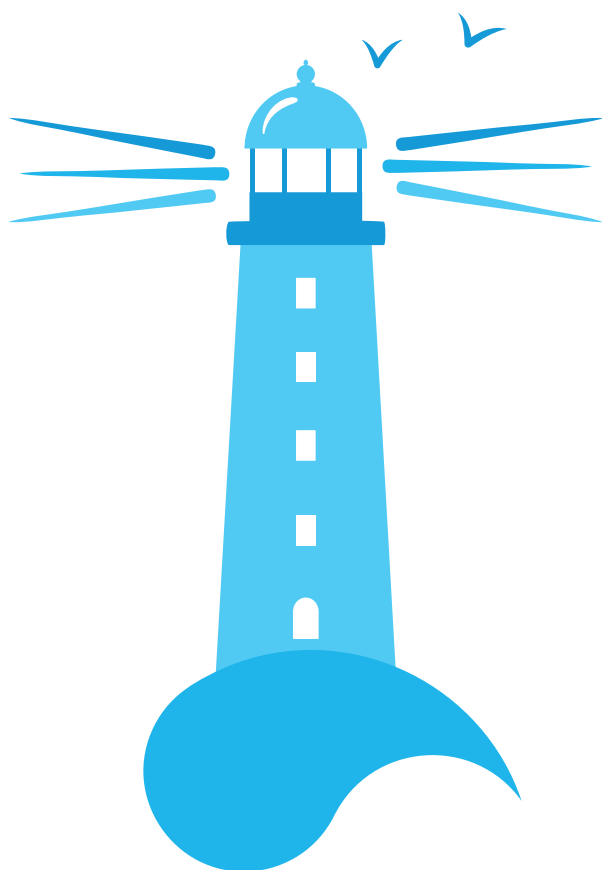


How we work with
SUSTAINABILITY
in Norva24, Norway
2020



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We want our tracks to be increasingly greener

Norva24 made a conscious choice in 2019. We decided that we wanted to be a leading environmental player in our industry. We developed an environmental strategy that was implemented in 2020/21. We have chosen to name our environmental concept “Tracks to the future”.

Norva24 is an environmental company that largely works to limit our environmental damage – in the air, water and ground. We have worked to develop and anchor the company's environmental strategy. As part of this work, we have committed ourselves to a good and thorough process of achieving the UN's 17 sustainability goals. We have set our priorities based on our own business activities and where we can have the greatest impact.

For Norva24, the year 2020 was characterized by the Covid19 pandemic, as it was in the rest of the world. Although Norva24's services are defined as socially critical, we have met both challenges and changes in the way we work, as well as challenges for customers and society in general. Together with the authorities, occupational health service, medical experts and the transfer of experience from other countries, Norva24 has managed to develop safe and good working methods to keep the services going. This has been critical for the community in areas in which we operate to maintain the operation and maintenance of underground structures such as water and drains. We are very proud of our employees who have given everything during this period, helping Norva24 to work safely and securely.

In 2020, Norva24 achieved a turnover of NOK 1.9 billion. At the same time, we strengthened our network to 54 locations. We carried out more than 300,000 jobs, increased our number of employees to over 1,300 and completed 28 acquisitions. During the same period, we led a change in the industry by increasing the level of professionalism. We have invested in technology and digitization and continue to consolidate our position in the market. We are at the start of our journey to become a market leader in Europe, and a beacon of inspiration in the maintenance of the underground infrastructure industry.

I would like to thank our employees and our customers for their good cooperation during this development and especially during the pandemic we have been facing. This good cooperation has been absolutely essential in enabling our services to be carried out in a safe and secure manner for our society.



Henrik Damgaard
CEO

Mobile: +47 90 77 29 43

E-mail: henrik.damgaard@norva24.no



**TRACKS TO
THE FUTURE**

How we work with sustainability

The authorities and the market are placing higher and higher demands on businesses to take environmental responsibility. Many different interest groups are pressing for information on the environmental impact of businesses. Norva24 wishes to share information about our environmental work.

In addition, we have chosen to include our focus on social responsibility. How we work with sustainability is distributed to all Norva24 employees, as well as to customers and other partners. It is also shared on our web pages.

Our focus on environmental work

FOCUSING ON THE ENVIRONMENT – EVERY SINGLE DAY

Environmental work is an important part of our everyday life. Our services are important contributors to a greener society, as well as being absolutely necessary for society to continue to function. Many of the tools and equipment we use still require a lot of energy and fuel. It is therefore important to find the correct balance. The job needs to be done, but we will be even better at doing it in an environmentally efficient way. Therefore one of our goals is to reduce our relative energy consumption.

We are always looking to the future. Adapting to new requirements while working to develop environmentally efficient methods, solutions and services (Green services). We are constantly working to improve the environmental culture in our company, so we are confident that we all are heading in the same direction. The goal is to become a leading environmental player in our industry.

But we can't do it all at once. We are moving at a pace that is consistent with our operations. We are moving forward and have one goal in mind – to make our tracks increasingly greener.

A GREENER FOOTPRINT

Our environmental work is part of a long-term process.





This is Norva24

The Norva24 Group was established in 2015, when a number of smaller local companies merged and formed a larger group across regions. Today our biggest presence is in Northern Europe, with locations in Norway, Sweden, Denmark and Germany. We provide a wide range of services to private operators, the corporate market and public authorities. In addition, we collaborate with a number of major operators with responsibility for providing underground infrastructure.

A YOUNG COMPANY WITH A LONG HISTORY

Despite Norva24's young age, our history stretches far back in time. Our oldest local division started supplying septic services by horse and cart – way back in 1919. All our divisions have their unique and exciting history, and together we have around 300 years of experience!

