

Sustainability & ESG report for 2023



HEADQUARTERS: Stavanger, Norway

WEBSITE: www.wellpartner.no

NUMBER OF EMPLOYEES (FTEs): 42

REVENUES (2022): NOK 134 million

SHAREHOLDERS: Circle Group Well Services 100% (HitecVision 79,9%, WellPartner Invest 20,1%)

ESG CONTACT: Ketil Myhre



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, based in Norway and specialises in providing services and supplies to the oil and gas industry. The company offers a range of technical expertise, along with high-quality equipment and services, focusing on subsea, drilling, completion, and well intervention operations. WellPartner’s product range encompasses eight key areas including high-pressure riser systems, tension systems, WellSafe and umbilical deployment systems, casing landing assembly, a variety of rental products, services related to rig integration and interface, in addition to bespoke product development. Central to WellPartner’s mission is facilitating solutions that reduce waste and emissions through efficiency and reuse of leased equipment. A significant portion of the company’s income is generated from leasing specialised riser products for operational use.



Eivind Håvarstein
CEO

Key reported ESG figures for 2023

(2019, 2020, 2021 and 2022 figures displayed where available):

ENVIRONMENTAL	UNIT	2019	2020	2021	2022	2023
Greenhouse Gas Emissions (operational control)						
Direct GHG emissions (GHG Protocol Corporate Standard Scope 1)	tCO ₂ e	2	2	3	6	5
Energy indirect GHG emissions (GHG PCS Scope 2), location-based	tCO ₂ e	33	33	44	49	57
Other indirect GHG emissions (GHG PCS Scope 3)	tCO ₂ e	17	17	19	25	33
Carbon Intensity						
Weighted Average Carbon Intensity	tCO ₂ e/USDm				0.1	0.1
Revenue carbon intensity - Scope 1 & 2	tCO ₂ e/USDm	2.4	2.4	3.2	2.8	4.9
Revenue carbon intensity - Scope 1, 2 & 3	tCO ₂ e/USDm	3.6	3.6	4.5	4.0	7.5
Waste, unplanned spills and recycling ratio						
Total waste	tonnes	20	20	20	31	24
Non-Hazardous waste	tonnes			17	28	19
Hazardous waste	tonnes			3	3	5
Recycling ratio	weighted average %	71%	71%	71%	80%	71%
Unplanned spills (emissions to ground/sea/air)	#	0	0	0	0	0
SOCIAL						
Health and safety						
Lost time injuries (LTI)	#	0	0	0	0	0
Diversity and inclusion						
Share of women in workforce	%	14%	16%	16%	7%	7%
Share of women in senior management	%	30%	30%	30%	14%	14%
Share of women in board of directors	%				0%	0%
People						
Number of employees	#	30	33	34	42	42
Short term sick leave	%	1%	0%	2%	3%	2%
Long term sick leave	%	1%	0%	6%	2%	1%
Employee turnover ratio	%	11%	10%	0%	11%	14%
Did the company conduct an employee survey during the year	Yes/No					Yes
Employee survey response rate for companies who conducted an employee survey during the year	%					95%
GOVERNANCE						
Maturity in governance matters						
Does the company have an anti-corruption program in place	Yes/No	Yes	Yes	Yes	Yes	Yes
Percentage of employees that have completed anti-corruption training	%	97%	97%	100%	100%	100%
Does the companies have an established whistleblowing channel	Yes/No	No	No	No	Yes	Yes
Number of whistleblowing cases	#	0	0	0	0	0
Does the company have an assigned responsible for ESG issues	Yes/No	Yes	Yes	Yes	Yes	Yes
Breaches of ethical guidelines	#	0	0	0	0	0
Investigations or lawsuits in relation to ESG issues	#	0	0	0	0	0
Does the company have an ICT/Cybersecurity Policy in place and/or an ICT risk management part of their quality system	Yes/No	Yes	Yes	Yes	Yes	Yes
Number of cyber attacks or similar incidents resulting in downtime of critical IT systems and/or loss of data, loss of integrity or other loss	#	0	0	0	0	0

PERFORMANCE COMMENTARY. In 2023, there was a slight decrease in Scope 1 emissions due to the replacement of a diesel truck with an electric one. The increase in Scope 2 emissions was primarily due to increased consumption of natural gas for heating the workshop, particularly during the cold periods of Q1 and Q4. Scope 3 emissions increased due to increased air travel activity, especially long-haul flights in Q3 and Q4.

