

The sustainability of both energy and oceans is vital for the future of our company and the world in which we operate and live.

# ABL

**ABL GROUP SUSTAINABILITY REPORT 2021**

[WWW.ABL-GROUP.COM](http://WWW.ABL-GROUP.COM)

An underwater scene with a manta ray swimming in the foreground and several fish swimming in the background. Sunlight rays penetrate the water from the top left, creating a bright, ethereal atmosphere. The water is a deep blue color.

# Contents

3	The ABL Group Family
4	A word from our CEO
5	The Report
6	Human Rights
7	Labour
8	Environment
10	Anti-corruption
11	2021 Goals
13	Development of CSR Initiatives

# The ABL Group Family

Eight unique brands, each focussing on a different market with a different expertise, to ensure we remain at the cutting-edge of engineering, consultancy and innovation for renewables, maritime, and oil and gas.



## ABL Group

ABL Group is a leading global independent energy and marine consultant working in energy and oceans to de-risk and drive the energy transition across renewables, maritime and oil and gas sectors.



## OWC (Offshore Wind Consultants)

Project development services, owner's engineering and technical due diligence to the offshore renewables industry.



## East Point Geo

Expert Geoconsulting organisation supporting all sectors; providing efficient client-focused deliverables including data assurance, ground models and quantitative risk assessment.



## INNOSEA

Engineering advisory, verification, research & development, concept development and consultancy for marine renewable energy.



## Longitude Engineering

Independent engineering, design and analysis services for the marine, renewables, oil & gas, defence, and offshore infrastructure industries.



## OSD-IMT

Est. in 1989, specialist ship design house focused on offshore support vessels and clean shipping technology.



## JLA (John LeBourhis & Associates)

Rig moving, risk control services and surveying services, specialists in MODUs.



## ABL Yachts

Superyacht surveyors and consultants.

# Sustainability Report



**ABL Group finishes 2021 larger again, another doubling in size, bringing a significant increase in opportunity, impact, and responsibility. At ABL Group we recognise that for our business to be successful in the age of climate crisis and energy transition, we must redefine what we do in a genuine way to put sustainability at the center of all strategy and operations.**

In our 2019 Annual Report we presented a clear sustainability statement and vision. This was a statement of intent with 5 key principles to guide and drive our journey.

This has guided many decisions over the last 12 months:

- Continuing to increase the renewables and other energy transition share of group revenues as we drive towards 50% by 2025
- Broadening our services to help clients decarbonise other sectors such as maritime and oil and gas,
- Creating a Chief Energy Transition Officer role at the executive management level to bring innovation and new services to help our clients decarbonise and the world transition safely but as fast as possible
- Rolling out BS EN ISO 140001:2015 across our global operations
- Working to improve diversity and put a number of foundational policies in place
- Supporting the community, focusing on aligned areas, consistent with our SDGs, with staff and company contribution and volunteering

This Sustainability Report will describe our actions to continually improve the integration of the United Nations Global Compact and its principles into our business strategy, culture, and daily operations. By including this in our Annual Report to shareholders, we also show our commitment to sharing this information with our stakeholders using our primary channels of communication as a key document in our Environmental, Social, and Governance ("ESG") reporting.

**Reuben Segal** ⚡ Chief Executive Officer

# The Report

In February 2020 we became a signatory of the United Nations Global Compact and published our first Communication of Progress in February 2021. ABL Group reaffirms our commitment to the ten principles of the UN Global Compact in the areas of human rights, labor, environment and anti-corruption. This report is shaped by the Sustainable Development Goals (SDGs) introduced by the United Nations in 2015.



In 2020 we performed our first materiality assessment to explore our priorities on sustainability. We explored and evaluated the aspects of our business that have the biggest environmental, social and governance impact.

The seven materiality topics that we considered to have most impact on and the most importance to ABL Group and our stakeholders are:

