

UN GLOBAL COMPACT NORWAY

ANNUAL REPORT 2021



Network Norway



Photo: Sunniva Tønsberg Gaski/Troms og Finnmark fylkeskommune

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2021 AT A GLANCE

What a year! We did not give Covid a chance to stop us this year either, and the pandemic certainly did not stop the accelerating sustainability efforts in Norwegian businesses. At the end of the year the network counted 335 Norwegian members. That is an 34% increase, with 85 new members. We read that as a sign of the increased focus on sustainability, but also that the efforts we put into our member activities and networks are desired in the business community.

2021 will by many be remembered as the year of new legislation. The EU Taxonomy, and closer to home the "Åpenhetsloven" passed, along with a wide range of bills like the long sought after "Bærekraftsmeldingen", and the National strategy for Circular Economy and the energy bill. The new legislation will affect many of our members and in 2022 we will do our best to support them in their transition.

Different kinds of reporting has also been a focus, and we held several informational events with best practices on different reporting standards and methods. Science-based emission targets has also recieved great interest in Norway as well as in the rest of the world. We were glad that 13 member companies joined the first round of Climate Ambition Accelerator, a course on how to set science based targets. Ocean, circularity and food has also been amongst our main focus areas with a lot of work and cooperation between central actors in the respective fields in our Action Platforms.

Regionally we have also seen a shift, with increased projects as well as employees and members. We look forward to open new regional offices in 2022.

On the organisational front, we have taken up broader space in different arenas of the society. We have focused on speaking about sustainability and business wherever we are. Either if it's policy, events, action platforms, podcast, press or social media. We were the official podcast partner of the governments sustainability conference, were invited to speak at the launch of the National sustainability plan (Bærekraftsmeldingen) and had a strong social media presence throughout the year.

One of the highlights of the year was to see many of our members and partners at Arendalsuka in August. Many members took up our offer on hosting events on our "Future of Business" stage, and we were thrilled to witness all the great efforts and engagement first hand.

A hardworking team with an exciting blend of professional and personal backgrounds has pushed through rounds of home office and done all they could to support our members and make sure that all we do is in the interest of a more sustainable business scene in Norway.



DIRECTORS REFLECTIONS

2021. The year in which digital continued to be the new normal. The year of new regulations and rules in the area of human rights, sustainability and climate. The year we grew from 222 to 335 members. The year our member activities were continuously developed and reached further than ever before. And the year when we, as Norway's largest network for sustainable business, passed 25 employees and interns across our three offices, making us able to reach out to many more members with relevant activities across the country.

It is with great pride that I look back at this year, and all that we have achieved together with our executive board and hard-working staff. Our member activities are designed to inspire and guide the Norwegian business community in this critical phase the world is in. Over the past 12 months, our action platforms and competence courses have contributed to finding

new solutions and business opportunities, it has sparked innovation and collaboration across the usual lines. Some of our main focuses this year have been sustainability strategies and reporting, science-based targets for companies, sustainable food systems, circular economy, maritime industries and sustainable finance. In total, more than 100 Norwegian companies and organizations have participated directly in various innovation processes and events arranged by UN Global Compact Norway. Including participation in open events and seminars, the numbers is much higher.

The motivation and desire to participate in the transition towards more sustainable business models are present both in boardrooms and all parts of Norwegian companies. Throughout the year, we have seen increased focus and willingness to deliver on the expectations to business: Roadmaps to achieve net-zero



emissions, transition plans and implementation of science-based targets have been published continuously from companies of all sizes. This is truly inspiring to witness, and fuels us to continue on our path towards 2030.

However, even though we have the knowledge, the technology and the will, real transition has shown difficult also in 2021: Only five out of the 100 largest Norwegian companies have according to PwC, delivered cut in their emissions according to the Paris Agreement from 2018 to 2020 if we include the indirect emissions. The share of female board members across companies (AS) in Norway is at 19 per cent, up only four per cent since 2004. It means it will still take more than 75 years to achieve 40 per cent women in the boardrooms if we continue on the current path. As both examples show, we need to go from data to action, from sustainability strategies to actual transition plans.

The first two and a half years of UN Global Compact's existence in Norway, have been marked by turbulence and uncertainty due to Covid-19 and the organization's situation as a start-up. At the brink of a new year, we are hopeful both when it comes to corporate transitional sustainability and the transition of

UN Global Compact Norway to an increasingly mature organization that delivers results for our members.

2021 has shown an increasing focus and interest for climate, sustainability and human rights across authorities, business, finance, consumers and other layers of society. But focus and trends alone are not enough. Real transition towards 2030 will be our focus area in 2022 both for our organization and the sustainability work of our members.

Kim Gabrielli



THE BOARD OF DIRECTORS' REPORT

2021 was an important year for sustainable business, with our members demonstrating a continued and strengthened commitment to corporate responsibility, climate change and human rights.

On the global arena, the UN Climate Summit in Glasgow COP26 engaged business at an unprecedented scale, including many of our members, effectively seeing companies taking leadership in setting science based climate targets and reducing GHG emissions.

In Norway, a number of new policy frameworks and laws were adapted throughout the year, including the Government's Climate Plan ("Klimaplanen"), the new Transparency Law on Human Rights in Business ("Åpenhetsloven") and the new expectation on Sustainability Reporting for Financial Institutions. This will influence the member offering of UN Global Compact Norway in 2022, as the companies strive to adapt to new requirements and expectations.

