

# Seaway 7

Sustainability Report 2021

## Our vision

# To lead the way in the delivery of fixed offshore wind projects, contributing to an efficient and sustainable energy supply for the future.

## Contents



Vattenfall

Chief Executive Officer's statement	1	Labour practices and human rights	6	Further sustainability topics	12
Our approach to sustainability	2	Business ethics	7	Seaway 7 in numbers	13
Health, safety and wellbeing	3	Operational eco-efficiency	9	Report abbreviations	14
Energy transition	5	Ecological impacts	10		

## SUSTAINABLE DEVELOPMENT GOALS

Seaway 7 supports the Sustainable Development Goals. The UN's Sustainability Development Goals (SDGs) provide a framework for achieving the agenda and targets set by the UN Member States that collectively signpost what needs to be done to end extreme poverty, fight inequality and injustice and protect our planet. We have mapped our six Sustainability Priorities against these goals, eight of which are highly relevant to our ambitions.



# Creating a sustainable business



**This is our inaugural Sustainability Report as Seaway 7, however working sustainably is not a new concept for us – we have a long history of working with clients to help them achieve the right solution for their renewable energy projects. In 2021, the new Seaway 7 was formed by the merger of Subsea 7's renewables business unit with OHT ASA. This created a market-leading company in the delivery of fixed offshore wind solutions.**

Seaway 7 is a global leader in the delivery of fixed offshore wind projects and contributing to an efficient and sustainable energy supply for the future is what drives us every day.

Renewable energy is our core business, and we aim to support our clients to accelerate the energy transition and to provide their customers with increasing volumes of affordable wind power.

As a competent and experienced partner, we offer specialist foundation, offshore substation, submarine cable, wind turbine installation services and heavy transportation for the renewables sector. We have been involved in offshore wind projects since 2009, leveraging our extensive offshore contracting experience from the wider offshore energy industry. We are currently supporting the construction of some of the world's largest offshore wind farms, enabling the supply of renewable energy to millions of people around the world.

At the heart of our business lies our company values; these drive our culture and behaviours and represent how we think and act. Sustainability is one of our company values. Working from these foundations we have continued our push for a sustainable future for the world we live in.

Seaway 7 is focused on the health, safety and wellbeing of our people and we support best practice when it comes to respecting human rights and adoption of good labour practices. We are focused on promoting greater environmental responsibility by optimising our operational eco-efficiency and mitigating ecological impacts. Seaway 7 prioritises conducting our business to the highest ethical and compliance standards.

Two of Seaway 7's vessels are listed with the Environmental Ship Index (ESI) in the World Port Sustainability Programme: *Seaway Aimery* and *Seaway Moxie*. The ESI identifies seagoing ships that perform better in reducing air emissions than required by the current emission standards of the International Maritime Organization (IMO). Furthermore, in coming years *Seaway Alfa Lift* and *Seaway Ventus* will be added to the fleet. Both vessels have been designed with a strong environmental focus.

We recognise that our business landscape is changing and with that comes an increase in expectations from our employees, our clients and our shareholders. Our Company is committed to continuously integrating sustainability into our operations. We aim to improve our sustainability performance by putting efforts in the areas that matter most to us and our stakeholders.

As a newly formed company we have confirmed our key sustainability priorities and these are described in this report. Over the course of 2022 we will be setting appropriate and clear targets and actions for our business towards each of these priorities. We have a clear focus and we are motivated to improve our sustainability performance in 2022 and beyond.

**Stuart Fitzgerald**  
Chief Executive Officer

“  
Seaway 7 is a global leader in the delivery of fixed offshore wind projects and contributing to an efficient and sustainable energy supply for the future is what drives us every day.

# Our approach to sustainability

**We support developers to bring renewable energy to the world. Seaway 7 is equally committed to ensuring sustainable practices run throughout our business. We have made significant progress already in establishing a sustainable business that stands us in good stead for the future.**

2022 will be the year in which we review our approach to sustainability and set targets for the newly-formed Company.

These will be founded on our long-established Company policies on Health, Safety, Environment, Quality (HSEQ), Ethics and Human Rights. Seaway 7's sustainability strategy is guided by the priorities of our major shareholder, Subsea 7.

These priorities are:

- Health, safety and wellbeing
- Energy transition
- Labour practices and human rights
- Business ethics
- Operational eco-efficiency
- Ecological impacts

## Governance structure

Seaway 7's sustainability governance structure begins with the Board of Directors, which is responsible for guiding the Company's sustainability strategy. Our CEO updates the Board of Directors on important issues pertaining to the business, including sustainability. At the management level, we have an established Sustainability Committee, composed of the Executive Management Team, Human Resources Director and the Head of Operational Functions reporting directly to the CEO. This committee enables a clear communication channel to our CEO for assessing sustainability matters pertinent to the business and makes recommendations to the Board.



