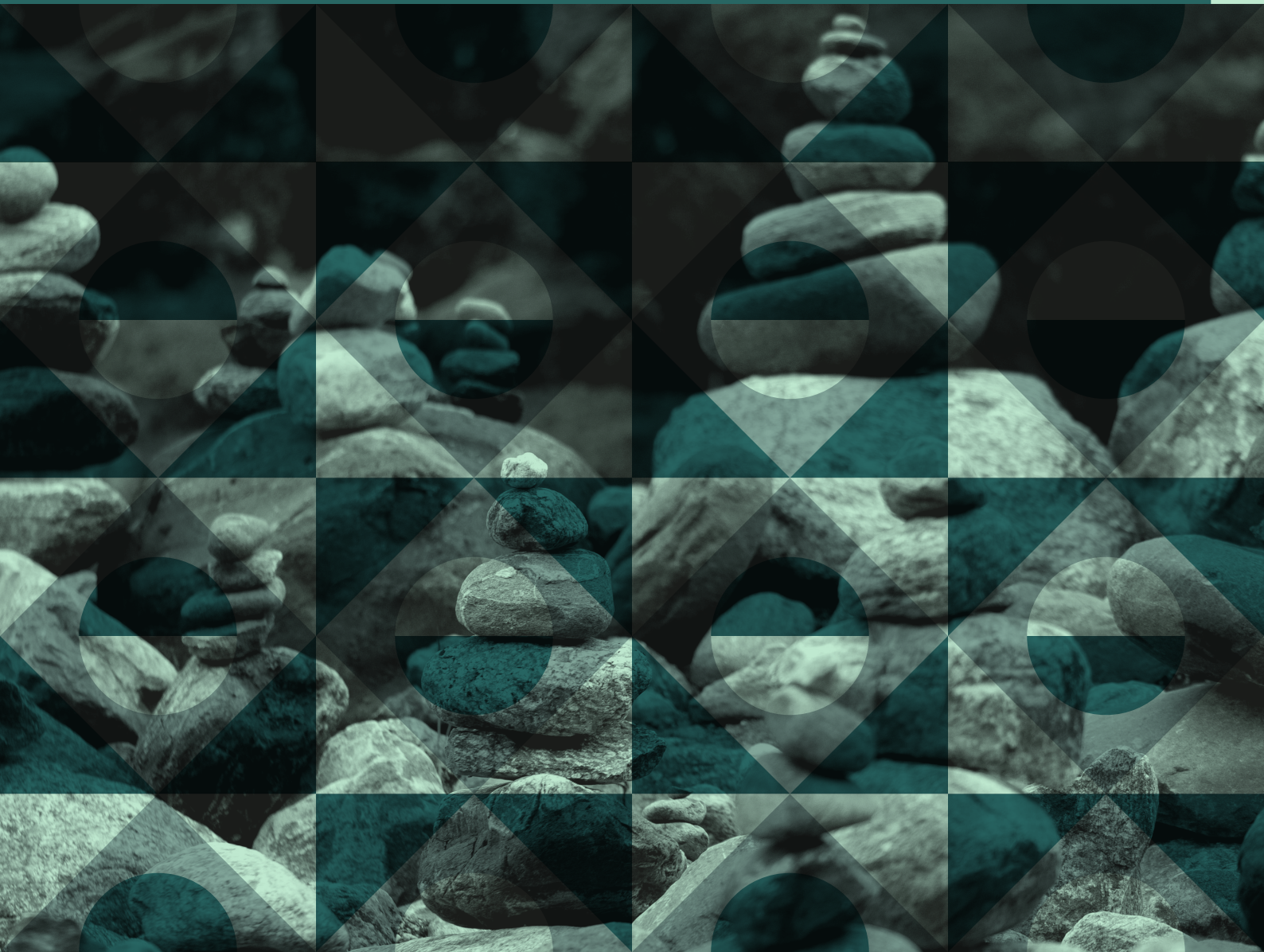




THE  
GOVERNANCE  
GROUP

MEASURABLE. ACTIONABLE.

## Sustainability report ESG 2020





We have applied the GRI's materiality principle to determine topics for reporting, including those which are important to our stakeholders and those which have significant environmental, social and economic impacts. In 2020, these were determined to be knowledge sharing, wellbeing of staff members, and greenhouse gas emissions.

#### WE ARE BUILDING RELATIONSHIPS TO POSITIVELY INFLUENCE THE ESG AGENDA

Our advisory work with clients is underpinned by mutual trust, and our key contribution to sustainability is through assisting companies in measuring, managing expect us to provide useful information, honest advice and contracted outputs in a timely manner.

