

Global Wind Service ESG Report 2020





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1. Introduction

1.1 CEO letter

Global Wind Service has since 2008 been a dedicated and committed part of the renewables sector. One of our overall purposes is to contribute to a better and cleaner environment through supporting our customers with onshore and offshore installation and maintenance of wind turbines.

Global Wind Service is a people business with more than 1000 employees and the vast majority travel technicians from many different countries. Working with many nationalities and cultural background is a strength for our company, and people are evaluated on their skills and competences in their work and not the nationality. The wind turbine technician industry is male dominated industry and very few females are interested in this type of work. We however strive for diversity in our offices with a good mix of gender, age, and nationalities as we believe this makes us stronger. We do not accept child labor but try to support students who are eager to enter the renewable energy industry. In general development of our staff is a core of driving a people business and as an example we performed more than 8500 trainings for our technicians in 2020.



We are working with travel technicians where it is about having the right competences at the right geographical location at the right time. This means that travel is an unavoidable part of our business and this is of course impacting the planet. But we always strive to optimize the travel plans so that our technicians have fewer rotations per project, their travel more people together by car or with public transportation when possible.

The highest priority of Global Wind Service is the safety of our people as the majority are working with the actual wind turbine installations in rough environments and with heavy machinery. To ensure a constant focus of improvements for our safety performance we have a dedicated safety organization with back office and on site staff, and we drive continuous safety campaign target our employees and customers. Driving a strong safety culture combined with a focus on people development is also reflected in the dedicated leadership program developed for our on site leaders and project managers.

Fredericia, January 2021



Michael Høj Olsen
CEO

Global Wind Service A/S

1.2 GWS Sustainability performance at a glance

Here are the key facts and figures related to main topics for 2020:

Health and safety performance:

LTI	8
LTIR (LTI's per 1 mio working hours)	2,75

Company Diversity:

Number of employees (dec 2020)	1084					
Female/ Male share in the company	7,5 % women 92,5 % men					
Age of women	<20: 0	20-29: 16	30-39: 40	40-49: 18	50-59:5	>59: 3
Age of men	<20: 3	20-29: 204	30-39: 465	40-49: 259	50-59: 4	>59: 7

Training:

Number of trainings conducted for GWS personnel and for Subcontractors	8500
Leadership trainings performed for site managers and leads	44

1.3 About the report

Global Wind Service is a company which is part of the alliance of Fred. Olsen related companies. It is a company with shared ownership between the initial founders of Global Wind Service and Fred Olsen Ocean Ltd (FOO). The majority of the shares in GWS are owned by Fred. Olsen Ocean Ltd. (FOO). FOO is a company wholly owned by Bonheur ASA. This report only covers the activities of company Global Wind Service which main activities are pre-assembly installation and service of wind turbines. From here on in the report the company is referred to as GWS.

This report is built on the principles for transparency and contains disclosures from the World Economic Forum's¹ (WEF) efforts to develop a core set of common sustainability metrics, covering the topics of Governance, Planet, People, and Prosperity. Each of the relevant WEF themes are described and their current performance are provided.

Reporting boundaries

This report covers all the company's activities. The boundaries in this report is based on the WEF themes and a mapping of which are relevant. As this is the initial sustainability/ESG report from GWS, the reporting of data in this report is primarily coming from internal reports and records. In a few cases estimation has been used to obtain the current overview, but in those cases, this is clearly stated.

- Environmental data, unless otherwise stated is based on reports from our DK warehouse.
- Health and safety incident data, unless otherwise stated, are based on the operations activities our GWS employees in the warehouses and offices.
- Human rights and performance data are based on GWS reports and records.

Our Material ESG aspects

In GWS we continuously work on improving our performance to satisfy our customers and making GWS a better place to work for all employees. As part of this effort, the company focus on facts and drive improvements by setting up specific focus areas.

GWS is running its operations based on an overall management system in compliance with the 3 standards, ISO 9001, ISO 14001 & ISO 45001. In accordance with these standards the company is identifying the critical aspects for each of its activities. This includes review and identifications of our impact on the world. Based on the WEF framework each of the ESG topics have been evaluated and the most significant topics has been chosen. The report is therefore structured into the four main sections, Governance, Planet, People & Prosperity.