## Stakeholders

Our stakeholders are important to us and we are aligning with their expectations on sustainability.



### Our society

defines what is acceptable and what is expected in terms of corporate behaviour. We have a duty to respect the communities where we operate and the environments we work in.



### Our clients

expect us to operate safely, cleanly and with integrity.



### Our people

expect us to keep them safe, treat them with respect and be a good employer.



### Our shareholders

expect us to be fair, balanced, and transparent in our interactions with the market around our approach to environmental, social and governance related risks and opportunities.

## Our values



### Safety

Our goal is an incident-free workplace. We work every day, everywhere to make sure all our people are safe.



### Performance

We are driven to achieve the outcomes our clients want. We are trusted to achieve superior performance from every project.



### Integrity

We apply the highest ethical standards in everything we do. We treat clients, our people, partners and suppliers fairly and with respect.



### Collaboration

We work closely and openly together with clients, partners and suppliers at a local and global level to deliver safer and stronger results for all.



### Sustainability

We take a proactive approach towards our social responsibilities, mitigate the impact of our activities on our planet's environment and respond to the effects of climate change.

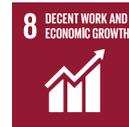


### Innovation

We create smarter and simpler solutions to meet the industry's needs. We combine technology, expertise, assets and partnerships to deliver projects in new ways.

Find out more  
[seaway7.com](https://seaway7.com)

# Health, safety and wellbeing



## Creating, maintaining and promoting a safe, secure and healthy work environment.

### Our ambitions

Promoting safe and healthy workplaces across our value chain where employees feel welcome and secure.

Providing a workplace that is incident and injury-free at all times, everywhere.

Providing a workplace that encourages, supports and enables health and wellbeing choices and lifestyles.

### Our commitments

We are actively committed to our health and safety standards. We will always communicate openly on Health, Safety, Environmental and Quality (HSEQ) issues with our stakeholders and share with them our experience and knowledge of successful initiatives.

The importance of health, safety and wellbeing is recognised through a number of the UN Sustainable Development Goals. We strongly support these and work to ensure we create, maintain and promote a safe, secure and healthy work environment.

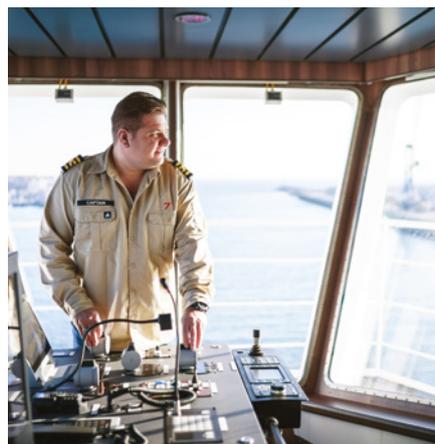
### Why it is important

The safety of our people is our first priority. Our workplaces are potentially hazardous, particularly when we are working offshore. We believe that all our people and those working on our sites are entitled to the same level of protection regardless of where in the world they work. It is essential that we have the right frameworks in place to enable our people to work safely. Our policies and training programmes are continuously reviewed to make sure that this is achieved.

We capture key lessons from our global operations to improve our systems, and to reduce and ultimately eliminate activities that have the potential to harm our people, the environment and cause damage to our equipment. We record all incidents and near misses in detail and investigate each event. Near misses can be defined as an event where something happened, nobody was injured, and nothing was damaged; however, had circumstances been slightly different it would have been an incident. By collecting this valuable information and tracking our performance in our Business Management System (BMS) we are able to continually seek to improve our safety performance. We drive performance improvement with an aim of achieving an incident-free workplace.

### Health and safety

We believe that best performance is achieved when people are connected and engaged. Our senior management representatives maintain strong relationships with our vessels and site management teams through our worksite sponsor programme. This programme ensures our vessels and worksites are being properly supported by the organisation, high priority HSEQ actions are being attended to and that senior management have a first-hand appreciation of the current situation and any critical issues on our worksites.



### Assurance and verification

Assurance and verification of safety standards are key to consistently strong safety performance. Seaway 7 checks activities against internal standards and processes as well as regulatory and legislative requirements. We undertake internal safety audits, which include checking our vessels, our procedures and our documentation. We also use external auditing to ensure we comply with regulatory obligations and our clients' requirements, and to enhance our supply chain oversight.

