

# UNGC - Communication on Progress 2021

## 1 CEO statement of continued support for the UN Global Compact

«We here at Bertel O. Steen want to express our continued and wholehearted support for the UN Global Compact. We are committed to the initiative and its principles, and we strive for continual improvement within our own organization and with our supply chain.»

Harald Frigstad,  
CEO Bertel O. Steen

## 2 Alignment to the UN Global Compact principles

The following summary is intended to give an overview of our commitment, implemented system and our measurement of outcomes (performance). The list is not exhaustive.

Principle	Commitment	Systems, Procedures and Value	Performance highlights 2021
<b>Human Rights</b>			
<b>1</b> Businesses should support and respect the protection of internationally proclaimed human rights; <b>2</b> and make sure that they are not complicit in human rights abuse	Bertel O. Steen recognize that human rights are an integral part of corporate citizenship and we respect and support the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights.	<ul style="list-style-type: none"> <li><a href="#">Compliance and Social Accountability Policy</a></li> <li><a href="#">Supplier Conduct Principles</a></li> <li>Both the above policy and principle document include requirements to comply with and act in accordance with:               <ul style="list-style-type: none"> <li>UN Global Compact's Ten Principles</li> <li>ILO conventions on child labor (C138, C182), forced labor (C029, C105), discrimination (C100, C111) and freedom of association (C087, C098).</li> <li>UN Guiding Principles on Business and Human Rights (UNGPs)</li> <li>UN Convention on the Rights of the Child</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>We have not identified any cases where Bertel O. Steen has caused or contributed to adverse human rights incidents.</li> <li>We have intensified our follow-up of the supply chain. Suppliers must now adhere to our updated Supplier Conduct Principles.</li> </ul>
<b>Labour Standards</b>			
<b>3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective	Bertel O. Steen support the freedom of association and the right to collective bargaining. We do not use forced,	<ul style="list-style-type: none"> <li>Bertel O. Steen are in compliance with Norwegian law which guarantees freedom of association and collective bargaining, and prohibits</li> </ul>	<ul style="list-style-type: none"> <li>We identified one internal case related to discrimination internally. The case was</li> </ul>
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bargaining; <b>4</b> the elimination of all forms of forced and compulsory labor; <b>5</b> the effective abolition of child labor; <b>6</b> and the elimination of discrimination in respect of employment and occupation	compulsory or child labor. We have a zero tolerance for discrimination in the work place.	forced labor, compulsory labor and child labor. <ul style="list-style-type: none"> <li>▪ <a href="#">The Human Rights Act</a></li> <li>▪ <a href="#">Working Environment Act</a></li> <li>▪ <a href="#">Equality and Anti-Discrimination Act</a></li> <li>• <a href="#">Compliance and Social Accountability Policy</a></li> <li>• <a href="#">Supplier Conduct Principles</a></li> <li>• Annual report on equality and diversity (to be published with annual report on <a href="http://boskonsern.no">http://boskonsern.no</a> in April 2022)</li> <li>• Anti-discrimination guidelines (internal)</li> <li>• Twice a year we run an electronic survey targeting all employees. In these surveys the employees are requested to answer and describe their assessment of their work surrounding.</li> </ul>	resolved amicably. <ul style="list-style-type: none"> <li>• More than 82 % participation in our annual surveys</li> <li>• Our degree of sick leave is far lower than the national level, at 4,4 %</li> </ul>
<b>Environment</b>			
<b>7</b> Business should support a precautionary approach to environment challenges; <b>8</b> undertake initiatives to promote greater environmental responsibility; <b>9</b> and encourage the development and diffusion of environmentally friendly technologies.	Bertel O. Steen is dedicated to managing our environmental impacts proactively. Sustainability is an integrated part of our current corporate strategy.	<ul style="list-style-type: none"> <li>• HQ is ISO 9001:2015 and ISO 14001:2015 certified</li> <li>• All dealership locations are <a href="#">Eco-lighthouse certified</a>.</li> <li>• Corporate strategy</li> <li>• Environmental Policy</li> <li>• Monitor regularly the degree of waste sorting, reduction and recycling</li> <li>• Actively reducing the use of chemicals and switching to less harmful alternatives where possible.</li> </ul>	<ul style="list-style-type: none"> <li>• No incident of significant damage to the environment were reported</li> <li>• Sustainability and active support for the UN's 17 SDGs established as one of four main pillars of new corporate strategy as of December 2021.</li> <li>• HSE risk assessments performed and action plans with local</li> </ul>

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			targets and corrective actions established and followed at all physical locations.
<b>Anti-corruption</b>			
<b>10</b> Businesses should work against corruption in all its forms, including extortion and bribery.	Bertel O. Steen member firms are committed to achieving a high standard of ethical behavior in everything that we do.	<ul style="list-style-type: none"> <li>Compliance and Social Accountability Policy</li> <li>Supplier Conduct Principles (applies to all suppliers)</li> <li>We use <a href="https://www.worldfavor.com">WorldFavor.com</a> for active follow-up of all critical suppliers; obtaining commitment to our Supplier Conduct Principles, and gathering up-to-date data on the suppliers performance in terms of Human Rights, Labour Standards, Environment and Anti-corruption.</li> <li>Extra requirements for suppliers of Transport and Cleaning services; an additional declaration of conformity must be signed på the supplier.</li> <li>Ethics guidelines (internal)</li> <li>Annual mandatory training program for all new and existing employees, including anti-corruption dilemma training.</li> </ul>	<ul style="list-style-type: none"> <li>No incidents of corruption or bribery were reported.</li> <li>More than 90 % participation in the annual mandatory training program</li> </ul>

## 3 Sustainable Development Goals

Sustainability is one of the four main pillars of our current corporate strategy. We have identified the following six SDGs where we will prioritise our efforts. The selected SDGs have been categorised in the following three focus areas:

- Environment**
  - SDG 12 - Responsible consumption and production
  - SDG 13 - Climate action
  - Our focus areas:

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- reduce CO<sub>2</sub> emissions
  - reduce energy consumption
  - circular economy
- **People**
  - SDG 5 - Gender equality
  - SDG 8 - Decent work and economic growth
  - Our focus areas:
    - increase number of apprenticeships
    - reduce use of chemicals
    - increase follow-up of supply chain
    - educate workforce
    - compliance
- **Mobility**
  - SDG 9 - Industry, innovation and infrastructure
  - SDG 11 - Sustainable cities and communities
  - Our focus areas:
    - develop new mobility solutions (car sharing, car as a service, subscriptions etc)
    - through our partners: shift from fossil fuel to electrical, and work towards CO<sub>2</sub> neutral production

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