1.4 About Global Wind Service (GWS)²

Global Wind Service (GWS) is one of the largest companies in Europe offering onshore and offshore installation and servicing of wind turbines around the world. And we do it with the right people, tools and flexibility to deliver the best possible solutions to the highest quality.

Our goal is always to meet and exceed our clients' expectations. As a result, GWS has gained an excellent reputation and fast established itself as the preferred international supplier of qualified and skilled personnel to the global wind turbine industry.

Our track record to date includes wind turbine installations and service work in over 40 countries – from the United States, Finland, Germany and the UK to Morocco, South Africa, Australia, the Philippines and more.

We have established business units in ten countries, giving us the opportunity to be closer to our customers and react faster to local market requirements.

GWS employ over 1000 people and we strongly believe in the long-term investment and development of our employees. Their knowledge and experience ensure that we are the best we can be for our clients.

We have offices in Fredericia, Denmark; Flensburg, Germany; Duiven, Holland; Suffolk United Kingdom; Szczecin and Koszalin, Poland; Constanta, Romania; Istanbul, Turkey; Dallas, USA; and Taipei, Taiwan;

Our Vision

To be the preferred global partner for complete wind turbine services.

Our Mission

To exceed customer expectations.

Our Values

At Global Wind Service we have four values; Be safe, Act flexible, Take responsibility and Focus on people.

- We work proactively to continuously improve safety and we never compromise
- We are customer focused, and act flexible to deliver the best solutions wherever and whenever
- We speak honestly, take responsibility and act to deliver the highest quality and best solution for our customers.
- We develop and care for people, being the heart of our business and the key to exceeding our customers' expectation

2. Governance, Planet, People and Prosperity

2.1 Governance

Business context

As Global Wind Service is performing preassembly, installation, and service operations in many countries around the world, compliance is a key focus area for the organisation. The activities are managed in a setup that is based on running projects, to ensure the satisfaction of individual clients.

The wind turbine manufacturing industry has the past couple of years had a high level of competition which has resulted in consolidation in the market with fewer manufactures than previous. This also means that each of the current manufactures continues to push for new technologies and new turbine variants every few years. Depending on the type of project, the size and complexity the employee composition in the projects are often a mix of nationalities. This poses some challenges for the organisation and requires a good setup to manage the mobility of employees, the technical knowledge and compliance with local requirements. Operating globally also means working with different cultures and different governments. Management focus on transparency, ethics, and anti-corruption ensures a trusting culture within the company which is valued by the customers. We built on this by ensuring that employees are trained and developed in ethics and anti-corruption, to ensure that everyone in the company, can make the right decision when they are faced with challenging decisions.

Our activities

In 2020 the focus for governance has been on ensuring compliance in relation to entering new markets and the mobility of people around the world. The challenges we have faced in this regard has been travel restrictions due to COVID-19, USA visa application and Brexit. The target was therefore to ensure no violation of local laws, ensure training of new employees in ethical behaviour and to develop a better dialog with our subcontractor and suppliers.

Performance

The performance and information about each topic is presented by WEF Theme.

WEF Theme: Board composition

The board consist of the following members:

- Richard Olav Aa (Chairman of the Board)
- Michael Nielsen
- Lars Bo Petersen
- Jens Tommerup
- Anette Sofie Olsen
- Hjalmar Krogseth Moe

The board consist of members from Denmark and Norway. The activities and meetings are conducted in accordance with applicable regulations.

WEF Theme: Stakeholder Engagement

Stakeholder management is a continuing activity for the company as the activities are done project by project. Managing the specific conditions, the work that needs to be performed by GWS employees and subcontractors and alignment with the customers will deliver a good result for all parties. An open dialog about what when well and what can be improved is important for us, as we want to continue the good collaboration with the full value chain.

GWS starts all projects by aligning with the involved parties and set the expectations and requirements for all involved. All projects end with feedback from stakeholders on what can be improved in the next project.

