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# Sustainability Report 2021

# About this report

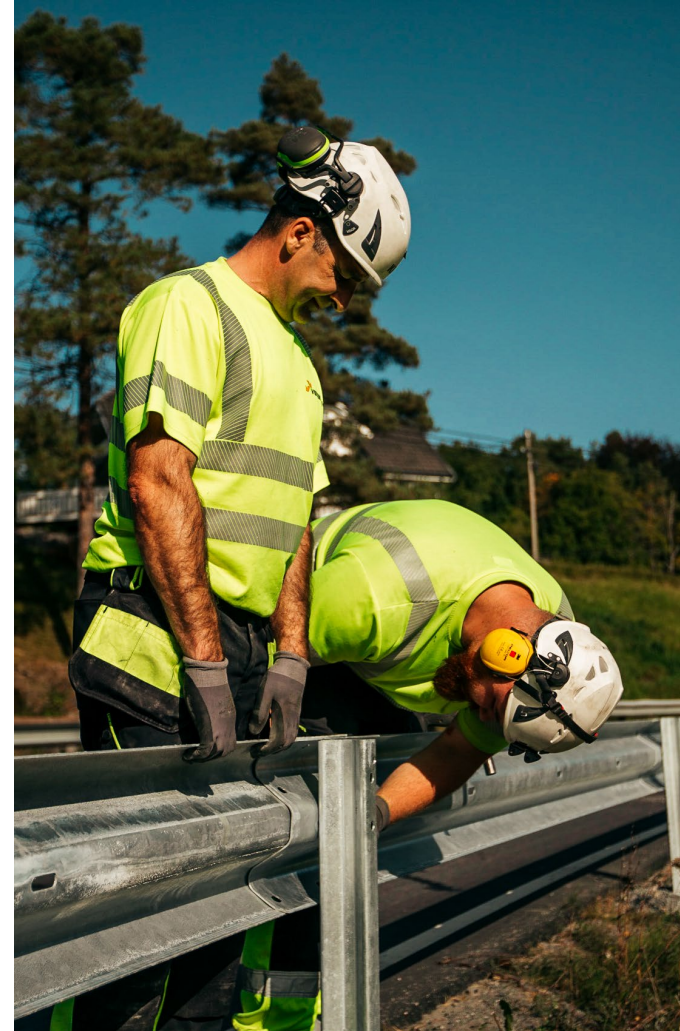
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**Sustainability is one of the most important and pressing themes of our age. Environmental, Social and Governance (ESG) are the three central factors in measuring the sustainability and ethical impact of a company. ESG factors, though non-financial, have a material impact on the long-term risk and financial performance of a company. Principally, companies that use ESG standards are more conscientious, less risky and are more likely to succeed in the long run.**

This report describes the relevance of ESG in the industry that Roadworks is operating in. It highlights the key material ESG themes, assesses performance on those themes and provides an action plan to identifying value creation opportunities. The report is updated annually to monitor progress and keep the company focused on achieving our goals of becoming a more sustainable and future-proof company over time.

The report is the result of an independent review by the ESG & Sustainability consulting firm MJ Hudson, commissioned and approved by the board and management of Roadworks.

Note: All judgements are, where possible, based on or backed by analyses conducted by MJ Hudson. In cases involving across-category comparisons or result classification, judgements are not always based on objective analyses or data. These judgements are intersubjective in the sense that they are agreed between MJ Hudson and management, and in line with the thinking of industry experts and leading NGOs.





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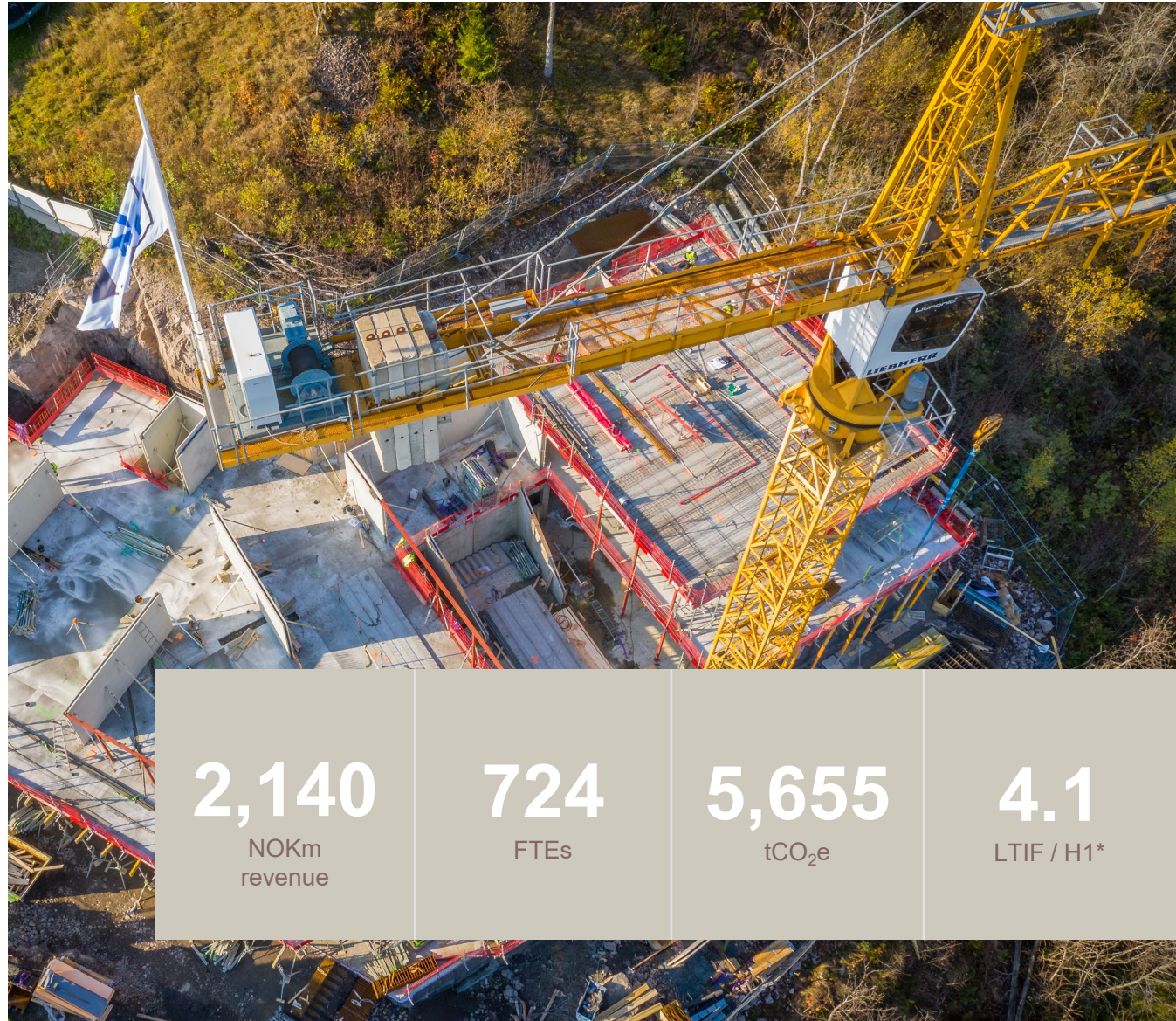
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## Performance on key material themes