WIDE RANGE OF SERVICES AND QUALITY AT EVERY STAGE

Our diversity of skilled employees ensures that good quality work is always delivered at the agreed time. We offer a wide range of services in the fields of flushing, draining, industrial, pipes and hazardous waste. We clear pipes when they are blocked, flush them out when they are polluted and drain them when they are full – and we always maintain and clear up.

LOCAL KNOWLEDGE AND NATIONAL STRENGTH

Our local presence is important in being able to provide the best service to all our customers. We know the local markets well and are quickly on site when the need arises. At the same time, our national coverage enables us to offer our customers even more services and more capacity than before. So you get the best of both worlds!

***You can
rely on us
– We always
help!***



Our services

Quality, service and cost-effective solutions at every stage



Emptying



Pressure



Pipes



Hazardous Waste



Industrial

SOLUTIONS FOR MOST INDUSTRIES

Norva24 has long experience in providing services to businesses, municipalities, inter-authority companies and the private sector. We have a wide range of services, which means that we have customers in many different industries. From public and municipal companies to large industrial companies, utilities and national corporations, to contractors and real estate companies, hotels and restaurants as well as the private sector. We have solutions for most – both large as small customers. Our unique documentation and reporting systems make it easy for you to follow the project from start to finish.

LOCAL PRESENCE WITH NATIONAL COVERAGE

We have local divisions spread across several countries and municipalities, which ensure a local presence in the execution of projects. Our proximity to our customers gives us great flexibility – we'll come when you need us! Excellent local knowledge and close customer contact give our customers the confidence that the job will be done, as and when it should. Broad professional

competence across divisions and state-of-the-art equipment ensure that we can always offer the best solution for your project – and quality at every stage of the process. Local knowledge and national strength – for optimal deliveries.

ENVIRONMENTALLY FRIENDLY SOLUTIONS

Our salespeople and others who have contact with customers always advise the customer on the most environmentally friendly solutions. This includes the entire process from e.g. draining the septic tank and transport through to composting the sludge. In tendering processes, we try to motivate municipalities and inter-authority companies to choose environmentally friendly solutions, such as drainage technology and the improvement of routes using our proprietary sludge handling system.

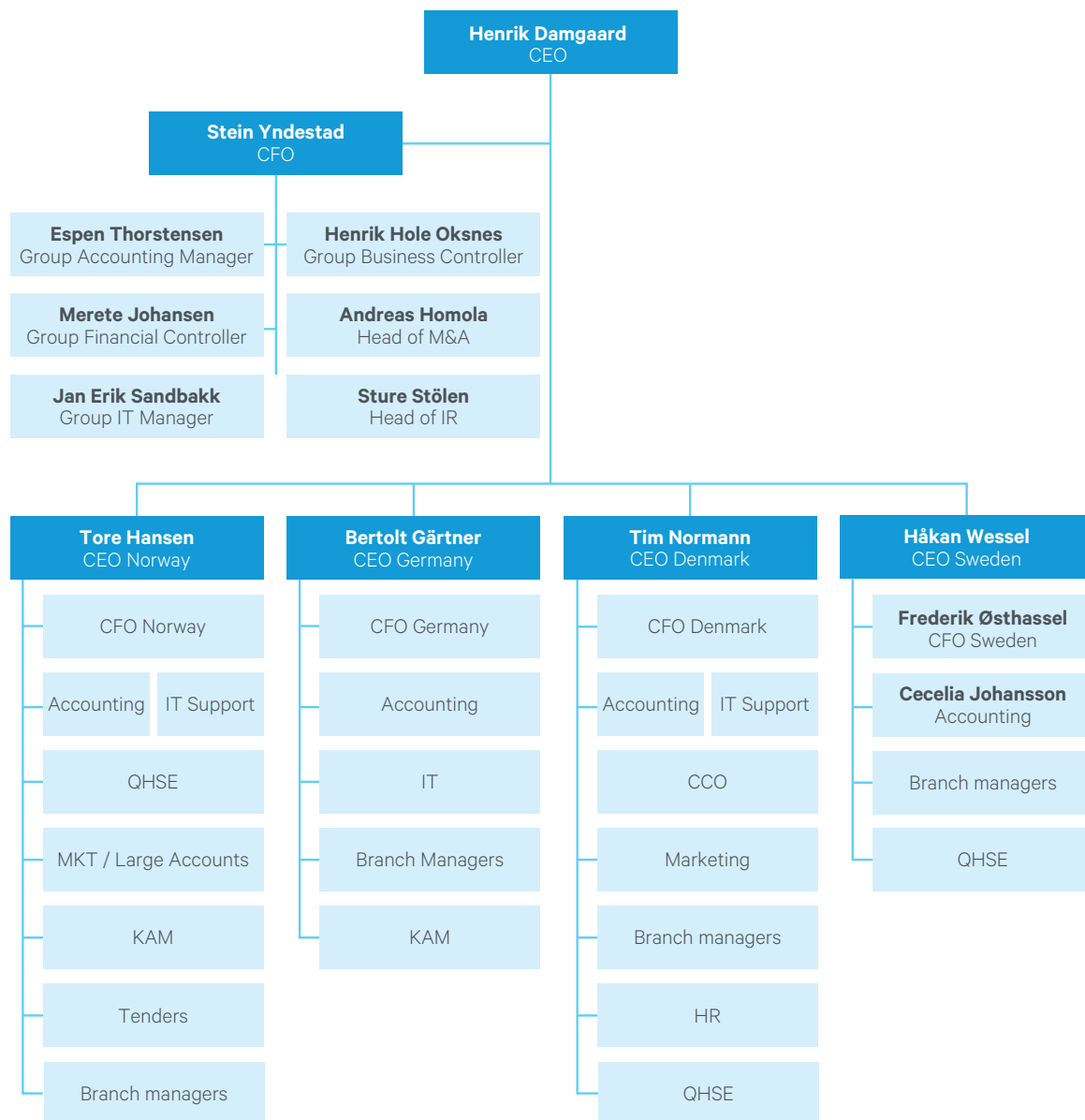


Organization

Norva24 was established in 2015 when a number of local companies merged. This was the basis for the Norva24 that we know today. The local divisions continue to exist as before, so we retain the local sense of belonging and all the positive aspects this involves. Our local knowledge is one of

the most important things we bring to the Norva24 constellation. At the same time, the merger has given us a strength that crosses regions and countries, which among other things enables us to offer our customers even more services than before.

