



SUSTAINABILITY REPORT 2018 & 2019

TABLE OF CONTENTS

FOREWORD	3
MISSION	6
OPERATIONS AND SERVICES	10
HISTORY	12
HIGHLIGHTS	17
TRANSPARENCY OF OPERATIONS	22
GLOBAL COMPACT TRANSPARENCY	24
GHG EMISSION TRANSPARENCY	28
DIVERSITY TRANSPARENCY	30
SUSTAINABLE FUTURE	34
ANNEX 1	36
REFERENCES	37
CONTACT INFORMATION	38

Cover Image: Taveuni, Fiji (from GH-SUS)

FOREWORD

This *Sustainability Report 2018 & 2019* covers a period of important change and opportunity for GH Sustainability. In June 2018, GH Sustainability A/S was established as a separate company through the restructuring of Grue & Hornstrup A/S, and moved offices to Copenhagen, Denmark in July 2019. At the same time, we changed our operating model to allow for greater flexibility in providing our services along with corporate partners and consultants around the world. This change increased our opportunity to be both geographically present and diverse.

This is our company's first sustainability report, where our stakeholders will find key information on the sustainability of our company's activities between June 2018 and December 2019. We have chosen to report selected information of our environmental, social, and governance impacts based on the Global Reporting Initiative (GRI) Standard, and compliance with the UN Global Compact. Noting that our reporting is performed within our resources as a micro-business (<10 employees), and all information found in this report is self-verified

In 2018 and 2019 we succeeded in our mission to further the paradigm of sustainability within the world around us, while providing innovative solutions worldwide. In this period, we assisted countries in sustainable efforts to mitigate and adapt to the threats of climate change, while increasing transparency along with facilitating greener development. In this manner, sharing our work efforts and impacts in this Sustainability Report is a part of our company's way to demonstrate our commitment to our mission and our stakeholders.

Douglas A. Marett
CEO at GH Sustainability



MISSION

TO FURTHER THE PARADIGM OF SUSTAINABILITY
WITHIN THE WORLD AROUND US

STAYING ON MISSION

The scope of GH Sustainability's services relates specifically to three areas: **Sustainable Solutions, Energy & Environment, and Climate Change**. Synergistically, our services in these areas work to ensure that we stay on mission, which is *"to further the paradigm of sustainability within the world around us"*. The activities we address in each service area mentioned above are unique and tailored to provide both our clients and partners with concrete means to achieve real sustainable impacts.

GH Sustainability's two decades long experience in these services areas enabled us to constantly innovate and become a sustainable solution provider in over 35 countries around the globe. We understand that each project and country is different, which is why we work to ensure that the relationships built with partners and clients reflect the opportunities, challenges, and synergies of their unique systems.

Our approach is to also lead this sustainable shift by example, which means that we seek to hold ourselves accountable for our own impacts in the work that we perform. As an example, in this Sustainability Report we disclose how we apply the 10 principles of the UN Global Compact, and our material impacts on greenhouse gas emissions (including how we offset GHG emissions), as well as an overview of our diversity standards.

At GH Sustainability, we are also guided by the United Nations Sustainable Development Goals (SDGs), and work to include them in both our in-house activities as well as in the work we perform alongside our clients and partners worldwide.



Kampala, Uganda (from GH-SUS)



OPERATIONS & SERVICES

OUR OPERATIONS & SERVICES

As aforementioned, GH Sustainability operates on the global stage providing consultancy services in the fields of Climate Change, Sustainable Solutions, and Energy & Environment.

The core principle in our operational model is to provide our clients with qualified expertise combined with local/regional knowledge to deliver innovative solutions that contribute to sustainable development. In order to deliver these solutions, we engage subject matter and multi-level governance experts through cooperation with our global corporate partners and expert consultants. This operational model provides quality, flexibility, and cost effectiveness, while at the same time providing knowledge transfer and capacity building outside our company.



