

Sustainability & ESG report



Headquarters: Stavanger, Norway

Website: www.wellpartner.no

Number of employees (FTEs): 41

Revenues (2022): NOK 190 million

Shareholders: Circle Group Well Services 100%
(HitecVision 75.4%, WellPartner Invest 20,7%)

ESG Contact: Ketil Myhre

Operational geography



ESG Reporting: None ESG

Policies: Code of Conduct, Quality Policy, Health and Safety Policy, Environmental Policy, Whistleblower policy, Intellectual property policy, Security policy, Data protection policy, Anti-corruption policy, Business hospitality policy, Sanctions policy

Certifications: ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018

SDGs:



COMPANY DESCRIPTION

WellPartner is a Norwegian service and supply company to the oil and gas sector. WellPartner delivers technical expertise and high-quality equipment and services within subsea, drilling, completion and well intervention operations. The company's product offering is divided into eight categories, including HP riser systems, tension, WellSafe and umbilical deployment systems, Casing Landing Assembly (CLA), rental products and rig integration and interface services, as well as customized product development. At its core, the company is developing knowledge to enable zero waste and emissions reduction solutions. A main part of its revenue stems from rental of specialized riser products to operations.



Eivind Håvarstein, CEO

KEY REPORTED ESG FIGURES:

ENVIRONMENTAL	2018	2019	2020	2021	2022
Direct GHG emissions (GHG Protocol Corporate Standard Scope 1, in tCO ₂ e)	4	2	2	3	6
Energy indirect GHG emissions (GHG PCS Scope 2, in tCO ₂ e)	32	33	33	44	49
Other indirect GHG emissions (GHG PCS Scope 3, in tCO ₂ e)	34	17	17	19	25
Carbon intensity – Scope 1 & 2 (tCO ₂ e / million USD revenues)	2.5	2.4	2.4	3.2	2.8
Carbon intensity – Scope 1, 2 & 3 (tCO ₂ e / million USD revenues)	4.8	3.6	3.6	4.5	4.0
Total waste (tonnes)	23.4	19.5	19.5	20.0	30.6
Non-Hazardous waste (tonnes)	-	-	-	17.0	28.0
Hazardous waste (tonnes)	-	-	-	3.0	2.6
Recycling ratio	82 %	71 %	71 %	71 %	80 %
Unplanned spills (emissions to ground/sea/air)	0	0	0	0	0

SOCIAL	2018	2019	2020	2021	2022
Number of employees	29	30	33	34	42
Lost Time Injuries (LTI)	0	0	0	0	0
Medical treatment case (MTC)	-	-	0	0	0
First aid case (FAC)	-	-	0	0	0
Share of women in total workforce	15 %	14 %	16 %	16 %	7 %
Share of women in management	30 %	30 %	30 %	30 %	14 %
Short term sick leave	0.4 %	1.2 %	0.2 %	2.2 %	2.9 %
Long term sick leave	3.7 %	0.8 %	0.3 %	5.6 %	1.5 %
Employee turnover ratio	3.9 %	11.0 %	9.5 %	0.0 %	11 %

GOVERNANCE	2018	2019	2020	2021	2022
Share of relevant staff who have completed anti-corruption training (%)	81 %	97 %	97 %	100 %	100 %
Breaches of ethical guidelines	0	0	0	0	0
Investigations or lawsuits in relation to ESG issues	0	0	0	0	0
Cyber attacks or similar incidents resulting in loss of data, loss of integrity or other loss	0	0	0	0	0
Whistleblowing cases being addressed by management or board	0	0	0	0	0

PERFORMANCE COMMENTARY. In 2022, WellPartner expanded its operations, leading to increased energy consumption and generation of waste. The Scope 2 emissions and total waste have therefore increased by 11 and 53 percent respectively. The company has implemented a new waste management system that improved recycling by 30 percent. Additionally, a closed-loop product cleaning facility and a new software for chemicals management helped achieve a 13 percent reduction in hazardous waste.