*Local knowledge and national strength
– to the benefit of our customers*



Geographical expansion

Norva24 has grown from just 3 locations in 2015 to over 60 locations in 2021.

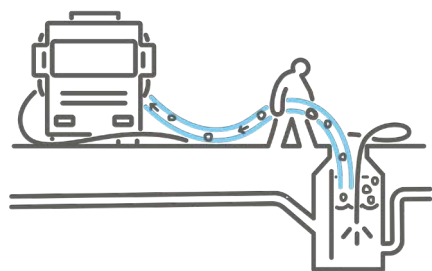


Our divisions

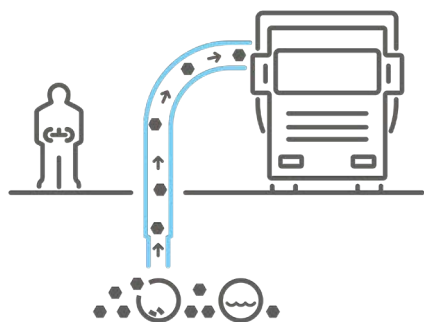
The Norva24 Group comprises several well-established companies in the water and drainage industry, in Norway, Sweden, Denmark and Germany. Our local presence is important in being able to provide the best service to all our customers. We know the local markets well and are quickly on site when the

need arises. At the same time, our national coverage enables us to offer our customers even more services and more capacity than before.

Together, we shall ensure that you are always taken care of in the best possible way.



Approx. **1 300**
employees



600
special vehicles

COMPANIES IN NORWAY

- N24 Flagstad
- N24 Grenland
- N24 Birkeland
- N24 Kjelsberg Transport
- N24 Miljøservice
- N24 Øst
- N24 Ringerike Septikservice
- N24 Spyleteknikk
- N24 Sørmiljø
- N24 Østfold Høytrykk
- N24 Bergen Rørinspeksjon

COMPANIES IN DENMARK

- N24 Danmark

COMPANIES IN SWEDEN

- N24 Sverige
- N24 Söderlindhs
- N24 Miljövisjon
- N24 LGT
- N24 Solna Högtrycksspolning
- N24 GJ & son
- N24 Malmberg Miljöhantering
- N24 Ulvsby Miljö AB
- N24 GR Avloppsrensning

COMPANIES IN GERMANY

- N24 ExRohr
- N24 Kanal Türpe
- N24 Rohrrinigung Falkenhagen
- N24 Behne Entsorgungsservice
- N24 MAYER Kanalmanagement
- N24 AWT Decker

FACTS ABOUT THE NORVA24 GROUP

- Turnover of NOK 1.9 billion
- 600 special vehicles
- Approx. 1 300 employees

(Updated 30/06/2021)



Management System Certificate

To certify conformity with // Godkjent overensstemmelse med
the Management System Requirements of // Styresystemkravene i henhold til

NS-EN ISO 9001:2015
NS-EN ISO 14001:2015

awarded // tildelt

NORVA²⁴
Norva24 AS
Gardermoen 13, 1678 Styrn

Manufacturing/supplying following products/services:
for produksjon/leveranse av følgende produkter/tjenester:

Howeider/tjenester:
Tjenester knyttet til forretningsutvikling, strategiprosesser,
anbudskontrakter, økonomi og ledelsesprosesser, drift av IKT-løsninger
herunder KIMS styringssystem for tilknyttede bedrifter.

Leveranser av samtemperanter, spyletjenester, rørtjenester,
fælig avfall og industrijettenester.

Certificate No. // Sertifikat nr.:
922

First issued // Utstedt første gang: 2010-10-25

Last expiry // Forrige utløp: 2019-10-25

Last recertification // Siste resertifisering: 2019-10-04

Valid until // Gyldig til: 2022-10-25

Issued // Utstedt: 2010-10-25

Audit Annual // Oppfølging: Årlig

Per Ole Hansrud
Managing Director // Daglig leder

Andreas Hordoy
Lead Auditor // Revisjonsleder



Kiwa Teknologisk Institutt
Sertifisering AS
Kjellermyrsveien 1, 0666 Oslo

Management System Certificate

To certify conformity with // Godkjent overensstemmelse med
the Management System Requirements of // Styresystemkravene i henhold til

NS-EN ISO 9001:2015
NS-EN ISO 14001:2015

awarded // tildelt

NORVA²⁴
Spyleteknikk
Norva24 Spyleteknikk
Folunveien 88, 35 16 Hønefoss

Manufacturing/supplying following products/services:
for produksjon/leveranse av følgende produkter/tjenester:

Leveranser av lørmøtjenester, spyletjenester, rørtjenester,
fælig avfall og industrijettenester.

Tømming vilt og terre masser herunder septik, sandfang, forurensete masser, ol-
jeutskille, spillole, ADR. Spyling av tette rør og avløp, tak- og fæddavask,
rørreparasjon, tving av frosne rør, lekkasjesøk i rør, rens, sanering og fjerning av
oljetanker, gassmåling, fjerning av fælig avfall, tankvask,
høytrykkspyling, vask av tunnel.