The list of stakeholders

- Principal stakeholders:
 - o Board of directors
- External stakeholders:
 - o Customers (Wind turbine manufactures and energy companies)
 - o Sub-contractors (e.g. manpower companies, crane companies)
 - o Suppliers (e.g. Tools and PPE providers)
 - o Authorities & unions
 - o NGO's
 - o The public
- Internal stakeholders:
 - o GWS employees
 - o The employee's family
 - o Fred Olsen & Co
 - o Fred Olsen sister companies

WEF Theme: Ethical Behaviour

As GWS is running its operations in a global environment protecting the employees and the company against corruption & bribery is important. As part of ensuring that all employees know and conduct their work based on our policies several initiatives are running including trainings to ensure continues compliance with our internal rules. GWS ensures compliance with the company's policy 02.02.00 Code of Conduct covering Compliance, Anti-Corruption, Anti-Bribery and emphasis its managers to lead by examples. The tracking of compliance is done continuously and any violations to the rules recorded.

WEF Theme: Risk and Opportunity Oversight

To manage risk and opportunities, GWS has an overall risk log incorporating risks and opportunities related to finance, operations, HSEQ and compliance. This log is reviewed and updated monthly by the management team and used to control and mitigate risks. This log also includes opportunities for improving the business both on a mid- and long-term horizon.

2.2 Planet

Business context

As the energy sector is changing to green energy, there is a continued focus for the Wind turbine manufactures to not only deliver a green product in form of a Wind Turbine, but actually conduct the business in a green way. This together with a global focus on the planet, is an incentive for all companies in the supply chain to improve their environmental performance. The adaptation of the environmental focus provides a positive incentive and a good business case for companies. For GWS it improves the delivery of services, community acceptance, reduced economic liabilities and improved environmental integrity. GWS wish to be part of the sustainable future of transforming the world into using green energy in form of electricity from Wind turbines. We keep focus on the planet and conduct our operations in a way that minimises the impact on the earth. Our operations have been setup so each project work on the same principles and methods no matter if it is done in EU, Australia or Unites states.

Our activities

The two biggest environmental aspects related to our pre-assembly, installation and service activities are travel activities of our technicians and fuel consumed in our service activities. Travel is a challenge as GWS is performing activities around the world and uses employees from multi nationalities to ensure the best quality of our services. As an initiative to minimise and optimise travel activities GWS has a team employed that constantly monitor and support the booking of travels. The relevant WEF themes for GWS related to planet are: Climate change (Greenhouse gases), Solid waste and Spills.

Performance

The performance for each WEF theme found relevant are shown here.

WEF Theme: Climate Change (GHG emissions)

Greenhouse gas emissions from our company primarily comes from travel activities by plane, ferries and by vehicles and for the service activities where tools & equipment are shipped to sites. In addition to that, there is heating and electricity at our offices and warehouse. The 2020 activities within this topic has been mapping an initial project performance. The plan for 2021 is to do a mapping of the fuel consumed and its CO2 emission from the company's cars, service vehicles and generators used on site.

WEF Theme: Solid waste

The generation of waste happens in most industries as equipment, tools and other materials are provided in packaging materials. In relation to our activities waste is also generated from service activities like changing oil or filters on the turbines. For GWS the waste fractions are divided into the following waste streams; Flammable waste, Corrugated cardboard, Hazardous waste inc. Oil, Diesel & Paint, Electronic waste inc. batteries & cables and other minor factions like e.g. old printer cartridges. We have and will continue to have a strong focus on reducing impacts from packaging materials of WTG components, waste management, segregation and recycle throughout our activities.

Fraction	Amounts (Kg)	Comments
Flammable waste	9020	Waste generated and disposed-off from the warehouse in DK.
Corrugated cardboard	1924	
Hazardous waste	390	
Electronic waste	159	

WEF Theme: Spills

GWS had 8 environmental spills in 2020 which happened in relation to service activities or change of wind turbine components. All of them being between 1-10 litres of oil or coolant. The root cause for these spillages were wear and tear of components, resulting in damaged hoses or connections. All environmental spills were collected and disposed-off in the correct manner. Any contaminated areas were cleaned in accordance with the local legal requirements.

The prevention of pollution from chemicals or waste is managed by using appropriate operations for storage and handling of fuels, chemicals, and hazardous waste. This is combined with the use of containment system and spill kits together with training personnel in spill response in our emergency response plans.

2.3 People

Business context

The industry of installation and performing service on turbines is an industry where the workload is fluctuating over the months in the year, as most projects are conducted during the summertime and towards the end of the year. This is due to fact that the wind turbines are erected at locations with high wind conditions so the “window” for good weather is often running between April and October. Depending on the specific tasks these can either be front-loaded into earlier in the year or towards the end, but the peak time is in the summer and fall. The workload and the need for people with specialised skills are therefore important for the industry.