As the year before, 2021 was a year defined by Covid-19. Most of our activities towards members, partners and stakeholders were performed digitally. The organization has shown a great capacity to deliver relevant and accessible activities online, which has been well received by our members.

STRATEGY

In 2021, the organization started implementing its first three-year strategy aligned with the global UN Global Compact strategy. Both strategies build upon the central pillars of the UN Global Compact: Cooperation, responsible business and sustainability as a business opportunity. It focuses on strengthening our offerings to small and medium sized companies, supporting Norwegian companies in implementing the ten principles and the SDGs, facilitating partnerships in general and with the UN, as well as building the UN Global Compact organization.

GOVERNANCE AND ORGANISATION

A core focus of the Board this past year has been on further strengthening the governance of UN Global Compact Norway in the context of a growing and maturing organisation. We have implemented

routines for risk management and enhanced our financial reporting systems. We have clarified and strengthened the mandate of the Board Academic Committee (Fagutvalget) to provide guidance and advise to the Board and Secretariat on core issues with an emphasis on developing quality offerings to our members.

This past year, we have seen a significant increase in the number of companies joining UN Global Compact Norway. We have expanded our offerings to member companies across the country and established new regional offices in Tromsø and Kristiansund (opening Februar 2022) in addition to the Bergen office. This way, we aim to ensure that we are present for our members throughout the country. To do this effectively, we are dependent on dedicated and skilled employees.

The organization had at the end of the year 4 permanent employees and 9 full time employees in temporary positions. During the year several students and interns have also worked with us to gain useful work experience. It is a high priority of the Board to establish an organization for the long term, based on sound employment practices. An important aim in the coming year is hence to increase the share of permanent positions in the organization.

EXPERT COMMITTEE

In 2020 the board appointed an expert committee of representatives from the members. The committee is giving strategic advice, as well as practical guidance to the board and the secretariat of the UN Global Compact Norway. In 2021 it has focused on several topics: The strategy 2021-2023 and action plans 2021 of UN Global Compact Norway, reporting, competence programme and the CEO concept being at the core of the activities in the committee.

THE COMMITTEE IN 2021

- Hilde Holm Solberg, Sopra Steria (leder); Sigurd Vildaasen, SINTEF (nestleder); Admir Mesic, Skuld; Agnethe Erland, Sparebank 1 SR-Bank; Katarina Sætersdal, NHO og Elisabeth Kjerstad Bøe, Tibber

FINANCIAL SITUATION

The organization has a solid economy and no long-term debt. In 2021, the most important income streams were the membership fees, income from member activities and public funding for specific projects. The largest expenditure was staff salaries. The salary of the Executive Director was 911 000. The equity of the organization by the end of the year was NOK 1 463 897.

OUTLOOK

Since our establishment in 2018, we have seen a strong and rising interest in sustainable development from both business and society. The past year has seen a particular demand for tools and knowledge from companies taking climate action. This is a positive development. At the same time, the latest report from the Intergovernmental Panel on Climate Change (IPCC) underlines the critical need to do even more to limit global temperature rise to 1.5 degrees and adapt to the consequences of climate change as they continue to unfold. In UN Global Compact Norway, we will continue to provide tools and guidance for our members, and step up our offerings going forward to accelerate a green transition and support the race to zero for

companies and organizations across Norway. A main focus for the organization will be the new holistic competence programme for members.

THE BOARD IN 2021

- Wenche Grønbekk, Cermaq, Chair
- Tor Helmersen, Investinor, Deputy Chair
- Bente Næss, Asplan Viak
- Henrik Munthe, NHO
- Amar Bokhari, Bokhari AS
- Hanne Rønneberg, SINTEF
- Emilie Olderskog, Mills*
- Melanie Moore, Wilhelmsen
- Nils Einar Aas, Retura*

DEPUTY BOARD MEMBER

- Line Asker, DNB

*Nils Einar Aas left the Board when he was appointed the Secretary General of the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF). Emilie Olderskog entered the board in his place, after being a deputy board member until August 2021.

Wenche Grønbekk



COMMUNICATION ON PROGRESS

To be a member of UN Global Compact, every company or organisation has to submit a yearly communication on progress where they outline what actions and measures they are implementing to communicate their efforts to support and uphold the Ten Principles of the UN Global Compact. Naturally the national branches of the network themselves has to showcase their efforts – and we are no different.

HUMAN RIGHTS

Over the past year, we have introduced human rights into our regular business model. UN Global Compact Norway ensures a safe working environment for our employees both in terms of physical as well as psychosocial support. We have a code of conduct in place, ensuring a non-discriminatory workspace, focusing particularly on diversity and gender balance.

<i>Actions</i>	<i>Measurements</i>
Ensure workers are provided safe, suitable and sanitary work facilities	85 % of employees had access to an office space provided by UN Global Compact Norway in 2021. In 2022 UNGC Norway will establish a safety representative ("verneombud") in the organization selected by staff in elections.
Provide outlets to report and handle physical and/or psychological harassment	The Code of Conduct adapted by the board in 2021 includes guidelines and measures for reporting of physical or psychological harassment.
Ensure employees are entitled to all human rights without distinction relating to race, gender, color, sex, language, religion, political or social group.	The Code of Conduct prohibits any form of discrimination on the base of race, gender, color, sex, language, religion, political or social group. At the end of 2021, 53% of our staff members were women. 33% of staff members do not have Norwegian as their mother tongue and comes from 6 different countries.
Psychosocial support to staff members	We have encouraged social activities during the pandemic during work hours, as well as outside work in 2021: Ski day, Christmas and summer event We encourage the practice of sports between colleagues with the establishment of an office basketball team.
Everyone has the right to rest and leisure, including a reasonable limitation of working hours and periodic holidays with pay.	All staff members have limited working hours, as regulated by Norwegian law. In 2021, we have incentivized a work-life balance by giving everyone 4 weeks of summer holidays, 1 week of Christmas holidays regardless of their legal rights.