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- › Roadworks helps to maintain Norway's infrastructure. A large share of our projects includes public work.
- › We focus on operating, maintaining and improving road-related infrastructure, electrical transmission networks and related infrastructure projects. Roadworks has three main business areas: Electrical Infrastructure, Road Safety and Construction.
- › The Roadworks Group includes eight operating companies; Otera Infra, Otera Traftec, Controltec, Veidrift, Veisikring, Bærum Asfalt, KF Entreprenør and KF Byggservice.
- › Through our operations we aim to have a positive effect on the environment and on public safety. Our services contribute to securing access to electric power, improving road safety and well-maintained infrastructure. Moreover, the life-span of critical infrastructure is extended by our quality assurance.
- › We are headquartered in Grimstad (Norway).



2,140

NOKm  
revenue

724

FTEs

5,655

tCO<sub>2</sub>e

4.1

LTIF / H1\*

\* LTIF/H1: number of lost time incidents per million manhours



# How we look at sustainability



## Investigate the industry exposure

First, the relevance of ESG is assessed for the industry that we operate in, and a long-term vision for a sustainable industry is defined.



## Determine key impact areas

Key material themes are highlighted, taking a perspective on the full value chain. They are reviewed on a yearly basis.



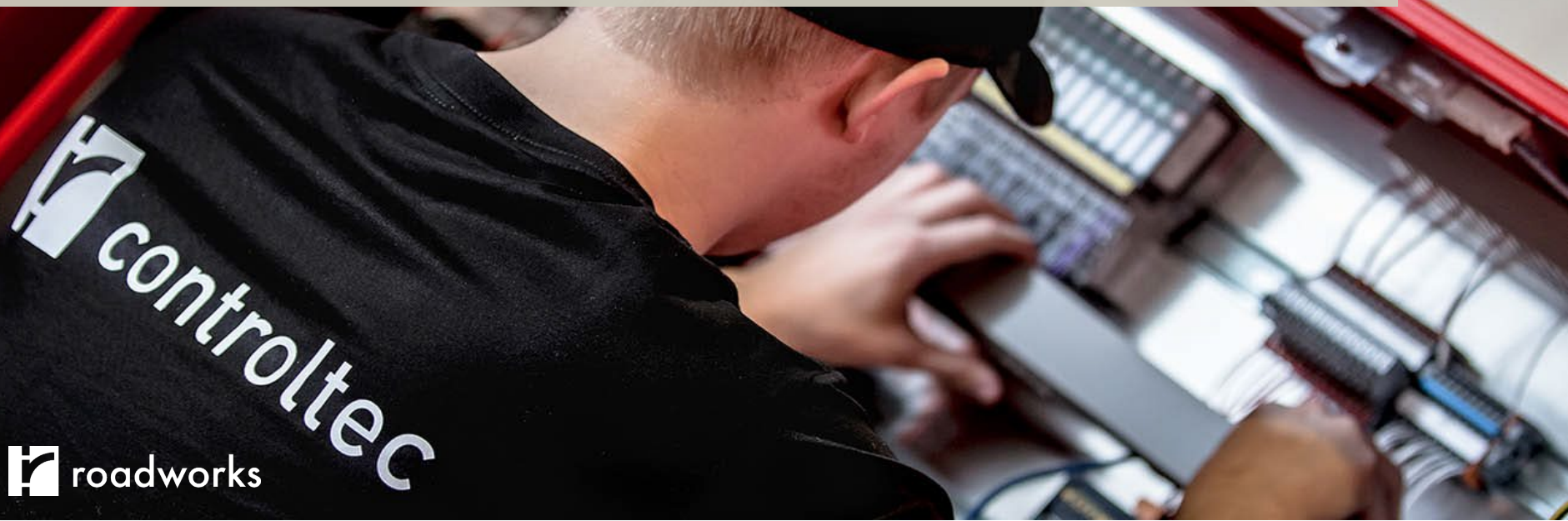
## Assessing our performance

The company's performance on the identified key material themes is assessed, reflecting on relevant initiatives and performance metrics.



## Position for the future

Finally, opportunities are identified where ESG and value creation coincide, formulated in actionable priority projects to drive progress.



## Today's industry

- › **Market demand** – Governmental and commercial customers are increasingly seeking sustainable road infrastructure solutions, such as charging stations for electric vehicles and solar-powered lighting. Players that provide safe, durable and fit for purpose solutions (e.g., circular construction processes) will have a competitive advantage, for instance in tendering processes. On the longer term, more extreme weather conditions related to climate change may cause damage to critical infrastructure, leading to an increased demand for maintenance and repair work (e.g., on roads and power grid) and a need for more robust infrastructure solutions.
- › **Regulations & certification** – Regulatory pressure is shaped by local institutions and government bodies (e.g. Road Safety Section); the quadrennial National Transport Plan<sup>1</sup> guides large scale transport planning in Norway and has included national CO<sub>2</sub> emissions reductions targets for all new road infrastructure and construction. Certifications such as ISO 9001 and ISO 45001 are aimed at ensuring safety and quality of the (local) community.
- › **Industry initiatives** – Industry peers in the infrastructure and road maintenance sector appear committed to sustainability initiatives. Most companies are ISO certified and some larger ones tend to have an extensive sustainability strategy (incl. ESG targets and environmental policy).