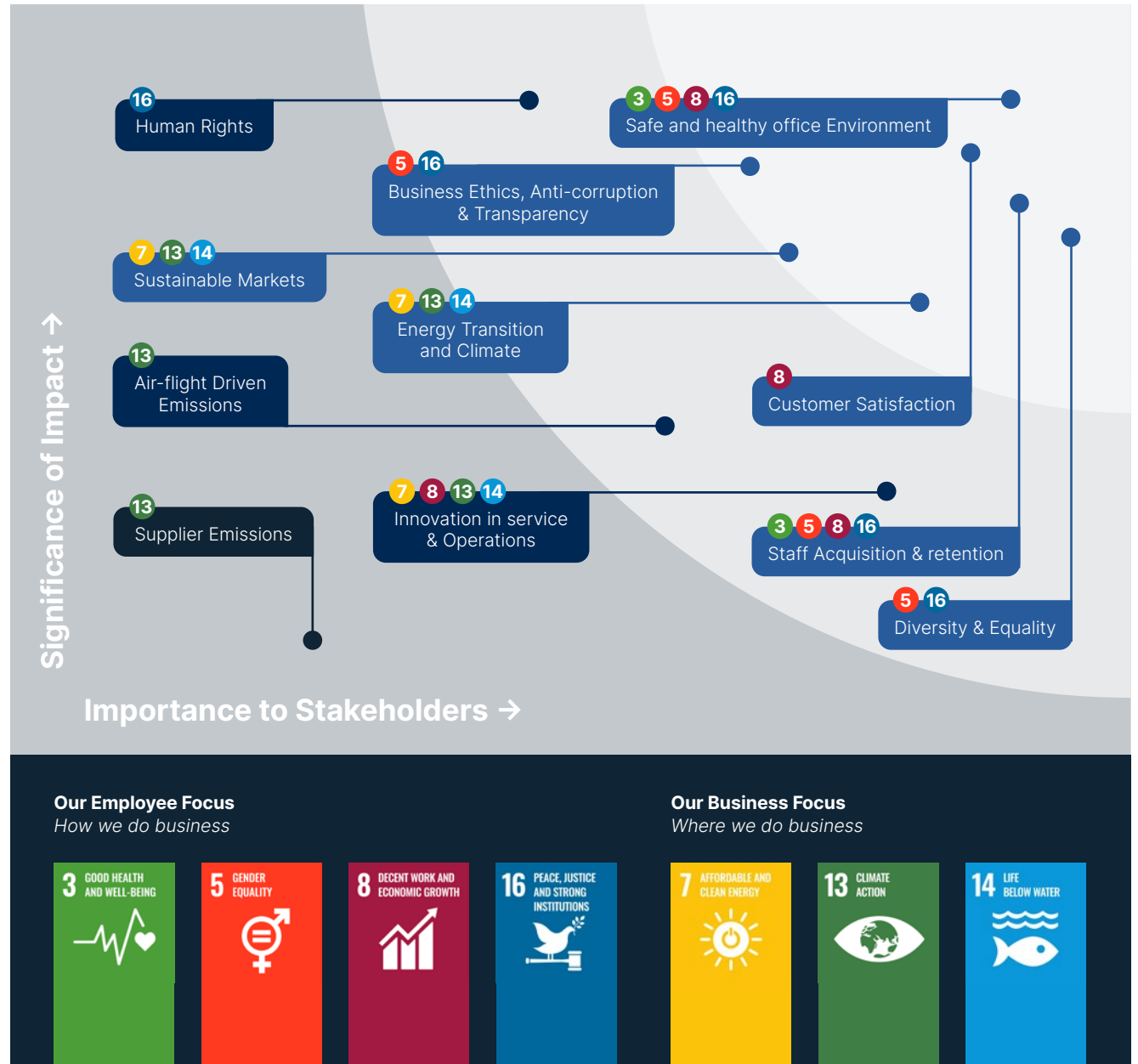
- Safe and healthy attendances
- Business ethics, anti-corruption, and transparency
- Staff acquisition and retention
- Customer satisfaction
- Diversity and equality
- Sustainable markets
- Energy Transition and climate

After our initial benchmarking materiality assessment we consider these seven SDGs have the highest importance to ABL Group and our stakeholders. We further grouped the SDGs we have key focus on into two groups:

- Employee focused, so **how we do business**
- Business focused, so **where we do business**

**Guiding purpose in this initiative is:**

*Energy and the oceans are at the centre of our business; the sustainability of both is vital for the future of our company and the world in which we operate and live.*



## Human Rights

Over the past year, ABL Group has gone through a large amount of change. During this transition, we have had to deal with a change in our culture and changing work environments resulting from the pandemic. We understand the importance of our people and how each and every one of our employees has a part in driving the business forward. In order for that to happen successfully, we need to make sure we are investing in them where appropriate. A safe, clean, healthy, and sustainable environment is integral and without a healthy environment we are, unable to fulfill our aspirations.

We remain committed to the United Nations Global Compact and its goals surrounding Human Rights. Our Corporate Code of Conduct remains in place for the business which advocates high standards of honesty, integrity, and ethical behaviour in our daily business and expects all representatives of our company to conduct their daily business in a safe, fair, honest, respectful, and ethical manner. People are also happier and healthier when they can be their best selves which underpins high performance.

We are also pleased to report that there have been no suspected violations of our policies in this area.

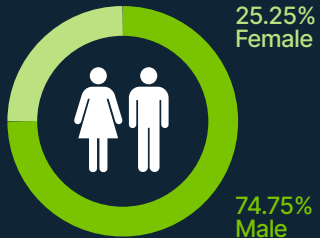
Throughout 2021 the company signed up for the Target Gender Equality Accelerator Course and is reviewing the areas of improvement for the group against the WEP Tool (The Women's Empowerment Principles Gender Gap Analysis Tool). As a company, we have a lot of the basic principles in place but have significant room for improvement surrounding our recruitment processes and further work to be done providing stand-alone and clearer policies on Diversity & Inclusion.

