

	WHY THIS FOCUS?	OUR STANDPOINT	WHAT WE STRIVE FOR	HOW WE PROCEED	UN SDG CONTRIBUTION
<b>ENVIRONMENTAL</b>					
RENEWABLE ENERGY PRODUCTION AND CLIMATE FOOTPRINT	Climate change and increased global warming pose serious challenges to our planet, pushing companies and society to prioritize efforts to reduce their climate footprint.	We are committed to developing, building, and operating a sustainable future by providing affordable and renewable energy to companies and society.	<ul style="list-style-type: none"> <li>Increasing the supply and availability of renewable energy.</li> <li>Close collaboration with our suppliers, as most of our emissions relate to Scope 3.</li> </ul>	<ul style="list-style-type: none"> <li>Implementing plans and systems for transparent reporting of future emissions.</li> <li>Supplier collaboration about sustainable progression and emission reduction.</li> </ul>	
MULTIFUNCTIONAL LAND USE AND BIODIVERSITY	The current biodiversity crisis raises the debate on future land use. The optimal solution provides opportunities to rethink the landscape and combine energy production with biodiversity and recreational opportunities.	We believe renewable energy production and nature can co-exist. With our initiatives promoting biodiversity, we want our energy projects to create the best conditions for nature to unfold.	<ul style="list-style-type: none"> <li>Ensuring biological diversity e.g., by planting region-specific plants.</li> <li>Collaborating with experts with specialized knowledge.</li> <li>Adapting each energy project to the local context.</li> </ul>	<ul style="list-style-type: none"> <li>Establish plans for monitoring the progress of biodiversity.</li> <li>Expand awareness of what we do and increase information flow and communication about projects.</li> </ul>	
RESOURCE CONSUMPTION AND WASTE MANAGEMENT	Overexploitation of resources results in elevated consumption levels and significant waste generation. Renewable energy assets provide an opportunity to decrease global resource use if managed correctly.	We embrace a circular mindset and strive to break with the idea of a linear value chain by doing our utmost to keep materials and components in the economic cycle as long as possible.	<ul style="list-style-type: none"> <li>Collaborating with suppliers who comply with our recycling and waste management principles.</li> <li>Working towards reducing our environmental footprint.</li> </ul>	<ul style="list-style-type: none"> <li>Cooperating with certified recycling companies to collect materials and components after the end of use.</li> <li>Establish monitoring protocols on waste management and recycling after dismantling.</li> </ul>	
<b>SOCIAL</b>					
THE WELL-BEING OF OWN WORKFORCE AND AN ATTRACTIVE WORKPLACE	People are an essential asset for a company's success. However, because of intense competition and employees search for a meaningful job, it can be challenging to attract and retain skilled employees.	We believe it is important to create a work environment that embraces, attracts, and retains motivated and skilled employees, whom we see as our most valuable asset and greatest resource.	<ul style="list-style-type: none"> <li>Creating a supportive work culture with a high degree of well-being, responsibility, and flexibility.</li> <li>Supporting collaborative and close cross-functional teamwork.</li> </ul>	<ul style="list-style-type: none"> <li>Encourage and support employee development and ensure opportunities for career development.</li> <li>Strengthen our employer brand and company culture.</li> </ul>	
PEOPLE IN OUR VALUE CHAIN	Suppliers are typically the backbone of being able to deliver a product or service. Yet, it can be a great challenge to be fully informed and thereby transparent about what happens in a cooperative value chain.	We recognize most of our workforce relates to the production of components and the construction of energy assets. Therefore, we know a strong collaboration with our suppliers and business partners is essential.	<ul style="list-style-type: none"> <li>Conducting supplier assessments before engaging in professional relationships.</li> <li>Collaborating with our suppliers to provide a safe, healthy, and ethical working environment.</li> </ul>	<ul style="list-style-type: none"> <li>Periodically reassess suppliers to ensure compliance with requirements and our Supplier Code of Conduct.</li> <li>Collaborate with suppliers on realizing actions that seek to remediate negative impacts for their employees.</li> </ul>	
LOCAL COMMUNITY ENGAGEMENT AND IMPACT	Energy projects in rural areas, close to local communities, often cause concern, uncertainty, and raise many questions. The support from the surrounding society is essential for creating a mutually beneficial project.	We believe in listening to and including the local society in our projects. We intend to play an active and present role in the local communities in which we develop energy projects.	<ul style="list-style-type: none"> <li>Establish early dialogue meetings or joint local citizens' meetings to include local wishes as best as possible.</li> <li>Work with local anchoring and engagement approaches.</li> </ul>	<ul style="list-style-type: none"> <li>Support local projects that benefit the neighboring community near our energy parks in the long run.</li> <li>Establish involvement plans with the local community to evaluate the impact.</li> </ul>	
<b>GOVERNANCE</b>					
ETHICS AND INTEGRITY IN OUR BUSINESS PRACTICES	There is an increased expectation that companies work in a structured way to comply with international guidelines on ethics and integrity in business practices. This applies throughout the value chain.	For us, it is a fundamental premise that we act and operate as a professional, fair, and socially responsible company that conducts our businesses with the highest degree of ethics and integrity.	<ul style="list-style-type: none"> <li>Conduct our work ethically and transparently in line with our values and Code of Conduct.</li> <li>Working with due diligence as a circular process to plan and manage our activities.</li> </ul>	<ul style="list-style-type: none"> <li>Support the UN Global Compact.</li> <li>Integrate The6steps guidelines from Ethical Trade Denmark (OECD) to conduct responsible business.</li> <li>Ensure an ongoing supplier dialogue to support sustainable development.</li> </ul>	
ACCOUNTABLE AND TRANSPARENT GOVERNANCE STRUCTURE	Being an open, transparent, and accountable business contributes to building a stronger business culture that fosters trust at all levels.	We take our obligation seriously and believe that what we do is a necessity to push the green transition forward and create a sustainable future where renewable energy is the norm.	<ul style="list-style-type: none"> <li>Focusing on social responsibility, promoting nature, and minimizing environmental impacts.</li> <li>Keep stakeholders informed in a transparent manner.</li> </ul>	<ul style="list-style-type: none"> <li>Establishing project-specific webpages to ease access to information.</li> <li>Initiate reporting on ESG matters and initiatives and establish workflows to comply with our ESG policy.</li> </ul>	
COMPLIANCE AND NAVIGATING THROUGH RISK MANAGEMENT	The EU Green Deal increases political regulations and laws to enhance focus on ESG. This changes the competitive landscape and sets out new standards for how businesses should operate in the future.	We have high standards regarding compliance and take a proactive approach toward risk management to maximize our positive impact and minimize our negative impact on society.	<ul style="list-style-type: none"> <li>Identify and assess potential risks to navigate our business processes accordingly.</li> <li>Engaging with suppliers to ensure compliance with global standards.</li> </ul>	<ul style="list-style-type: none"> <li>Work with 'Lessons Learned' as an embedded risk management tool for the execution of projects.</li> <li>Increase focus on compliance principles and integration of processes.</li> </ul>	 