<sup>1</sup> source: Norwegian Ministry of transport and communications

## Long-term vision for a sustainable industry



- › The industry has the potential to reach a future-proof state with conditional terms for growth. It should contribute to a sustainable transport system of the future, defined by the National Transport Plan as a “national transport system that is safe, enhances value creation and contributes to a low-carbon society”<sup>1</sup>
- › To reach a future-proof state, infrastructure and road maintenance companies should have circular operators, where asphalt, railings and lighting are fully recycled. In addition, construction sites should be aligned with ‘zero emission’ market expectations. Road quality and health & safety standards on-site should be guaranteed and prioritized.

# Overview of our key material themes

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Highlighting ESG themes that are relevant to us and the industry across its value chain using SASB's materiality map

	UPSTREAM		OPERATIONS		DOWNSTREAM	
	Inputs		Operations	Logistics	Product use	End-of-life
ENVIRONMENTAL						
Climate & energy		Energy & carbon				
Material circularity						
Ecosystems impact						
SOCIAL						
Employee well-being		Employee health & safety				
Customer impact					Product quality & safety	
Corporate citizenship						
GOVERNANCE						
Corporate governance						
Supply chain management	Supply chain control					
Business resilience & ESG		Sustainability principles				

# Managing our key material themes

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## Energy & carbon



Committed



- › Most of our carbon footprint originates from emissions from vehicles and heavy machinery. We are continuously improving our fleet with electric and more fuel-efficient vehicles (e.g. Euro-6). Environmental standards are always considered when procuring new vehicles. Assessing alternatives for hydrogen powered vans and heavy vehicles.
- › We aim to reduce our carbon footprint by focusing on route optimization to reduce the number of kilometers driven.
- › The majority of our operating companies procure green electricity. 93% of total electricity consumption is certified as renewable.

## Employee health & safety



Integrated



- › The health & safety of our employees is key to our operations and managed according to ISO 45001 standards and principles.
- › Part of ISO 45001 are the HSE risk and compliance assessments following Norwegian laws and regulations. Each company reports on H&S performance monthly, followed up in group management meetings.
- › We conduct internal audits, safety rounds, hazardous exposure analysis, and encourage the employees to report improvement suggestions to ensure continuous improvement of our H&S system.
- › Trainee programs are implemented in most subsidiaries. Development plans are discussed in yearly appraisal meetings that combine Roadworks' strategic needs and the employees' development goals.
- › Our accident rate decreased by >50% from 2019-20.
- › In 2020, we obtained a high score (4.5/5) on safety culture in the annual employee survey.

## Product quality & safety



Committed



- › We are committed to making a positive impact on the environment and public safety.
- › Our services contribute to securing access to electric power, improving road safety and well-maintained infrastructure. Moreover, the life-span of critical infrastructure is extended by our quality assurance in our service and products delivery.
- › We are a founding member of the Road Safety Association, focused on providing safe and quality roads.
- › Quality is ensured through superior instructions, having several instructors, clear procedures, checklists and routines which apply to each company. Otera Infra, Otera Traftec, Veidrift, KF Entreprenør and Veisikring have an ISO 9001 quality management system in place.
- › No quality-related incidents occurred in 2020.

## Supply chain control



Committed



- › We are focused on eliminating ESG-related risks and exposures in our supply chain.
- › On an annual basis, we monitor and update our Purchasing Policy and Supplier Code of Conduct.
- › Subsequent supplier selection is based on ESG criteria (e.g. injury rates) and upfront social audits, often based on the client's requirements.
- › Our auditing system ensures that our suppliers comply with our ESG criteria (e.g. ISO requirements). Regular supplier audits are performed.
- › We have not had any ESG related issues regarding suppliers in 2020.

## Sustainability principles



Committed



- › ESG & Sustainability are at the core of our strategy and operations. We strive to take concrete action to continue to improve and drive positive results in several of the areas and goals set by the UN, such as SDG 13 and SDG
- › An ESG Policy and other relevant policies (e.g., whistleblowing and H&S policy) are in place.
- › ISO 14001 certifications are in place for Otera Infra, Otera Traftec, Veidrift, KF Entreprenør and Veisikring. Otera Infra will be certified in May 2020.
- › ESG is on the agenda in Roadworks board meetings.
- › ESG is the responsibility of our HSE, HR and QA resources manager.



We have defined a selection of projects that contribute to fulfilling our sustainability ambition(s).



Energy & carbon

## Sustainability roadmap

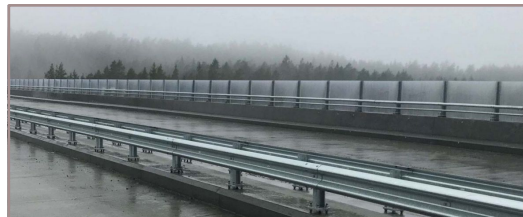
### Project

### Description

- › Assess sustainability-related tender requirements and criteria, e.g. EVs, euro labels, LED lighting.
- › Draft roadmap on how to manage and align with requirements in strategy and operations.

### Ambition

- › Be able to comply with advanced tender requirements, such as for zero emission construction sites, by 2025.



Supply chain control

## Material procurement & waste

- › Explore sustainability initiatives related to material procurement and waste (e.g. lightweight products, recycled materials, energy efficient manufacturing, sustainable energy use) in collaboration with suppliers.

- › Include sustainability in design and material procurement; making a positive impact while retaining the quality & safety of our products.