Throughout 2020 we celebrated the achievements of women engineers and we continued this throughout 2021 to promote diversity and development across the workplace and within our industry. A member of our staff joined the GWEC's development program for "Women in Wind" and has since been approached to participate in a radio p on BBC World Service called "The Conversation", in which an episode is being made with women working in the green/clean/renewable energy sector. In July 2021 we also hosted and participated in a panel discussion for Women in Shipping on Engineering Diversity for the future. This is an area that we would like to concentrate on looking forward and with the help of the Target Gender Accelerator Course, we should be able to set some specific goals. Over the past year, we have employed 157 new employees – 31% of these hires were female compared to 26% in 2020. Although this is a small increase, we see this as an improvement for a maritime/Oil & Gas business that has historically been a male-dominated environment.

# Employee Diversity

2020

STAFF POPULATION



GROUP BOARD

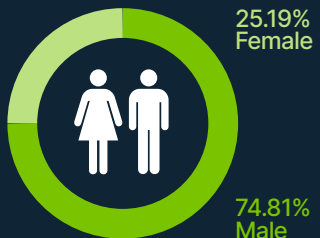


NEW EMPLOYEES



2021

STAFF POPULATION



GROUP BOARD



NEW EMPLOYEES



## Nationalities

American	3.3%	Lithuanian	0.2%
Australian	3.2%	Malaysian	3.3%
Bahamian	0.2%	Mexican	3.0%
Bahraini	0.3%	New Zealand	0.2%
Brazilian	3.2%	Norwegian	1.0%
British	30.2%	Pakistani	0.2%
Bulgarian	0.8%	Polish	0.8%
Canadian	2.2%	Portuguese	0.2%
Chinese	6.6%	Romania	0.2%
Croatian	0.2%	Russian	0.5%
Czech Republic	0.2%	Singaporean	6.1%
Danish	0.3%	South African	1.5%
Dutch	1.5%	Spanish	1.7%
Egyptian	1.5%	Taiwanese	0.3%
Filipino	0.3%	Thai	2.7%
Finnish	0.2%	Turkish	0.3%
French	6.0%	Venezuelan	1.8%
German	1.0%		
Greek	1.2%		
Indian	7.0%		
Indonesia	4.0%		
Irish	0.8%		
Israeli	0.2%		
Italian	1.0%		
Japanese	0.3%		
Korean	0.7%		

Within the ABL Group we promote our staff internally and externally through a number of "Meet the Team" blog posts. This helps to promote the skills set we have across our regions and to further integrate our employees with one another.

As a joint business, we now have an enhanced global footprint with around 45 nationalities amongst our employee base. We value the diversity and inclusion of the people with whom we work, and we are committed to equal opportunities.

For 2022 ABL intends to make sure we are upholding fair employment practices through education, recruitment, training, and employee wellbeing. In 5 years, time it is said that around 75% of the workforce will be made up of Millennials, however,

we do not limit people's opportunity to contribute or advance based on age, childcare responsibilities, disability, ethnicity, gender, gender expression, sexual orientation, religion, pregnancy, or other protected personal characteristics.

We believe that a motivated and satisfied workforce is a key enabler of individual and business performance. As the business grows, we will be able to provide further career and development opportunities. It is important to engage with our employees to drive change in a meaningful way to work collaboratively and enhance the power to make a difference and the impact to serve our company's mission and vision.

Following our WEP analysis, it is clear we will also need to conduct further reviews around the gender pay gap and we are currently looking at new recruitment tools to help us track further elements surrounding diversity. Through the new ATS system, we will be able to clearly track and report on specific gender statistics and take proactive steps to recruit women at all levels within the organisation.

- Gender balance in total in the company  
– for 2021, 163 females and 484 males
- Employees in part-time positions  
– 21 part time employees – 12 Female and 9 Males
- Average number of weeks of parental leave for women and men  
– Women 24 weeks, men 4 weeks.
- Employees who work involuntary part-time  
– None

There are still a number of activities to undertake which includes reviewing our appraisal system and tying in staff and development goals with retention rates.



Throughout 2022 we have signed up to put a large number of our employees through specific training courses relating to leadership and management. We want to invest in our employees and provide them with the best tools that they need to succeed, and our next generation of leaders are equipped to deal with issues that may arise within the task force. The business is restructuring to include a more structured shared service centre for the group and we have filled the position of a Group Training Manager.

One of our subsidiary companies within ABL Group has been piloting a series of training courses looking at an Introduction to Line Management with a series of modules taking place over a 12-month period. As this has proven to be successful, we will be looking to roll this out across other areas of the business. Such topics include interviewing, motivation, and how to manage a flexible/hybrid team.

We updated our maternity and paternity policies throughout 2021 to make them more family-friendly and will be putting more focus into looking at our STEM returners (including those returning from maternity leave). We will also be reviewing further support policies such as fertility treatment / fostering / surrogacy / international adoption

Looking forward the company is looking to set up an ESG Committee. This will be made up of smaller inclusion councils looking at specific areas for improvement within the business, i.e diversity and inclusion, good well-being, etc. We believe this will lead to better collaboration, understanding, and communication between our employees. The idea would be for these smaller groups to meet regularly to set plans and objectives for the coming years and monitor progress.

Due to the nature of the business, we do not have specific external audits related to Human Rights Performance, however, this will be something that we will review internally throughout our ESG journey.