Through our advisory work, knowledge-sharing activities and participation in sustainable business membership organisations, we have built longstanding relationships with our key stakeholders. These relationships are based on common goals and require considerable time investment – an aspect which we balance with our commercial imperatives.

Key memberships organisations we participate in include the GRI Community, the Standards Advisory Group of SASB, S-Hub Norway and UN Global Compact Norway.

#### DEVELOPING AND SHARING KNOWLEDGE IS KEY TO OUR SUCCESS

It feels like 2020 was the year of the webinar. With learning and connectivity going digital, our team continued their active knowledge contribution to the ESG community. As well as digital panel and webinar presentations, our knowledge and opinions have been shared in media articles, through LinkedIn and in articles on our own website. We see this activity as a key development tool for our ability to establish and articulate our position on a topic, while generating useful feedback from our stakeholders.

In 2020, we made the strategic decision to establish a comprehensive ESG training programme and offer formal training in sustainable finance, reporting and greenhouse gas (GHG) disclosure. The publicly-available training programme will commence in 2021.

#### WE ARE BUSY AND OUR TEAM IS GROWING

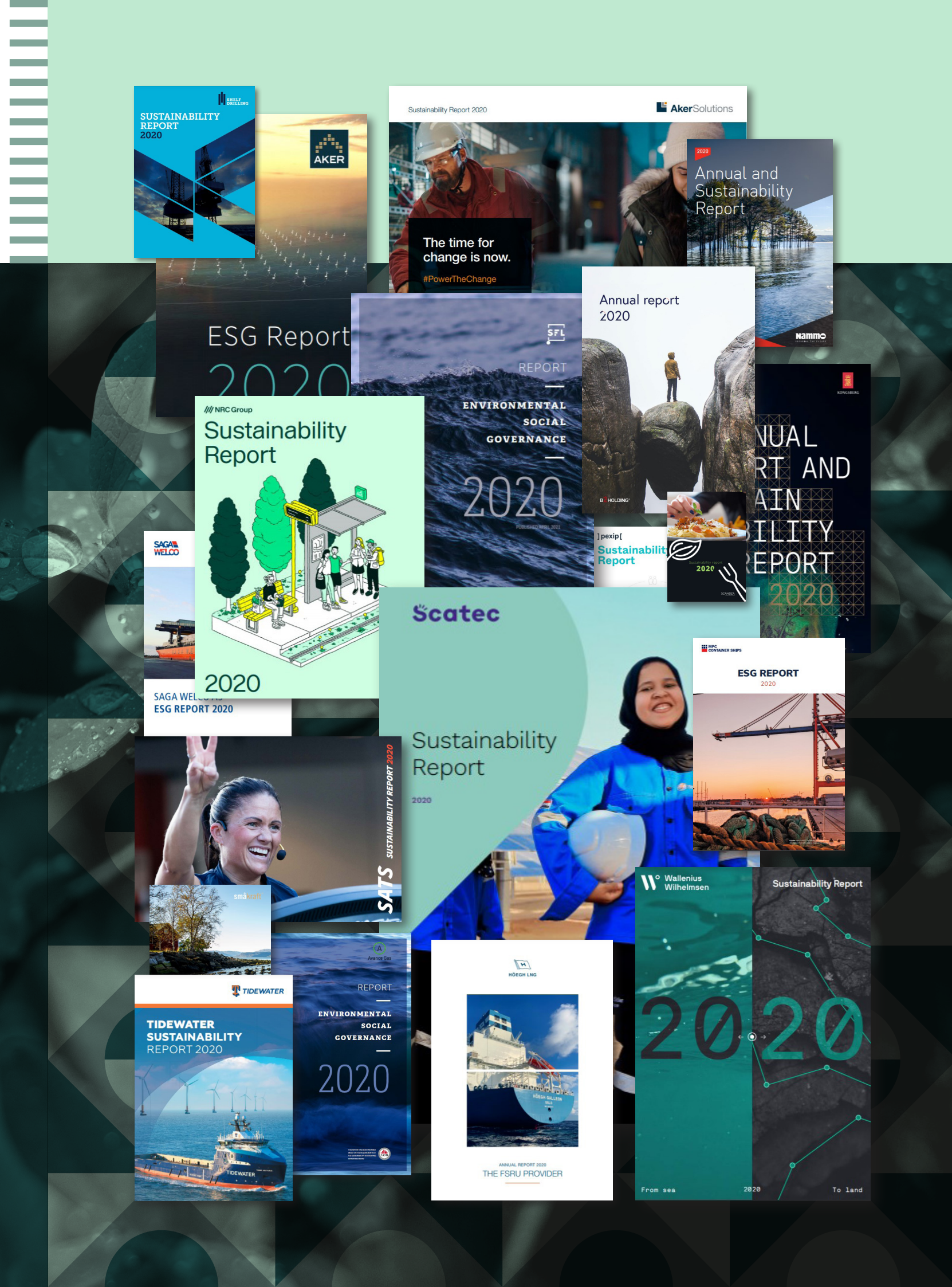
We experienced increased demand for our services in 2020, with additional hires made during the year to expand our core team to 14 persons. The global Covid-19 pandemic and associated restrictions meant we worked from home for the majority of the year. This situation created new challenges and opportunities, and relies heavily on individual accountability. Maintaining a strong team connection through regular formal and informal meetings has been key to sustaining a social and collegial working environment. We believe that mental health is a critical issue in our industry and that is why regular check-ins are so important, alongside a company culture that makes it easy and ok to ask for assistance. Maintaining motivation while balancing work and life are essential elements of our ethos, including our investment in social events and continual learning.