Sub-Certificate No. // Undersertifikat nr.:
7 - 922

First issued // Utstedt første gang: 2020-01-21

Valid until // Gyldig til: 2022-10-25

Issued // Utstedt: 2020-01-21

Audit Annual // Oppfølging: Årlig

Per Ole Hansrud
Managing Director // Daglig leder

Andreas Hordoy
Lead Auditor // Revisjonsleder



Kiwa Teknologisk Institutt
Sertifisering AS
Kjellermyrsveien 1, 0666 Oslo

Management System Certificate

To certify conformity with // Godkjent overensstemmelse med
the Management System Requirements of // Styresystemkravene i henhold til

NS-EN ISO 9001:2015
NS-EN ISO 14001:2015

awarded // tildelt

NORVA²⁴
Vest
Norva24 Vest
Sivengen 32, 6160 Dalemyra

Manufacturing/supplying following products/services:
for produksjon/leveranse av følgende produkter/tjenester:

Leveranser av samtemperanter, spyletjenester, rørtjenester,
fælig avfall og industrijettenester.

Tømming vilt og terre masser herunder septik,
sandfang, forurensete masser, oljeutskille, spillole, ADR.
Mobil avrenning, spyling av tette rør og avløp, tak- og fæddavask,
trykkløst av rør, rensing, rørreparasjon, trykkløst kontroll,
punktreparasjon av rør, tving av frosne rør, lekkasjesøk i rør,
rens, sanering og fjerning av oljetanker, gassmåling, fjerning av
fælig avfall, tankvask, høytrykkspyling, sirkulasjonsvask,
fæddedisse, vask av tunnel, ultrahøytryk, vassrensing,
kompostering og salg av jordprodukt, utløp BES vakter.

Sub-Certificate No. // Undersertifikat nr.:
1 - 922

First issued // Utstedt første gang: 2010-10-25

Last expiry // Forrige utløp: 2019-10-25

Last recertification // Siste resertifisering: 2019-10-04

Valid until // Gyldig til: 2022-10-25

Issued // Utstedt: 2010-10-25

Audit Annual // Oppfølging: Årlig

This is a multi-site certificate. The sites are listed on separate pages

Dette er et flerlokasjons-sertifikat. Lokasjonene er listet på egne ark.

Per Ole Hansrud
Managing Director // Daglig leder

Andreas Hordoy
Lead Auditor // Revisjonsleder



Kiwa Teknologisk Institutt
Sertifisering AS
Kjellermyrsveien 1, 0666 Oslo

Vision and strategy

In terms of quality and environmental work, our vision means that we shall help set standards for how the industry shall develop and contribute to good quality and environmental work in the future.

Thanks to our ISO 9001 and ISO 14001 certification, we are able to work more closely with the company's quality

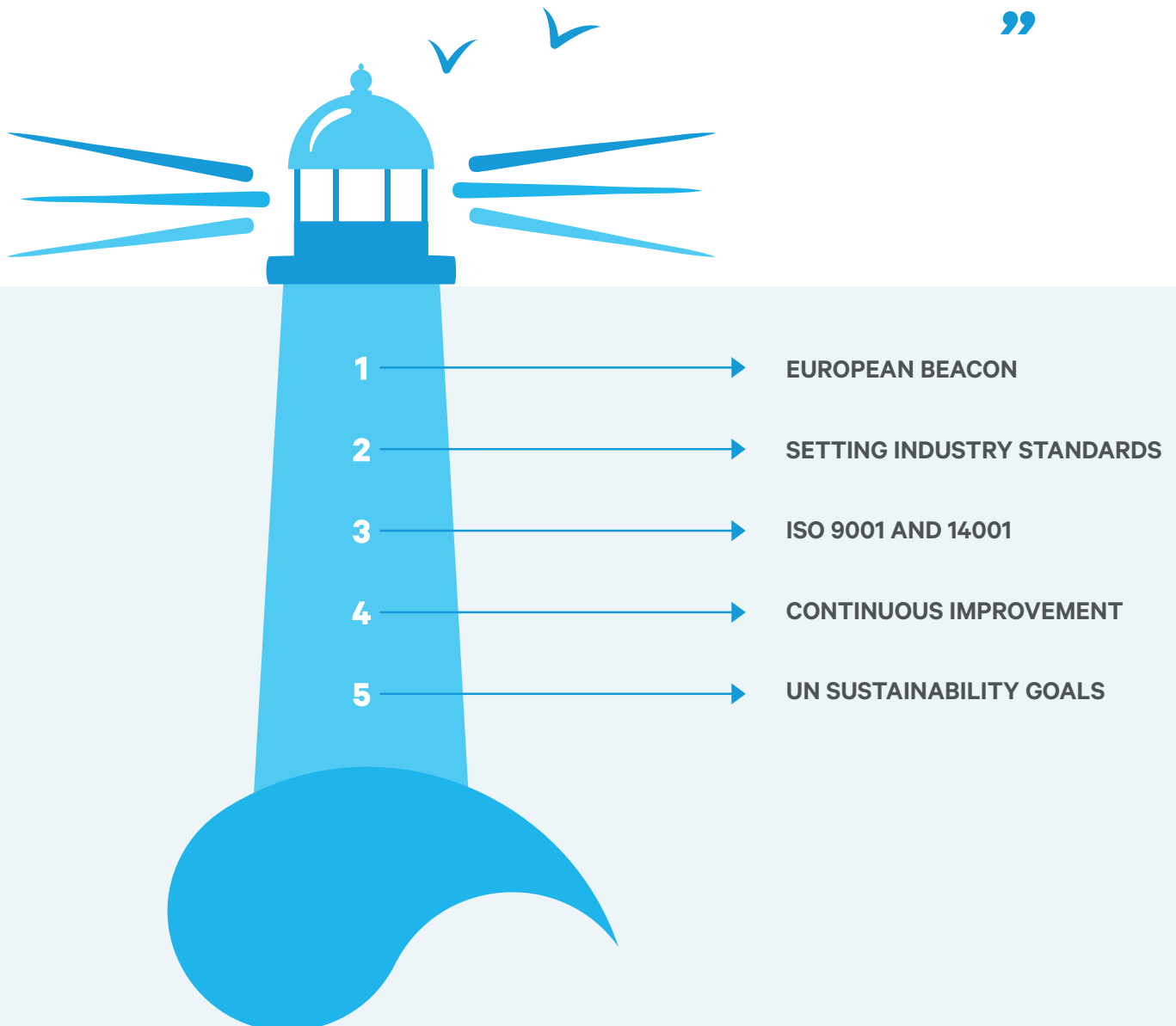
systems and processes. These contribute to increased efficiency and customer satisfaction, and a higher level of repeat purchases. We do this by meeting the customer's requirements and expectations and by delivering more than expected. And we are able to work smarter, saving time, money and resources.

