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# Appendix



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The ten principles of the United Nations Global Compact

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UN Sustainable Ocean Principles

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## Appendix A

The ten principles of the United Nations Global Compact

Description	Section(s)
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and	Human Rights Due Diligence Report
<b>Principle 2:</b> Make sure that they are not complicit in human rights abuses.	
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	
<b>Principle 4:</b> The elimination of all forms of forced and compulsory labour;	
<b>Principle 5:</b> The effective abolition of child labour; and	
<b>Principle 6:</b> The elimination of discrimination in respect of employment and occupation.	
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;	Our support to the industry
<b>Principle 8:</b> Undertake initiatives to promote greater environmental responsibility; and	
<b>Principle 9:</b> Encourage the development and diffusion of environmentally friendly technologies.	
<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.	Governance

## Appendix B

UN Sustainable Ocean Principles

Description	Section(s)
<b>Principle 1:</b> Assess the short and long-term impact of their activities on ocean health and incorporate such impacts into their strategy and policies.	Human Rights Due Diligence Report  Our service to Members and clients  Our support to the industry
<b>Principle 2:</b> Consider sustainable business opportunities that promote or contribute to restoring, protecting or maintaining ocean health and productivity and livelihoods dependent on the ocean	
<b>Principle 3:</b> Take action to prevent pollution affecting the ocean, reduce greenhouse gas emissions in their operations to prevent ocean warming and acidification, and work towards a circular economy.	
<b>Principle 4:</b> Plan and manage their use of and impact on marine resources and space in a manner that ensures long-term sustainability and take precautionary measures where their activities may impact vulnerable marine and coastal areas and the communities that are dependent upon them.	
<b>Principle 5:</b> Engage responsibly with relevant regulatory or enforcement bodies on ocean-related laws, regulations and other frameworks.	
<b>Principle 6:</b> Follow and support the development of standards and best practices that are recognized in the relevant sector or market contributing to a healthy and productive ocean and secure livelihoods.	
<b>Principle 7:</b> Respect human-, labour- and indigenous peoples' rights in the company's ocean related activities, including exercise appropriate due diligence in their supply-chain, consult and engage with relevant stakeholders and communities in a timely, transparent and inclusive manner, and address identified impacts.	
<b>Principle 8:</b> Where appropriate, share relevant scientific data to support research on and mapping of relevance to the ocean.	
<b>Principle 9:</b> Be transparent about their ocean-related activities, impacts and dependencies in line with relevant reporting frameworks.	



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Self-Assessment

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## Appendix C

### UN Global Compact Self-Assessment

Description	Section(s)
The COP describes mainstreaming into corporate functions and business units	Introduction from the Chairman and CEO
The COP describes value chain implementation	Human Rights Due Diligence Report
The COP describes robust commitments, strategies or policies in the area of human rights	Our service to Members and clients
The COP describes effective management systems to integrate the human rights principles	Our support to the industry
The COP describes effective monitoring and evaluation mechanisms of human rights integration	Our people and organisation
The COP describes robust commitments, strategies or policies in the area of labour principles	Our investments
The COP describes effective monitoring and evaluation mechanisms of labour principles integration	Governance
The COP describes robust commitments, strategies or policies in the area of environmental stewardship	About this report
The COP describes effective management systems to integrate the environmental principles	
The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	
The COP describes robust commitments, strategies or policies in the area of anti-corruption	
The COP describes effective management systems to integrate the anti-corruption principle	
The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	
The COP describes core business contributions to the UN Goals and issues	
The COP describes strategic social investments and philanthropy	
The COP describes advocacy and public policy engagement	
The COP describes partnerships and collective action	
The COP describes CEO commitment and leadership	
The COP describes Board adoption and oversight	
The COP describes stakeholder engagement	

## Appendix D

### Principles for Sustainable Insurance

Description	Section(s)
<b>Principle 1:</b> We will embed in our decision-making environmental, social and governance issues relevant to our insurance business.	Human Rights Due Diligence Report
<b>Principle 2:</b> We will work together with our clients and business partners to raise awareness of environmental, social and governance issues, manage risk and develop solutions.	Our service to Members and clients Our support to the industry
<b>Principle 3:</b> We will work together with governments, regulators, and other key stakeholders to promote widespread action across society on environmental, social and governance issues.	Governance About this report
<b>Principle 4:</b> We will demonstrate accountability and transparency in regularly disclosing publicly our progress in implementing the Principles.	The Integrated Report shows our transparency in implementing the Principles

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Membership of associations

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## Appendix E

### Membership of associations

Direct memberships (106 organisations)