Seaway 7 has operations around the world, and some of the places we work in are higher risk. We assess the security risks of countries, areas, hotels, airlines and other means of transportation, to make sure our people are secure and travel safely. We provide our people with onsite support as required to minimise the risk to personal security. This may include security personnel, Company-arranged transport, travel management plans and travel guides.

## Our sustainability focus areas continued

### Wellbeing

We recognise the importance of supporting the wellbeing of our people both for their own health as well as for our Company. We promote a healthy work-life balance through a wellbeing framework, with a combination of initiatives to protect against occupational health hazards, and to support employees in the workplace and at home. All employees have access to a confidential Employee Assistance Programme (EAP) that provides support for coping with life's challenges including health and wellbeing, financial problems, stress or anxiety and family issues. In addition, in 2021 we included six wellbeing questions within the new employee survey which will allow us to understand the impact of our wellbeing tools and initiatives.

### Covid-19

The effects of Covid-19 continued to impact us all in 2021. To ensure the safety of our people offshore, we implemented a health screening programme to protect the most vulnerable from the impacts of the virus. This meant that every person working offshore was subject to a medical review and requested to remain safe at home if deemed to be at risk. Being proactive in this regard enabled us to mitigate potentially damaging impacts both to our people and our operations. We issued and maintained Covid-19 management plans tailored to the site and region.

## Our plans for 2022

### Link behavioural safety with performance safety

We believe that our human and organisational performance (HOP), coupled with our levels of engagement, have a direct impact on our safety performance. Our focus will be on how we can positively support these key factors in our safety performance through HOP. To help achieve our goal of an incident-free workplace, we will deliver a safety programme. This focused training will further develop and support our leaders for the delivery of a safe working environment both onshore and offshore. Where possible, we will carry out face-to-face visits to onshore and offshore work locations to reconnect some of the links that were interrupted due to travel and personal engagement restrictions in 2021.

### Improve predictable performance

We believe that focusing on consistent and predictable outcomes is necessary for delivering good quality. We will use our quality system to further underpin more predictable outcomes with a strong focus on quality assurance.

### Develop wellbeing activities

We will use the insights from our employee survey to put in place impactful activities to address the feedback and further support our people.



Find out more  
[www.seaway7.com](http://www.seaway7.com)

# Energy transition



**Supporting the world's energy transition, delivering fixed offshore wind services to the industry.**

## Our ambitions

To lead the way in the delivery of bottom-fixed offshore wind farm solutions, contributing to an efficient and sustainable energy supply for the future.

## Our commitments

We support access to affordable, reliable, sustainable and modern energy for all and we are committed to progressing and supporting the transition towards lower-carbon sources of energy.

## Our plans for 2022

Building on our formation as Seaway 7, we are committed to translating our combined capabilities into benefits for clients within the offshore bottom-fixed wind industry. Our capabilities will be supported by successful delivery of two new vessels, *Seaway Alfa Lift* and *Seaway Ventus*, in the coming years.

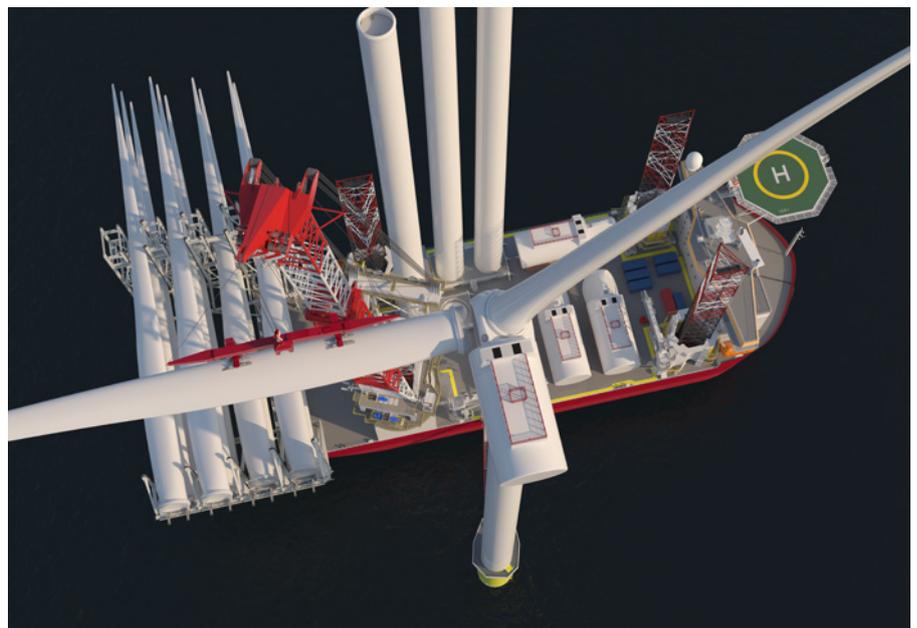
### Why it is important

In October 2021, we formed Seaway 7, a listed pure-play renewables company comprised of the renewables business unit of Subsea 7 and OHT ASA. Seaway 7 has an established position in the renewables supply chain, providing our clients with foundation installation, substation installation, turbine installation, cable-lay and transportation services for the construction of offshore wind farms through various contracting models. With over 10 years of experience we have built and installed hundreds of foundations and inner-array cables for fixed offshore wind farms worldwide.