“

The long-term vision of Norva24 is to establish a European beacon and become the market leader in our industry.

Norva24 shall be the leading company and an inspiration within Europe.

”



Our values



TRUST

Our actions help build trust with everyone we meet in our everyday lives.

We keep our promises

- We come at the agreed time
- We deliver as agreed
- We deliver within the deadline
- If we have problems keeping an appointment, we will let you know and help you find a solution

We are efficient and always deliver quality

- We get things done quickly and efficiently – but never at the expense of quality
- We make sure that we keep up to date with the profession, so we can always deliver the best service to the customer.

We respect everyone we meet in our everyday lives – and we see and show an understanding of their needs

- We respect everyone we meet in our everyday lives
- We listen and try to understand others
- We consider the feelings of others



PASSION

We are passionate about what we do – which makes everyone happy!

We face challenges head on and do not give up until the problem is resolved

- We always try to find good solutions when something unforeseen occurs
- We ask for help if we need it

We always help – regardless!

- We are attentive, maybe someone needs our help
- We are available to help others, although it may not necessarily benefit us

With our commitment and positive energy, we are good colleagues and ambassadors for our job

- We are cheerful and positive in our meetings with others
- We show interest and commitment to what we do
- We use other Norva divisions when we need assistance
- We think positively about others
- We boast when someone deserves it

Norva24 Norge

– a review of the year 2020

Norva24 is a company that carries out tasks of a socially critical nature. We do this by keeping the water and drain network in good condition with preventive maintenance and at the same time assisting in emergency situations 24 hours a day, every day of the year. We take our social responsibility seriously and do everything we can to live up to our slogan – We always help!

Norva24 Norge has expanded rapidly since it began five years ago, and is now Norway's largest operator in its field of expertise (UIM – Underground Infrastructure Maintenance). We are still working on further local representation in Norway, so that we can help our customers in even more areas of the country. In 2020, we also expanded local representation in our extensive country.

Norva24 also demonstrated good results in 2020, thus creating a solid foundation on which to build. It has been a special year for everyone, but we have still managed to maintain full operation and functioning of Norwegian infrastructure. The importance of this has also emerged clearly in the time of pandemic. We are proud of the efforts all our employees have made during this period of complete uncertainty and frequent lockdowns caused by local outbreaks of Covid19.

This shows the level of commitment and willingness within the organization that benefits society and customers.

Throughout 2020, we worked hard every day to be the preferred partner for companies, public agencies and private customers, as well as having an environment and internal conditions that attract and develop skilled labour. This has been a year when we as a company have really lived up to our motto – We always help!



Tore Hansen
CEO Norge

Mobile: +47 400 12 040

E-mail: tore.hansen@norva24.no

ALWAYS HERE
TO HELP!

