



# Policy on Environmental Social Governance (ESG)

## **Policy on Environmental Social Governance (ESG)**

At RelyOn Nutec, we are the leading provider in safety and survival training and services, helping organisations in the oil and gas, maritime, wind and industrial sector to improve safety for their employees and their customers. Our purpose is to transfer knowledge and experience needed to execute complex and dangerous tasks and provide an emergency response team in cases of crisis where experts are needed immediately. We are committed to do so in a sustainable and responsible way.

### **Our Scope: ESG and the Triple Bottom Line**

Our commitment is based on the internationally agreed core principles for sustainable development; human rights (including labour rights), environment (including climate), and anti-corruption. The principles are listed by the UN Global Compact and made operational through the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD). We specifically address our ambitions to meet our responsibilities and commitment through the implementation and integration of due diligence processes.

We comply with local legislation, wherever we operate. In addition to this, our commitment means that RelyOn Nutec continuously identifies, prevents or mitigates our risks of adverse impacts in relation to the core principles for sustainability. We will communicate how we manage such impacts. We will seek to contribute proactively to sustainable development, where it makes most sense.

Child labour and/ or forced labour (modern slavery) is not accepted in RelyOn Nutec nor from our business relationships.

### **Our expectations to employees**

Our employees are key partners in helping us respect international principles for sustainable development. We expect all team members at RelyOn Nutec to assist us in honouring our commitment in their daily work. We will embed our ESG commitment in the daily work of both our employees and management through procedures, training, communication and ongoing assessments. We always appreciate good ideas for how to prevent or mitigate our adverse impacts on principles for sustainability.

### **Our expectations to business relationships**

We expect all of our business relationships to meet the globally agreed minimum standard for responsible business conduct as expressed in this commitment. Business relationships shall implement the UNGPs/OECD; i.e. manage adverse impacts that they cause or contribute to in relation to international principles for human rights incl. labour rights, the environment incl. climate, and anti-corruption, and ask the same from their business relationships. Any severe adverse impacts that our business relationships cause, contribute to or are linked to, shall be communicated to us promptly.

## **Integration**

This policy commitment is reflected in all other policies, guidelines, and procedures in RelyOn Nutec.

We encourage our employees and other stakeholders to inform us about challenges on human rights, the environment, or anti-corruption associated with us, our services, products or business relations.

## **Policy Commitment development**

This policy is developed with assistance of external experts and approved by the board of directors. The policy commitment is communicated both internally and externally. The policy will be reviewed and, if necessary, revised every second year reflecting our progress in implementation.



Copenhagen, Denmark

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Group CEO