#### **Labour**

We value the diversity and inclusion of the people with whom we work and we are committed to equal opportunities. We prohibit discrimination, harassment, forced, trafficked, and child labour and are committed to safe and healthy working conditions and the dignity of the individual. Workplace Integrity means fostering and protecting a corporate environment that is inclusive, safe, and professional.

We do not limit people's opportunity to contribute or advance based on age, childcare responsibilities, disability, ethnicity, gender, gender expression, sexual orientation, religion, pregnancy, or other protected personal characteristics.

At the end of 2021 we hired a new recruit in the capacity of Group Talent and Acquisition Manager, who is currently reviewing our recruitment policies and investigating an Appicate Tracking System to implement across all regions.

We recently introduced a 6-month LinkedIn Recruiter pilot, which will help us drive traffic and create greater visibility/awareness both for the ABL Group as a company as well as in terms of recruitment activity on LinkedIn.

The pilot includes a fixed number of sponsored job postings, direct access to LinkedIn members (helping us to target the right people/talent), recruitment marketing, and will provide a great opportunity for pipelining of candidates as well as management of applications within the system.

The next step will be to roll out our new standard recruitment policy/process. With the recruitment process rolled out and the ATS is in place we will be in a way better position to support recruitment activities across the group, therefore able to track our retention rates and report on our diversity across the group.

The pandemic continued throughout 2021 and the company has introduced a much more flexible approach to work in many locations, a hybrid working pattern has become standard. We maintain that the newly adopted way of homeworking will not hinder any employees' chances of further development and career opportunities within the organisation.

For 2022 we will be rolling out a new ABL Privacy Notice along with guidelines around Personal Data Processing.

We also plan to roll out an employee survey globally in order to provide us with feedback on our policies and processes. In line with the recruitment policy, we are also planning on re-evaluating and designing a cleaner on/off-boarding process to improve the employee experience. We will be exploring a global HRIS system to assist us with implementing better and cleaner processes. Throughout 2022 we need to further our efforts in putting in measures to monitor and report on the demographics of our management and employees by diversity factors.

Currently one of our affiliated companies operates an Engineer Development Scheme and for 2022 we will be looking to roll this out globally across all divisions/entities to broaden our skillsets and train young engineers for the future. Along with expanding the graduate programme we will be looking to introduce a mentorship program. This will not only be for those graduates within the programme but for those members of staff looking to change roles or further their career in a specific field within the group.

Due to new ways of working, moving forwards our company aims to put more focus on our wellbeing programs. We would like to look at the promotion of physical fitness, promotion of healthy work life balance and stress management. We believe this will have a positive impact towards SDG 3 – Good Health & Wellbeing.

Mental Health is a big topic these days. We have been actively training staff on Mental Health First Aid which in turn will introduce a series of in-house training to line managers to be aware of signs and symptoms should any episodes occur. We have also been piloting training sessions related to stress at work and will be looking to roll this out to wider areas of the company. Additional councils will be set up to look at the areas of emotional well-being, social well-being, and physical well-being in line with our objective for setting up an ESG Committee. There are a number of topics that we are seeing more and more in the media these days relating to sensitive scenarios such as Menopause Awareness. We would like to incorporate training elements for line managers over the next 12 months in order for them to be aware of how certain medical changes can affect the workforce and how to deal with this.

We want ABL to be a safe place with senior leaders being visibly involved in looking at factors that contribute to effective diversity and inclusion.

At ABL we are committed to giving back to the economy and will be looking to roll out a number of charity-based events linked to benefit the environment. We believe that it is important to promote Team collaboration by taking part in social activities and challenges for charity. In 2021 the company took part in a "Race the Thames" challenge in support of seafarers. We want to explore more of these so our staff can engage with each other across the globe, take on new challenges physically and mentally.

Our employees have access to an Employee Assist Programme which remains confidential. Throughout the pandemic, it has been important to promote this service for those that have struggled with the change in the work environment.

**Environment**

Under sections 3-3a and 3-3c of the Norwegian Accounting Act, ABL Group is required to report on its corporate responsibility. ABL Group recognise that Health, Safety, and Environmental (HSE) matters are an integral part of its business performance and exemplary performance in the areas of HSE is essential to fulfill our vision and meet the expectations of our stakeholders.

Our ABL2030 guiding purpose, created and re-committed to in our 2021 Annual Report, is that energy and the oceans are at the centre of our business; the sustainability of both is vital for the future of our company and the world in which we operate and live. Our purpose not only makes environmental sustainability a responsibility for us in the way we do business, but also recognises that our business impacts the wider world and that we need to take responsibility for that too.

Though we are a company without any operating assets, we take our environmental responsibilities very seriously and our Integrated Management System (IMS), which is certified by LRQA, requires that all projects are reviewed for potentially adverse environmental risks.

ABL Group considers it to be fundamental good business and management practice to be able to identify, understand and take appropriate action on material environmental risks and opportunities to the business, this is pursued via a corporate risk management program and is independently audited as part of its BS EN ISO 140001:2015 certificate.