Employee health & safety


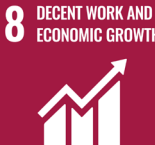



## Trainee program

- › Further develop our trainee program: expand to include more trainees; improve the trainee program through 'Otera skolen'; improve diversity practices and policies in recruitment to attract a more diverse trainee pool.

- › Increase the number of trainees, the number of permanent recruitment of trainees, and the employee diversity figures.

# Targeted UN SDGs\* for Roadworks

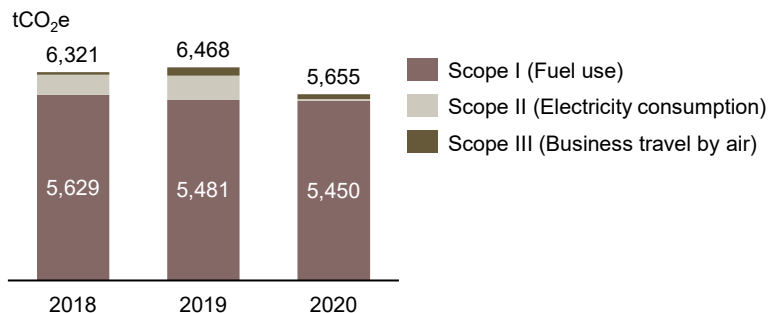
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		SDG Goal	SDG Target	Contribution	KPIs
Energy & carbon		Take urgent action to combat climate change and its impacts.	<b>13.2:</b> Integrate climate change measures into (national) policies, strategies and planning.	Roadworks positively contributes to SDG 13 by actively focusing on reducing its carbon footprint.	<ul style="list-style-type: none"> <li>Carbon footprint</li> </ul>
Employee health & safety		Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	<b>8.8:</b> Protect labour rights and promote safe and secure working environments for all workers.	Roadworks positively contributes to SDG 8 by continuously improving its working environment by monitoring in accordance with our HSE plans, risk assessments and health examinations.	<ul style="list-style-type: none"> <li>Absenteeism rate</li> <li>Accident rate</li> <li>Employee satisfaction score</li> </ul>
Product quality & safety		Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	<b>9.1:</b> Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure.	Roadworks positively contributes to SDG 9 through our core service offering aimed at promoting quality, reliability and sustainability in the maintenance of public infrastructure.	<ul style="list-style-type: none"> <li>Quality errors</li> <li>Customer satisfaction</li> </ul>
Sustainability principles		Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	<b>16.6:</b> Develop effective, accountable and transparent institutions at all levels <b>16.7:</b> Ensure responsive, inclusive, participatory and representative decision-making at all levels.	Roadworks positively contributes to SDG 16 by incorporating sustainability principles in our operations and strategy.	<ul style="list-style-type: none"> <li>ESG policies</li> </ul>
Sustainability principles		Ensure access to affordable, reliable, sustainable and modern energy for all.  (Goal achieved within countries of operation).	<b>7.1:</b> By 2030, ensure universal access to affordable, reliable and modern energy services.	Roadworks positively contributes to SDG 7 by building, improving and maintaining the electrical power grid, wind power facilities, charging stations for cars and vessels etc.	<ul style="list-style-type: none"> <li>Charging capacity installed</li> <li>Increased transmission capacity</li> </ul>

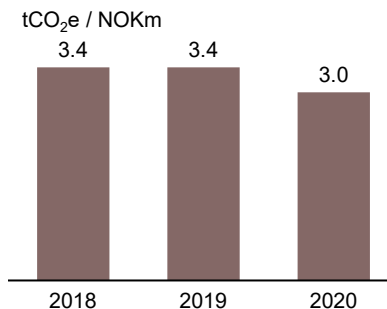
\* United Nations Sustainable Development Goals

# Energy & carbon

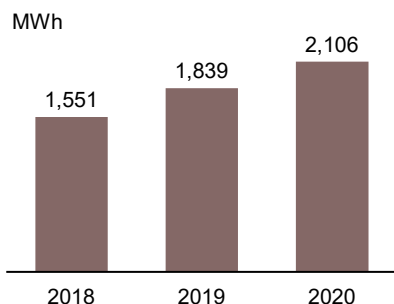
## CARBON FOOTPRINT<sup>1</sup>



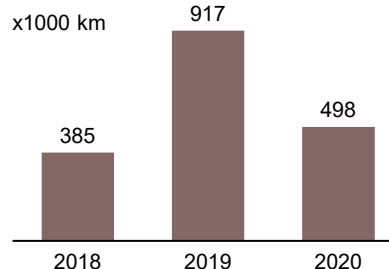
## CARBON INTENSITY



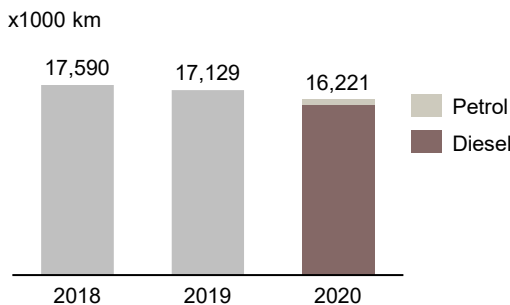
## ELECTRICITY CONSUMPTION



## BUSINESS AIR TRAVEL



## COMPANY CAR FLEET<sup>2</sup>



- › The majority of our companies use electricity from hydropower (93% of total electricity consumption).
- › Our carbon footprint is mainly driven by scope I emissions which include fuel consumption of company cars and heating oil.
- › Air travel has dropped significantly due to COVID-19 travel restrictions.
- › Roadworks is continuously focusing on improving its car fleet as it is the main contributor to our carbon footprint. When purchasing new vehicles, we always consider environmental features. However, a large share of our vehicles are second-hand.
- › In addition to adding electric and hybrid vehicles to our company fleet we also try to reduce the kilometers driven by addressing route optimization systems.