LABOUR

In 2021, UN Global Compact Norway started conversations internally in the organization on becoming a member of an employer organization and at the same time encouraging staff to organize themselves.

In 2022 we will continue working on improving rules and benefits for all employees with developing administrative guidelines ("medarbeiderhåndbok").

<i>Actions</i>	<i>Measurements</i>
Freedom of association - Encourage staff to organize through a staff association or trade union	Meetings held with staff: In 2021 the Executive Director and management team held a meeting with the staff to encourage them to organize.
Have 50% men to women in the Secretariat and 40% to 60% in the board of UN Global Compact Norway	At the end of 2021, 53 % of employees were women. 60% of board members elected at the General Assembly in 2021 are women.
Include a board-level goal of at least 1 person 40 years or younger by each year's General Assembly	At the 2021 General Assembly we had one board member 40 years or younger.
Inclusion of staff members in the labour market.	2021: Inclusion of participants in labour market schemes under the auspices of or in cooperation with the Labour and Welfare Service
Provide competitive salaries and ensure minimum wage standard	The salaries have increased more than the cost in society. The Funksjonsærvtale has set minimum wage for employees with higher education in their first job to 331 260 NOK. At the UN Global Compact Norway employees with higher education start their careers with the organization are at or above 400,000. The salaries are hence well above the minimum salaries.
More full-time and fixed positions	The number of part time positions have decreased with 14,5 % from 2020 to 2021. We are continuously working to keep the number of part-time employees at a minimum and will take the next step in the direction of full-time and fixed positions in 2022.

ENVIRONMENT

We incorporate the environment into our decisions at work, including travel choices, purchasing decisions, and the selection of our office space.

<i>Actions</i>	<i>Measurements</i>
Choose the most environmentally friendly method of travel when possible	In 2021 business trips by train and electrical cars was the in-house standard.
Purchase of used products when possible	Office furniture including desks, chairs, dividing walls, and computer screens are used. Data equipment purchased in 2021 was used and sourced from Atea.
Reduce food waste in the office	The cafeteria of UN Global Compact's Oslo office has set a goal to reduce food waste by 50%. Compared to 2018 this goal has been achieved. However, this number has not been updated in 2021 due to the closure of the cafeteria from 2020-2021.
Digital meetings are the normal in UNGC Norway to both reduce costs and emissions	All Sustainability Reporting Network events and all six workshops in the Action Platform "Sustainable Business in the Arctic" were carried out digitally.

ANTI-CORRUPTION

In 2021, UN Global Compact Norway worked to further professionalize the young organization. We have adopted a Code of Conduct with a special focus on anti-corruption, as well as guidelines ("instruks") for the election committee and CEO.

<i>Actions</i>	<i>Measurements</i>
Adapt a Code of Conduct	In 2021, UN Global Compact Norway adapted a Code of Conduct with reference to the Ten Principles and a special focus on anti-corruption. The management team and the Board of Directors signed the document in 2021. As it is now translated to English all employees will sign it in the beginning of 2022.
Set anti-corruption standards for the election committee	New guidelines for the election committee of UN Global Compact Norway developed and proposed to the national General Assembly in 2022. Endorsed by board in 2021.
Set anti-corruption standards for the CEO	Development of new guidelines for the CEO of UN Global Compact Norway adapted by the Board of Directors.
Set standards for procurement	The guidelines for procurement were adapted by the executive board in 2020 and implemented in 2021.



ENVIRONMENT



HUMAN RIGHTS



LABOUR



ANTI-CORRUPTION

SUSTAINABILITY REPORTING NETWORK

In 2021, the Sustainability Reporting Network held virtual events on sustainability reporting topics that were free and open to all companies. The events covered frameworks and standards such as GRI and CDP, as well as reporting regulations such as EU Taxonomy and Norway's new legislation on transparency; Åpenhetsloven.

In the fall of 2021, we partnered with the Nordic UN Global Compact networks in Sweden, Finland, and Denmark to offer additional events exclusive to member companies, such as deep dive webinars on the Science Based Targets initiative (SBTi) Net Zero standard, the SBTi methodology for financial institutions, and a Task Force on Climate-Related Financial Disclosures (TCFD) crash course.

Some of the events UN Global Compact Norway held during 2021:

- Reporting on Supply Chain Sustainability (with CDP and SBTi)
- EU Taxonomy
- The UN Global Compact Communication on Progress & SDG Action Manager
- Sustainability Reporting for SMEs
- Science Based Targets
- Global Reporting Initiative
- Åpenhetsloven: Hva betyr den for bærekrafts-rapportering i Norge?

CLIMATE AMBITION ACCELERATOR

We completed the first round of the Climate Ambition Accelerator, a six month learning program to equip companies with knowledge and skills to set science-based emissions reduction targets aligned with a 1.5°C pathway. The Global Impact Initiative program was held in partnership with the Nordic UN Global Compact networks in Sweden, Finland, and Denmark.