Norva24 Norge

General Managers

Bergen Rørinspeksjon



TROND DALE
General Manager

M: +47 994 03 737
E: trond.dale@norva24.no

Birkeland



KENNETH BIRKELAND
Divisional Director

M: +47 57 78 11 70
E: kenneth.birkeland@norva24.no

Flagstad



JAN FLAGSTAD
General Manager

M: +47 62 59 11 00
E: jan.flagstad@norva24.no

Kjelsberg Transport



SVEIN IDAR KJELSBERG
General Manager

M: +47 474 65 007
E: svein.idar.kjelsberg@norva24.no

Miljøservice



ERIK KARLSEN
Divisional Director

M: +47 900 66 648
E: erik.karlsen@norva24.no

N24 Øst



TOMMY PEDERSEN
General Manager

M: +47 455 12 161
E: tommy.pedersen@norva24.no

Ringerike Septikservice



IVAN GAMMELSETER
General Manager

M: +47 922 33 069
E: ivan.gammelseter@norva24.no

Spyleteknikk



JØRN AHO
General Manager

M: +47 33 31 82 30
E: jorn.aho@norva24.no

Sørmiljø



INGE BERGLAND
General Manager

M: +47 469 06 870
E: inge.bergland@norva24.no

Østfold Høytrykk

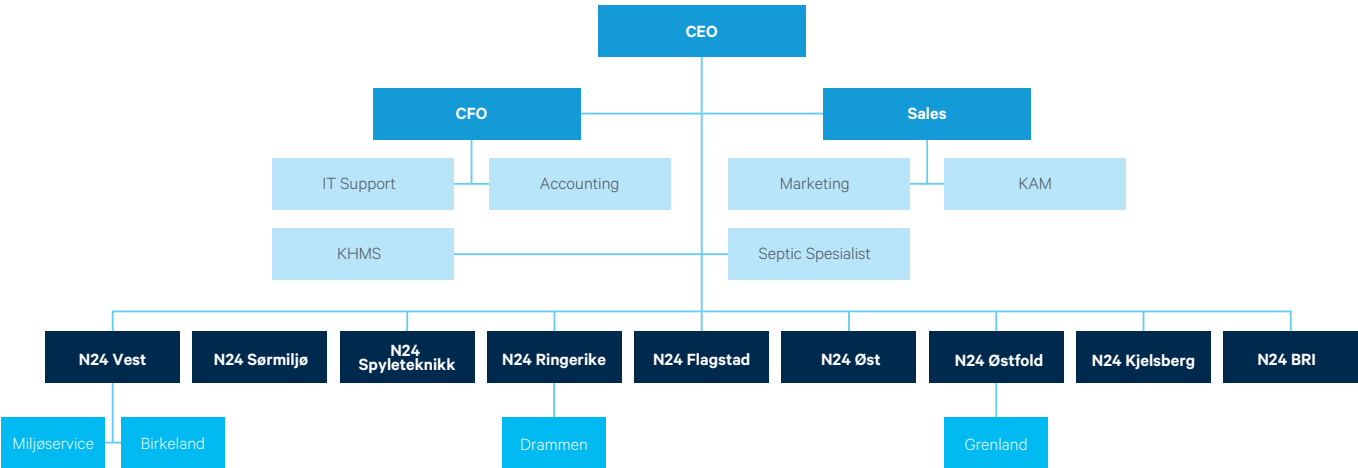


BJØRN FALLANG
General Manager

M: +47 69 35 59 59
E: bjorn.fallang@norva24.no

Norva24 Norge

Organization



Norva24 Norge

QHSE policy



PER INGE KALSTAD
QHSE Manager
Norva24 Norge

ZERO VISION

Our work shall be based on a vision of causing zero harm to personnel and the external environment. Norva24 shall engage in continuous improvement and become an industry leader in the field of occupational safety.

WE SHALL DELIVER MORE THAN EXPECTED

We are competent, energetic, positive and reliable. Our deliveries shall exceed our customers' needs and expectations in terms of quality, efficiency, environmental and system solutions in all our business concepts. Through our work on supplier development and customer dialogue, we shall focus on quality and environmental considerations through the entire value chain within our business activities.

OUR COMMUNITY ENGAGEMENT SHALL CHARACTERIZE OUR CORPORATE CULTURE

Local ownership and consideration for the local community is important to us. We shall practise this by engaging in the development of local business, youth work and the local environment. We shall show willingness and courage to invest in the development of our companies. Continuous improvement, development projects and employee involvement shall characterize our working day.

Good environmental performance shall govern our day-to-day operations and development. We shall be able to offer the most environmentally friendly technology in the sludge and septic handling market at all times, and work continuously to improve our environmental performance in our other business activities. All employees shall know the benefits and effects of our environmental technology and ensure that it is used optimally in our companies. We have a personal responsibility to comply with environmental management processes in water and energy consumption, handling, use and transfer of chemicals, transport and

logistics, waste management and disposal, and the reuse of resources. We shall always conduct our business in accordance with laws and regulations and in such a way that our activities have as little impact as possible on the external environment.

COMMITMENT AND INVOLVEMENT SHALL CHARACTERIZE OUR WORKING ENVIRONMENT

Our working environment shall be characterized by a safe and good working environment, well-being, friendship, commitment and employee involvement. We have a personal responsibility to live by our ethical rules and to show consideration for our fellow human beings and our surroundings. We shall work systematically on improving health, safety and the environment, and have an open culture.

OUR RESOURCE MANAGEMENT SHALL CREATE A SUSTAINABLE BOTTOM LINE

Through our business strategy, we shall contribute to creating solid companies, economic growth and jobs in our local communities. Our ethical rules shall govern how we behave in relation to each other and the environment. We shall consider our neighbours by keeping the area tidy and well organized, as we shall when we are out on a job.

OUR ALCOHOL AND DRUGS POLICY

We shall not accept any employees or other personnel carrying out work on behalf of the company consuming or being under the influence of alcohol and drugs during working hours. In particular, we refer to the Road Traffic Act, Section 22b, Compulsory Abstinence. The ban on alcohol shall apply for a period of 8 hours before starting work.

OUR VIOLENCE AND HARASSMENT POLICY

Our violence and harassment policies are described in EQS ID – Policy – Violence and harassment.

Our quality and environmental certifications

QUALITY, HEALTH, ENVIRONMENTAL AND SAFETY WORK – THE COMPANY’S FOUNDATION

At Norva24, it is important that our services and tasks are carried out with high quality and precision. Norva24 aims to be the industry’s “beacon” in quality, health, environmental and safety work. For Norva24 Norge, it is important to promote participation by all employees so that we achieve the best possible continuous improvement within the working environment, work processes, external environmental work, social responsibility, etc.

QHSE MANAGEMENT SYSTEM ACCORDING TO REQUIREMENTS OF THE NORWEGIAN INTERNAL CONTROL REGULATIONS

Norva24 Norge’s QHSE management system is built to meet the requirements of HSE legislation, Internal Control Regulations, ISO 9001 (Quality) and ISO 14001 (External Environment) standards. The management system is web-based and available on all platforms such as PC, mobile and tablet. This always makes the information available and up to date.

NS-EN ISO 9001 QUALITY CONTROL

NS-EN ISO 9001 is the world’s most recognized standard for quality control. The standard means that Norva24 works closely with the company’s quality work and processes. The ISO certification helps to increase efficiency and customer satisfaction.

N24 Vest (Birkeland and Miljøservice) has been certified to this standard since 2010. The remaining operating companies in Norway were certified to this standard in 2019 by KIWA.

NS-EN ISO 14001 ENVIRONMENTAL MANAGEMENT

Society, authorities, customers and Norva24 expect companies to take greater responsibility for the environment. Companies must also address increasingly stringent environmental laws and taxes. The standard means that Norva24 actively promotes continuous improvement of our environmental performance.