## Footprint equals



~707 Homes' energy for one year



> 1 Wind turbines running for a year

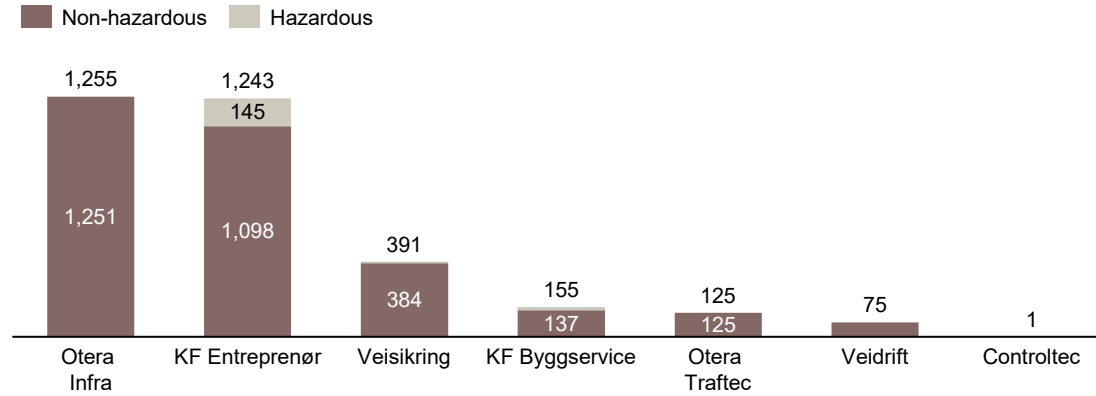


# Material efficiency & waste

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## TOTAL WASTE

tonnes



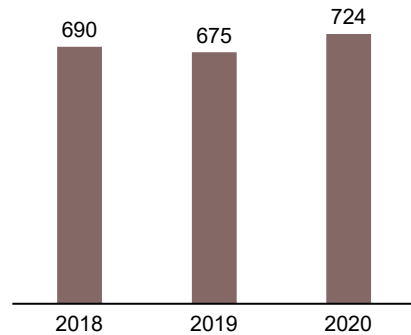
- › We take waste management seriously. We have sorting procedures in place and adhere to all regulations. All waste is sorted at its source on site. It is ultimately processed at municipal level.
- › Seven out of our eight companies have a waste management system in place.
- › Almost all our companies recycle 100% of their waste streams. Only **Otera Traftec** has (a small amount of) non-recycled waste.
- › Hazardous waste is collected by third parties regularly.



# Employee health & safety

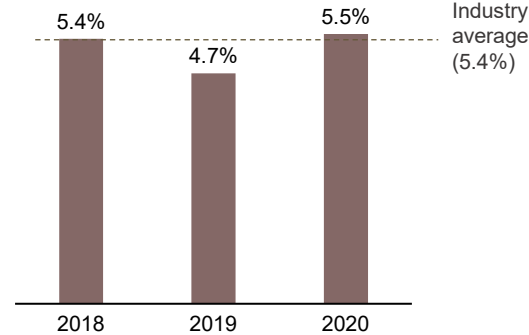
## EMPLOYEES

FTE



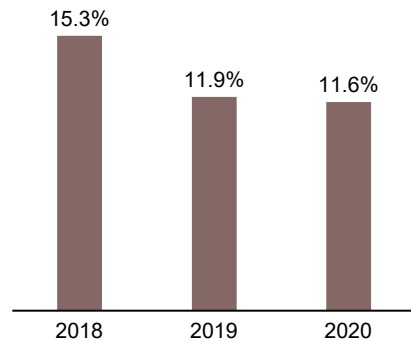
## ABSENTEEISM RATE

%



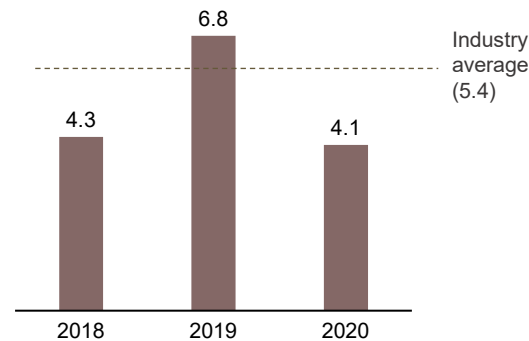
## TURNOVER RATE

%



## ACCIDENT RATE

H1/LTIF



- › COVID-19 has resulted in overall higher absenteeism rates, and in Bærum Asfalt there has been a long-term illness for almost a year which increases the average rate as well. However, still half of our subsidiaries are below the industry average of 5.4%.
- › Keydi companies are certified in accordance with ISO 45001. Our QA manager follows up the certification process and yearly audits which are done by a third party.
- › The accident rate decreased by 40% in 2019-20 resulting in a group-wide rate below industry average.
- › All of our companies provide a monthly report on H&S performance which is followed up in the Roadworks Management meetings. We conduct internal audits, safety rounds, safe job analysis and encourage employees to report improvement suggestions to ensure continuously that our H&S system keeps improving.
- › We monitor our working environment through monthly reporting of related KPIs, employee surveys, health checks and yearly employee appraisals.
- › We hire employees with a challenging background.

# Sustainability principles

## Sustainability policies, certificates and targets

- › All relevant ESG policies are in place.
- › All major subsidiaries are ISO 9001, 14001 and 45001 certified (KF Entreprenør not yet ISO 45001 certified). Roadworks is exploring further certifications.
- › We have identified ESG KPIs and targets to monitor ESG progress.

## Engagement & responsibility of the Board of Directors

- › ESG is integrated in our strategy and (daily) operations.
- › ESG matters are discussed during each board meeting. Our HSE/HR and QA resources managers are responsible for all ESG related issues.

## Risk inventory and evaluation

- › Risk assessment performed for each job and project.



## Quality of monitoring systems

- › Absenteeism rates, accidents, turnover rates, energy consumption and fleet emission are all actively monitored.
- › Waste streams are monitored and reported on by third parties.
- › Roadworks has a compliance management system in place that reviews operations and ensures responsibilities are carried out and requirements are met.

## Ensuring supplier compliance to Sustainability standards

- › Depending on the project type, vendors are chosen through tenders and/or price quotes. We have long-standing relations with our most critical suppliers.
- › Our supplier requirements state that the company strictly assess vendors in compliance with ethical guidelines.
- › ESG performance is considered as a critical factor for supplier selection as we aim to source mainly sustainable materials.

