

Human Rights

- **Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights**
- **Principle 2 - Make sure that they are not complicit in human rights abuses**
- **Women and Gender Equality**
- **Children's Rights**
- **Indigenous Peoples**
- **Persons with Disabilities**
- **Human Trafficking**

Assessment, policy and goals

Baneservice's document Code of conduct (Etiske retningslinjer) was updated and approved by the board 01.02.2022. The document Code of conduct refers to the Universal Declaration of Human Rights.

The document Code of conduct is also valid for suppliers.

Goals:

- Proportion of women: 10 % in operation and technical positions (by 2026)
- Less than 2 injuries with absence per 1 mill working hours (2022 goal)
- Less than 12 injuries per 1 mill working hours (2022 goal)
- Minimum 4 registrations of nearmisses, dangerous conditions, deviations per person (2022 goal)
- Sick leave less than 5,0 % (2022 goal)

Implementation

HSE in our projects: HSE-plan, risk analysis, safe job assessment, HSE-minute, registrations of nearmisses/dangerous conditions/deviations, safety tours, audits, training, emergency preparedness.

Baneservice is a member of Diversitas, an organization working for diversity and gender equality in the construction industry in Norway.

Grievance mechanisms – anonymous grievance channel on the company external and internal webpage.

The HR director has been allocated as responsible for Human Rights.

E-learning course in code of conduct for all employees in 2022

Measurement of outcomes

- 3,1 injuries with absence per 1 mill working hours (from Sept 2021 to August 2022)
- 13,6 injuries per 1 mill working hours (from Sept 2021 to August 2022)
- As a measure to reduce the number of injuries, we have introduced a monthly HSE-theme.
- 3,81 registrations of nearmisses, dangerous conditions, deviations per person (from Sept 2021 to August 2022)

We have received no complaints concerning Human Rights the last 12 months.

No investigations, legal cases, rulings or fines the last 12 months.

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	34 214	11.10.2022	Thuesen, Astri	Thuesen, Astri

Labour

- **Principle 3 - Businesses should uphold freedom of association & effective recognition of the right to collective bargaining**
- **Principle 4 - The elimination of all forms of forced and compulsory labour**
- **Principle 5 - The effective abolition of child labour**
- **Principle 6 - Eliminate discrimination in respect of employment and occupation**
- **Child Labour**
- **Forced Labour**
- **Migrant Workers**

Assessment, policy and goals

Baneservice' document Code of conduct (Etiske retningslinjer) was updated and approved by the board 01.02.2022. The document Code of conduct refers to the ILO Core Conventions. The document Code of conduct is also valid for suppliers.

Goals:

Proportion of women: 10 % in operation and technical positions (by 2026)

Implementation

We have collective agreement with 4 different labour unions.

We do not have any child labour or migrant workers.

3 of 8 board members are employee-representatives.

There are regular meetings between representatives for the labour unions and the management.

Grievance mechanisms – anonymous grievance channel on the company external and internal webpage.

Several persons from different levels in the organization are involved in employment-cases.

E-learning course in code of conduct for all employees in 2022.

Measurement of outcomes

No investigations, legal cases, rulings or fines for the last 12 months

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Environment

- **Principle 7 - Businesses should support a precautionary approach to environmental challenges**
- **Principle 8 - Undertake initiatives to promote greater environmental responsibility**
- **Principle 9 - Encourage the development and diffusion of environmentally friendly technologies**
- **Climate Change**
- **Water Sustainability**
- **Energy**
- **Biodiversity**
- **Environmental Stewardship**
- **Green Industry**

Assessment, policy and goals

Environmental policy updated 02.11.2020.

Purchasing agreements contain requirements for the external environment.

Goals:

- 50 % reduction in greenhouse gas emissions by 2030
- No serious environmental accidents (2022 goal)
- Maximum 5 % residual waste (2022 goal)

Implementation

Environmental system according to ISO 14001.

Environmental risk analysis and environmental plan are prepared for each project.

Environmental topics are included in training of new employees.

Measurement of outcomes

ISO 14001 certification in January 2021.

No investigations, legal cases, rulings or fines for the last 12 months.

No serious environmental accidents

Less than 1 % residual waste in the period 01/2022-06/2022

Environment was one of the main topics in a meeting for 60 leaders in Baneservice in October 2021

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Anti-Corruption

- **Principle 10 - Businesses should work against all forms of corruption, including extortion and bribery**

Assessment, policy and goals

Baneservice' document Code of conduct (Etiske retningslinjer) was updated and approved by the board 01.02.2022. The document Code of conduct contains zero-tolerance for corruption, bribery and extortion.

The document Code of conduct is also valid for suppliers.

Implementation

Anti-corruption guide.

Routines concerning conflict of interest.

E-learning course in code of conduct for all employees in 2022.

Grievance mechanisms – anonymous grievance channel on the company external and internal webpage.

The HR director has been allocated as responsible for Anti-Corruption.

Measurement of outcomes

No investigations, legal cases, rulings or fines for the last 12 months.

External audit by the company Inyett.

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Vår ref.:

Date:
10.10.2022

Deres ref.:

To our stakeholders:

I am pleased to confirm that Baneservice AS reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

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

Sincerely yours,



Kjersti Kanne, CEO

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