There was a decrease in sick leave and no instances of work-related illnesses or injuries were reported in 2023. The number of FTEs remained unchanged in 2023. Although the employee turnover ratio was higher than usual, the company found replacements for all positions. The gender distribution within the total workforce and management remained unchanged.

ESG management approach

WellPartner has established a simple and effective approach to managing ESG issues. In 2023, WellPartner obtained ISO 14001 and 45001 certifications, highlighting the company's increasing professional standard within its ESG practices and monitoring. Considering the relatively small size of the organisation, this is a significant step towards elevating the company's ESG management approach. ESG is also on the agenda in all board meetings. Going forward, the company will work on establishing KPIs for improvements related to the ISO standards. During 2023, the company continued to strengthen the ESG focus on its supplier code of conduct, in accordance with the Norwegian Transparency Act.

Environment

WellPartner is working to minimise its environmental footprint as effectively as possible. The company minimises potentially negative environmental impacts with an approach driven by three priorities which includes reducing GHG emissions across operations, efficient and sustainable waste management, and rental of large machinery as a service promoting a more circular economy. WellPartner specialises in rental services and utilising used and refurbished equipment, including riser systems, contributing to a circular economy by minimising the need for new equipment production and associated emissions. Additionally, the company has enhanced its sustainable practices by acquiring several, previously unused, risers from oil companies in recent years. In 2023, WellPartner acquired its fourth riser system, significantly expanding its market share in Norway. The company is also dedicating substantial effort to project planning, focusing on maximising the amount of work that can be done onshore prior to moving offshore. The company's products and equipment are also engineered for increased efficiency. This strategy is aimed at minimising the duration of operations on rigs, which are fuel and energy intensive. Given that a semi-submersible drilling rig in dynamic positioning mode can produce around 150 tonnes of tCO₂e per day, even a modest reduction in rig time can result in a notable decrease in emissions. The company is also continuously evaluating other initiatives to reduce emissions from operations, including a 2023 initiative to switch a company diesel truck with an electric one. In recent years, the company has enhanced its waste management systems, achieving an improvement in sorting efficiency. The improvement in waste management includes the introduction of a new washing facility for heavy equipment, separating oil using a closed-loop system to reduce local pollution. Furthermore, WellPartner's adoption of EcoOnline, a software facilitating a datadriven approach, marks a transition from manual methods in the management and risk assessment of chemicals. This upgrade substantially improves the monitoring and safety of chemical usage. Going forward, WellPartner is assessing possibilities to phase out the use of more hazardous chemicals.



A WellPartner HP-Riser flange about to be made-up with special tooling on the drill floor of a NCS jack-up rig.



Wellsafe Enabler; for safer and more efficient drilling operations.



HP riser ready for launch offshore.



Clean and safe work-shop facilities.

Social

For WellPartner, the health and safety of employees remains a top priority in every facet of operation. Through the implementation of an HSEQ reporting system to diligently track injury data, the company has maintained a record of zero recordable injuries since 2015. In alignment with ISO 45001 standards, the company has initiated a new program and campaign focused on promoting employee health and wellbeing. This includes entering into a new agreement with a healthcare provider for its employees, along with providing health checks and ongoing health monitoring. As a knowledge-driven company, WellPartner prioritises comprehensive training for its workforce. In response to increased activity, the company has recently onboarded new employees. WellPartner's employee training and development programs are designed to equip both new and existing employees with the essential skills and knowledge needed to perform at a high level while maintaining a strong focus on safety. This training includes external programs in technical and engineering disciplines, as well as on-the-job training, internal training on company products, and tailored workshops.

Governance

WellPartner establishes its expectations for business conduct through a set of governing documents, including Code of Conduct and dedicated policies for HSEQ, whistleblower protection, data protection, cyber security, and anti-corruption. In 2023, the policies were updated in accordance with the ISO requirements. A whistleblower channel is available for all employees to confidentially report any breaches of the Code, ensuring a robust process of follow-up without fear of repercussion for whistleblowers.

The implementation of the Norwegian Transparency Act has also prompted WellPartner to enhance its supplier code of conduct. This includes undertaking a supplier assessment, which includes various ESG criteria. Moreover, WellPartner focuses on transparency and requires documentation of supplier procedures and practices to ensure compliance with health, employee safety, and environmental standards.