



AUGUST 2021

Communication on Progress



StormGeo

CoP Differentiation Level: GC Active



// Statement by StormGeo CEO

Dear Mr. Secretary-General,

On behalf of StormGeo, I am proud to offer our continued support for the United Nations (UN) Global Compact and its initiatives, including the Ten Principles, which cover human rights, labor, environment, and anti-corruption.

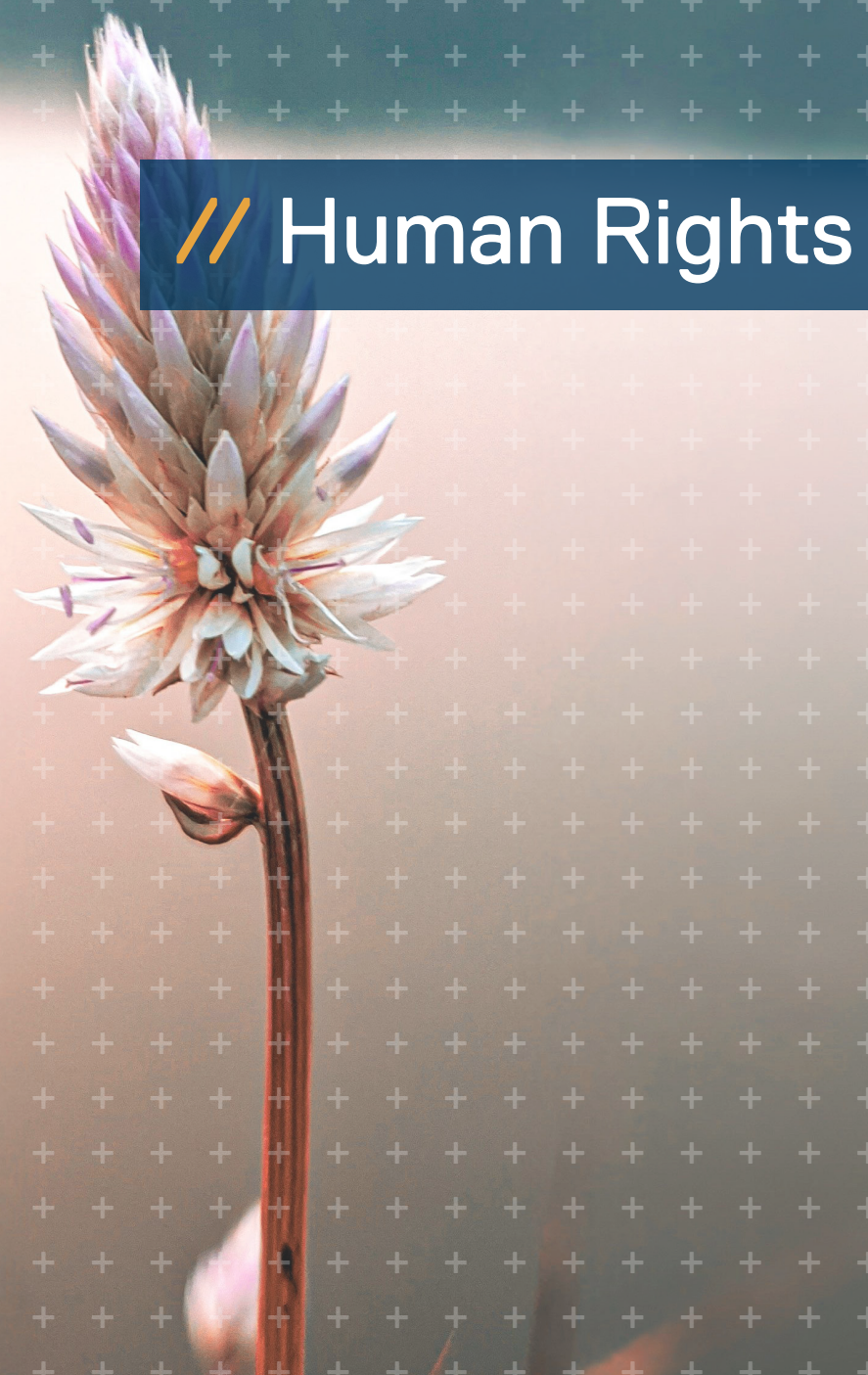
This letter is a declaration of our intent to uphold and actualize these principles through the utilization of the resources, expertise, and thought leaders within StormGeo. We are committed to prioritizing the UN Global Compact and its principles within the culture and operations of our organization, as well as to engage in partnerships that will advance the broader goals of the UN, with a focus on both the Sustainable Development Goals and the Action Platform for Sustainable Ocean Business. StormGeo has made our commitment known to staff, stakeholders and the general public.