## Transparency and reporting

- › This sustainability report is created on an annual basis, in collaboration with a specialist service provider.
- › Our website states initiatives to ensure supplier compliance to ESG standards.



## ESG IN OUR COMPANY

- › Key ESG themes Otera Traftec relate to ensuring product safety through the quality of services, maintaining occupational health and safety, and management of carbon footprint resulting from road service vehicles
- › Otera Traftec contributes to improved road quality and safety and extending the life span of roads and road related infrastructure.
- › There will be an increasing demand from governmental and commercial customers for certifications and sustainability reporting. Companies that perform well in this aspect will have a competitive advantage, e.g. in tendering processes.

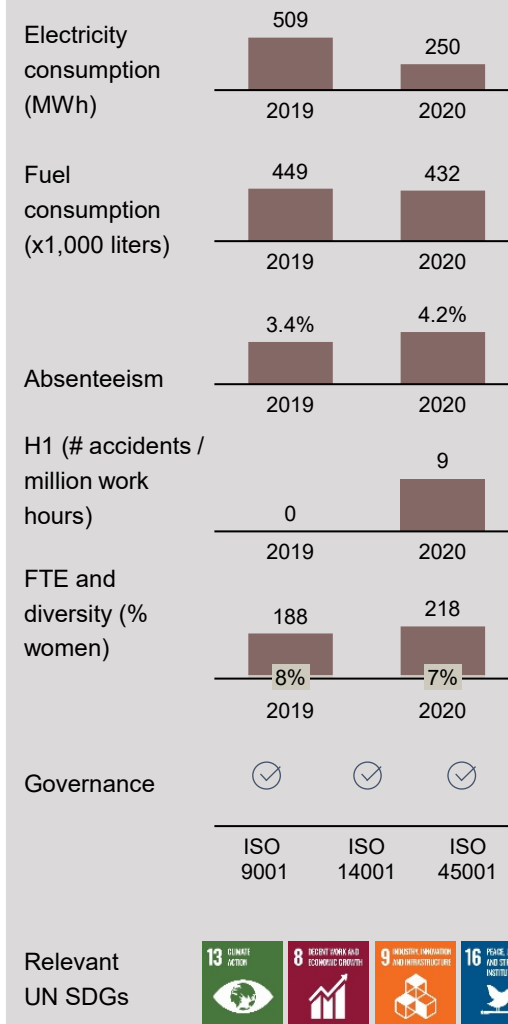
## MANAGEMENT OF KEY MATERIAL ESG THEMES AT OTERA TRAFTEC

- › Energy & carbon: 100% green electricity is procured at Otera Traftec. The majority of Otera Traftec's carbon footprint originates from emissions from the vehicles. 4% of Otera Traftec's fleet consists of electric vehicles.
- › Employee health & safety: Absenteeism in 2020 (4.2%) remains below the industry average of 5.4%. Two accidents resulting in leave have occurred in 2020. Employees and management are dedicated to continuous improvement in HSE. The general manager and each department and project manager are responsible for the HSE performance of the company and the respective departments. Otera Traftec has a dedicated HSE manager.
- › Product quality & safety: Otera Traftec's projects generally have a positive effect on the environment and public safety. Otera Traftec is ISO 9001 (quality) and ISO 45001 (occupational health and safety) certified.
- › Supply chain control: A supplier code of conduct is in place. Otera Traftec uses ESG criteria in screening potential suppliers/sub contractors (e.g. ISO certificates).
- › Sustainability principles: Otera Traftec has an ESG policy, and conducts an annual ESG review, including KPIs, targets and an action plan. Otera Traftec is ISO 14001 (environmental management) and Miljøfyrtårn certified.

## ESG-RELATED TARGETS AT OTERA TRAFTEC FOR 2021

- › Increase percentage of EVs and fuel efficient vehicles
- › Improve planning to enhance operational efficiency to reduced carbon intensity
- › Continue reducing absenteeism and accidents
- › Include ESG KPIs and targets in management reporting

## MONITORING PERFORMANCE



## ESG IN OUR COMPANY

- › Key ESG issues at Otera Infra relate to product quality & safety, occupational health and safety issues, and carbon footprint of vehicles.
- › Otera Infra contributes to quality and consistent operations of electricity distribution networks. Well maintained electrical distribution infrastructure contributes to fewer occurrences of power outages and ensures electrical efficiency and reliable distribution to the consumers.
- › There will be an increasing demand from governmental and commercial customers for certifications and sustainability reporting. Companies that perform well in this aspect will have a competitive advantage, e.g. in tendering processes.