A group of 13 Norwegian companies participated in the program (out of a total of 120 companies around the world), and participated in virtual workshops ranging from scope 3 accounting and supply chain engagement to EU Taxonomy and the investor agenda, while sharing challenges and solutions with other participating companies across the Nordics. Beyond the content in the program, the Nordic collaboration offered additional events to participants on the Net Zero standard and methodology for financial institutions which were open to all UN Global Compact members in the Nordics

PARTICIPATING COMPANIES



SCIENCE BASED TARGETS INITIATIVE

The latest climate science sends a clear warning that we must dramatically curb temperature rise to avoid the catastrophic impacts of climate change.

Science-based targets shows companies how much and how quickly they need to reduce their greenhouse gas (GHG) emissions to prevent the worst effects of climate change.

The Science Based Targets initiative (SBTi):

- The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).
- Defines and promotes best practice in emissions reductions and net-zero targets in line with climate science.
- Provides technical assistance and expert resources to companies who set science-based targets in line with the latest climate science.
- Brings together a team of experts to provide companies with independent assessment and validation of targets.
- The SBTi is the lead partner of the Business Ambition for 1.5°C campaign - an urgent call to action from a global coalition of UN agencies, business and industry leaders, mobilizing companies to set net-zero science-based targets in line with a 1.5°C future,



NORWEGIAN COMPANIES COMMITTED TO SCIENCE BASED TARGETS:

- **REMA 1000 Norge**
- **Veidekke**
- **DNV AS**
- **Kongsberg Gruppen**
- **Storebrand**
- **ColliCare Logistics**
- **Scatec**
- **Wallenius Wilhelmsen**
- **KLP**
- **Yara International**
- **Hexagon Composites**
- **Sparebanken Vest**
- **Mills**
- **SalMar**
- **Plantasjen Group**
- **Aker Horizon**
- **B2Holding**

NORWEGIAN COMPANIES WITH VERIFIED SCIENCE BASED TARGETS:

- **Agder Energi**
- **Posten Norge**
- **Elopak**
- **Cermaq Group**
- **Mowi**
- **FSN Capital**
- **CEMAsys.com**
- **Orkla**
- **Vestre**
- **Grieg Seafood**
- **Borregaard**
- **Atea**
- **Lerøy Seafood Group**
- **Telenor Group**
- **Höegh Autoliners**

SDG AMBITION

In October 2021 we started the first round of the SDG Ambition Program, a six-month accelerator that aims to challenge and support participating companies of the UN Global Compact in setting ambitious corporate targets and accelerating the integration of the 17 Sustainable Development Goals (SDGs) into core business management. The program is being executed in partnership with the UN Global Compact Networks in Finland and Sweden.

A group of nine Norwegian companies are currently participating in the accelerator and have completed two out of the three modules of the program, which included six on-demand courses and four facilitated workshops. By completing these modules, they have learned how to assess their current impact and set ambitious goals aligned with priority SDG Ambition Benchmarks,

and developed supporting metrics and became equipped to build a business case for their chosen SDG Ambition Benchmark.

Before the end of the accelerator in April 2022, companies will go through the last module learning to identify systems solutions to implement their goals while also crafting a business case to pitch for ambitious action.

PARTICIPATING COMPANIES

- Sparebanken Sør
- NRC Group
- Statnett SF
- Van Ameyde
- Contour Design Nordic
- The Football Association of Norway
- Itera Norge
- Tibber
- Gelato
- Corporate Good

YOUNG SDG INNOVATORS PROGRAM (YSIP)

In August 2021 we completed the first round of the Young SDG Innovator's Program. The YSIP is an opportunity for participating companies of the UN Global Compact to identify young talent within their organizations to collaborate and accelerate business innovation towards the Sustainable Development Goals (SDGs). This ten-month accelerator program activates future business leaders and changemakers to develop and drive innovative solutions through new technologies, initiatives, and business models and deliver on their company's sustainability objectives.

A group of 12 Norwegian companies participated in the program and attended five in-person 2-day workshops through which they learned how to use the Sustainable Development Goals (SDGs) as a catalyst for the development of new products and services. Each team of young innovators worked on a challenge specific to their company with the goal of designing a more sustainable business model, initiatives that advanced the

company's sustainability efforts while driving innovation and delivering tangible solutions with market value. Eleven of the twelve companies in Norway identified SDG business challenges and solutions covering all 17 Global Goals.

Examples of challenges identified during YSIP that turned into opportunities are: Grieg with their new initiative focusing on decarbonizing their activities and Asplan Viak with the development of a sustainability assessment and reporting tool.

PARTICIPATING COMPANIES

- Asplan Viak
- Amesto
- Atea
- CEMAsys.com
- Equinor
- Interwell AS
- Norsk Hydro
- Orkla
- Sopra Steria
- Statnett SF
- Grieg
- Accenture



NATIONAL ACTION PLATFORMS

NATIONAL ACTION PLATFORM FOR CIRCULAR AND CLIMATE NEUTRAL BUSINESS SOLUTIONS

In the first half of 2021 participants of the first cycle finalized the work on the consultations about the six initiatives that were developed as part of the one year cycle work. UN Global Compact Norway hosted an open event in the spring of 2021 where an overview of the initiatives was supplemented by panel discussions with our members' top-leaders: AION, Vow and Asplan Viak.

In the second half of the year we developed the program for the building, construction and transport industries who will look into possibilities of developing a more circular and sustainable city.

The platform hosted an opening event with 62 participating companies. The following workshop

together with Marie Storli, leader in Rethinking Economics Norge, was dedicated to discussions on how Doughnut Economics framework can help companies to reach their goals. Bjørn Kalsnes from NGI (Norwegian Geotechnical Institute) and Edvard Sivertsen from SINTEF in a second workshop gave a background information on research projects that are currently developed in Norway within nature based solutions.