In the attached annual Communication on Progress (CoP), we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Kind Regards,



Søren Andersen
CEO, StormGeo
August 12, 2021



// Human Rights

Referring to Principles 1 and 2 of the UN Global Compact, StormGeo supports and respects the protection of internationally proclaimed human rights, as well as makes sure our operations are not complicit in human right abuses. We do this by maintaining an inspiring, safe, and healthy work environment, as stated in our Quality Management System (QMS).

// Actions of Implementation

We have several global policies and guidelines in place pertaining to human rights, such as policies on Corporate Social Responsibility (CSR), health and safety, equality and diversity, harassment and bullying, sanctions, internal communication, and whistleblowing, as well as a code of conduct for suppliers.

The following are some of StormGeo's main human rights tenets:

- StormGeo opposes all forms of unlawful and unfair discrimination, such as those based on gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class.
- StormGeo treats all employees—and requires its employees to treat their colleagues—fairly, equally and with respect.
- StormGeo regards breaches of our diversity and equality policy as misconduct, which could lead to disciplinary proceedings.
- StormGeo encourages employees to raise genuine concerns or any suspicions they may have concerning misconduct, without suffering any detrimental treatment as a result of voicing their concerns.
- StormGeo performs an annual risk assessment at each office. From this, our Global Health, Safety, Security & Environment (HSSE) Manager compiles an annual report with suggested actions to be discussed with the Global Human Resources (HR) Manager. The report is presented in a number of management meetings.
- StormGeo expects its business partners to respect local religious and cultural customs, as well as the rights and integrity of local communities and indigenous people.

These policies and guidelines are communicated to all new employees upon onboard training, made available to all employees at all times, and updated continuously. Additionally, we adhere to local rules and regulations and adapt to local culture and traditions. Together, these processes ensure we build one united company culture and unified production system.

StormGeo's aim is to be a non-discriminatory workplace. Within StormGeo's workforce, 37 different nationalities are represented, as are many different religions. StormGeo ensures equal opportunities and rights in recruitment, remuneration, and working conditions, as well as promotion, personal development, and protection against harassment. Furthermore, StormGeo aims to be an inclusive organization with regards to reduced functional ability.

StormGeo has decided to explore diversity training for managers for 2021. In addition, two people were included in a work training program in StormGeo through A2G, a local work- and inclusion company.

// Measurement of Outcomes

We do not tolerate harassment in StormGeo. We encourage our employees to submit a report if they feel discriminated against. **No harassment cases were reported in 2020.** Furthermore, in our annual, anonymous employee survey of 2020, 90.9% of our employees reported being treated with respect and dignity. Together, the two data points indicate an environment where, throughout 2020, employees a) felt safe to report harassment and/or discrimination; and b) did not feel the need to do so.



// Labor

Referring to Principles 3, 4, 5 and 6 of the UN Global Compact, StormGeo upholds the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation. We do this by maintaining an inspiring, safe and healthy work environment, as stated in our Quality Management System (QMS).

// Actions of Implementation

We have several global policies and guidelines related to labor in place, which include policies on Corporate Social Responsibility (CSR), health and safety, harassment and bullying, privacy data, sanctions, internal communication and whistleblowing, as well as a code of conduct for suppliers.

Some of the actions StormGeo takes to enforce these guidelines include:

- StormGeo's health and safety management system conforms to—and is based on—International Organization for Standardization (ISO) 45001 standards.
- StormGeo's organization is structured and managed in accordance with the Norwegian Code of Practice for Corporate Governance.
- StormGeo identifies, manages, and implements control measures and reports on all activities impacting health and safety, as well as promotes a positive health and safety culture.
- StormGeo ensures our procedures, risk management, and work environment inspire and increase the well-being of all our employees.
- StormGeo provides information, education, training, and supervision on these policies, so that all employees are competent to do their tasks, as well as consults with our employees and contractors on matters affecting their health and safety.
- StormGeo expects its business partners not to employ children below the age of 15 or any higher minimum age for employment, according to applicable laws, as well as below the age of 18 for any form of hazardous work.
- StormGeo expects its business partners not to employ people against their will or require employees to lodge identity papers or deposits (financial or otherwise) as a condition of their employment.