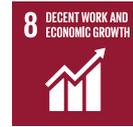
The levelised cost of electricity (LCOE) from offshore wind has decreased significantly over the last 10 years, driven by increased efficiency in transportation and installation, bigger turbines, and cost improvements in the supply chain. As a result of these cost reductions, offshore wind farms are now economically viable at significantly lower levels of government subsidy. Looking ahead, further significant growth is projected as society looks to increase investment in renewable energy and carbon-neutral alternatives.

Renewable energy is our core business and we aim to support our clients to accelerate the energy transition and to provide their customers with increasing volumes of affordable wind power. We utilise our skilled people and their wealth of marine construction expertise together with our construction vessels, equipment and facilities to develop and deliver the best and most cost-efficient offshore wind farm solutions.

We have over 30 years of experience in heavy lifting and cable lay in harsh marine environments that is invaluable for the installation of offshore wind farms.



# Labour practices and human rights



## Providing working conditions aligned with international standards with respect to labour practices and human rights.

### Our ambitions

Fulfilling our responsibility to respect and uphold human rights, to protect the dignity of individuals working in or impacted by our operations, including people who work for our suppliers or who live in the communities where we work.

A commitment to help prevent modern slavery, human trafficking and other forms of forced or involuntary labour anywhere in our business or supply chain.

### Why it is important

Treating our people and those that work with us fairly and with respect is fundamental to the way that we work at Seaway 7.

Respecting human rights and adopting good labour practices helps us live our values. Having a robust Speak Up procedure and channels for people to raise concerns enables us to deliver on this commitment. Our commitment to labour practices and human rights and our associated policies and procedures also help us to recruit and retain talented people around the world. Maintaining good employee relations makes us a stronger and better company capable of winning market share and performing well for all our stakeholders.

Everyone at Seaway 7 must abide by our Code of Conduct. Fundamentally our Code is all about standing up for human rights in all we do, wherever we work, so no-one is ever mistreated, abused or exploited by us or anyone we work with. Our Human Rights Policy Statement makes it explicitly clear that we will not accept any abuse of human rights, including forced or involuntary labour, and we will not work with suppliers or partners that do.

### Our commitments

We are committed to respect and protect human rights. We commit to fair and lawful employment practices across the Company and throughout our supply chain.

We are committed to fair and lawful employment practices across the Company and throughout our supply chain. We are an equal opportunities employer and seek to protect our people from discrimination, bullying and harassment. As a minimum we comply with national legal requirements regarding wages and working hours everywhere we have operations. We also apply the International Labour Organization's standards regarding child labour and the minimum working age. We support the rights of our people to freedom of association and collective bargaining.

By working with established international compacts, standards and organisations we aim to present a united international business community where we stand alongside others in our industry and other industries worldwide to put a stop to human rights abuses.

We are also committed to working with suppliers and partners whose human rights standards are consistent with our own. We require our suppliers to uphold the same standards when dealing with their employees, contract staff and subcontractors. We require them to commit to our Code of Conduct for Suppliers (which includes human rights and labour practices), and we encourage them to expect the same of us and report any behaviour that is inconsistent with this Code. If they are not comfortable reporting to Seaway 7 directly, we encourage the use of our externally administered confidential reporting line, Safecall.

### Our plans for 2022

#### Risk assessments

With respect to our own operations, we aim to prepare and validate risk assessments across our businesses and develop action plans to address the priority risks identified. This will include a focused review of our policies and ways of working.

#### Supply chain

In relation to our supply chain, we will refine our risk tiering of suppliers based on country and sector of industry to improve our screening and due diligence process.

#### Human rights assessments

We will apply lessons learned from both the human rights assessments conducted at selected high-risk suppliers and from our continued engagement with suppliers on the topic.

#### Raising awareness

We will raise awareness of our human rights commitments, focusing on training of our targeted populations for 2022 including human resources and supply chain management.



# Business ethics



## Ensuring ethical business conduct and compliance by those working in and for the Company.

### Our ambitions

Embedding a culture of ethics, compliance and integrity.