The company's workforce grew by 24 percent (eight FTEs) in 2022. As a consequence, the share of women in the workforce dropped from 16 to 7 percent, which is connected to the non-availability of female professionals in certain oil industry operational roles.

ESG MANAGEMENT APPROACH

WellPartner has established a simple and effective approach to the management of ESG issues. The company is in the process of getting certified to additional ISO standards and will align its ESG routines and monitoring with the requirements of the ISO 140001, 45001 and 9001 standards. Considering the relatively small size of the company, this is a significant step towards elevating the company's ESG management approach to the level of professionalism seen in larger organizations. ESG is also on the agenda in all board meetings. In 2022, the company strengthened the ESG focus in its supplier code of conduct, in accordance with the Norwegian Transparency Act.

ENVIRONMENT

WellPartner is an oilfield service provider and follows statutory and clients' environmental management requirements. The company minimizes potentially negative environmental impacts with an approach driven by three priorities: reducing GHG emissions across operations; efficient and sustainable waste management; and rental of large machinery as a circular economic business model. The direct environmental impacts from WellPartner's operations are limited. The company improved its waste management systems in 2022, leading to an increased sorting degree of 30 percent, and built a new washing facility for heavy equipment that separates oil in a closed loop, hence minimizing local pollution. WellPartner also improved its system for chemicals management by replacing a manual system with EcoOnline, a software that enables a data-driven approach to monitoring and risk assessment of associated chemicals. Moving forward, WellPartner will focus on including more categories in its Scope 3 emissions reporting. The company is also considering phasing out fossil fuel vehicles, including replacing its diesel truck and car with electric substitutes. WellPartner also offers rental services that reduce waste and contribute to a circular economy. The company has established refurbishment processes for the re-use and rental of risers and has in recent years acquired several previously unused risers from oil companies. In 2022, WellPartner increased its Norwegian market share of riser systems, currently owning three out of four risers for rental.

WellPartner offers specialized products and services that contribute to reducing its customers' GHG emissions on a much larger scale than the company's own emissions. An example is the CLA family of products, with a primary purpose to improve the safety of drilling operations.

As the products are developed to be more efficient and thus reducing rig operating times, this also results in a reduction of GHG emissions. A semi-submersible drilling rig in dynamic positioning mode can have emissions of around 150 tCO₂e per day. Saving just a few hours of rig time may therefore have a substantial positive impact on emissions.



SOCIAL



Employee health and safety is of critical importance to WellPartner and a main priority in all operations undertaken by the company. The company uses a HSEQ reporting system to track data related to injuries and has achieved its goal of zero injuries since 2015. In 2022, the company has grown and thus invested in employee training and development programs to ensure that the new hires have the necessary skills and knowledge. WellPartner is a knowledge-based business, and training includes on the job training, internal training on company products, as well as tailored workshops. Specialized external training in technical and engineering disciplines is also provided to enhance knowledge and expertise. WellPartner has also launched a new program and campaign to ensure employee wellbeing and good health. The company entered a new agreement with a health provider for its employees, as well as offering health checks and monitoring. WellPartner’s Christmas gift to its employees was a donation of two power generators to Ukraine. The company is also involved in the local community by sponsoring local sports teams.

GOVERNANCE

The company’s ESG-related policies set out expected company conduct and foster responsible business practices. Policies include a HSEQ policy, whistleblower policy, data protection and cyber security policy, and an anti-corruption policy. In 2022, all employees have been trained in the company’s anti-corruption policy. The whistleblower channel is set up for all employees to report any breaches of the company’s code of conduct and ensures a robust process in which the employees can report any issue in confidence, if required. In the work to obtain another two ISO certifications, WellPartner has enhanced its risk assessment process, and aims to update its internal policies in line with the ISO requirements in 2023. The implementation of the Norwegian Transparency Act has prompted an improvement to WellPartner’s supplier code of conduct. This also enables the company to respond to customers with the necessary information for them to comply with the Act