These policies and guidelines are communicated to all new employees upon onboard training, made available to all employees at all times and updated continuously. Additionally, we adhere to local rules and regulations and adapt to local culture and traditions. Together, these processes ensure we build one united company culture and unified production system.

These processes are nothing without our people. The StormGeo community is our most important asset and the core of our success. StormGeo's community identity is expressed through our four core values:

// Passion

Our employees are skilled, dedicated, and comprise a wonderful international team. Communication is a top priority, and while "yes" is nice to hear, "why?" is just as valuable. We push our leaders to set targets that motivate their teams. We develop products that excite and inspire us so we can pass that passion onto our customers.

// Integrity

It is vital that each employee feels their contributions are respected, that they are trusted to do their tasks well, and that they can conduct themselves with integrity.

// Bravery

We encourage our employees to be brave in everything they do. Fear of failure should not get in the way of identifying creative solutions to the new challenges we face in today's rapidly changing environment.

// Innovation

At times we may encounter hurdles and challenges. Other times we may find successes where we didn't expect to find them. Whatever the result, we always learn, adapt and change. We innovate, and we get better every time to the benefit of our customers and the world we live in.

These values serve as a foundation for our interaction, both internally and externally. We share a working culture that respects and celebrates differences, while at the same time coalesces around a common set of ethical guidelines.

// Measurement of Outcomes

To further implement the Principles 3, 4, 5 and 6 of the UN Global Compact in our daily operations, StormGeo has identified some Key Performance Indicators (KPIs) to measure our success.

For 2020, the KPIs relating to labor were:

- No serious incidents reported. (SDG #8 on Decent Work and Economic Growth)
- Incident/near-miss investigations closed within 30 days. (SDG #3 on Good Health and Well-being)
- Increase the share of female employees to 35%. (SDG #5 on Gender Equality)

Here, serious incidents are defined as significant events, which demand a response beyond the routine, resulting from uncontrolled developments in the course of the operation of any establishment or transient work activity. Incidents or near-miss occurrences are defined as events that have the potential to cause injury or ill health, and/or damage, and/or loss, but which were avoided.

Both KPI i. and ii. were achieved. StormGeo had 533 employees (510.7 full-time equivalents) in 2020, compared to 548 employees (534 full-time equivalents) at year-end 2019. No accidents or injuries occurred as a result of performing the tasks and assignments by the employees during 2020.

The KPI to increase the share of female employees was unfulfilled, as we reached only 33% by year's end. Thus, we will continue to aim for 35% or more in 2021. StormGeo seeks to increase the proportion of women through recruitment and have implemented a new policy stating that the number of interview candidates should be 50/50 male and female. In 2020, StormGeo has two women (2/7) serving as directors on the Board of Directors and two women (2/7) in its Executive Management team.

COVID-19 Health and Safety Policies in 2020:

With the COVID-19 pandemic restrictions beginning in March 2020, StormGeo managed to have a smooth transition to work from home across all offices globally. A global pandemic policy was issued and updated regularly throughout the year. The utmost priority was the safety of our employees, as well as ensuring all were sufficiently informed of new internal policies and work-related restriction updates for their locations. Further, HR continuously reminded employees of their rights to medical and mental support if needed, as well as ways for them to maintain a healthy work environment from home. The information was provided in the form of emails, updates on the company's StormCentral intranet and guidelines and at company's Town Hall meetings.

To ensure insight into how the employees have experienced the pandemic situation, HR conducted a mid-year survey asking how employees were handling the work from home situation. The yearly environmental survey in October 2020 contained questions like "Working from home works well for me" (the score was 76.8%) and "I have sufficient contact with my team, also when working remote" (the score was 89.6%). A global hybrid working policy has been established to enable the continuation of employees working from home or the office, as needed.

Other corporate goals related to Labor:

We aim for less than 4% total sick leave, defined as the total number of sick days divided by total number of workdays for all employees. In 2020, this number was 0.95%.

