



CSR report 2020

 Fred. Olsen Renewables

Corporate Social Responsibility (CSR) report 2020

1 Introduction

Fred Olsen Renewables is an energy producer delivering clean and sustainable electricity to the European grid. Current installed capacity is approximately 700 MW.

We are now operating 11 wind farms with more than 300 turbines in Scotland, Norway, and Sweden. One additional wind farm is currently under construction in Sweden and will be fully operational in 2021.

We have offices in Norway, England, Scotland, Sweden, and Italy. The organisation currently consists of 58 employees. Technical services for the UK wind farms are outsourced to subcontractors.

Business development is focused on expansion of the onshore wind portfolio in all markets, developing offshore wind (Ireland), and developing new renewables technologies, e.g. floating solar.

The information in this report covers Fred. Olsen Renewables AS for 2020. For a comprehensive overview of our sustainability, please refer to the 'Environmental, Social, Governance (ESG) report 2020' at www.fredolsenrenewables.com.

2 Working environment

The targets for Health, Safety, Environment (HSE) are defined in our HSEQ Policy statement.

'Fred. Olsen HSE Manual' is the governing document for all our activities and specifies the performance standards and requirements for safety within each hazard area.

A comprehensive Safety Management System has been implemented, consisting of procedures, risk assessments, emergency response, and incident reporting system.

In 2020, we had three Medical Treatment Case personnel incidents, and zero occupational illness cases.

The sickness rates in 2020:

- Total for the company: 2.9%
- UK employees: 0%
- Norway: 4.5%
- Sweden: 1.6%

Emergency response exercises have been undertaken periodically on sites and at corporate levels.

Detailed risk registers, risk assessments, and Safe Job Analyses are developed for all sites and are continuously updated. Risk management is an integrated part of all our work.



The screenshot shows the HSEQ Policy statement document. It features the Fred. Olsen Renewables logo at the top. The title is 'HSEQ policy'. The text states: 'We are committed to be recognised as a leading organisation for Health, Safety, Environment and Quality (HSEQ) management. We are committed to the protection of personnel, the environment, and equipment. In fulfilling this, we will establish and maintain a safe and healthy work environment. We are committed to conduct our work in compliance with regulatory laws, rules and regulations, and industry standards. We are committed to eliminate hazards and reduce risks through the use of systematic risk assessments as an integrated part of our work. Our aim is always: Meeting or exceeding our stakeholders' requirements and expectations, Zero injuries, Zero environmental incidents, Zero defects, On time delivery, Continuous improvement. We achieve these goals by conducting our work in compliance with our HSEQ Management and Safety Management Systems, and through consultation with and participation of our employees. Oslo, 15.12.2021. The document is signed by Anders Bade, Chief Executive Officer, and Ivar Brandvold, Chief Executive Officer.

COVID-19 resulted in strict travel restrictions and home office work for the staff since March. Due to successful measures put in place to protect the site personnel, all wind farms have been fully operational throughout the pandemic. Only one employee tested positive in 2020.

3 Equality and discrimination

Human Resources is managed in compliance with the labour laws and regulations for each country. The personnel policy is defined in our Personnel Handbook and is reflected in the Code of Conduct, which covers fundamental employment rights, non-acceptance of child labour, acceptance of labour union memberships, and non-tolerance for discrimination of any kind. We do not accept any form of discrimination on the basis of gender, age, ethnic origin, disability, sexual orientation, religion, political opinion or otherwise.

There were no reported cases of nonconformities related to the implementation of the personnel policy in 2020.

The composition of genders reflects the available recruitment base for the industry, which traditionally has a higher proportion of men. The company policy is to offer equal opportunities for male and female applicants and efforts are made to attract female employees.

Gender composition in 2020 (end of year):

	Total	Male	Female	Percentage
All employees	58	39	17	29%
Managers	17	15	2	12%
Executives (CEOs)	2	2	0	0%
Board	4	3	1	25%

4 Environment

We produced 1 862 000 MWh in 2020, covering the electricity needs of 435 000 households in the countries we operate in.

The wind power production in 2020 corresponds to a Green House Gas (GHG) reduction of estimated 800 000 tonnes CO2 equivalents.

Our own CO2 footprint is limited, consisting of fuel emissions from site vehicles, air travel, use of electrical energy at site buildings, and CO2 footprint related to construction activities.

We experienced two minor oil spills to ground in 2020, both were related to traffic incidents. The contaminated soil was removed and disposed of.

From the first presence on site, we have planning conditions to comply with. They are comprehensive and ensure that construction work is implemented with due care to the environment.

5 Ethics and rights

Our Code of Conduct outlines the policies for ethical behaviour and is posted in the management system, available for all employees. The Code of Conduct is subject to periodic management reviews and updates.

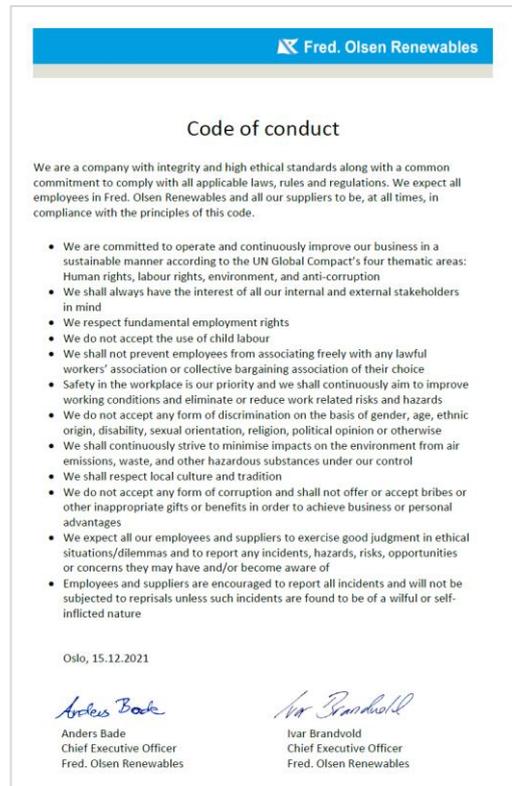
Three mandatory compliance e-learning courses were developed and introduced in October 2018: 'Code of Conduct', 'Corporate social responsibility'; and 'Anti-corruption and Anti-bribery'.

All employees took the courses. Understanding of the material is determined by means of a test at the end of the course with a pass rate set at 80%. The latter course was delivered as a package and included determining that the company's anti-bribery policy had been read and understood.

An updated course package for ethical behaviour and GDPR is planned for 2021.

Reporting routines for 'whistle-blowing' have been implemented, covering the national regulations, what can be reported, who to report to, how to do it, and how the organisation should handle the reports.

E-learning courses have been implemented to ensure employees are aware of the whistle-blower procedures.



6 Community contributions

We have established community benefit funds as part of the ongoing commitment to communities in the vicinity of the wind farms. The purpose of the funds is to enable the local society to carry out improvements to their area in any sphere, including the environment, local amenity, or tourism.

For 2020, the following expenditures to local communities were made:

- UK: 5 162 714 NOK
- Norway : 75 000 NOK
- Sweden: 464 188 NOK

Total contribution to local communities in 2020 was 5 701 902 NOK.