Ensuring only those who uphold our commitments to ethical business conduct can work with or for us.

Ensuring we make a positive impact on business ethics in our sector, including the supply chain.

### Our commitments

We recognise the importance of businesses working against corruption in all of its forms. Through a range of initiatives, policies and processes we have continued to strengthen our approach to maintaining ethical business conduct.

We recognise our duty to manage the human rights impacts of our business on people and communities where we operate – and corruption is one of those potential impacts. We have a zero tolerance approach to corruption, and we also want to play our part in combatting it. Our programme also has a broader scope which is defined by our Ethics Policy Statement and our Code of Conduct (both approved by the Board of Directors and Executive Management Team of Seaway 7).

As with safety, we take a management system approach to embedding a culture of ethics and integrity and managing legal and reputational risks. The Compliance and Ethics programme has been developed to prevent bribery, corruption and other legal and business ethics breaches by the Company and all who work for us – including suppliers and other third parties.

To monitor and continually improve our programme, we conduct internal audits of compliance with relevant financial controls, supply chain management procedures, our due diligence and gifts and hospitality policies and procedures, and other aspects of our programme.

### Ethics Policy Statement

Our Ethics Policy Statement sets out our commitment to acting honestly, fairly and with integrity at all times, to comply with the law, and to treat people with respect. By doing so, we earn the trust of our clients, employees, business partners, suppliers and other stakeholders.

### Our Code of Conduct

We conduct our business in accordance with all applicable laws and regulations and in an ethically responsible manner. Our Code of Conduct applies to all our people. It sets out the key principles that we are all committed to upholding and which line management are responsible for communicating and implementing.

### Speak Up Policy

We have a clear Speak Up Policy, which offers various channels for raising concerns, including an externally administered and monitored confidential reporting line, Safecall. Our Speak Up Policy and Safecall are promoted within Seaway 7 and all personnel are encouraged to utilise one of these reporting channels if they become aware of a possible breach of our Code of Conduct or have other concerns in respect of unethical conduct.

### Why it is important

Integrity is one of Seaway 7's values: we are committed to complying with applicable laws and applying the highest ethical standards in everything we do, treating our clients, people, partners and suppliers fairly and with respect.

Seaway 7 has a Compliance and Ethics programme that is designed and implemented in accordance with international best practice, including the International Anti-Bribery Management System Standard ISO 37001:2016. Most importantly, it is underpinned by our culture and values. Much of our focus in recent years has been on anti-corruption, as well as competition/anti-trust and trade sanctions.



## Our sustainability focus areas continued

We have also engaged an external expert firm (GoodCorporation™) to provide independent assurance regarding our programme.

A key element of our approach to compliance is to emphasise ethics and integrity. We want people to care about the impacts of corruption and the consequences of different types of compliance breach (which is why we refer to it as compliance and ethics); and we want to inform people about what integrity means to Seaway 7; empower them to bring their personal integrity to work; and educate them on how to use personal and Company integrity to make the right decisions in their work.

### Embedding a culture of ethics, compliance and integrity

Our annual Compliance and Ethics e-learning achieved 100% completion for our targeted onshore workforce. We enhanced our approach to the training this year, making the experience more engaging.

A significant part of our work is executed by our supply chain. In engineering, procurement, construction and installation (EPCI) projects, outsourced scopes can represent a significant part of Seaway 7's revenue. We recognise that a responsible supply chain is central to our business activities and important in ensuring a sustainable future. Our aim is to co-operate closely with our suppliers to achieve a working relationship that benefits both parties. We expect our suppliers to have an approach to sustainability aligned with ours and to respect our values and working culture.

To ensure a fair bidding process, Seaway 7 promotes open competition among approved suppliers. Bidders are treated fairly and evaluated according to their technical and commercial proposals. Our Code of Conduct for Suppliers sets out the key principles of ethical business conduct that our suppliers are required to uphold. This includes business ethics, labour practices, human rights, health, safety, security, environment and quality. By signing a contract with Seaway 7, they agree to work according to these principles.

## Our plans for 2022

### Speak Up Policy

Raising awareness of our Speak Up Policy is an ongoing action across our divisions and locations. We track all potential breaches of the Code of Conduct that are reported via our Speak Up channels or reported or detected locally. In principle, the more cases we see, the more confident we are that there is a positive Speak Up culture; but we are also alert to whether any cases are a signal that the Code of Conduct is not properly understood and embedded. Fostering a culture that encourages employees and others to speak up is an ongoing goal, and it will continue to be one of our focus areas in embedding our Compliance and Ethics programme.

