

	Corporate Policy on Sustainability Training	Rev_00
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PURPOSE

The aim of this policy is to ensure that all employees acquire a solid understanding of sustainability practices relevant to their role and the industry we operate in. We are committed to providing ongoing training that promotes environmental responsibility, social awareness, and corporate cost-effectiveness in line with global sustainability goals.

SCOPE OF APPLICATION

This policy applies to all employees regardless of position or hierarchical level. Sustainability training is considered an integral part of our professional development strategy and corporate ethical commitment.

SUSTAINABILITY PRINCIPLES

- We recognize that a commitment to sustainability requires a holistic approach that considers environmental, social, and economic factors.
- We believe that the training and development of employees in sustainability issues are crucial for the long-term success of our company and the wider community.

TRAINING CONTENT

General Awareness

- Basic sustainability training for all new employees including concepts of eco-efficiency, corporate ethics, and social impact.
- **Sustainability Principles** Introduce concepts of sustainable development, circular economy, and reduction of ecological footprint.
- **Environmental Legislation** Update staff on the latest environmental laws and regulations relevant to the offshore maritime sector.
- **Waste Management and Disposal** Practical instructions on how to reduce, reuse, and recycle materials in the office and during field operations.

Energy Efficiency:

Promote the conscious use of resources such as energy and water, and share best practices to optimize the use of equipment.

Our goal is to minimize the energy footprint and reduce operational costs while maintaining a high level of performance and sustainability during our activities. The guiding principles are to optimize consumption by investing in advanced technologies and solutions to

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reduce energy consumption such as the use of timers or sensors in offices, LED bulbs, and where possible, the choice of renewable energy sources.

Efficiency in the Sustainable Use of Water Resources:

The aim is to reduce water consumption, prevent water pollution, and promote the sustainable use of water within our operations and supply chain.

The policy applies to all processes that involve the use of water resources.

The principles are:

- **Water Conservation:** Optimization of water use and reduction of waste in all company processes and beyond.
- **Protection of Water Resources:** Prevention of pollution and protection of water quality in local communities, even if we do not use hazardous substances or pollutants.
- **Eco-sustainable Technologies:** Investment in technologies and processes that improve water efficiency and reduce environmental impact.
- **Education and Awareness:** Training employees and raising awareness among partners and customers about the importance of water conservation.

EMPLOYEE ENGAGEMENT

Encouragement of active employee participation in corporate sustainability initiatives

RESPONSIBILITIES

- **Management**
 - Overall supervision of sustainability initiatives.
 - Ensuring the integration of sustainability into corporate decisions.
- **Operational Manager (Project and Quality manager)**
 - Implementation of sustainable operational practices.
 - Coordination with suppliers and partners to ensure sustainable practices in the supply chain.
- **Commercial Manager**
 - Promotion of sustainable products and services.

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- Communication and engagement with customers on sustainability initiatives.

Human Resources Manager

- Integration of sustainable practices into corporate culture and personnel policies.
- Training employees on sustainability topics.

Administrative Officer

- Monitoring actions in terms of sustainability.

VALUE CHAIN

Our company also actively involves both suppliers and collaborators on sustainability issues. We recognize that to have a significant impact, it is necessary to go beyond our operational boundaries and work together with our entire value chain.

Here are the main ways in which we commit:

1. **Communication and Training:** We organize meetings with our suppliers to discuss sustainable practices with the goal of increasing awareness and sharing knowledge on the best environmental and social practices.
2. **Supplier Evaluation:** We have implemented a supplier evaluation process that includes sustainability criteria. We ensure that our partners share our values and commit to reducing environmental impact and improving social conditions.
3. **Collaborative Programs:** We develop collaborative programs with our suppliers to identify and implement more sustainable work practices, such as the use of recycled or renewable materials.
4. **Certifications and Standards:** We encourage our suppliers to obtain internationally recognized certifications that attest to their adherence to sustainability principles.
5. **Dialogue with Customers:** Through surveys, feedback, and direct meetings, we actively seek customer opinions on how we can improve the sustainability of our products and services.
6. **Product Innovation:** We collaborate with customers and suppliers to develop products that reduce environmental impact during use and at the end of their useful life.

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7. **Transparency:** We openly share our commitments and progress in sustainability, encouraging suppliers and collaborators to do the same, promoting a culture of transparency along the value chain.
8. **Contractual Sustainability:** We include sustainability clauses in our contracts to ensure that suppliers formally commit to common sustainability goals.

The purpose of this commitment is twofold: to improve our environmental and social performance and to encourage a collective movement towards sustainability along the entire value chain. Even as a small company, we are convinced that these actions can have a multiplier effect and lead to positive change on a wider scale.

CIRCULAR ECONOMY

Our company commits to integrating the principles of the circular economy into all the activities we carry out. The goal is to reduce waste, maximize resource use, and promote sustainability through a continuous life cycle of products and materials.

The Circular Economy Principles are:

- **Resource Efficiency:** Optimal use of resources in all operational phases.
- **Reuse and Recycling:** Promotion of the reuse, recycling, and recovery of materials at the end of their useful life.
- **Waste Valorization:** Transformation of waste into reusable resources for other purposes.

The Action Plan to enable this includes:

- *Sustainable Product Development:* Replacement of non-renewable materials with renewable or recycled materials where possible.
- *Operational Efficiency:* Optimization of production processes to minimize waste and resource consumption.
- *Collaborations and Partnerships:* Collaboration with suppliers, customers, and other stakeholders to promote circularity in the supply chain.
- *Training and Awareness:* Training programs for employees to encourage circular work practices.

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- *Commitment to Continuous Improvement:* Review and periodic updating of strategies to align with the best practices and innovations in the field of the circular economy. Continuous evaluation of new technologies and processes that can improve circularity.

MONITORING AND REVIEW

- The policy is subject to review to ensure that it remains in line with corporate goals and industry best practices.
- Employee feedback and suggestions will be regularly collected to continuously improve the training program.

Birkerød, 13th April 2023

Managing Director