Agdering	Institute of Seatransport	Norwegian Wind Cluster
American Chamber of Commerce in Norway	Insurance Nexus	Nova Scotia Barristers' Society
Andros Maritime Association	International Group of P&I Clubs	Oil Petrochemical and Energy Risks Association (OPERA), Forum of Offshore
Arendal International School	IMLS (International Maritime Law Seminar) Singapore:	Piraeus Marine Club
Association of Average Adjusters	ITOPF (International Tanker Owners Pollution Federation)	Polyteknisk Forening
Barristers and Accountants AML/ATF Board	IUA (International Underwriting Association of London)	Poseidon Principles for Marine Insurance (PPMI)
Bergen Maritime Personnel Forum	IUMI (International Union of Marine Insurance)	Propeller Club of New York & New Jersey
Bergen Næringsråd	Klimapartnere	ScanReach
Bergen Shipowners Association	LMAA	Seaman's Church Institute (SCI)
BIMCO (The Baltic and International Maritime Council)	Lillehammer Energy Claims Conference	Shipowners Insurance Guarantee Co Ltd
BIMCO Documentary Committee	LSLC (London Shipping Law Centre)	Shipping & Offshore Network
CBS Executive (Copenhagen Business School)	Mærsk Mc-Kinney Møller Center (Zero Carbon Shipping)	Shippingforum
CEFOR (The Nordic Association of Marine Insurers)	Marine Disaster Prevention Center	Singapore Business Federation
CINS (Cargo Incident Notification System)	Marine Insurance Claims Association (MICA)	Singapore Chamber of Maritime Arbitration (SCMA)
CMA (Connecticut Maritime Association)	Maritime Anti-Corruption Network (MACN)	Singapore International Mediation Institute
Defence Industry Insurers Forum	Maritime Association of the Port of NY/NJ	Singapore Maritime Foundation
Dialogforum County Governor of Aust-Agder and Vest-Agder	Maritime Bergen	Singapore Mediation Centre (SMC)
Digital Norway	(The) Maritime Industry Foundation	Singapore-Norway Chamber of Commerce
DNV	Maritime Law Association of the United States	Singapore Shipping Association
Executive Management Forum for the Mayor of Arendal	Maritime London	Sintef Ocean AS
FENABER (Federação Nacional das Empresas de Resseguros)	Maritime London Officer Cadet Scholarship (MLOCS)	Society of International Gas Tanker and Terminal Operators
Gender Inclusion Network for Insurance (GIN)	Maritime Rescue Advisory Board / Meripelastustoimen neuvottelukunta	Society of Maritime Arbitrators of New York
Global Centre for Maritime Decarbonisation (GCMD)	Maritime UK	Sørlandet Rederiforening
Global Maritime Forum	Markedsforum Aust Agder	Tokyo Maritime Arbitration Commission
Hellenic American Chamber of Commerce	MeriDiLogis	Sustainable Ship Recycling Initiative
HELMEPA - Hellenic Marine Environment Protection Association	Næringsforeningen i Kristiansandsregionen	UK Chamber of Shipping
Högskolan på Åland	National University of Singapore Centre for Maritime Law (NUS CML)	United Nations Global Compact
Hong Kong Federation of Insurers	Nautical Institute	University of Agder
Hong Kong Shipowners Association	NBCC Brazil (Norwegian-Brazilian Chamber of Commerce)	WISTA (Women's International Shipping & Trading Association)
Honourable Company of Master Mariners	NBCC UK (Norwegian British Chamber of Commerce)	World Maritime University
IIA Norge (Institute of Internal Auditors Norway)	New York City Bar Association (NY Bar Admiralty Committee)	World Forum Offshore Wind
IIDM (Ibero-American Institute of Maritime Law)	Norwegian American Chamber of Commerce	Worshipful Company of Shipwrights
Indian Maritime Association	Norwegian Association for Quality and Risk Management (NFQR)	YoungShip Helsinki
Institute of Chartered Shipbrokers	Norwegian Chamber of Commerce Hong Kong	YoungShip Oslo (See Youngship Helsinki)
ICC Commercial Crime Services (a division of ICC Norge)	Norwegian Forum for Autonomous Ships	
ICC Norge (International Chamber of Commerce Norway)	Norwegian Maritime Law Association's younger branch – Young CMI	

## Appendix F

### Data “Aktivitets- og redegjørelsesplikten”

All businesses in Norway are obliged to report on their work related to equality and discrimination. The below numbers are related to this regulatory requirement.