The work in the platform has contributed to creation of a solutions bank that can be used in the future for helping companies in initiation of new business opportunities.

PARTICIPATING COMPANIES



NATIONAL ACTION PLATFORM FOR SUSTAINABLE FOOD SYSTEMS

The national food platform had multiple stakeholder meetings in winter and spring 2021 before its launch on May, 11th.

Based on the stakeholder meetings, member companies prioritised three main action tracks: Regenerative agriculture, sustainable consumer choices and sustainable seafood.

These three actions tracks were subsequently divided into separate clusters of companies tasked with the goal of creating solutions. Each group had initiation process with a sharing of ideas where Deloitte helped participants to structure those ideas into concrete projects.

The work was then followed up with discussions in separate workshops for each of the groups, where ideas came to fruition.

The presentation mode where leaders of the projects discussed ideas in an open event that was organized by UN Global Compact Norway. 68 companies joined the conversation about development of the initiatives that our members are striving to implement and bring to reality.

PARTICIPATING COMPANIES



Ocean Stewardship Coalition: Scaling the global impact of sustainable ocean business

The ocean has a key role to play in transitioning to a net-zero, resilient and equitable economy, and delivering on the entire 2030 Agenda for Sustainable Development. The global business community has a shared responsibility, to take necessary action to secure a healthy ocean.

As part of the UN Global Compact 2021-2023 renewed strategic ambition to accelerate the collective global impact of business, the Sustainable Ocean Business Action Platform is transitioning into the Ocean Stewardship Coalition. The Coalition is open to all companies signed up to the UN Global Compact at the Participant tier.

Objectives of the ocean stewardship coalition:

- Bring the business voice to UN processes
- Broaden principle-based sustainable ocean business
- Advance the business community's leadership towards the 2030 Agenda
- Drive science-based ocean-climate action
- Scale up blue finance

More: <https://unglobalcompact.org/take-action/ocean/communication/action-platform-media-work-fact-sheets>

NATIONAL OCEAN PLATFORM

The first cycle was marked by many wonderful ideas, 21 of which were supported by at least 3 members in the platform.

This first half of the Ocean Platform involved engaging and developing the working groups of some of the ideas from the first cycle of the platform. The working groups consisting of companies took charge to develop and narrow down on initiatives like 'Styrofoam recycling' in fisheries. They engaged in ideas on developing new fish feed using mesopelagic resources in feed. The group on sustainable seafood also discussed the potential to create a framework on CO2 emissions within Science-based targets (SBTi).

The 2nd cycle of the Ocean Platform had a work-

shop with its participant companies. The workshop dwelled around the conversation of defining the rules of 'Nature Positivity' in business operations. The group would like to further explore this topic along with our facilitator EY and look to contribute to the UN Ocean Conference happening in Lisbon in June 2022.

After the end of the consultation round in some of the projects, UN Global Compact Norge helped members to continue the conversation in the second cycle of the platform bringing together both financial sector and Ocean sector to discuss the financial side of the green transition in the ocean together with EY who helped to facilitate this work.

REGIONAL PLATFORM FOR BUSINESS IN THE ARCTIC

The action platform "Sustainable business in the Arctic" has prioritized three action tracks identified by stakeholders and the platforms steering group committee; SMEs and sustainability, transport and energy.

During spring we conducted three workshops on SMEs, focusing on specific challenges they face in their sustainability work, and possible solutions. 25 companies and organisations were involved in total, and five solutions were identified and are being developed further. One example is a course programme on sustainability which we have developed together with participating companies. The course programme will be carried out January 2022.

A selection of the companies were Svalbard bryggeri, Calanus, Maritim Sveiseservice, Visit Tromsø, Sámi næringsshage and NHO.

We've also conducted four workshops on transport where 19 companies and organisations were involved in total. Lerøy Aurora, Troms & Finnmark fylkeskommune, Novasea, Sametinget, Remiks, Senter for hav og Arktis, Drytech, Stella Polaris, Qseparator, LO, Arctic Cluster Team and Oker Energy were among the participants. In the fourth workshop we focused on how to better utilisation of residual capacity in goods transport.

During the latter months of the year, we interviewed ten participating companies on energy and sustainability. We asked them what they consider as the biggest challenges and how co-operation can lay the foundation for further work with the energy track. Topics identified as common ground were hydrogen/ammonia, green shipping, infrastructure for charging and using electric power more efficiently.

REGIONAL EFFORTS

The UN Global Compact's global vision is to make global goals into local business. The best way to do this is by being present globally, nationally and regionally. We have member organisations spread all across Norway, and the best way to help evolve the business community is by being where they are.

In 2021 the regional team secured a grant for preliminary projects in Agder and Viken. These preliminary projects have contributed to greater insight into the regions and helps to ensure broader goals are reached as well.

In Viken, we have started with a pilot based off of on one of our national programs, the YSIP program. The goal is to adapt the proven methodology to fit in the regional context and to

smaller companies. Companies in Viken will gain a unique opportunity to increase their competence and adaptation to the business community of the future. The pilot will extend into 2022 and hopefully expand if it is successful.

In Agder, time has been spent getting to know existing players and identify critical factors for an optimal innovation system that will ensure the companies' ability to adapt and innovate. A good dialogue has been established with the University of Agder, with which we plan to work closely. This preliminary project will be completed in the spring of 2022, with a clear goal of a platform with companies in Agder to increase competence, goals and sustainable restructuring.