This process is overseen by the Corporate Risk Committee which includes our CEO, COO, General Council, and other senior management. The robust process encompasses the following:

- Review the corporate risk management framework
- Ensure that risks facing the organization are identified, evaluated, and adequately addressed
- Issue the corporate risk report on a quarterly basis and collate risks reported by regions and business lines.

- Drive and support the further improvement of the risk management process and provide business knowledge to the discussion of risks

We identified 'Climate change and environmental sustainability' as a material business risks and this has resulted in a range of strategic and operational actions to reduce the material risk to ABL Group's business and reduced any negative impact to climate change drivers, but also use our business activities to make a positive impact on UN Global Compact SDGs. A summary is presented in the table below.

Our ABL2030 ESG strategy includes two guiding principles that put environmental sustainability at the core of our business:

- Principle 4. Work towards a company-wide net zero carbon target to stay ahead of our markets & contribute to a net-zero world
- Principle 5. Continue to grow, innovate & develop new services to both accelerate & de-risk the energy transition & create business value

In support to Principle 4, in 2021, we have completed the implementation and accreditation of a group-wide environmental management system according to

**Climate Change Risk**

<b>RISK / OPPORTUNITY ORIGIN</b>	<ul style="list-style-type: none"> <li>• Climate change and environmental sustainability</li> </ul>
<b>RISK DESCRIPTION</b>	<ul style="list-style-type: none"> <li>• Reducing offshore oil and gas market over the medium to long-term due to the energy transition driven by Paris Climate Agreement</li> <li>• Overexposure to clients with negative ESG profiles such as oil and gas</li> <li>• Market pressure to measure and improve our own ESG performance</li> </ul>
<b>POSSIBLE IMPACT</b>	<ul style="list-style-type: none"> <li>• Loss of investor confidence and so reduced share performance</li> <li>• Reduction of oil and gas opportunities over medium to long-term as market shrinks, with additional competitive pressures impacting pricing</li> <li>• Reduce attractiveness as a place to work for younger more value driven staff</li> </ul>
<b>COUNTER MEASURES</b>	<ul style="list-style-type: none"> <li>• Establishment our ABL2030 ESG strategy</li> <li>• Diversification into more sustainable market segments such as offshore wind, onshore renewables and maritime sectors such as insurance, adjusting, shipping, expert witness, Yachts, and Ports and Harbours</li> <li>• Accreditation of our operations to BS EN ISO 140001:2015</li> <li>• Targeting 50% of our group revenues from renewables and other energy transition or sustainability-driven revenues by 2025</li> <li>• The creation of the position of Chief Energy Transition Officer on our executive team</li> </ul>

*Climate Change Risk Excerpt from Corporate Risk Register*



BS EN ISO 14001:2015. Our environmental management system is designed and specifically structured to cover environmental aspects that ABL Group can control and directly manage, and those it does not control or directly manage but on which it can be expected to have an influence.

The aspects of ABL Group business that interact with the environment are identified and evaluated. Appropriate processes are established to minimise waste, use resources efficiently, encourage recycling and work towards a companywide net zero carbon target.

In terms of supporting Principal 5 and so generating more revenues from renewables and sustainability-driven services we achieved:

- Achieved 53% revenue growth in renewables bringing renewables share to 27% of group revenues
- Worked on 99 offshore wind farms with a total capacity of 68GW and carried out over 100 MWS assi on renewable energy projects
- Formed and launched a new business unit serving the onshore wind, solar, and energy storage and started work on a range of assignments including battery storage feasibility studies
- Partnered on 20% of all capacity awarded in the 25GW ScotWind offshore wind leasing process
- Opened renewables serving hubs in Ireland, France, and Brazil
- Established a climate change resilience capability and led a global industry-wide survey of the impact of climate change on offshore wind
- Significantly expanded our green hydrogen capability and services with key expert hires and project awards such as:
  - Concept design of the HySeas III hydrogen fuel cell ferry for CMAL
  - Design of hydrogen production barge for port bunkering

Following the merger in April 2021, AqualisBreamar & LOC Group aligned and integrated their legacy QHSE management systems, Technical governance, IT & HR systems, Branding, Legal, Commercial and Financial systems to eliminate complexity and to standardise and harmonise across the group.

ABL Group provides broad consultancy services to the Energy and Maritime sectors. In the capacity of a consultancy firm, ABL Group members may provide advice and recommendations to the Client or the Site representatives about the technical environmental aspects or issue and /or the site-specific HSE implementation, however, the Client Management is responsible for directly managing and maintain the workplace. Our Environmental Manual describes roles and responsibilities that ABL places on all employees and subcontractors

in order to minimise the impact and to ensure the best available practices are established and adopted. All new hires are given induction training that describes the environmental issues and risks applicable to their role, this is then reviewed annually and communicated to the staff via QHSE consultation and participation methods such as QHSE Committee, Staff Briefings, Team Meetings, Internal Bulletins, and Flashes and Internal SharePoint Site.

In 2021 we began measuring our environmental impact in the offices – the phased return of the employees to the premises as well as bringing together management systems from legacy companies allowed us to review and evaluate the practices and implement standardised system across all offices.