Norway: Parental leave pr 31.12.22	Gender balance	Temp employees	Part time employees	Involuntary part time employees	Avr number of weeks parental week taken
Female	263	22	18	0	12
Male	198	5	5	0	5

  

Norway: Other factors 20.02.- 31.12.22	Number of employees	Sick leave total	Sick leave (%) Short term	Sick leave (%) long term	Absence due to sick child or child minder (days)
Total	461	4,09%	1,37%	2,73%	423
Female	263	5,50%	1,94%	3,56%	294
Male	198	2,25%	0,73%	1,79%	129

  

	Gender balance 2022	New hires 2022	New hires 2021
Female	263	57%	70%
Male	198	43%	30%

  

Norway: Gender pay gap	Number of employees	Gender gap: male/female (%)	Avr fixed salary (NOK)	Gender pay gap: Female salary/ Male salary (%)	Gender pay Gap: Actual average salary (NOK)
<b>SVP</b>					
<b>Total</b>	<b>6</b>				
Female	2	33,33%	2400000	79.02%	637250
Male	4	66,67%	3037250	100%	
<b>VP&amp;MD</b>					
<b>Total</b>	<b>54</b>				
Female	16	29,63%	1266695	92.22%	106881
Male	38	70,37%	1373576	100%	
<b>Team Lead*</b>					
<b>Total</b>	<b>25</b>				
Female	16	64,00%	847807	89.02%	104549
Male	9	36,00%	952356	100%	
<b>Senior Professional</b>					
<b>Total</b>	<b>146</b>				
Female	58	39,73%	878295	94.93%	46873
Male	88	60,27%	925168	100%	
<b>Professional</b>					
<b>Total</b>	<b>98</b>				
Female	58	59,79%	674678	87.13%	99688
Male	39	40,21%	774366	100%	
<b>Support Professional</b>					
<b>Total</b>	<b>111</b>				
Female	94	84,68%	535543	102%	10483
Male	17	15,32%	525060	100%	

\*Team lead consists of both Senior Managers and Team Leads

Employment contract	Female	Male	Total	Age group	Number of employees
Full time	343	268	611	<30	46
Part time	18	5	23	30-39	157
<b>America</b>					
Full time	12	9	21	40-49	177
Part time				<b>50-59</b>	<b>172</b>
				60->	81
<b>Asia</b>					
Full time	39	30	69		
Part time	0	1	1		
<b>Europe</b>					
Full time	43	35	78		
Part time	4	0	4		
<b>Norway</b>					
Full time	249	194	443		
Part time	14	4	18		

## Appendix G

### Material Topics

Material Topic	Description
Prevent marine casualty and pollution.	Gard aims to actively monitor and subsequently create safety recommendations to prevent marine casualties and pollution. Casualties and pollution are events that have resulted in the loss, presumed loss or abandonment of a ship, death of or serious injuries to people, or material or environmental damage caused by, or in connection with the operations of a ship or ships.
Pollution response through claims handling	The provision of competence, advice, and other resources to manage pollution response efficiently, fairly, and responsibly. Moreover, it aims to support making the right decisions and priorities when pollution has occurred. In doing this, Gard enables Members and clients to minimize pollution and the effect thereof and minimizes the liability for our Members and clients.
Financial stability	Manage Gard's investment portfolio so that Gard continues to be well capitalised and financially robust to face volatile financial markets.
Positive portfolio development	Positive portfolio development has a focus on building a sustainable and resilient business. We select the right risks, based on insights and deep maritime expertise.
Seafarer safety and wellbeing	Seafarer safety entails operational as well as process safety. Create and maintain a safe working environment and promote safe behaviour by proactive accident prevention and risk assessments. Implementing necessary preventative measures before accidents and ill-health arise. Seafarer wellbeing is a holistic concept combining physical, mental, and social wellbeing.
Equality, Diversity and Inclusion	<p><b>Equality</b> is that all employees have equal value with a fundamental right to equal treatment and avoidance of discrimination, which in this context means unfair and/or unacceptable treatment of the employee and/or putting the employee at a disadvantage compared to Gard employees.</p> <p><b>Diversity</b> is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability, or attributes, religious or ethical values system, national origin, and political beliefs, generally.</p> <p><b>Inclusion</b> is the sum of involvement and empowerment, where the inherent worth and dignity of all employees are recognized. An inclusive workplace promotes and sustains a sense of belonging by living values and practices that respect the talent, beliefs, backgrounds, and ways of living of our employees.</p>
Sanctions	Commercial and financial penalties applied by one or more countries against a targeted state, group, or individual, often for the purpose of achieving political, military or social goals.
Macro-economic risks	Long- and short-term risks of significant changes in the geopolitical landscape, inflation rates, interest rates, exchange rates, cyber risk and regulatory or taxation regimes. Macro-economic risk can be considered for local jurisdictions as well as from a global perspective.
Working conditions	This includes investing in engaged, competent and empowered employees. Working conditions that support the opportunity for development, diverse and varied work, a good work-life balance and a friendly working environment.
Know your Customer	Proactively mapping clients to ensure compliance with all relevant sanctions, laws and regulations related to money laundering, terrorism financing, and other financial crime-related issues. Actively stimulating communication towards the appropriate institutions in case of suspicious transactions, fraudulent actions and/or similar related risks.