We target a score of 80% response of "agrees & strongly agrees" in our annual, anonymous employee survey. This is defined as the average proportion of 'agrees' and 'strongly agrees' to statements about job demands, personal development, organizational culture, internal communication, company commitment, leadership and wellbeing. In 2020, this number was 80.4%.

The annual survey also asks employees about job satisfaction; the score for 2020 was 82.2% favorable (82.7% in 2019).

For 2021, we have set the following KPIs related to labor:

- No serious incidents reported. (SDG #8 on Decent Work and Economic Growth)
- Incident/near-miss investigations closed within 30 days. (SDG #3 on Good Health and Well-being)
- Increase the share of female employees to 35%. (SDG #5 on Gender Equality)
- 80% response target of "agrees & strongly agrees," on the annual work environment survey (SDG #3 on Good Health and Well-being).

We continue to strive toward these KPIs and measure them either every month, or when applicable. They help us drive business awareness and action in support of achieving Sustainable Development Goal (SDGs) 3 on Good Health and Well-Being, 5 on Gender Equality, and 8 on Decent Work and Economic Growth.



// Environment

Referring to Principles 7, 8 and 9 of the UN Global Compact, StormGeo supports a precautionary approach to environmental challenges, undertakes initiatives to promote greater environmental responsibility and encourages the development and diffusion of environmentally friendly technologies. We do this by maintaining an inspiring, safe and healthy work environment, as stated in our QMS.

// Actions of Implementation

StormGeo's policies and guidelines related to the environment include:

- StormGeo's environmental management system conforms to (and is based on) ISO 14001:2015 and 14064-1 standards.
- StormGeo manages and reports on all activities impacting the environment and sustainability.
- StormGeo is committed to the continuous improvement of environmental performance and management.
- StormGeo takes measures to minimize the environmental impacts of business travel by using telephone and video meetings. We also encourage the use of public transport, and usually only provide economy class flight tickets with a lower carbon footprint.
- StormGeo has implemented and is continuously improving energy saving initiatives and technologies to reduce natural resource consumption. Some of the steps we have taken include scheduling electric devices, lights, and heating/cooling to working hours; using electronic documentation; and purchasing energy-efficient equipment.
- StormGeo focuses on waste reduction and recycling through introducing internal recycling programs and by purchasing materials that use less packaging or recycled packaging.
- StormGeo procures environmentally responsible goods and services where possible.
- StormGeo has identified local sustainability representatives at 20 of its offices to initiate better communication on environmental initiatives, areas in need of improvement and best practices within the entire organization.
- StormGeo expects its business partners to avoid pollution and to minimize emissions and waste production, and instead to develop and implement environmentally friendly technologies and processes in their activities.

These policies and guidelines are communicated to all new employees upon onboard training, made available to all employees at all times and updated continuously. Additionally, we adhere to local rules and regulations and adapt to local culture and traditions. Together, these processes ensure we build one united company culture and unified production system.

As a participant in the UN Global Compact and its Action Platform for Sustainable Ocean Business, we are especially committed to advancing SDG 14, Life Below Water. SDG 14 is embedded into our business model through our provision of weather routing services to the shipping industry, which reduce fuel consumption by an average of 2.5% according to the International Maritime Organization (IMO), thus reducing the carbon dioxide (CO₂) and sulfur oxide (SO_x) that would pollute our atmosphere and acidify our oceans.

In 2020, StormGeo supported 58,500 routes with weather routing services, saving 580,000 MT of fuel. This equates to the removal of close to 1.8 million MT of CO₂ and more than 20,000 MT SO_x from the atmosphere and ocean. This is the equivalent of removing 378,000 cars from the road for one year. Additionally, we support offshore wind production, providing enough energy to power more than 32.8 million homes per year.

At StormGeo, 80% of the work we do supports ocean industries. With strong footholds in shipping and renewable energy, we have a depth of knowledge built over more than two decades that includes weather intelligence, ocean science, climatology, business operation effects on the ocean, and algorithms for decision support. This knowledge helps our customers reach their own sustainability initiatives. In addition, we encourage our thought leaders within the aforementioned fields to contribute relevant knowledge to the UN Global Compact and its participants to support the achievement of the 17 SDGs.

StormGeo's internal and external work on the environment are highlighted in our corporate vision and mission.

// Vision

A world beyond climate change.