ABL Group conducts its business in a manner that prevents harm to people, the environment, or assets. We are committed to creating a work culture where the prevention of harm is a priority for everyone.

In April 2021, we established a company-wide Integrated Quality, Health, Safety, and Environmental management system ensuring consistent processes and systems within the ABL group. Our Integrated Management System Manual is a comprehensive document establishing processes and policies required to fulfill our legal requirements, client expectations, and most importantly to ensure the health and wellbeing of our employees. Further, Rigorous procedures have been established to identify and manage HSSE risks, Business, Contractual and Legal risks and capitalise on opportunities.

Our Management System was subject to a Global external certification audit by LRQA in November 2021. The outcome was quite positive and ABL has been certified to ISO 9001: 2015, ISO 14001: 2015, and ISO 45001: 2018.

ABL Group Combined Health, Safety and Environmental Statistics for 2020 can be seen in the graphic on the right.

Overall, ABL Group reported 2 lost time injuries in 2021 and the lost time injury frequency rate per million person-hours is at 1.14.<sup>1</sup> These incidents were investigated and lessons learned have been disseminated. Our aim in 2022 is to reduce the number of recordable injury cases through improved processes and internal training.

As part of improving the HSE culture, ABL launched HELP (Hazard Elimination and Learning Program), a behavioural-based safety observation program in May 2021. This program facilitates to capturing all near-misses and HSEQ observations at client sites and ABL Group premises and addresses safety issues with all stakeholders involved. A total of 167 HELP cards were initiated by ABL employees in 2021.



Furthermore, in 2021, we focused on increasing environmental awareness and implemented various green initiatives within ABL Group operations.

Competence development is critical for ABL Group to achieve HSE objectives and build a culture of effective HSE practices. In addition to the mandatory HSE training, an e-learning program focusing on the HSEQ management system and internal processes was rolled out to all staff in 2021.

<sup>1</sup> LTIF for 2020 was 1.00 not 0.00 as incorrectly reported in last year's Sustainability Report.

### Anti-corruption

The Board of Directors has approved and implemented corporate governance principles endorsing and complying with the Norwegian Accounting Act (§ 3-3b) and the Norwegian Code of Practice for Corporate Governance (Code of Practice) issued by the Norwegian Corporate Governance Board.

ABL Group is committed to conducting its business in a manner that adheres to the highest industry standards and strictly in accordance with applicable laws and regulations in the regions and countries where we operate.

The Group advocates high standards of honesty, integrity, and ethical behaviour in its daily business and expects all representatives of ABL Group to conduct their daily business in a safe, fair, honest, respectful, and ethical manner.

ABL Group has a corporate compliance officer, employees are provided training on compliance and are instructed to report suspected violations of the Group's code.

All staff must complete e-learning modules that support our policies. Our goal is continuous improvement, and we are focusing on improving anti-corruption monitoring and reporting.

In 2021, new training on Cyber security and refresher training on Anti Bribery and Corruption compliance were rolled out. Over 80% of staff have completed the Anti Bribery and Corruption refresher training and 50% have completed the Cyber Security training. A total of 1550 users were registered on the Ethics and Compliance training platform and each employee spent an average of 1.3 training hours.

In line with the ABL Group Training Matrix, all new starters are signed up for Anti Bribery & Corruption Compliance and Cyber Security training with immediate effect following the appointment, and refreshers are conducted every 3 years.




The ABL Way of Doing Business - Corporate Code of Ethics and Business Conduct sets out the basic rules and standards of behaviour expected on matters that are important to our company and to conduct our business in an ethical and compliant manner in accordance with our values. This handbook is also shared with our freelancers via the freelancer QHSE Package. Both staff and contractors must acknowledge the reading and understanding of the requirements. The Code of Conduct gives general instructions on employees' responsibilities in preventing bribery and corruption in business dealings, including reporting suspected Violations. The Code of Conduct is further supported by our internal SOP18 on Regulatory Compliance. This focuses further on our compliance requirements with international laws, including sanction laws described in SOP15.






Our Code of Conduct states that our staff has the option to report to their Line Manager, our General Counsel or Group Operations Director. We have recently created and published a Whistleblowing Policy that supports all grievances or suspected wrongdoing instances. This includes bribery, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment, issues in the workplace, and/or any breach of legal or professional obligations. This policy covers all employees, officers, consultants, freelancers, contractors, work experience or internship workers, volunteers, casual workers, and agency workers of ABL Group. We stress confidentiality will be protected where appropriate and that we will not penalise or discriminate against anyone who provides information to the company relating to what they believe is corrupt or unethical practices.

Regarding taxation, our policy is one of full compliance with all relevant domestic and international laws, rules, and regulations. Management of our tax affairs is also consistent with our ethics policy and code of business conduct, which are built around fairness, openness, and honesty. As a listed company we must also demonstrate full compliance in these areas.



