



## **Corporate Social Responsibility**

## **Corporate Social Responsibility (CSR) Reporting for Fred. Olsen Renewables AS**

The Company is publishing CSR information on line for the third year. The following information covers the calendar year 2015 and is divided into sub-headings.

In June 2015 equity partners were welcomed to the UK operational wind farm portfolio. As part of their assurance processes a review was completed under ESG (Environmental, Social and Governance). Within the revised governance process the equity partners have brought their experience from other wind farm projects, leading to further challenge and improvement.

### **Working Environment**

The Company has set health and safety performance targets for its construction and operational activities since 2011. A zero target for Lost Time Injury repeats in each year whilst other targets are set as "maintain or improve" from one year to the next. Performance is measured over all personnel (staff, contract or sub-contract) and all activities at the sites under the Company's control. In 2015 two Lost Time Injuries were recorded, one suffered during construction work and the other during operations work. The target set for Accident Frequency Rate in the operations was missed whilst targets for Incident Frequency Rate and Near Hit Frequency Rate were both achieved.

The Lost Time Injury recorded in the operations occurred when a technician slipped while returning from the hub to the nacelle of a turbine. He fell a short distance twisting his knee. Following an investigation, a program of works covering all operational sites and addressing slips/trips/falls was developed. The program had actions divided into the following categories; training and awareness, turbine improvements, preventive works, PPE and workwear, work practices and housekeeping. All actions at all wind farms are complete.

FOR conducted a review into service lifts, climb assist systems and work-at-height access. This came after a series of industry-wide safety alerts. Certification, inspection records, maintenance records, training records and fault records were scrutinised. The FOR response to the safety alerts was also reviewed along with other issues that came to light relating to this theme. All actions are complete.

At all operational sites an emphasis has been placed on industry best practice in relation to worker's welfare facilities. In 2015 this has continued with the construction of a further new Operations Centre at the latest wind farm location in Sweden.

A corporate risk register is used to track the priority areas for the business and to take the right assurance and mitigation steps. Examples of changing risks in 2015 include the Scottish referendum on independence, a new maintenance contractor and the closure of the Renewables Obligation Certification (ROC) scheme to new entrants.

Sickness absence in the UK is noted as an average of 0.9 days per employee per year for 2015. No long-term absence has been experienced. In Scandinavia the sickness absence rate for 2015 is 5 days per employee per year for 2015. In total there were 3,4 absence days.

### **Equality and Discrimination**

The Chairman of the Board is female. The other 3 Board members are male.

The direct workforce can be described as follows

	<b>Norway</b>	<b>UK</b>	<b>Sweden</b>	<b>Total</b>
<b>Male</b>	13	10	3	26
<b>Female</b>	3	2	1	6
	<hr/> 16	<hr/> 14	<hr/> 4	<hr/> 32

The contracted workforce is predominantly male with three female wind farm administrators, one female maintenance supervisor and three female maintenance planners.

The Group aims to be a workplace with equal opportunities, offering challenging and motivating jobs to all personnel, regardless of nationality, culture, religion or gender. It is the Group's policy to conduct business in accordance with the letter and spirit of the law and with the overriding ethical standards of good business conduct including non-discriminatory behaviour. On the corporate level we emphasize the respect for human rights and ethical behaviour including the zero tolerance for corruption. With regard to workers' rights and social aspects all employees may be part of a union.

The composition of genders within the Group reflects the available recruitment base for the industry, which traditionally has a higher proportion of men. However, the Group's policy is to offer equal opportunities for male and female applicants and efforts are made to attract female employees. There is full pay during maternity leave and the company is also striving to implement flexible solutions by providing laptops and home office solutions.

To date, no concrete initiatives with regard to discrimination have been implemented. Notwithstanding, the importance of ethical behaviour is prominent and discussed at various meetings during the year as well as at annual review meetings. Our Code of Conduct also highlights the importance of not accepting any discrimination or harassment.

### **Environment**

The Company is pleased to report that total generation for 2015 exceeded 1.36 TWh. This equates to more than 600,000 tonnes of CO<sub>2</sub> saved from the atmosphere and around 289,000 homes supplied with carbon free energy.

No significant environmental incidents or spills were noted during 2015.

From the first presence on site the Company has planning conditions to observe. These planning conditions are extensive and ensure that construction work is implemented with due care to the environment. These planning conditions have all been executed at the construction projects under way through 2015.

Wind farm operations involve activities with limited potential risks to the external environment. The Group is however focused in its approach to the environment and continuously strives to reduce the use of hazardous chemicals and materials, to minimize negative effects and to seek alternative products to safeguard the environment.

For all operational sites there are ecology plans in place to monitor resident and migrant wildlife. This informs the moorland management plans for those sites where this is applicable. The Company sets

up Community Funds in the UK in time for the start of operations at each wind farm location. These are levied at rates based on installed capacity and are payable annually. The money is distributed through community councils for improvement projects and other schemes that benefit people living locally.

In the UK a submission was completed under the Energy Saving Opportunity Scheme (ESOS) with a view to reducing energy consumption across the UK business and to meet legal obligation.

### **Ethics and Rights**

The company has a zero tolerance for corruption related to any parts of our business.

The requirements of the Bribery Act in the UK have been translated into policies which help to deter corruption either toward the Company's customers or from the Company's suppliers in the UK.

A system for confidential whistleblowing exists should any employee become aware of anything in their working life which they deem unacceptable.

A Data Protection Officer has been appointed in the UK to maintain a focus on the Company's obligations under the Data Protection Act.

A Code of Conduct has been developed which applies for all companies within the group. The company operates in line with the relevant legislation and strict authorization levels are implemented at all business centres to ensure transparency and control throughout the whole organization. The Code of Conduct safeguards a uniform standard of behaviour. It provides guidance to actions and decisions for all personal acting for our companies including areas as Business Ethics and Human Rights.