At StormGeo, we know that climate change must be confronted. We envision a world that has adapted, coped with, and minimized its effects—a world that has effectively moved beyond climate change. We embrace our responsibility to make a difference for our customers and offer solutions that can bring us to this future.

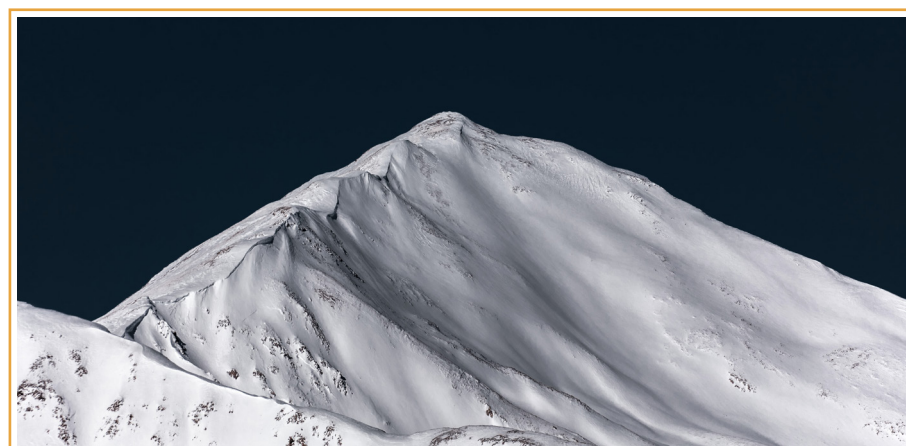
Here is how we'll get there: We support our customers in achieving their environmental targets. We create products and solutions that push against accelerated climate change, with a focus on green energy, emission reductions and safety of personnel, operations, and assets.

// Mission

Every day, we enable our customers to navigate a changing environment by unlocking the value of data.

The 21st century has been defined by disruption—crisis after crisis has forced us to reevaluate our norms and expectations. StormGeo is focused on meeting those challenges before they arrive. Our weather intelligence and advanced analytics empower our customers to make informed decisions when they need it most, using advanced analytics combined with the most reliable data.

StormGeo's mission is to be a trusted resource our customers can turn to, guiding them through a rapidly changing future.



// Measurement of Outcomes

To further implement the Principles 7, 8 and 9 of the UN Global Compact in our daily operations, StormGeo has identified a number of KPIs to measure our success.

For 2020, these KPIs were:

- Map the share of renewable energy sources in the electricity mix to our offices and the price of increasing this share. (SDG #7 on Affordable and Clean Energy)
- Reduce non-recycled waste going to landfills and incineration from 30% to 25%. (SDG #12 on Responsible Consumption and Production)
- Reduce our overall greenhouse gas emissions by 3% relative to 2019. (SDG #13 on Climate Action)
- Assess sustainable contributions by our shipping services. (SDG #14 on Life Below Water)
- Close gaps for ISO 14001 certification. (SDG #17 on Partnerships for the Goals)

Here, KPI i was fulfilled, and where possible, we have transitioned some offices to be powered with completely renewable energy. KPI ii. was unfulfilled, as the amount of non-recycled waste increased from 28% (in 2019) to 38% in 2020. KPI iii. was fulfilled and our carbon emissions were significantly reduced (see carbon figures on page 14). KPI iv. was fulfilled with our contributions toward decarbonization in shipping (see figures, page 11). KPI v. was partially fulfilled in 2020, with complete fulfillment achieved in June 2021 when StormGeo became certified in ISO14001:2015 environmental systems.

KPIs ii. and iii. are measured through annual carbon account reports. These allow us to benchmark our carbon footprint and evaluate our progress over time.

At StormGeo, we have been reporting on our carbon accounting since 2011. We report from the StormGeo offices that have at least five full-time employees (FTEs).

The input data are reported by the local Health, Safety, Security and Environment (HSSE) and/or Sustainability Representatives at each office (with five or more FTEs). Using conversion factors, the data is then converted to a carbon footprint; or the total greenhouse gas (GHG) emissions caused by the reported activity, measured in tCO₂eq. The factors are purchased from the specialized sustainability consultancy CEMAsys, using the international standard A Corporate Accounting and Reporting Standard (Revised edition) by the Greenhouse Gas Protocol (GHGP).