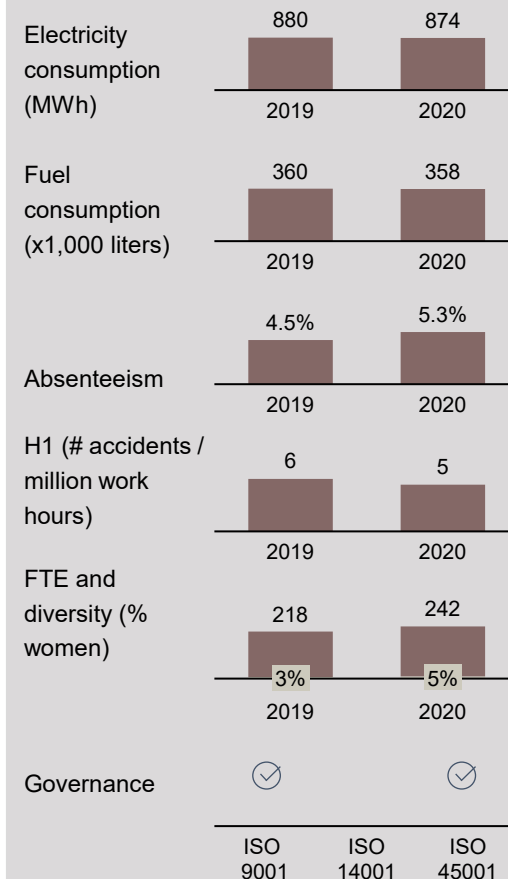
## MANAGEMENT OF KEY MATERIAL ESG THEMES AT OTERA INFRA

- › Energy & carbon: The majority of Otera Infra's carbon footprint originates from emissions from the vehicles. 4% of Otera Infra's fleet consists of electric vehicles.
- › Employee health & safety: Absenteeism in 2020 (5.3%) remains below the industry average of 5.4%. Two accidents resulting in leave have occurred both in 2019 and 2020. Employees and management are dedicated to continuous improvement in HSE. The general manager and each department and project manager are responsible for the HSE performance of the company and the respective departments. Otera Infra has a dedicated HSE manager.
- › Product quality & safety: Otera Infra's projects generally have a positive effect on the environment and public safety. Otera Infra is ISO 9001 (quality) and ISO 45001 (occupational health and safety) certified.
- › Supply chain control: A supplier code of conduct is in place. Otera Infra uses ESG criteria in screening potential suppliers/sub contractors (e.g. ISO certificates).
- › Sustainability principles: Otera Infra has an ESG policy, and conducts an annual ESG review, including KPIs, targets and an action plan. Otera Infra is ISO 14001 (environmental management) certified.

## ESG-RELATED TARGETS AT OTERA INFRA FOR 2021

- › Increase percentage of EVs and fuel efficient vehicles
- › Improve planning to enhance operational efficiency to reduced carbon intensity
- › Continue reducing absenteeism and accidents
- › Include ESG KPIs and targets in management reporting

## MONITORING PERFORMANCE



Relevant UN SDGs



### ESG IN OUR COMPANY

- › Key ESG issues at KF Entreprenør relate to product quality & safety, occupational health and safety issues, waste from construction sites and carbon footprint of vehicles.
- › Companies active in the industry are focused on ensuring quality and safety infrastructure with a high operational lifespan. Infrastructure that is well-maintained periodically can contribute to increased user safety.
- › There will be an increasing demand from governmental and commercial customers for certifications and sustainability reporting. Companies that perform well in this aspect will have a competitive advantage, e.g. in tendering processes.

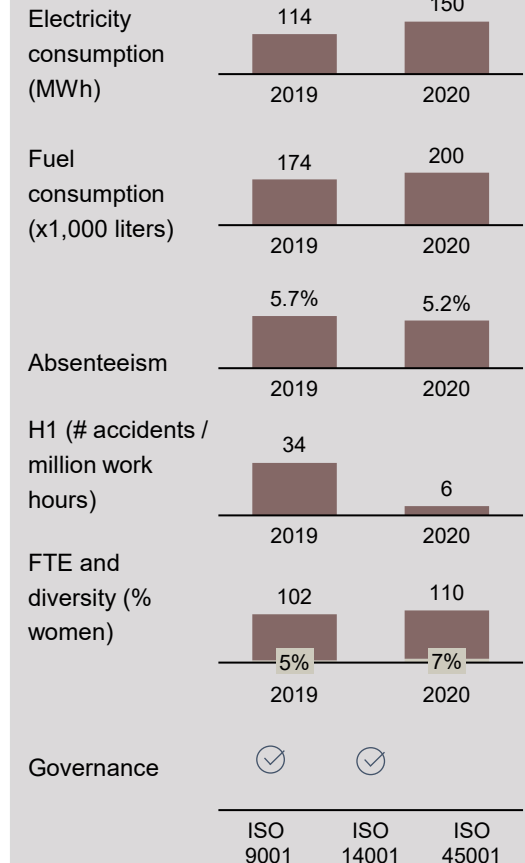
### MANAGEMENT OF KEY MATERIAL ESG THEMES AT KF ENTREPRENØR

- › Energy & carbon: The majority of KF Entreprenør's carbon footprint originates from emissions from the service vehicles. 2.5% of KF Entreprenør's fleet consists of electric vehicles.
- › Employee health & safety: Absenteeism decreased to 5.2% in 2020, which is below the industry average of 5.4%. One accident resulting in leave occurred in 2020, down 83% compared to 2019. Employees and management are dedicated to continuous improvement in HSE. The general manager and each department and project manager are responsible for the HSE performance in the company and the respective departments. KF Entreprenør has a dedicated HSE manager.
- › Product quality & safety: KF Entreprenør's projects have a positive effect on the environment and public safety. KF Entreprenør is ISO 9001 (quality) certified.
- › Supply chain control: A supplier code of conduct is in place. KF Entreprenør uses ESG criteria in screening potential suppliers/sub contractors (e.g. ISO certificates).
- › Sustainability principles: KF Entreprenør has an ESG policy, and conducts an annual ESG review, including KPIs, targets and an action plan. KF Entreprenør is ISO 14001 (environmental management) certified.

### ESG-RELATED TARGETS AT KF ENTREPRENØR FOR 2021

- › Increase percentage of EVs and fuel efficient vehicles
- › Recycling of minimum 80% of waste at construction sites
- › Continue reducing absenteeism and accidents
- › Include ESG KPIs and targets in management reporting

### MONITORING PERFORMANCE



Relevant UN SDGs





## ESG IN OUR COMPANY

- › Key ESG issues at Veidrift relate to product quality & safety, occupational health and safety issues, and carbon footprint of service vehicles.
- › Veidrift contributes to maintaining the quality and increasing the life-span of roads. Veidrift also contributes to safer roads and traffic safety
- › There will be an increasing demand from governmental and commercial customers for certifications and sustainability reporting. Companies that perform well in this aspect will have a competitive advantage, e.g. in tendering processes.