Progress and 2022 goals

SDG	ABL Key Topics	Year Started	Action	Status & Progress Completion
<b>3</b> GOOD HEALTH AND WELL-BEING 	Health & Safety in office/ attendance	2021	Review Mental Health coverage and training	Medical Coverage in each region was explored and some small training programmes rolled out for mental Health and working from home in some locations. Goal to be explored further in 2022 with specific training topics rolled out and in some regions employees looking at mental health first aiders (50%)
		2021	Review Substance abuse	Policy and health schemes reviewed (100%)
		2021	Post pandemic a more flexible working pattern will be established	Implemented (100%)
		2021/2022	Encouraging all staff to take a health check assessment	Done ahead of most lock downs but needs to be readdressed in 2022 following the pandemic and introduction of hybrid working so will return to the beginning (0%)
		2021/2022	Develop Mentoring programme across the business stream	For 2021 no progress – will be a push in 2022. This also will go hand in hand with expanding the Graduate Scheme for all divisions globally. (0%)
		2022	Expand the Graduate Training Scheme globally	Process underway for September 2022 intake (10%)
		2022	Mental Health Initiatives & Training	15%
<b>5</b> GENDER EQUALITY 	Diversity and Equality Human Rights	2021	Review and amend our non-discrimination policy	Completed (100%)
		2021	Review and assess topics around gender pay gap	Reviewed in Target Gender Equality Accelerator course but not yet actioned (25%)
		2021	Review and suggest improvement of recruitment policies	Revisited with the hire of Group Talent & Acquisition Manager. Draft in progress and will be implemented along with a new ATS System (75%)
		2021	Review our internal appraisal system and assess possible line management training need	Pushed to 2022 and in line with exploring a complete HRIS system (0%)
		2022	Management Training	Programme for Ashridge Training School rolled out for 2022 training (50%)
		2022	Programme for STEM Returners	
		2022	Review additional Family Friendly Policies	
		2022	Review and implement a separate D&I Policy	
		2022	Implement a more comprehensive ABL Privacy Notice along with guidelines around Personal Data Processing.	Process started (75%)
		2022	Roll out an Employee Engagement Survey	
<b>3</b> AFFORDABLE AND CLEAN ENERGY 	Energy Transition & Climate	2021	Launch 2 new services in either renewables or sustainability sectors	Recruited and launched a Wind & Site service and an Onshore Wind, Solar & Energy Storage business unit within 2021 (100%)
		2021	Grow renewables business by 40%	Grew renewables by 53% in 2021 (100%)
		2022	Launch 2 new services in either renewables or sustainability sectors	

SDG	ABL Key Topics	Year Started	Action	Status & Progress Completion		
	Energy Transition & Climate	2022	Grow renewables business by 25%			
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	Human Rights Health & Safety in office/ attendance Diversity and Equality	2021	Develop a Formal Human Rights Policy	Completed (100%)		
		Ongoing	Zero lost-time injuries, medical treatment cases or restricted work cases in the office or attendance environment	ABL Group reported 2 lost time injuries in 2021 (0 in 2020) and the lost time injury frequency rate per million person-hours is at 1.14 (1.00 in 2020). Full stats in Report.		
<b>13</b> CLIMATE ACTION 	Sustainable Business Model Innovation Air Flight Driven Emissions Suppliers Emissions	2021	Audit the whole group to determine a baseline CO2 emission for the group and put in place a carbon accounting system	Integration between AqualisBraemar and LOC Group slowed down progress, however, we now have BS EN ISO 14001:2015 across all operations. We plan to have a baseline audited within 2022 (20%)		
		2021	Roll out ISO 14001: 2015 across all offices in by the end of 2021	Completed (100%)		
		2021	Develop our clean shipping service line	Integrated our Group-wide capability to market capability, won first contracts and acquired OSD-IMT a vessel design company to bolster our capability in this segment. (100%)		
		2022	Review Travel Agents globally and review our carbon footprint			
		2022	Implement a new electric car benefit scheme in UK	Started (10%)		
		<b>14</b> LIFE BELOW WATER 	Diversity and Equality Human Rights	2021	Launch 2 new services in either renewables or sustainability sectors	Recruited and launched a Wind & Site service and an Onshore Wind, Solar & Energy Storage business unit within 2021 (100%)
				2022	Launch 2 new services in either renewables or sustainability sectors	
<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS 	Business Ethics & Anti-Corruption	2021	Roll out relevant 3 year Ethics and Compliance re-training to staff	All new starters are signed up for Anti Bribery & Corruption Compliance and Cyber Security training with immediate effect following the appointment, and refreshers are conducted every 3 years.		
		2021	Review the need to incorporate additional training to staff in countries that score low on Corruption Perceptions Indexes	Not started in 2022, planning started and will be rolled out in 2022. (5%)		
<b>17</b> PARTNERSHIPS FOR THE GOALS 	All SDGs will contribute to Number 17 in some way	2021	Align our ongoing sustainability reporting metrics to the SDGs	Continuous Progress		
		2021	Set specific improvement goals	Continuous Progress		
		2021	Conduct internal trainings across our organization to educate our employees about ESG	Due to merger between AqualisBraemar and LOC Group this action has been slow, we will progress in 2022 (10%)		
		2021	Supporting initiatives to promote transparency and anti-corruption, e.g., UN Global Compact	Continuing to commit to UNGC goals		
		2021	Support initiatives to promote human rights in our business areas, e.g., Neptune Declaration	Signed up to Neptune Declaration and continue to promote awareness. Will continue to explore opportunities.		
		2022	Setting up an ESG Committee including separate inclusion councils	Structure agreed, will be set up in H1 (15%)		