In Northern Norway events on EU's Green Deal, the project "Grønn omstilling i regi av Øst-Finnmark regionråd", how the North can develop their energy mix and creating a transport workshop has been some of the main focuses, in addition to the Action Platform "Sustainable Business in the Arctic" covered earlier in this report. We are also working on five different projects related to SMEs, including a sustainability course in collaboration with Digital Norway.

The newest addition to the regional team this year has been the establishment and development of a larger presence, with an office in Møre og Romsdal. The new regional leader started in early 2022.

In Western Norway, work on a preliminary project in collaboration with EY has been a main focus. The pilot project expands on the good work and ideas that came alight during the Vestlandscenarioene and Grønn Region Vestland. The project will continue into 2022, with multiple exciting launches.

At the very end of the year DIKU approved an application from the University of Oslo, where UN Global Compact will be a main partner. The project will focus on sustainability, collaboration between academia and business, students and work relevance.



ARENDALSUKA

For the first time since UN Global Compact Norway's offices opened in the fall of 2019, we were able to attend Arendalsuka physically, as the pandemic required it to be organised digitally in 2020.

By having our own stage we were able to give members easy access to the important arena that Arendalsuka is in Norway. Over the course of three days, 18 events were held at the stage with a large audiences, both physical and through the live stream.

The various debates and conversations arranged at our stage covered a wide range of topics that included energy transition, sustainability as a business opportunity, science-based climate goals and how business will change post-pandemic. The offer of hosting an event on the stage was very well received from our members, and we look forward to being an enabler from members of all sizes and sectors to the same in 2022.



Arrangementer hos UN Global Compact under Arendalsuka 2021 - møt

MANDAG 16.08

KL.08:30-08:45
UN Global Compact Norge, Abelia:
Hva skjer på et kvarter med Fremtidens Næringsliv (Livepodkast)

KL.12:00-13:00
UN Global Compact Norge: 200.000+ arbeidsplasser innen 2050 med Aker Carbon Capture, Morrow Batteries og Grieg Gruppen

KL.13:30-15:00
Grieg, Zeeds: Fra Berlevåg til Arktis - fremtidens grønne energiløsninger i nord.

KL.15:30-17:00
Storebrand: Er det privat sektor som kommer til å redde naturen?

KL.18:30-19:15
UN Global Compact Norge, Abelia:
Omstillingsbarometeret 2021, Livepodkast med Fremtidens Næringsliv

KL.08:00-10:00
UN Global Compact Norge: Møt oss på standen hos Markedsrådet

KL.08:30-09:30
Avthon: Bærekraft i Norge?

KL.10:30-11:30
Sopra Steria, Equinor

KL.12:00-13:00
Airthings: Gjør offentlig transport mer miljøvennlig

KL.13:30-15:00
C40 Cities, Oslo kommune: Klimakamp i mi

KL.15:30-16:30
Selmer AS, KPMG

KL.17:30-18:30
UN Global Compact Norge: Møt oss på standen hos Markedsrådet

ONSDAG 18.08

KL.08:30-09:30
Freyr, Rana Utvikling: The nordic battery belt - charging the world from the north

KL.10:00-11:00
UN Global Compact Norge: Bærekraft - Kun for de store, eller også for de små?

KL.12:00-13:00
SINTEFNNU: I kjølvannet av en krise: hva tar vi med oss fra pandemien?

KL.14:00-15:00
Storebrand: Børs, bolig eller bankerott? Hva skjer med lommeboken din etter korona?

KL.15:30-16:30
VISOLIT Norway, DigitalNorway: Innovasjon i skyen - et lederansvar?

KL.17:30-18:30
Cappgemini, Energy Valley: Energiomstilling: Slik skaper vi globale vinnere



SUSTAINABILITY CONFERENCE

The Future of Business was the official partner of the Government's Sustainability Conference in June, where we broadcasted live from a studio on location.

Several high-level guests joined the broadcast, including former ministers of development and sustainability, Dag-Inge Ulstein and Nikolai Astrup; Kristin Halvorsen, director of Cicero; Idar Kreutzer, director of Finans Norge; Lene Conradi, mayor of Asker; and conference speaker and NRK profile Eirik Bergesen.

The live event was the best received episode of the year, gaining more than 4400 views.



Compact Norge Kross på Torvet 1A!

TIRSDAG 17.08

Compact Norge, FutureBoards, Aftenposten: Topplederdebatten 2021 (NB: finner skrifts takterasse)

ig flydrivstoff - Løsning for fossilfri luftfart og industriell mulighet for

nor: Stopp å gnåle start å måle

entilige bygg smarte og sunne

ommune, Osloregionen, KS, WWF Norge, Zero: Race to zero - kommuner

en: Politikk, kapitalflyt eller lovkrav? Bærekraft i alle kanaler

act Norge: Snakker vi for mye om bærekraft?

Arctic

små?

er korona?



FREMTIDENS NÆRINGS LIV

PODCAST AND MAGAZINE ON SUSTAINABILITY AND BUSINESS

Building on an successful start of the magazine and podcast "Fremtidens Næringsliv" in 2020, we continued to grow in 2021. A total of 41 podcast episodes and weekly articles on sustainability news have helped keep member companies, organizations and other interested parties up to date on what is happening on the sustainability front.

Throughout the year, the podcast covered current topics such as renewables in energy mix, social challenges at the workplace, vaccine development and circularity in the construction industry. Typical podcast guests have ranged from CEOs of major international companies, ministers of government, university professors and entrepreneurs. Naturally the future of business at the heart of everything.