N24 Vest (Birkeland and Miljøservice) has been certified to this standard since 2010. The remaining operating companies in Norway were certified to this standard in 2019 by KIWA.

PRE-QUALIFICATION AND MEMBERSHIP

All our Norwegian operating companies are strategically pre-qualified and members of various schemes/certifications that collect and validate supplier data on the Norwegian market. This gives our customers and potential customers the opportunity to assess Norva24 as a supplier in a safe and good way.



Environmental strategy

– What tracks do we want to leave behind?

The Norva24 Group is an environmental company that largely works to limit our environmental damage – in the air, water and ground. Since 2019, we have worked to develop and anchor the company's environmental strategy. As part of this work,

we have committed ourselves to a good and thorough process of achieving the UN's 17 sustainability goals. We have set our priorities based on our own business activities and where we can have the greatest impact.



UN SUSTAINABILITY GOALS

Our environmental work is anchored in the UN's sustainability goals, which is the world's joint schedule to limit climate change, among other things, until 2030. Our two focus areas are based on sustainability goals 6 and 7.



What our two focus areas mean in practice:

Green services contribute to goal no. 6 by:

- protecting and creating clean drinking water
- improving sanitation
- reducing pollution and wastewater
- protecting and restoring aquatic ecosystems

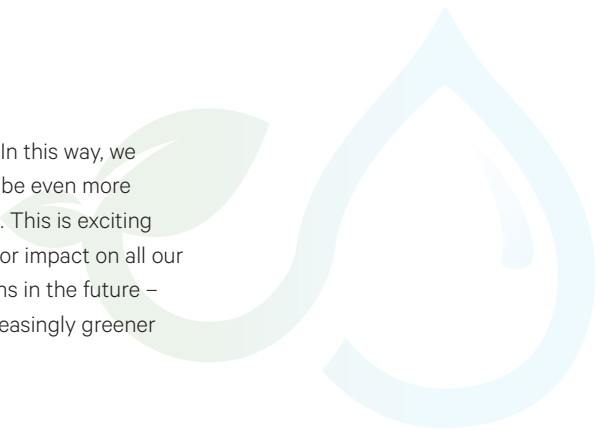
Environmentally efficient energy

consumption aims to reduce our relative energy consumption. In this way, we contribute to increased energy efficiency, which is one of the sub-goals of goal no. 7.

Greener services

Norva24 delivers services that contribute to a greener society. We replace old and damaged pipes to prevent leakage, use mobile drainage technology to reduce transport, use recycling technology to save water, etc. Our goal is to further develop our services to benefit the environment. We are also working to develop new green services. Technology, methods and partners

are important keywords. In this way, we can help our partners to be even more environmentally efficient. This is exciting work that will have a major impact on all our companies and operations in the future – and help us to leave increasingly greener tracks.



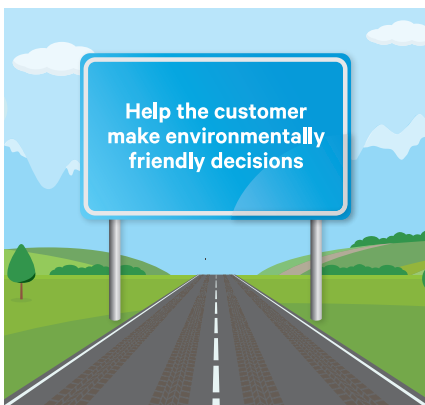
WHAT DOES THIS MEAN IN PRACTICE?

- Green services are visible to our customers and employees
- We further develop our methods and use technology to be more environmentally friendly within our existing services
- We use new technology to minimize waste and optimize maintenance



WHAT DOES THIS MEAN IN PRACTICE?

- We are curious about our customers' needs and challenges
- We involve the customer in mapping their needs to our services
- We stay up to date with the latest technology and how it can create environmental benefits
- We invest resources in developing and testing new solutions
- We run projects together with students and environmental researchers



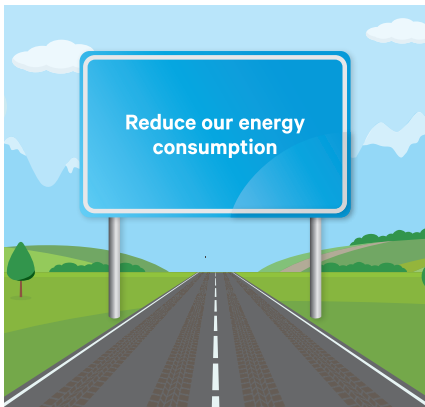
WHAT DOES THIS MEAN IN PRACTICE?

- We must make it easy for the customer to make green choices
- We have knowledge of services and environmental benefits
- We provide documentation to the customer to add value to their environmental reporting
- We support tender processes with our environmental competences

Environmentally efficient energy consumption

Norva24 will always be dependent on using energy and fuel to carry out our services. It is important for us to always look for alternatives and more environmentally friendly solutions. But we can make a difference, for example by changing processes and attitudes. We invest a lot

of resources in our environmental work, for example through dedicated employees who work on potential environmental improvements, mapping, measurements and goals. This work will have a major impact on the tracks we leave behind in the future.



WHAT DOES THIS MEAN IN PRACTICE?

- We switch off equipment, computers, compressors, lights and other systems when leaving a room
- We follow maintenance instructions to ensure the sustainability of equipment
- We use energy efficient light bulbs
- We have day/night temperatures in buildings and optimize air conditioning
- We sort waste and recycle



WHAT DOES THIS MEAN IN PRACTICE?