Figure 1: Operational model of GH Sustainability

GH Sustainability provides services in the following areas to private businesses, local communities, national governments, development agencies, and multilateral institutions:

Climate Change

Our Climate Change services focus on:

- Countries commitments to, and the measuring and reporting of, their obligations under the UNFCCC and the Paris Agreement.
- Planning, financing, and implementation of GHG mitigation and adaptation / resilience actions.

Sustainable Solutions

Our Sustainable Solutions services focus on:

- Assessing material Environmental, Social and Governance (ESG) impacts and provide solutions for incremental or transformational change.
- Development of Corporate Sustainability strategies contributing to the Sustainable Development Goals.

Energy & Environment

Our Energy & Environment services focus on:

- Feasibility and due diligence for renewable energy, energy efficiency, and environmental technology applications.
- Assessment and designing solutions for energy and environmental services, including Public-Private Partnerships (PPP).

HISTORY

GH Sustainability A/S is a limited liability company registered in Denmark, whose history goes back to 1998, when international energy and environment services were provided by Grue & Hornstrup A/S located in Holstebro, Denmark.

The rise in diverse business activities of Grue & Hornstrup led to restructuring, and in June 2018, GH Sustainability was established to address international energy and environment services and projects. During 2018 and 2019, GH Sustainability was owned by Marett Holding Aps and Grue & Hornstrup A/S. GH Sustainability's residence of business was located in Holstebro until July 2019 when offices were moved to the Danish capital, Copenhagen. GH Sustainability has no registered business residence or representatives outside of Denmark.



Figure 2: A timeline of GH Sustainability



A scenic view of a tropical landscape. In the foreground, there is a dense thicket of green grass and various tropical plants. The middle ground features a large, calm bay or lagoon, with a small settlement visible on the left side. The background consists of rolling green hills under a sky filled with soft, white clouds. The overall atmosphere is peaceful and natural.

HIGHLIGHTS

2018-2019

HIGHLIGHTS

In 2018 and 2019, GH Sustainability had the pleasure to provide services in Denmark, Fiji, Indonesia, Jamaica, Kiribati, Lebanon, and Thailand. A large share of these activities related to delivering technical assistance and capacity building to governments as well as private companies engaged with renewable energy, energy efficiency, and climate change, including Nationally Determined Contributions (NDC) under the Paris Agreement. The following highlights provide a sample of some of the assignments GH Sustainability worked on during this period of time.

Feasibility Study, Solar Power Plant in Fiji

GH Sustainability, along with our partners Beca International, Erasito, and Fiji Environment, was contracted by the Global Green Growth Institute (GGGI) to prepare a full feasibility study, Environmental and Social Impact Assessment (ESIA), and Engineering Procurement and Construction tender dossier for the installation of a grid connected solar PV power station and battery storage system on Taveuni Island, Fiji. The solar power station will contribute to sustaining 100% renewable energy power generation on the island in the future. This project is a fitting example of Fiji's actions towards sustainable green growth and in reaching its NDC and international cooperation with the Korea International Cooperation Agency. This project contributes to the United Nations SGS on: Affordable Clean Energy (SDG 7), Climate Action (SDG 13), and Partnerships for the Goals (SDG 17).



Suva, Fiji (from GH-SUS)

MRV Thailand

GH Sustainability, along with our partners PwC India and Perspectives Climate Group, was contracted by *Gesellschaft für Internationale Zusammenarbeit* (GIZ) to provide technical assistance to the Government of Thailand in enhancing the Monitoring, Reporting and Verification (MRV) system for GHG emissions, mitigation, and climate change adaptation in for the energy, agriculture, waste and integrated water management sectors. This project contributes directly to Clean Water and Sanitation (SDG 6), Affordable Clean Energy (SDG 7), Climate Action (SDG 13), and Partnerships for the Goals (SDG 17) in Thailand.

