



Corporate Social Responsibility



Policy and Strategy

As a competent partner in the on-and offshore wind industry, ØER provides qualified technicians for installation and maintenance of wind turbines.

It is our passion and responsibility to participate with our knowhow to create a world where energy comes from renewable sources.

Our employees are the core of our business and we are committed to ensure a safe worksite and attractive conditions for them.

Together with our high quality standards, flexibility, reliability and fast delivery, our clients will find us the best supplier in class.

Working Conditions

- All employees at ØER are treated fairly, with dignity and respect.
- All employees at ØER have the **freedom to organize**, freely associate and have the right to collective bargaining.
- No forced labour are hired at ØER, **all work is voluntary** and employees can leave work or terminate their employment with reasonable notice.
- To **protect child labours**, ØER does not employ persons for offshore work under the age of 18.
- ØER supports **anti-social dumping** by paying all employees equally, according to qualification no matter nationality, gender or race, giving vacation time according to applicable law, sick leave and social security.
- Employees at ØER are treated equally, **non-discriminately** and are not hired based on their gender, religion, nationality, race, sexual orientation etc.
- With a high standard of **health and safety**, the employees at ØER are protected at the workplace through training and certified personal protective equipment (PPE) of high quality. Our employees shall feel safe at work and be sure not to be injured. ØER has a zero tolerance policy towards unsafe behavior.



Business Integrity

ØER complies with legal requirement and adhere to internationally agreed standards of business ethics.

- ØER complies with all **applicable laws, rules and regulations** in the countries where ØER carries out business with local content through subsidiaries, pays local tax and social contribution.
- ØER supports **anti-corruption** and does not tolerate any form of bribery, extortion or embezzlement through cash, gifts etc.
- ØER believes that **transparency, honesty and integrity** is a core value to create strong relationships to business partners and to deliver service to the agreed price, time and quality.
- ØER **protects third party rights and information**, and confidential information is kept securely from misuse, theft, fraud and improper disclosure.



Environment

The protection of the environment is essential for ØER. We comply with **national and local environmental regulations**, use resources efficient and manage waste. Our work shall have the minimum impact on the environment, human health and livelihood. We prevent pollution from hazardous substance, waste and effluents, and air emissions.