### Compliance and Ethics

For 2022, we will also continue the progress we made in enhancing the impact and effectiveness of compliance and ethics training. We are working with an external firm on independent assessment of Seaway 7's Compliance and Ethics programme.



Find out more  
[www.seaway7.com](http://www.seaway7.com)

# Operational eco-efficiency



## Improving the environmental efficiency of our operations and our solutions in terms of greenhouse gas emissions and energy use.

### Our ambitions

Our major shareholder, Subsea 7, has communicated its Net Zero target for 2050 and we are actively working to support this journey.

Working with our supply chain to offer lower-carbon alternatives to our clients.

Collaborating and contracting with our supply chain to reduce their emissions.

### Why it is important

Around the world, governments are setting ever more ambitious targets to reduce carbon emissions and wean their economies off high-polluting sources of power. Offshore wind is already becoming the technology of choice to replace high-carbon fossil fuels in many of the world's major economies.

Seaway 7 recognises the impacts of climate change and its potential effect on our business, our end markets and on society. We also see the importance of understanding climate related risks and opportunities and how they may impact our business.

Two of Seaway 7's vessels are listed with the Environmental Ship Index (ESI) in the World Port Sustainability Programme: *Seaway Aimery* and *Seaway Moxie*. The ESI identifies seagoing ships that perform better in reducing air emissions than required by the current emission standards of the IMO. In the coming years *Seaway Alfa Lift* and *Seaway Ventus* will be added to the fleet. Both vessels have been designed with a strong environmental focus.

### Seaway Alfa Lift

Our new build *Seaway Alfa Lift* (under construction) will be the largest and most innovative, custom-built offshore wind foundation installation vessel in the world. The vessel has been designed with the environment in mind. To reduce CO<sub>2</sub> emissions, the vessel has an optimised hull design, eco-mapping, shore power options, Battery Hybrid Option, and alternative fuel options. To remove SO<sub>x</sub> a Hybrid Scrubber is installed and to remove a NO<sub>x</sub> Selective Catalytic Reduction (SCR) is installed.

### Our commitments

We recognise the importance of being actively engaged in tackling the challenges facing our environment. We are undertaking initiatives to promote greater environmental responsibility throughout our Company.

### Seaway Ventus

Our new build *Seaway Ventus* (under construction) will be amongst the largest self-propelled jack-up installation vessels in the world. The vessel has been designed specifically to transport and install the next generation of offshore wind turbines and XL monopile foundations to the highest environmental standards.

Special emphasis has been placed on providing a class-leading environmental footprint by the way of energy and heat recovery, battery hybrid solutions as well as a sophisticated electrical and control system, reducing CO<sub>2</sub> emissions by 20% compared to similar units. The vessel will be prepared for hydrogen fuel cells which will cut emissions even further when such technology becomes available.

### Our plans for 2022

#### Digital dashboards

In 2022, we will begin our installation of digital fuel flowmeters and digital dashboards across our fleet in order to optimise fuel/power management and thus reduce emissions.

#### Shore power

We intend to explore the opportunities and requirements to make use of sustainable electric power from shore to support our vessels whilst in port. This initiative is dependent on aspects outside our control, namely the existence of sustainable electricity supplies adjacent to the port facilities we operate from.

#### Becker Mewis Ducts

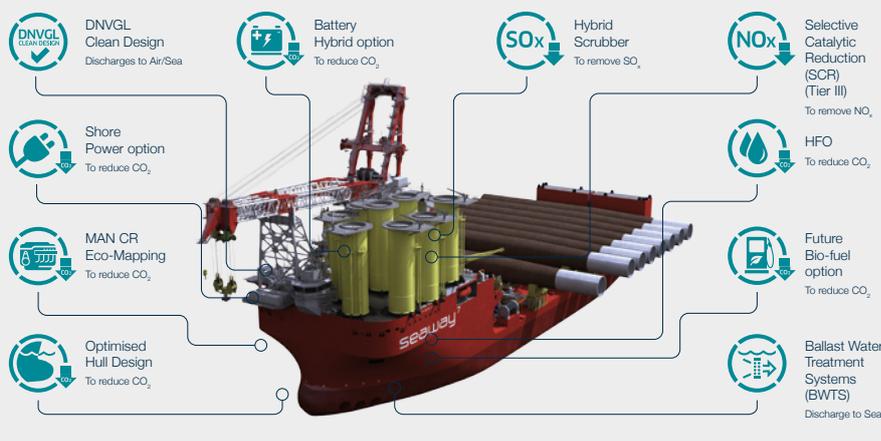
We are installing Becker Mewis Ducts on two more Heavy Transportation Vessels (*Seaway Falcon* and *Seaway Hawk*) during their respective dry docks in 2022. These well-proven devices enable power savings and therefore reduced fuel consumption. The *Seaway Albatross* has had one installed for six years already.