The podcast was an official partner at the Sustainability Conference arranged by the government, we were present at the Digitization Conference and broadcasted live from the Grieg Group's offices in Bergen, and not least from Arendalsuka, where the stage was called the Fremtidens Næringsliv-stage.

With more than 23,000 listeners split between live events and regular episodes, Fremtidens Næringsliv took a big step in the right direction to become a informational hub for sustainability and business.

Through the weekly "Bærekraftsnytt", the magazine curated articles from news cycle that will affect the business community into end-of-week updates. In longer feature articles, the magazine has shown how sustainability can be good business, for example through articles about hydrogen investment in Northern Norway and how

digital tools can be easily used to more recycle plastic in developing countries.

The editorial board consisting of member companies from different sector as well as a Financial Times journalist helped us keep a high standard and secure good guests and relevant topics. Abelia is the main partner for the platform which makes sure that the digitalization and technology perspective is well covered throughout the topics.





FREMTIDENS
NÆRINGS�IV



KEY PERFORMANCE INDICATORS

STRATEGIC PARTNERSHIPS	Amount of members at the end of year
	Revenues from new members
	Member satisfaction 80-100%
	Convening companies in action platforms
	Engage companies in regional networks
	Engage companies in international cooperation
	Engage in summits
	UK-Norway Sustainable Finance Action Platform
	Extend artic platform to other arctic countries
MEMBERACTIVITIES & SOCIAL ENGAGEMENTS	50 companies receiving training on goal setting and reporting from UNGC
	Companies and finance actors setting ScienceBased Targets
	Training for board directors, CEOs or C-level in strategic thinking
	Network for board directors
	Identify concrete solutions within business, policy, research, data and nudging
	Establish SDG Action Centre for implementation of solutions
	70% satisfaction participating in the action platforms
COMMUNICATION AND MARKETING	25.000 engagements in social media
	20.000 podcast listeners
	25.000 magazine views
	60.000 visits on globalcompact.no
	100 mentions (Meltwater)
	10 million reach in media (estimates Meltwater)
	200 engagements in media (mediaklipp)
	12 newsletters with 50 % opening rates
ADMINISTRATION	Build stronger liquidity
	30% increase in core funding
	Increase young people representation in board: All member companies have at least one board director aged 40 or younger.
	Gender balance and diverse background representation in boards
	Establish regional activities in two parts of Norway
	Establish regional offices in Bergen and Tromsø
	Be present in all four main regions of Norway.

ANNUAL TARGET	ANNUAL PROGRESS	ANNUAL PERCENTAGE	GOAL PROGRESS
320	335	104,69 %	Goal Reached
1 400 000	1 704 750	121,77 %	Goal Reached
80 %	63 %	78,75 %	Goal Close
85	152	178,82 %	Goal Reached
80	102	127,50 %	Goal Reached
40	44	110,00 %	Goal Reached
4	5	125,00 %	Goal Reached
1	0	0,00 %	Goal Needs Work
1	0	0,00 %	Goal Needs Work

50	132	264,00 %	Goal Reached
30	32	106,66 %	Goal Reached
30	0		No data available
20	23	115,00 %	Goal Reached
50	60	120,00 %	Goal Reached
1	0	0,00 %	Goal Needs Work
70 %	48 %	68,57 %	Goal Needs Work

25 000	11 939	47,76 %	Goal Needs Work
20 000	23 170	115,85 %	Goal Reached
25 000	47 804	191,22 %	Goal Reached
60 000	158 450	264,08 %	Goal Reached
100	169	169,00 %	Goal Reached
10 000 000	869 029 340	8690,29 %	Goal Reached
200	54	27,00 %	Goal Needs Work
12	13	108,33 %	Goal Reached

1 500 000	1 683 571	112,24 %	Goal Reached
3 532 364	5 442 150	154,07 %	Goal Reached
0	0	0,00 %	No data available
0	0	0,00 %	No data available
2	4	200,00 %	Goal Reached
2	4	200,00 %	Goal Reached
4	3	75,00 %	Goal Close

RESULTATREGNSKAP

Driftsinntekter	Note	2021	2020
Aktiviteteter		1 407 883	944 917
Medlemskontingent		6 483 400	4 025 548
Tilskudd		2 138 872	592 865
Viderefakturerte kostnader		130 000	465 646
Annen driftsrelatert inntekt		1 386	15 990
Sum driftsinntekter		10 161 541	6 044 966
Driftskostnader	Note	2021	2020
Varekostnad		0	96 558
Lønnskostnad	5	6 938 946	3 203 943
Annen driftskostnad	2, 5	3 083 791	2 690 313
Sum driftskostnader		130 000	465 646
Sum driftskostnader		10 022 737	5 990 814
Driftsresultat		138 804	54 152
Finansinntekter og finanskostnader	Note	2021	2020
Annen finansinntekt		3 998	55 198
Annen finanskostnad	5	60 219	81 470
Netto finansposter		-56 221	-26 272
Ordinært resultat før skattekostnad		82 583	27 880
Årsresultat		82 583	27 880
Overføringer og disponeringer			
Overføringer annen egenkapital		82 583	27 880

Eiendeler	Note	2021	2020
Omløpsmidler			
<i>Fordringer</i>			
Kundefordringer		984 770	1 171 805
Andre fordringer		39 672	759 632
Sum fordringer		1 024 442	1 931 437
Bankinnskudd, kontanter og lignende	4	1 924 534	778 403
Sum omløpsmidler		2 948 976	2 709 840
Sum eiendeler		2 948 976	2 709 840