Nupark Corporate Sustainability Strategy

GH Sustainability prepared a Corporate Sustainability Strategy for Nupark, which is an office park located in Holsterbro, Denmark. This strategy included the material identification of Environment, Social and Governance (ESG) impacts of Nupark's core activities, and indicators for monitoring progress in their sustainable business. Key features included environmentally sustainable and accountable business and the strengthening of existing B2B partnerships in the local area. This project contributed to the UN SDGs on Industry, Innovation, and Infrastructure (SDG 9), Affordable Clean Energy (SDG 7), and Climate Action (SDG 13).

NDC Investment Planning in Fiji and Kiribati

GH Sustainability, along with our partner Sailing for Sustainability Fiji, was contracted by the Global Green Growth institute (GGGI) to provide technical assistance to address GHG mitigation in transport and energy efficiency in Fiji and Kiribati. This included preparing project pipelines for Fiji and Kiribati, along with national investment plans that paved the way towards the NDC targets. For Kiribati, this work also included the preparation of a ten-year implementation roadmap for the sectors. This project contributes to Affordable Clean Energy (SDG 7), Climate Action (SDG 13), and Partnerships for the Goals (SDG 17) in Fiji and Kiribati.



Kiribati (GH Sustainability)



TRANSPARENCY

TRANSPARENCY OF OPERATIONS

Policy on Quality and Sustainability

This Sustainability Report is a direct effort to uplift our Quality and Sustainability framework, where we pledged that GH Sustainability would track and offset its carbon emissions from 2019 onwards. Our Quality and Sustainability Manual underscores that our environmental and sustainability policy shall focus on both the internal operations of GH Sustainability, as well as services provided to clients. The Manual also highlights that, when possible, GH Sustainability shall work to reduce its environmental impact and enhance positive social impacts while applying ethical business practices.

Ethical Business Practices – The United Nations Global Compact

The UN Global Compact is a widely used global initiative for corporate sustainability. It excludes micro-businesses from official participation, even though these make up over 92% of business in the EU.⁽⁷⁾ Though GH Sustainability is not eligible for official participation due to our small company size, we have chosen to continue the tradition from our former company and voluntarily apply and follow each of the ten principles of the Global Compact in our operations. The transparency of how we apply the Global Compact is described subsequently in this report.

Sustainability of Internal Operations

Our in-house sustainability efforts are a valuable aspect of how GH Sustainability works to minimize and address the impacts of our internal operations. This report provides transparency of our impacts on the following material topics of our internal operations:

- GHG emissions (Environment)
- Diversity (Social and Governance)



GH Sustainability's operations materially contribute to SDGs 10, 13 and 17



Office location 2018-2019 Copenhagen, Denmark (from GH-SUS)

TRANSPARENCY IN APPLYING THE GLOBAL COMPACT

GH Sustainability seeks to include the values associated with the ten principles enumerated by the United Nations Global Compact, which are outlined below and used to frame out efforts in each category and following principles accordingly.

Human Rights

Principle 1: To support and respect the protection of internationally proclaimed human rights.

Principle 2: To make sure we are not complicit in human rights abuses.

GH Sustainability operates within the prescribed laws governing Human Rights in Denmark, following the Universal Declaration of Human Rights to which Denmark is a signatory, and does not knowingly constitute Human Rights violations on an organization and employee basis.

GH Sustainability supports Human Rights in all its forms and recognizes its importance in an increasingly globalized work environment, and potential risks for the company and employees due to its non-compliance. We continue to encourage an open dialogue between management and employees regarding any Human Rights abuse which may be observed both within the organization, and externally over the course of our professional duties.

Labor Rights

Principle 3: To uphold the freedom of association and the effective recognition of the right to collective bargaining.