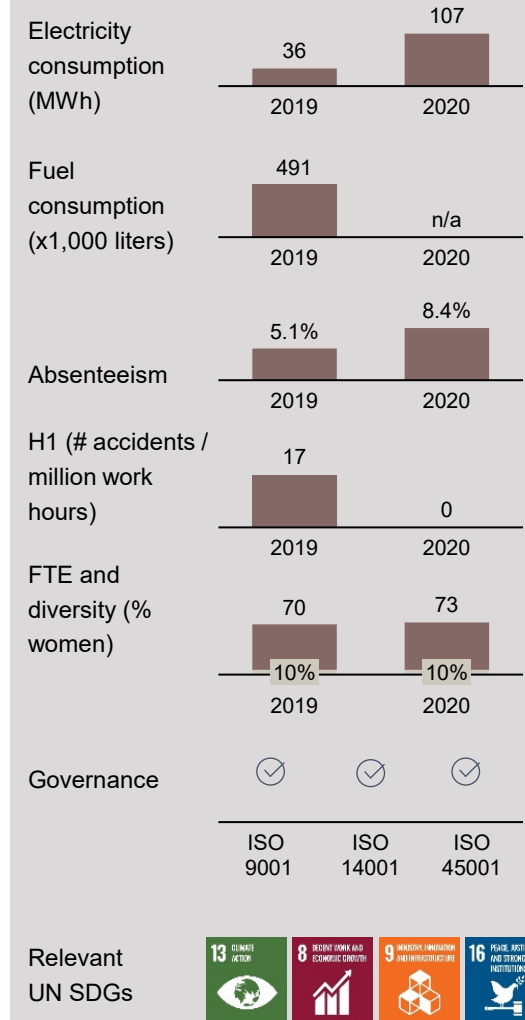
## MANAGEMENT OF KEY MATERIAL ESG THEMES AT VEIDRIFT

- › Energy & carbon: The majority of Veidrift's carbon footprint originates from emissions from the service vehicles. 1% of Veidrift's fleet consists of electric vehicles.
- › Employee health & safety: Absenteeism increased to 8.4% in 2020, slightly above the industry average of 5.4%. No accidents occurred resulting in leave in 2020. Employees and management are dedicated to continuous improvement in HSE. The general manager and each department and project manager are responsible for the HSE performance of the company and the respective departments. Veidrift has a dedicated HSE manager.
- › Product quality & safety: Veidrift's projects generally have a positive effect on the environment and public safety. Veidrift is ISO 9001 (quality management) and ISO 45001 (occupational health and safety management) certified.
- › Supply chain control: A supplier code of conduct is in place. Veidrift uses ESG criteria in screening potential suppliers/sub contractors (e.g. ISO certificates).
- › Sustainability principles Veidrift has an ESG policy, and conducts an annual ESG review, including KPIs, targets and an action plan. Veidrift is ISO 14001 (environmental management) certified.

## ESG-RELATED TARGETS AT VEIDRIFT FOR 2021

- › Increase percentage of EVs and fuel efficient vehicles
- › Improve planning to enhance operational efficiency to reduced carbon intensity
- › Continue reducing absenteeism and accidents
- › Include ESG KPIs and targets in management reporting

## MONITORING PERFORMANCE



## ESG IN OUR COMPANY

- › Key ESG issues at Veisikring relate to product quality and safety, occupational health and safety issues, and carbon footprint of vehicles.
- › Veisikring contributes to maintaining the quality and increasing the life-span of roads. Veisikring also contributes to safer roads and traffic safety
- › There will be an increasing demand from governmental and commercial customers for certifications and sustainability reporting. Companies that perform well in this aspect will have a competitive advantage, e.g. in tendering processes.

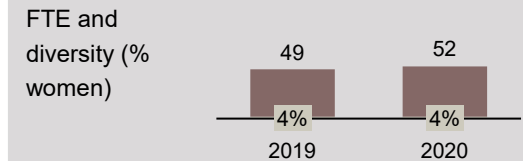
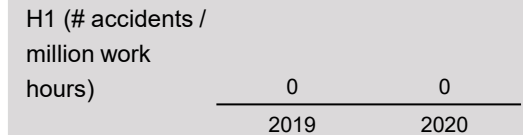
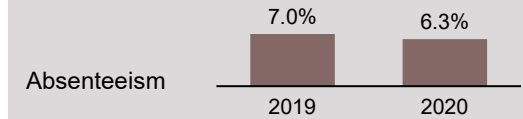
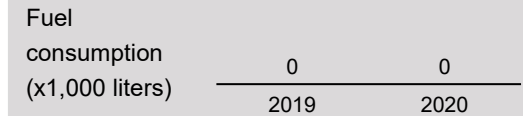
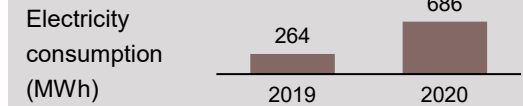
## MANAGEMENT OF KEY MATERIAL ESG THEMES AT VEISIKRING

- › Energy & carbon: The majority of Veisikring's carbon footprint originates from emissions from the service vehicles. 1% of Veisikring's fleet consists of electric vehicles.
- › Employee health & safety: Absenteeism decreased to 6.3% in 2020, remaining slightly above the industry average of 5.4%. No accidents occurred resulting in leave in 2020. Employees and management are dedicated to continuous improvement in HSE. The general manager and each department and project manager are responsible for the HSE performance of the company and the respective departments. Veisikring has a dedicated HSE manager.
- › Product safety & quality: Veisikring's projects generally have a positive effect on the environment and public safety. Veisikring is ISO 9001 (quality management) and ISO 45001 (occupational health and safety management) certified.
- › Supply chain control: A supplier code of conduct is in place. Veisikring uses ESG criteria in screening potential suppliers/sub contractors (e.g. ISO certificates).
- › Sustainability principles Veisikring has an ESG policy, and conducts an annual ESG review, including KPIs, targets and an action plan. Veisikring is ISO 14001 (environmental management) certified. Founding member of the Norwegian Road Safety Association.

## ESG-RELATED TARGETS AT VEISIKRING FOR 2021

- › Increase percentage of EVs and fuel efficient vehicles
- › Improve planning to enhance operational efficiency to reduced carbon intensity
- › Continue reducing absenteeism and accidents
- › Include ESG KPIs and targets in management reporting

## MONITORING PERFORMANCE



Relevant UN SDGs