Input data and conversion factors are compiled and verified by our Global HSSE and Sustainability Representatives, who present the data in an annual carbon accounting report. The report is broken down into three scopes:

- Scope 1** - Direct GHG emissions due to fuel combustion, company vehicles and fugitive emissions.
- Scope 2** - Indirect GHG emissions due to consumption of electricity, heating/cooling and steam.
- Scope 3** - Indirect GHG emissions from other sources such as purchased goods and services, investments, leased assets and franchises, transportation and distribution, business travel, employee commuting, waste disposal and use of sold products.

In 2020, StormGeo's carbon emissions were 572 tCO₂eq, a decrease of 79.4% from 2019 (2,780 tCO₂eq).

For 2020, the breakdown of emissions is as follows:

- 1.62 tCO₂eq from Scope 1
- 242.6 tCO₂eq from Scope 2
- 327.8 tCO₂eq from Scope 3

Figure 1

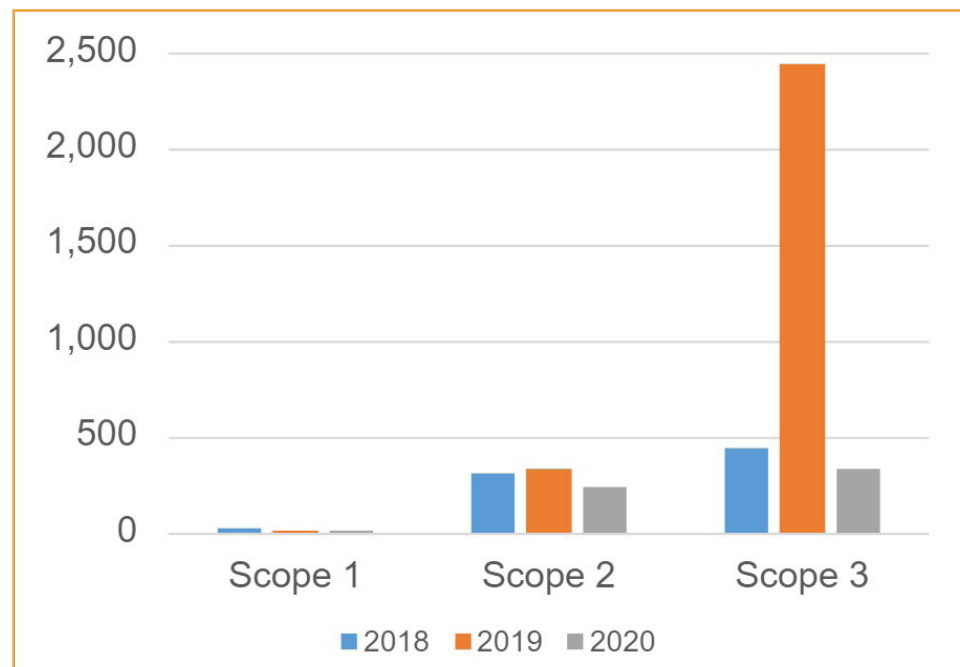
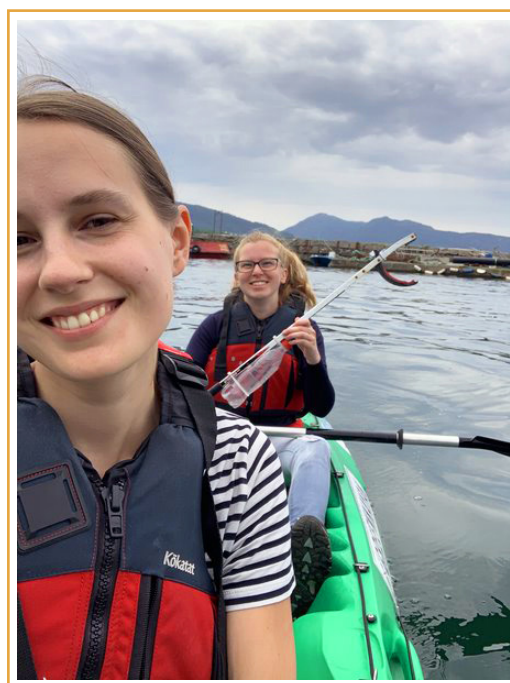


Figure 1: Annual GHG emission in Scope 1, 2 and 3 for the last three reporting years, measured in tons of CO₂ equivalents (tCO₂eq). The majority of StormGeo's carbon footprint in 2020 continues to stem from indirect GHG emissions (Scopes 2 and 3), but at a much lesser rate than in 2019.