#### OUR GHG EMISSIONS DECREASED BY 90% DUE TO COVID-19

As an advisory firm, our travel-related greenhouse gas (GHG) emissions represent the majority of our carbon footprint. Restrictions on movement caused by the corona virus pandemic (Covid-19), meant we flew 5,700 km in 2020, generating approximately one metric tonne of GHG emissions. For comparison - in 2019 we flew 700,000 km and generated 49 tonnes of GHG emissions. Including car travel and energy use, our total GHG emissions for 2020 were 5.9 tonnes, down 90 % from the 56 tonnes generated in 2019. So, what did we learn? Firstly, we have a resilient business model which allows us to deliver our services in digital ways, without the need for physical travel. We have also learned that our clients have played a large part in making our travel reduction possible, through their ability to adapt alongside us. We plan to continue delivering services digitally wherever possible, acknowledging that there are some critical human connection factors that online environments cannot adequately replace.

Joachim Nahem  
Chairperson

Kristian R. Andersen  
CEO





## ABOUT THE GOVERNANCE GROUP

The Governance Group is an independent research and advisory firm based in Norway and operating globally. We provide expert advice on environmental, social and governance (ESG) risk management and compliance. Our clients include businesses, government and industry bodies and the diverse range of project work spans corporate ESG services through to human rights work in Angola.



**14 team members**



**Projects in 20 countries**



**20.2m NOK revenue**

## ABOUT THE REPORT

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards (Comprehensive option) and the Sustainability Accounting Standards Board (SASB) Standard for Professional and Commercial Services. Furthermore, The Governance Group is a member of, and has incorporated the ten principles of the United Nations Global Compact (UNGC) in our operations and reporting.

This report constitutes our Communication on Progress (CoP). The reporting period covers the calendar year 2020 from 1 January to 31 December.

See appendix for detailed disclosures:  
<https://www.thegovgroup.org/about-us/>



## SASB PROFESSIONAL AND COMMERCIAL SERVICES DISCLOSURES

\* See detailed disclosure table in the appendix [incl link].

TOPIC	DISCLOSURE	DATA	CODE
Data Security	Description of approach to identifying and addressing data security risks	See appendix	SV-PS-230a.1
	Description of policies and practices relating to collection, usage, and retention of customer information	See appendix	SV-PS-230a.2
	Number of data breaches	Zero	SV-PS-230a.3
	Percentage of data breaches involving customers confidential business information (CBI) or personally identifiable information (PII)	N/A	
	Number of customers affected	Zero	
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation: Executive management	33 % female (1/3)	SV-PS-330a.1
	Percentage of gender and racial/ethnic group representation: All other employees	56 % female (5/9)	SV-PS-330a.2
	Voluntary turnover rate for employees	10 %	
	Involuntary turnover rate for employees	0 %	
	Employee engagement as a percentage	Not deemed relevant	SV-PS-330a.3
Professional Integrity	Description of approach to ensuring professional integrity	See appendix	SV-PS-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	None	SV-PS-510a.2
Employees	Full-time and part-time	13	SV-PS-000.A
	Part-time	None	
	Temporary	3	
	Contract	1	
	Hours worked	19 271	SV-PS-000.B
	Percentage billable of hours worked	61%	