



Environmental and Social Policy

About Norsk Solar

Norsk Solar AS is a Norwegian limited company operating across targeted markets globally, directly from its headquarters in Stavanger, Norway, or through its subsidiaries (“Norsk Solar Group”).

At Norsk Solar, we fight climate change and support growth in emerging markets by giving businesses the power to choose solar energy at a low cost. Our success is not only measured by the growth of our business, but our contribution to helping the world reach its climate and sustainable development goals.

Our mission is to deliver solar energy as a service to customers in emerging markets, providing a low-cost, clean power solution to drive growth while reducing emissions. Customers count on us for quality, cost-competitive solutions delivered on time, with full transparency and high ethical standards.

We are committed to measure our success not only by the growth of our business, but our contribution to helping the world reach its climate and sustainable development goals.

Applicability

This policy is applicable to Norsk Solar and any company in which Norsk Solar has direct or indirect ownership. It is applicable for Norsk Solar both on a company level and, where applicable, where Norsk Solar assumes the capacity of asset manager. The policy is also applicable to contractors working for Norsk Solar and co-investors in Norsk Solar projects.

We comply with international Environmental and Social standards

At Norsk Solar, we commit to following all applicable national laws and regulations, and in addition, we comply with the international standards for environmental and social performance made by International Finance Corporation (IFC), the World Bank Group’s Environmental, Health and Safety (EHS) guidelines as well as the International Labor Organization (ILO).

Our overall commitments to environmental and social management:

- We assess and manage environmental and social risks and impacts in all our projects through our Environmental and Social Management System (ESMS).
- We use the mitigation hierarchy: avoid, minimize, and where residual impacts remain, to compensate/offset for risks and impacts to workers, affected communities, and the environment.
- We commit to continuous improvement of our environmental and social performance
- We report on our performance on an annual basis. In the case of non-compliance, we commit to an action plan with appropriate targets, responsibilities, and timetable for improvements.

We comply with the following eight IFC Performance Standards that define our responsibilities for managing our environmental and social risks:

1. *Assessment and Management of Environmental and Social Risks and Impacts*
2. *Labor and Working Conditions*
3. *Resource Efficiency and Pollution Prevention*
4. *Community health, Safety and Security*
5. *Land Acquisition and Involuntary Resettlement*
6. *Biodiversity Conservation and Sustainable Management of Living Natural Resources*
7. *Indigenous Peoples*
8. *Cultural Heritage*

We comply with the following World Bank Group guidelines:

- *The World Bank Group Environmental, Health and Safety Guidelines (EHS Guidelines)*
- *World Bank Environmental, Health and Safety Guidelines for Electric Power Transmission and Distribution*

We comply with ILO Core Conventions covering eight fundamental principles and rights at work:

- *Forced Labour Convention, 1930 (No. 29), Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Equal Remuneration Convention, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Abolition of Forced Labour Convention, 1957 (No. 105), Minimum Age Convention, 1973 (No. 138), Worst Forms of Child Labour Convention, 1999 (No. 182)*

We exclude projects that pose the highest environmental and social risks

- We exclude projects with potential significant adverse environmental and social risks and impacts that are diverse, irreversible or unprecedented (Category A projects according to IFC).
- We exclude projects that fulfil one or more criteria on the *European Development Finance Institutions harmonized exclusion list*.

We safeguard nature and cut carbon emissions

- We commit to set long term goals on our material environmental sustainability topics and monitor and report on our performance towards reaching those goals on an annual basis.
- We enable clients to significantly cut their carbon emissions so that they can reach their climate targets.
- We will enter a path towards net zero carbon emissions by 2050 in line with the Paris agreement, setting science-based targets for annual carbon emission reductions in our operation and supply chains.

- We limit use of freshwater in areas of water stress and will reduce freshwater use during operations.
- We limit and seek to eliminate waste of all types with the long-term goal of recycling all solar panels and other key materials.
- We protect nature and biodiversity, and where possible, we restore nature.

We safeguard workers and communities

- We commit to set long term goals on our material social sustainability topics and monitor and report on our performance towards reaching those goals on an annual basis.
- We strive to improve occupational health and safety performance with the goal of zero harm (Norsk Solar Occupational Health and Safety Policy)
- We ensure that all work is voluntary and work with our suppliers to increase transparency and traceability of raw materials and reduce risks of forced labour in their supply chains.
- We pay employees a decent wage and have work contracts and conditions of employment in accordance with the country standards where the work is performed. All employees shall be treated with respect and dignity.
- We have a zero tolerance for workplace harassment and violence (Norsk Solar HR Policy, Norsk Solar Code of Conduct)
- Abusive behavior, sexual harassment, gender discrimination, racist behavior and general misconduct such as physical or verbal abuse or other harassment and any threat or other form of intimidation are prohibited (Norsk Solar Code of Conduct)
- We require our contractors and suppliers to comply with the Norsk Solar Code of Conduct
- We engage with people and communities who may be affected by our projects and set up mechanisms to handle grievances.

Revision and Approval

This policy will be subject to review in December 2022 or earlier if needed, involving both employees and external stakeholders.

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Approval level: CEO

Revision table

Policy number	Revision content	Author
E&S Policy	New policy	MN