# Development of CSR initiatives (Corporate Social Responsibility)



In recognition that our guiding purpose is that the sustainability of the world in which we operate and live is vital for the future of the company, we report here in the continued development of our group-wide CRS programme. This programme encourages colleagues to take time out of their working day to engage in charitable and social initiatives.

Last year we selected initiatives, which each touched on a number of topics driven by the UNGC and that intertwine with the SDGs, namely human rights, health and safety on attendance, and energy transition & climate goals. Furthermore, they promoted our SDGs among individuals in the company and created a space for colleagues to engage in a positive way with the communities and sectors in which we work and live. The activities also brought teams closer together in a non-work environment, encouraging a positive and meaningful culture.

Here is a summary of some of our activity:

### ABL Group becomes a signatory of the Neptune Declaration

ABL Group was proud to join more than 850 organisations as a signatory of the Global Maritime Forum's [Neptune Declaration on Seafarer Wellbeing](#).

**ACTIONS**

- #1 Give seafarers key worker status, giving them priority access to COVID-19 vaccines
- #2 Establish and implement gold standard health protocols based on existing best practice
- #3 Increase collaboration between ship operators and charterers to facilitate crew changes
- #4 Ensure air connectivity between key maritime hubs for seafarers

**We have a shared responsibility to resolve the crew change crisis. Join us.**  
The Neptune Declaration on Seafarer Wellbeing and Crew Change

The initiative was set up in response to the pandemic's adverse impacts on seafarer safety and wellbeing, namely the crew change crisis and challenges in vaccinating seafarers. It calls for signatories to promote 4x main actions, as communicated in our graphic.

Recognising that many of our own staff come from seafaring backgrounds, as well as the risk to both human and operational safety at sea, posed by the crew change crisis, we felt compelled to become a signatory in April 2021.

Since then...

- We continue to promote the Neptune Declaration and our support for this initiative, at all relevant maritime events incl. monthly maritime market briefings
- We report intermittent news as we receive it on the declaration, on our corporate LinkedIn page

We hope that our vocal support for this initiative, has encouraged others in the industry to become signatories as well.

### Support for The Mission to Seafarers

In connection to the above, we announced our group-wide support for the important work of the Mission to Seafarers (MtS) in May 2021.

The Mission to Seafarers is a global charity, which provides practical, emotional and pastoral support to seafarers and their families via a network of over 200 ports worldwide.

In promoting our support for MtS, Group CEO at the time, David Wells commented:

*"This is a charity which resonates with us given a large portion of our staff come from seafaring backgrounds themselves. We recognise the vital role MtS plays in providing practical, emotional and pastoral care to men and women working at sea – particularly in these times following the vast impact of the pandemic on shipping communities."*



Many of our colleagues across the group support MtS in their own ways as ambassadors, or in delivering supplies to ports, as well as engaging in various charitable functions across the regions (ref. picture above to MtS' annual Golf Tournament, Dubai).



### Race the Thames Challenge

In spring 2021 we arranged a team challenge for ABL Group UK offices, to compete in **Race the Thames**, raising money for MtS and for London Youth Rowing (LYR).

60 members of staff from ABL, OWC and Longitude, from all levels, took part in the challenge racing in teams of 8 to complete or exceed 72k in 8 days.

We raised a total of **£5,323.73**, to be split between our two chosen charities.



### OWC engages with Business Volunteers

OWC engaged with a professional partner in sourcing and managing CSR volunteer days, called Business Volunteers.

Through this partnership, Business Volunteers paired the OWC London office up with two activity days over the course of last year, both of which were relevant to OWC's commitment to driving a more sustainable and cleaner environment:

- In spring 2021, OWC's London team spent a day building a children's nature garden in southwest London. The day included the team working together to build accessible raised beds for children to learn about growing food and eating healthily
- In October 2021, the same team went canoeing in East London's Regents' Canal to clear up discarded rubbish. Clearing plastic, wood and general waste, not only improves the local environment, but also makes it more attractive to nature and people alike.

Some comments from colleagues who took part:

*"It was a brilliant day, getting outdoors, seeing colleagues again and helping make improvements to the local area,"*  
—Will Philbedge

*"It was great to meet people I'd only seen from behind a screen for the last couple of month,"*  
—Iain Dallas



### CSR in 2022

Moving into 2022, we continue to take active steps to encourage a frequent and diverse CSR programme, which both supports ABL Group in fulfilling its SDGs, and encourages a healthy, happy and positive work culture amongst our teams. Through CSR we are committed to becoming a truly sustainable company not only in our business world, but also for the communities and countries in which we work and live.



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