Our activities

GWS is a company that want to ensure client satisfaction and we are doing that by keeping focus on delivery according to the expectations. Ensuring the right quality level of the technicians has a direct impact on the customers satisfaction. Because of that, the focus on people is one of the company’s values and has been since 2016. In Dec 2020, the company employed 1,084 people and worked with more than 200 subcontractors during peak season.

Over the past years the company have grown rapidly in number of employees and especially technicians working in the field. This means that the onboarding and training are essential to avoid health and safety risk and to ensure that the company keep the high-quality standards across existing and new wind turbine models.



Performance

The performance for each WEF theme found relevant are shown here.

WEF Theme: Dignity and Equality

The positions of assembly and installation of wind turbine component is a male dominated industry with only a few females employed. In Global Wind Service we see the same trend as in the industry as the majority of our technicians are males ranging from 20 to 49 in age. For the offices we see a higher percentage of women giving an overall percentage of women in GWS at 7,5%.

Company Diversity numbers:

Number of employees (dec 2020)				1084			
Female/ Male share in the company				7,5 % women 92,5 % men			
Age groups:	Age	<20:	20-29:	30-39:	40-49:	50-59:	>59:
	Women	0	16	40	18	5	3
	Men	3	204	465	259	4	7
Office (working at GWS office location)		2	21	82	49	15	5
Site (working at GWS turbine site)		1	198	414	213	50	5
Site Managers		0	1	8	15	4	0
Percentage of women in Manager positions back office				27 %			
Percentage of men in Manager positions back office				73 %			

WEF Theme: Health and Well-Being

The first of our corporate values are Be safe safety is a prerequisite in the wind turbine industry. For GWS, the safety of the employees is clearly communicated from the top management to be the highest priority. Since the company started in 2008 and to this day the company has been on a journey of lowering the number of injuries year after year. As the work GWS performs include a lot people performing manual work the number of injuries is still quite high. To correct and mitigate injuries, the company perform trend analysis on the types of injuries and perform additional activities like Bulletins and knowledge sharing in toolbox talks to share information and to eliminate hazards. The total number of Lost time injuries (LTI) in 2020 was 8 giving a lost time injury rate (LTIR) of 2,75 injuries per million working hours.

Health and safety performance:

LTI	8
LTIR (LTI's per 1 mio working hours)	2,75

WEF Theme: Skills for the Future

Training of employees and ensuring they have the right skill level is one of the strengths in the company. GWS has in 2020 provided more than 8500 thousand training sessions to technicians as part of introducing new employees to the company, upgrading and to maintain the needed competences for the workforce. The type of trainings conducted varies from industry standard/technical trainings, customer specific trainings to trainings in GWS policies and procedures. These training sessions have been provided both internally within GWS, but also by external companies. In average across all levels each employee has been given 5 different trainings in 2020.

Training:

Trainings conducted for GWS personnel and for Subcontractors	8500
Leadership trainings performed for site managers and leads	44

2.4 Prosperity

Business context

Global demand for green energy and for uses of natural resources are forecasted to rise significantly the next 50 years, driven by increasing population and the rapid economic growth.

Focus on resource efficiency is important for the planet and will set requirements for companies to drive efficiencies within the green energy transition. To stay competitive within this industry each company must drive improvements, reduce resources, but at the same time ensuring stability for its employees to avoid large employee turnover.

Our activities

For the company the topic prosperity covers our employment and wealth creation theme as we continually employee new people due to the growth of the company and a natural turnover due to a competitive market. As the company’s activities are based on projects, contractors are used for varies tasks. The same applies to GWS employees where some employees are hired on specific projects due to specific skills or competences.

Performance

The performance for the WEF theme Employment and Wealth creation is shown here.

WEF Theme: Employment and Wealth creation

As mentioned earlier GWS has grown over the past several years with an increase in total employees of 1084 in 2020 compared to 1001 in 2019. The past 3 years total numbers and the percentage of the people hired in 2020 in the different age groups are shown below.