#### Key suppliers

We will continue to engage with key strategic suppliers on opportunities to reduce their carbon footprint.

### Environmental focus

*Seaway Alfa Lift* has been designed with the environment in mind from day one.



# Ecological impacts



## Minimising the impact of our operational activities on marine and land-based ecosystems and biodiversity.

### Our ambitions

Recycling all of our waste.

Zero single-use plastics onshore and offshore.

Making a positive global impact on marine life in each country where we operate.

### Our commitments

We recognise the importance and need for the business to encourage the development of environmentally friendly technologies. We are aware of the impact our activities may have on the environment and we are striving for ways to improve through a range of initiatives.

### Our plans for 2022

#### Waste management

Our efforts to recycle our waste will continue throughout 2022. We will further enhance our waste management protocols.

#### Single-use plastic

We will continue to phase out our single-use plastic items.

#### Why it is important

Seaway 7 understands the impacts our operational activities have on marine and land-based ecosystems and biodiversity. We conduct our business in a way that considers the environment and which aims to keep any negative impact to a minimum and put in place procedures to protect biodiversity and the ecosystems we work in. Our HSEQ policy focuses on ensuring regulatory compliance and improving our environmental performance through careful selection of consumables and working practices designed to reduce waste, energy consumption and emissions. Seaway 7's line managers are responsible for implementation and compliance with our policies within our Business Management System (BMS) and for ensuring that all employees and contractors are aware of their responsibilities.

Awareness of the impact that our activities may have on the environment and the management of measures to control such impacts is encouraged through:

- Work according to applicable environmental laws, conventions, protocols and regulations
- Promote and maintain a positive environmental culture
- Manage our activities to eliminate or reduce any potential negative environmental impact
- Consider environmental sustainability an important element in the way we do business
- Use planning, design and risk assessment to avoid and reduce environmental risk

Our environmental awareness training is mandatory for all new starters and covers environmental compliance, reporting environmental incidents, our impacts and the role of our employees and their actions. We recognise the impacts our operations may have on marine biodiversity above the water, below the water and on the seabed and are focused on minimising and mitigating these impacts.

We continued to deliver meaningful ecological value through the following initiatives:

#### Recycling our waste

We engage with our waste contractors to ensure our waste is being handled responsibly. We also connect with our workforce through targeted campaigns to encourage progress in this area. A waste segregation system was also implemented in some of our onshore sites, contributing to our ambition towards recycling all of our waste.

#### Zero single-use plastics

We are making progress both onshore and offshore with phasing out categories of commonly used single-use plastic. We are keeping track of progress through an online database at our onshore sites and vessels. A small number of sites and vessels still need to phase out existing single-use stock but going forward we will not purchase single-use items related to these categories.

#### Supporting a sustainable marine future through science partnership

We support the BORA Blue Ocean Research Alliance™ (a partnership with UK National Oceanography Centre). This alliance seeks to bridge the gap between industry and science in support of a sustainable marine future. It will utilise our ability to reach both geographical areas and water depths that have perhaps been unattainable to science at scale. This not-for-profit alliance will explore many opportunities to add value in understanding the health of our oceans and supporting biodiversity.

Our vessels transit from one ocean to another throughout the year. We are sensitive to the risk of contamination of ecosystems, which can result in disruption to biodiversity through the introduction of non-indigenous marine life to a new area. We follow all local requirements and IMO legislation to ensure that any risk of contamination through the release of ballast water or from organisms attached to the hulls of our vessels is minimised through vigorous cleaning and decontamination.

Onshore yards and offices remain environmentally stable over time, typically co-existing unobtrusively with the local environment. We conduct environmental risk assessments on all our facilities and use them to form an action plan to minimise this impact from the early engineering design phase through to daily operations.



## World Cleanup Day

In September 2021 Seaway 7 employees participated in World Cleanup Day by joining forces to combat the global waste crisis. Local events were organised in different areas in Europe. Nearly 80 participants, including family members and friends, from Seaway 7's offices in the Netherlands and Germany came together to raise environmental awareness by cleaning up as much litter as possible.



## Sponsoring the Environmental Education Association in Taiwan

Seaway 7 had the pleasure of sponsoring the Environmental Education Association in Taiwan. The organisation actively protects Taiwan's coasts, mountains and oceans for all people through activism, conservation and education.



Find out more  
[www.seaway7.com](http://www.seaway7.com)

# Further sustainability topics

Continued commitment to supporting topics that are important to our people, our business and the society we are part of.

