

## Corporate Social Responsibility Report

### Balslev Expert Reiser

Year: 2025

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#### 1. Introduction

This report outlines our corporate responsibility efforts in the areas of environmental sustainability, social responsibility, and governance (ESG). As a certified Eco-Lighthouse (Miljøfyrtårn) company, we are committed to reducing our environmental impact, fostering a positive workplace culture, and ensuring transparency and accountability in how we operate.

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#### 2. Environmental Responsibility

##### 2.1 Certification & Compliance

We are certified under the Norwegian Eco-Lighthouse (Miljøfyrtårn) scheme, ensuring that our operations meet national environmental standards and continuous improvement practices.

##### 2.2 Energy and Emissions

- We monitor and aim to reduce energy consumption across all facilities.
- We track our carbon footprint (Scope 1 & 2) and have initiated measures to reduce greenhouse gas emissions.
- We encourage sustainable travel practices and promote digital meetings to reduce transportation-related emissions.

##### 2.3 Waste Management

- We maintain an active waste sorting and recycling program.
- Reduction of single-use materials is an ongoing focus.
- Hazardous waste is handled according to regulations and in cooperation with certified waste handlers.

##### 2.4 Sustainable Procurement

- We prioritize environmentally certified suppliers.
  - Lifecycle thinking is embedded in our procurement policy.
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#### 3. Social Responsibility

##### 3.1 Employee Wellbeing and Inclusion

- We offer a safe and inclusive working environment.
  - Regular employee surveys help us improve workplace satisfaction.
  - We comply with Norwegian laws on equal opportunity, anti-discrimination, and fair wages.
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### 3.2 Training and Development

- Employees receive regular training on health, safety, and environmental awareness.
- We promote skills development to ensure long-term career growth.

### 3.3 Community Engagement

- We support local initiatives and social projects aligned with our values.
- Employees are encouraged to contribute to community causes through volunteer opportunities.

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## 4. Governance

### 4.1 Ethics and Compliance

- Our company follows a Code of Conduct that ensures ethical business practices.
- All employees are trained in compliance and responsible behavior.

### 4.2 Transparency

- Annual reporting through Miljøfyrtårn ensures we are transparent about our environmental performance.
- Internal audits are conducted to assess policy adherence and risk.

### 4.3 Risk Management

- ESG risks are included in our enterprise risk assessments.
- Data security and privacy are managed in compliance with GDPR.

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## 5. Goals for 2025

- Reduce energy use by 10% across all locations.
- Transition 50% of our company vehicles to electric.
- Increase diversity in leadership roles.
- Expand ESG training for all employees.