- We switch off engines and other equipment when not in use and avoid unnecessary idling
- We drive environmentally efficient and preset routes to reduce mileage
- We drive defensively and economically
- We always make sure that tyre pressure is correct
- We always try to optimize vehicle capacity to reduce the number of journeys
- We use fleet management and route optimization
- We perform preventive maintenance of machinery and equipment
- We optimize our use of machinery and equipment

Social responsibility

NORVA24 STRIVES TO PROMOTE A HEALTHY WORKPLACE

Healthy and motivated employees are key factors in the success of Norva24 Norge. Norva24 Norge strives to promote a healthy workplace that increases quality of life through increased job satisfaction and fewer job-related health complaints.

EXAMPLES OF HOW NORVA24 PROMOTES A HEALTHY WORKPLACE:

- Continuous improvement of the QHSE safety system
- Management focus on health
- Improvement of routines and practices for analysing impacts on health
- Actively promoting inclusion and prevention

- Well established protection organizations
- Focus on processes
- Professional and personal development
- Involvement at all levels
- Management development
- Recognition of employees
- Meaningful work tasks
- Adaptation of work tasks

OUR COMMUNITY ENGAGEMENT SHALL CHARACTERIZE OUR CORPORATE CULTURE

For Norva24, local presence and anchoring are important. We have long experience and good knowledge of the local community. Norva24 aims to contribute to positive development and growth in the local community.

WE SHALL BE COMMITTED TO:

- Development of local business
- Work for young people and the local environment
- Our own company – Showing willingness and courage to invest
- Continuous company improvement
- Each other – Involvement of employees is part of the working day

Norva24 aims to take responsibility for the local community and society in general. We assess our social responsibility in everything we do. Norva24 has various goals that shall ensure how the company carries out its social responsibility.

Norva24 is committed to young people

For Norva24, it is important to dare to invest in young people. Children and young people are the future generation that shall continue the work we have begun. It is important to contribute with opportunities, creating the right values, attitudes and culture so that we safeguard the future for both young people and the elderly.

- Norva24 aims to create opportunities while we ensure future recruitment
- Norva24 provides apprenticeships for school students



Apprenticeships

Norva24 is committed to taking on new apprentices. This is important for both recruitment and work that creates an attitude with existing employees. It requires a lot from both the apprentice and the employees in such a process to ensure that the apprentice successfully completes their training. Norva24 Norge aims to continuously take on apprentices every year.

Norva24 Norge currently has 7 apprentices.

Norva24 Norge is also actively working with NAV, the Norwegian Labour and Welfare Administration, to provide services to disadvantaged people in society. Several of our operating companies offer work training, etc.

Our resource management shall create a sustainable bottom line

- Norva24 shall increase its profits by focusing on the environment, contributing to local communities and streamlining operations.
- We place emphasis on a modern car park, equipment and ISO certification.
- We are undertaking significant work on continuous improvement in QHSE and providing good conditions for all employees.
- We are focusing on ethical attitudes and the local sense of belonging. We believe that this gives us an increased and sustainable bottom line.

PERSONAL RESPONSIBILITY

At Norva24, we believe that everyone has a personal responsibility to create a good working environment with a high level of well-being, participation and commitment.



Every Norva24 employee is responsible for:

- Ensuring that everyone shall contribute to sustainable development, thereby ensuring good workplaces for the individual.

Contact information

NORVA 24 BIRKELAND

Tel: +47 57 78 11 70(Sløvåg)
Emergency tel: +47 97 01 00 92
Email: slovag@norva24.no
Address: Sløvågen 16, 5960 Dalsøyra
Company no: 971057440

NORVA24 MILJØSERVICE

Tel: +47 57 87 46 66
Emergency tel: +47 90 87 51 11
Email: stryn@norva24.no
Address: Grandevegen 13, 6783 Stryn
Company no: 971057440

NORVA24 FLAGSTAD

Tel: +47 62 59 11 00
Emergency tel: +47 95 29 80 75
Email: flagstad@norva24.no
Address: Østrovegen 19, 2340 Løten
Company no: 998326648

NORVA24 RINGERIKE

Tel: +47 32 17 13 90
Emergency tel: +47 32 17 13 90
Email: ringerike@norva24.no
Address: Follummoveien 88, 3516 Hønefoss
Company no: 945559705

NORVA24 GRENLAND

Tel: +47 90 75 14 18
Emergency tel: +47 90 75 14 18
Email: grenland@norva24.no
Address: Herøya Industripark, Bygg 125, 3936 Porsgrunn
Company no: 984382286

NORVA24 KJELSBERG TRANSPORT

Tel: +47 91 88 41 23 / +47 72 85 32 94
Emergency tel: : +47 91 88 41 23
Email: post@kjelsbergtransport.no
Address: Åsvegen 164, 7224 Melhus
Company no: 925704458

NORVA24 ØSTFOLD HØYTRYKK

Tel: +47 69 35 59 59
Emergency tel: +47 69 35 59 59
Email: ostfoldhoytrykk@norva24.no
Address: Strykerveien 20, 1658 Torp
Company no: 984382286

NORVA24 SPYLETEKNIKK

Tel: +47 33 31 82 30
Emergency tel: +47 33 31 82 30
Email: spyleteknikk@norva24.no
Address: Nordre Fokserød 21, 3241 Sandefjord
Company no: 888299092

NORVA24 SØRMILJØ

Tel: +47 38 00 38 00
Emergency tel: +47 38 00 38 00
Email: sormiljo@norva24.no
Address: Holskogveien 80, 4624 Kristiansand S
Company no: 915684092

NORVA24 ØST

Tel: +47 22 30 00 37
Emergency tel: +47 22 30 00 37
Email: ost@norva24.no
Address: Holtbråveien 68, 1449 Drøbak
Company no: 951141836

NORVA24 BERGEN RØRINSPEKSJON

Tel: +47 55 93 37 00
Emergency tel: +47 91 17 00 00
Email: bri@norva24.no
Address: Nedrebergeveien 15, 5178 Loddefjord
Company no: 989068156



NORVA24.NO