StormGeo's total footprint was 79.4% lower than in 2019, and 27% lower than in 2018. The large spike in 2019 can be explained by various factors. First, the carbon accounting in 2019 represents 521.7 FTEs relative to 312.1 FTEs in 2018 due to acquisitions. Second, we improved our reporting methods for 2019, resulting in more complete reporting in existing categories and more extensive reporting in new categories relative to 2018.

StormGeo earned a climate certificate from CEMAsys in 2021 for voluntarily offsetting all 2020 GHG emissions. StormGeo's chosen project to offset these emissions is GS 7532 - Solar power project in India, which generates and sells renewable energy in India. This project has a certified annual impact of:



For 2021, we have set the following KPIs related to the environment:

- Increase the share of renewable energy sources in the electricity supplied to our offices, where possible. (SDG #7 on Affordable and Clean Energy)
- Reduce our overall greenhouse gas emissions by 3% relative to 2019. (SDG #13 on Climate Action)
- Gain ISO 14001:2015 (Environmental Management System) certification for StormGeo corporate head office. (SDG #17 on Partnerships for the Goals)

We continue to strive toward these KPIs and measure them every month, or when applicable. They help us drive business awareness and action in support of achieving SDGs 7 on Affordable and Clean Energy, 11 on Sustainable Cities and Communities, 12 on Responsible Consumption and Production, 13 on Climate Action, 14 on Life Below Water, and 17 on Partnerships for the Goals.





// Anti-Corruption

Referring to Principle 10 of the UN Global Compact, StormGeo works against corruption in all its forms, including extortion and bribery. We do this by maintaining an inspiring, safe, and healthy work environment, as stated in our QMS.

// Actions of Implementation

We have several global policies and guidelines related to anti-corruption in place, which include policies on CSR and sanctions, as well as a code of conduct for suppliers.

- StormGeo does not engage in or tolerate any form of corruption, bribery, extortion or embezzlement.
- StormGeo expects its business partners not to engage, be complicit in, or encourage any activity, practice, or conduct that would be an offence under, or breach of, any applicable laws relating to corruption and bribery.

These policies and guidelines are communicated to all new employees at the time of onboarding, made available to all employees at all times and updated continuously. Additionally, we adhere to local rules and regulations and adapt to local culture and traditions. Together, these processes ensure we build one united company culture and unified production system.

In StormGeo, we comply with the Corporate Governance recommendations through regular Board of Directors meetings, regular operational monitoring, information provided in annual reports and other materials. In addition to the Code of Practice, our Board of Directors has adopted the Employee Conduct Code. These policies form a comprehensive set of ethical guidelines and guidelines for the corporate social responsibility of the StormGeo Group.

The Employee Conduct Code defines the Group's standards for conduct of all business, legal, and ethical matters carried out, and arising in, daily business. This is meant as a tool and a guide for dealings with customers, partners, interaction with competitors and fellow employees, as well as in financial areas.

We demand honesty and integrity in all our business relations. No employee may instigate, invite to, or accept services that conflict with legislation directly or through an intermediary. Business transactions made on behalf of StormGeo must be available for documentation in accordance with proper business codes of conduct.

// Measurement of Outcomes

To further implement the Principle 10 of the UN Global Compact in our daily operations, StormGeo has identified a KPI to measure our success.

For 2021, we have set the following KPI related to diversity and inclusion:

- i. Train leaders in diversity and inclusion

We continue to strive toward this KPI and measure it every month or when applicable. It helps us drive business awareness and action in support of achieving SDG 10 on reducing inequalities and Principle 06 with regards to the elimination of discrimination in respect of employment and occupation.

StormGeo's organization is structured and managed in accordance with the Norwegian Code of Practice for Corporate Governance. The Board of Directors states that StormGeo has followed the code throughout 2020.

The Ten Principles of the UN Global Compact

// Human Rights

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

// Labor

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

// Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

// Anti-Corruption

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



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

StormGeo

StormGeo AS, Nordre Nostekaia 1, N-5011 Bergen, Norway
+47 55706170 | stormgeo.com