo evaluation and control before the work starts. Hæhre follows up subcontractors and hiring with random checks and controls on wages and working conditions	Sustainability report (30 and 31)
Labour				
<u>3</u>	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Hæhre respects and supports international labor rights, including freedom of association and recognition of the right to collective bargaining. Hæhre facilitates that employees can be organized.	Approximately 90% of the skilled workers in Hæhre are unionized. Hæhre conducts collective bargaining and has a special agreement on wages and working conditions that has been made valid for all hourly-paid skilled workers.	Sustainability report (30)
<u>4</u>	the elimination of all forms of forced and compulsory labour,	Hæhre pays all employees at least in accordance with applicable law and regulations and the nationwide collective agreement in the Private Facilities Agreement. All subcontractors and hired labour undertake to comply with applicable legal requirements, Hæhre's Business Ethics principles and other applicable requirements for social responsibility as well as relevant requirements from the client are continued.	Hæhre has routines for checking pay and working conditions with subcontractors and hiring. Systematic random checks and checks on pay and working conditions are carried out on our projects	Sustainability report (31)
<u>5</u>	the effective abolition of child labour; and	Child labour does not occur on Hæhre's projects. We do not engage suppliers who can be linked to financial exploitation of children.	Time sheets, pay slips and employment contracts are checked against each other by checks on pay and working conditions of employees of subcontractors and hired workers. Hæhre's Business Ethics Principles are passed on to suppliers. Registration of personnel in facilities ensures that Hæhre has control over employees of subcontractors and subcontractors and can carry out random checks to ensure that child labor does not occur.	Sustainability report (31)
<u>6</u>	the elimination of discrimination in respect of employment and occupation	Hæhre have a developing and good working environment. Bullying, harassment, discrimination and exclusionary behaviors are not tolerated and should not occur in Hæhre. This is stated in Hæhre's Business Ethics Principles.	All employees sign to have read and understood Hæhre's Business Ethics principles in addition to the company's work regulations when hiring. Hæhre has established an internal and external warning channel for unethical matters	Sustainability report (15 and 22)

UN Global Compact indeks

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Principle no	Description	Relevans for Hæhre Entreprenør	Description of actions	Description in sustainability report (page no)
Environment				
<u>7</u>	Businesses should support a precautionary approach to environmental challenges;	Hæhre shall carry out projects with the least possible environmental impact and in accordance with the contract's environmental requirements. Hæhre is certified in accordance with the environmental management system ISO 14001 and has prepared environmental objectives based on an environmental aspect analysis that is valid for all projects.	Environmental risk assessments are carried out before start-up and is continuously updated in the project in case of need and changes. Risk management according to ISO 31000: 2018 is integrated into the company's management system. Routines on the environment are followed up to achieve the projects' and the company's environmental goals.	Sustainability report (27 and 28)
<u>8</u>	undertake initiatives to promote greater environmental responsibility; and	Hæhre's environmental focus in projects and optimized solutions, as well as the use of new technology and competence development. Collaboration with the client and the industry	Hæhre follows up all projects with reporting on important environmental parameters related to the company's environmental goals. Among other things, climate accounts and sorting degrees are kept, as well as an overview of reported adverse events with measures related to the external environment. Hæhre has strengthened the proportion of resources with expertise in the external environment. Several projects are planned CEEQUAL certified in the coming years. Subcontractors and subcontractors follow YM routines in projects. Hæhre's overall goal is to contribute to a reduction in greenhouse gas emissions of 40% by the year 2030 compared with the reference year 1990.	Sustainability report (27 and 28)
<u>9</u>	encourage the development and diffusion of environmentally friendly technologies.	Hæhre uses its expertise to optimize solutions in projects. Hæhre's facilities will offer solutions and services that are sustainable	Hæhre has a robust and environmentally friendly machine park that satisfies strict requirements for emissions STEP 4 and EURO 6. In 2020, more diesel-electric machines will be delivered that make better use of efficiency in relation to fuel consumption and production. Hæhre focuses on optimizing operation and reducing idling and follows up all projects with idling reports. In addition, the company works actively to facilitate environmentally friendly transport of personnel inside and outside the facility. This provides positive benefits for the environment, safety and efficiency. The work will be further strengthened in 2020. Hæhre uses its cutting-edge expertise in collaboration with consultants and builders in turnkey contracts to optimize the mass balance, use materials with the least possible environmental footprint and increase reuse to reduce the total greenhouse gas accounts in projects.	Sustainability report (27 and 28)
Anti-corruption				
<u>10</u>	Businesses should work against corruption in all its forms, including extortion and bribery	Hæhre has zero tolerance for corruption	Hæhre's anti-corruption program is certified according to ISO 37001 anti-corruption. The anti-corruption program contains risk-based measures to prevent corruption and other unethical behavior in addition to legal requirements.	Sustainability report (30, 31 and 32)