## Human capital development

Our people are at the heart of everything we do and supporting all individuals to achieve their full potential is key to Seaway 7's success. Seaway 7 uses a well-established range of learning and development tools to help our people grow their knowledge and abilities in different areas of the business.

Our aim is to provide our people with opportunities to develop the skills, knowledge and experience that will allow them to perform at their best and make the most of their potential. We offer a framework of global learning to all our people to support their personal development and careers.

Development schemes, behavioural models, webinars and a variety of learning content are easily accessible via digital platforms, designed to promote inclusive and equal learning opportunities amongst our employees. Our employees are encouraged to take charge of their careers and, through one-to-one meetings supported by their direct managers, career development plans are created and reviewed on a regular basis. Areas for development are identified and can be supported by our learning and development tools. The process is driven by the individuals and supported by their functional managers.

In October 2021, Seaway 7 organised a Festival of Learning event. There were 862 course registrations for our sessions and workshops. We provided learning around themes such as reconnection, managing remote teams and integration.

## Diversity and inclusion

We believe that everyone has the right to be treated fairly, with dignity and respect, and to have equal opportunities in a supportive, friendly and inclusive environment, free from all forms of discrimination, harassment or bullying. Fair employment practices, fair treatment for all individuals and equal opportunity on the basis of merit are the foundation of our development programmes. We value and promote diversity and regard it as a key to our success. An inclusive and diverse environment fosters creativity and innovation and improves decision-making by introducing new ways of thinking. We are committed to providing a workplace where everyone can thrive. These principles are well-established and form part of Seaway 7's Human Rights Policy Statement and further detailed in an equal opportunities and diversity employment policy.

To support our ambition to provide equal opportunities to everyone in the organisation, a Diversity and Inclusion Steering Committee was established for 2021. Sponsored by a management team member, the Committee has representatives from different regions and parts of the business. The Committee's aim is to role model diverse and inclusive behaviours, influence others and spearhead the agenda, as well as set Seaway 7's framework for success, ensuring the topic remains a Company priority and adapting the focus as the Company evolves.



# Committed to operating in a safe, ethical and responsible manner

Seaway 7 has a strong values-led culture and believes that operating in a safe, ethical and responsible manner is at the heart of creating sustainable value for all our stakeholders.

## Seaway 7 in numbers, 2021

Onshore employees

593

Approx offshore workforce

400

Active vessels

10

Marine bases

2

Lost Time Incident Frequency rate per 200,000 hours worked

0.06

Personnel that have received training on compliance and ethics (including anti-corruption)

578

Registrations for Festival of Learning sessions

862

Cumulative power capacity of renewables projects supported to end 2021

7.5GW

Note: These metrics reflect the efforts of Subsea 7's Renewables business unit for the full year 2021 and the former OHT business results for the fourth quarter 2021.

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# Report abbreviations

<b>BMS</b>	Business Management System
<b>BORA</b>	Blue Ocean Research Alliance
<b>CEO</b>	Chief Executive Officer
<b>CO<sub>2</sub></b>	Carbon Dioxide
<b>DNV</b>	The leading classification society and a recognised advisor for the maritime industry
<b>EAP</b>	Employee Assistance Programme
<b>EPCI</b>	Engineering, Procurement, Construction and Installation
<b>ESI</b>	Environmental Ship Index
<b>GW</b>	Gigawatts
<b>HFO</b>	Heavy Fuel Oil
<b>HOP</b>	Human Organisational Performance
<b>HR</b>	Human Resource
<b>HSEQ</b>	Health, Safety, Environment and Quality
<b>IMO</b>	International Maritime Organization
<b>ISO</b>	International Organisation for Standardization
<b>LCOE</b>	Levelised Cost of Electricity
<b>LTI</b>	Lost Time Injury. Expresses the number of workplace accidents serious enough to result in absence from work.
<b>LTIF</b>	Lost Time Injury Frequency. Expresses the number of workplace accidents serious enough to result in absence from work, per 200,000 hours worked.
<b>NO<sub>x</sub></b>	Nitrogen Oxide
<b>SCR</b>	Selective Catalytic Reduction
<b>SO<sub>x</sub></b>	Sulphur Oxide
<b>UK</b>	United Kingdom
<b>UN</b>	United Nations
<b>XL</b>	Extra-large





**Seaway 7 ASA**

is listed on Euronext Growth Oslo (SEAW7)

ISIN: NO0010893803. LEI: 984500D47BF2D47T7F41.

Registered office:

Haakon VIIs gate 1

0161 OSLO,

Norway