Egenkapital og gjeld	Note	2021	2020
Egenkapital			
<i>Opptjent egenkapital</i>			
Annen egenkapital	3	1 463 897	1 381 314
Sum opptjent egenkapital		1 463 897	1 381 314
Sum egenkapital		1 463 897	1 381 314
Gjeld			
<i>Kortsiktig gjeld</i>			
Leverandørgjeld		298 153	115 658
Skyldige offentlige avtaler	4	574 584	356 528
Annen kortsiktig gjeld		612 342	856 340
Sum kortsiktig gjeld		1 485 079	1 328 526
Sum gjeld		1 485 079	1 328 526
Sum egenkapital og gjeld		2 948 976	2 709 840

SIGNATURER TIL ÅRSREGNSKAP

OSLO – 1. MARS 2022

TOR HELMERSEN
NESTLEDER

LINE ASKER
VARAMEDLEM

AMAR ABBAS BOKHARI
STYREMEDLEM

EMILIE OLDERSKOG
VARAMEDLEM

HANNE RØNNEBERG
STYREMEDLEM

BENTE HAUKLAND NÆSS
STYREMEDLEM

HENRIK HARTVIG MUNTHE
STYREMEDLEM

MELANIE NGAWAI MOORE
STYREMEDLEM

KIM NOGUERA GABRIELLI
DAGLIG LEDER

WENCHE GRØNBEKK
STYRELEDER

NOTER TIL REGNSKAPET

NOTE 1 – REGNSKAPSPRINSIPPER

Årsregnskapet er satt opp i samsvar med regnskapslovens bestemmelser og god regnskapsskikk for små foretak.

Global Compact Nettverk Norge er en del av det internasjonale nettverket UN Global Compact, og ble stiftet den 15.10.2018 som følge av at hvert av de nordiske landene opprettet sitt eget nettverk. Bakgrunnen for det var avvikling av det tidligere nordiske nettverket.

Inntekter

Medlemsinntektene periodiseres i samsvar med motytelsen og inntektsføres i den perioden innbetalingen gjelder for. Leverte tjenester inntektsføres på opptjeningstidspunktet.

Klassifisering og vurdering av balanseposter

Omløpsmidler og kortsiktig gjeld omfatter poster som forfaller til betaling innen ett år etter balansedagen, samt poster som knytter seg til varekretsløpet. Øvrige poster er klassifisert som anleggsmiddel/langsiktig gjeld.

Omløpsmidler vurderes til laveste av anskaffelseskost og virkelig verdi. Kortsiktig gjeld balanseføres til nominelt beløp på etableringstidspunktet.

Anleggsmidler vurderes til anskaffelseskost, men nedskrives til virkelig verdi ved verdifall som ikke forventes å være forbigående. Anleggsmidler med begrenset økonomisk levetid avskrives planmessig. Langsiktig gjeld balanseføres til nominelt beløp på etableringstidspunktet.

Skatter

Foreningen har ikke erverv til formål, og er følgelig ikke skattepliktig.

NOTE 2 – ANDRE DRIFTSKOSTNADER

	2021	2020
Leie av lokaler	428 221	314 595
Leie av transportmidler og parkering	49 374	21 642
Felleskostnader	146 191	116 930
Kontorinventar	102 184	2 036
IKT-kostnader	340 719	505 916
Revisjonskostnader	116 139	35 749
Regnskapshonorar	262 080	182 241
Annen fremmed tjeneste	41 404	0
Nettside inkl. innhold	144 475	98 096
Reisekostnader	109 148	47 048
Møtekostnader	227 112	280 795
Reklamekostnader	207 672	24 966
Kommunikasjonstjenester	50 585	44 522
Arrangementer, kurs og møtevirksomhet for medlemmer	821 904	905 047
Elektronisk kommunikasjon	36 370	7 885
Andre kostnader	39 214	47 848
Endring i avsetning til tap på fordringer	-39 000	55 000
Sum	3 083 792	2 690 316

NOTE 3 – EGENKAPITAL

	2021	2020
Egenkapital 01.01.	1 381 314	1 381 314
Årsresultat	82 583	82 583
Egenkapital 31.12.	1 463 897	1 463 897

NOTE 4 – BANKINNSKUDD

	2021
Bundne skattetreksmidler utgjør	240 963
Skyldig skattetrekk pr. 31.12.2021 utgjør kr 240 929.	

NOTE 5 – LØNSKOSTNADER, ANTALL ANSATTE, LÅN TIL ANSATTE OG GODTGJØRELSE TIL REVISOR

	2021	2020
<i>Lønnskostnader</i>		
Lønninger	5 606 710	2 654 259
Arbeidsgiveravgift	859 458	372 929
Pensjonskostnader	211 463	54 783
Andre ytelser	261 316	121 972
Sum	6 938 947	3 203 904

Selskapet har i regnskapsåret sysselsatt totalt 11,3 årsverk.

Ytelser til ledende personer

	Lønn
Daglig leder	911 092

Selskapet er pliktig til å ha tjenestepensjonsordning etter lov om obligatorisk tjenestepensjon. Selskapets pensjonsordninger tilfredsstiller kravene i denne loven.

Godtgjørelse til revisor er fordelt på følgende:

	2021	2020
Revisjon	48 172	24 843
Andre tjenester	67 967	10 906
Sum	116 139	35 749

Oppgitt honorar til revisor tilsvarende kostnad etter forholdsmessig fradrag for mva.



Network Norway