The number of employees year on year

No of employees in GWS (Dec numbers)	2018	902
	2019	1001
	2020	1084

Percentage distribution of new employees

age	>20:	20-29:	30-39:	40-49:	50-59:	>59:
women	0%	1%	2%	1%	1%	1%
men	5%	33%	36%	15%	4%	1%

3. The way forward

The activities going forward for GWS is to continue developing the approach and activities on sustainability. This include working on the themes for the environment, people, prosperity, and governance.

The initial actions planned for 2021 includes:

Environmental:

- To create a baseline and continue activities to improve reduction of CO2 emission for vehicles
- Continue to reduce waste amounts for our activities

Social responsibilities:

- Drive Safety campaigns for Slip, trip & fall & tool handling incidents
- Continue and develop the way we drive competence development with training

Governance:

- Continue to further strengthen our integrated management system
- Develop ESG objectives

ESG reporting:

- A ESG report is will be done in January 2022.

We continue to increase our business focus to meet stakeholder expectations which also position ourselves positively for the future.

The plans beyond 2021 includes:

- Developing a KPI setup in GWS that support the ESG topics
- Develop a baseline for travel activities and identify improvement opportunities.
- Continue to evaluate which WEF themes that could be relevant to include in the reporting going forward.

4. Indicators and KPIs

All indicators and KPIs in table format

ENVIRONMENT

TOPIC	ACCOUNTING METRIC	UNIT	2020	Comments:
Waste	Flammable waste	Metric tonnes (t)	9,02	Data from the Warehouse in DK
	Corrugated card-board	Metric tonnes (t)	1,92	Data from the Warehouse in DK
	E-waste	Metric tonnes (t)	0,16	Data from the Warehouse in DK
	Hazardous waste	Metric tonnes (t)	0,39	Data from the Warehouse in DK
Spill	Spillage	Litres (L)	60	<i>60 litres spillage based on 8 environmental spills of oil and coolant.</i>

SOCIAL

TOPIC	ACCOUNTING METRIC	UNIT	2020	Comments:
Accidents, safety and labour rights	Fatalities	Number	0	The only fatality in the company was in 2014. Driving accident.
	Lost time incident rate (LTI)	Number	8	A reduction of one LTI since 2019.
	Medical Treatment cases (MTC)	Number	22	A reduction of 6 MTC since 2019
	Lost time incident rate (LTIR)	Rate	2,75	A lost time injury rate per million working hours.
	Total recordable injury rate (TRIR)	Rate	10,32	A total recordable injury rate per million working hours.

GOVERNANCE

TOPIC	ACCOUNTING METRIC	UNIT	2020	Comments:
Business ethics	Corruption risk	Number	0	GWS has a Code of Conduct that explain anti-bribery and anti-corruption.
	Facilitation payments	Number	0	
	Fines	Figure Reporting currency	0	
	Employees who has received Anti-corruption training	Percentage	100 %	
	Employees who has received information about ethics	Percentage	100 %	
	Employees who has been received training in our Code of Conduct	Percentage	100 %	
Whistle-blowing	Reporting hotline	Number	1	GWS has a whistleblowing policy and procedure to handle anonymous reporting. 2020 one complaint, resolved.

ESG governance	Policies and targets	Text	Ref. Comment text.	<p>The policies referred in the report are:</p> <ul style="list-style-type: none"> - 02.02.00 GWS Code of Conduct - 02.03.00 HSEQ Policy Statement - 02.06.00 Anti-Corruption Policy - 02.08.00 Whistle blower Policy <p>ESG targets are reviewed and agreed as part of the Management review for 2020.</p> <p>GWS has together with the Fred Olsen companies updated the Health, Safety, and Environment (HSE) Manual. The HSE Manual, with its requirements, is governing document. Based on these requirements the company have provided standards, procedures, checklists, and forms where ESG is an integrated part.</p>
Standards	International standardization	Text	Certified	<p>GWS is ISO 9001:2015, ISO 14001:2015 and OHSAS 18001 certified.</p> <p>The company is in transition to convert to ISO 45001:2018 is in progress and is expected to be completed by March 2021.</p>

5. References

¹ <https://www.weforum.org/reports/measuring-stakeholder-capitalism-towards-common-metrics-and-consistent-reporting-of-sustainable-value-creation>

² <https://globalwindservice.com>