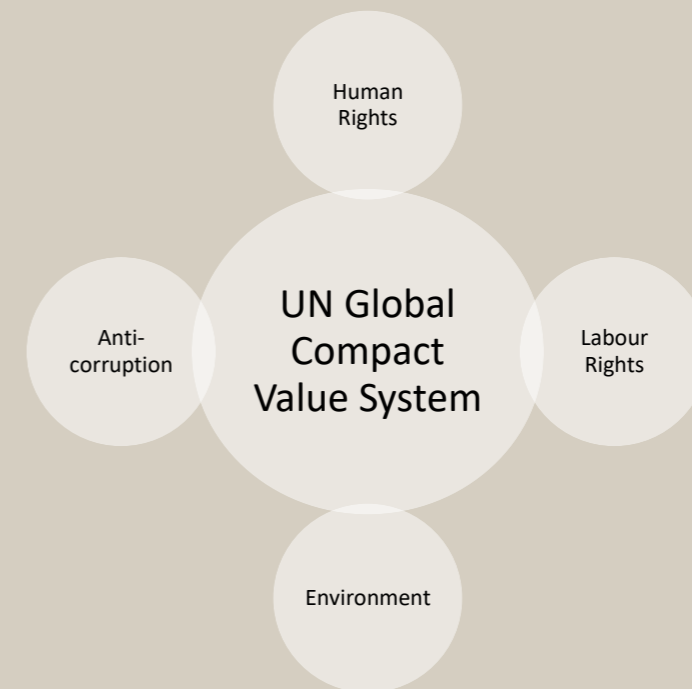
Principle 4: To elimination all forms of forced and compulsory labor.

Principle 5: To abolish child labor.

Principle 6: To eliminate discrimination in respect of employment and occupation.

GH Sustainability operates within the prescribed laws governing Labor Rights in Denmark, following the core conventions of the Declaration on Fundamental Principles and Rights at Work of which Denmark is a signatory. At GH Sustainability, we constantly strive to protect the rights of our employees, foster positive workplace environment, and maintain a proactive relationship between managers and employees

GH Sustainability encourages membership in trade unions or professional organization, to which our employees are often members. Though, we note that the company does not have a collective agreement with any such union or organization. At GH Sustainability, we have a work-life balance policy that allows for flexible working hours, ability to work-at-home, and tolerance for personal and family issues. GH Sustainability does not use any forms of forced or compulsory labor and does not employ child labor.



Environment

Principle 7: *To support a precautionary approach to environmental challenges.*

Principle 8: *To undertake initiatives to promote greater environmental responsibility.*

Principle 9: *To encourage the development and diffusion of environmentally friendly technologies.*

Through our daily operation, GH Sustainability adds value to environmentally sound practices within, as well as outside our company. Our core business is oriented on providing environmentally sound solutions to our clients worldwide.

We strive to be responsible towards resource usage and consumption, and are guided by the 3R Principles of Reduce, Re-use and Recycle. Therefore, GH Sustainability's office located in Copenhagen is in a renovated building from 1892. Through this we can take advantage of the city's extensive waste recycling infrastructure and supply of renewable energy. Furthermore, we encourage employees to take advantage of the city's opportunities to cycle or take public transport to work. All the above allows GH Sustainability to contribute to Responsible Consumption (SDG 12) and Climate Action (SDG 13).

Anti-Corruption

Principle 10: *To work against corruption in all its forms, including extortion and bribery.*

GH Sustainability has a zero-tolerance policy against corruption in all forms including bribery and extortion.

As a consultancy service, it is in our best interests to operate ethically, while providing un-biased quality advisory and general services to our clients. Furthermore, all employees are made aware of the personal and cooperate legal risks faced due to non-compliance with the zero-tolerance policy. Additionally, anti-corruption clauses are included in all contracts with clients and sub-contractors, following at a minimum the OECD Convention on Combating Bribery of Foreign Public Officials in International Business transactions. Both with our employees as well as sub-contractors, GH Sustainability encourages an open dialogue between management, employees, and consultants to immediately any act or suspicion of corrupt practices.

TRANSPARENCY OF GHG EMISSIONS

Boundary and Methodology

GH Sustainability's GHG emissions calculations follow the defined Scope 1, 2 and 3 typologies defined below. All calculations were made regarding the period between June 2018 to December 2019 and follow the GRI checklist standard for sustainability reporting (which can be found in ANNEX 1)

The methodology used to calculate our GHG emissions include the company's activity data as well as emissions factors from the United Kingdom's Conversion factors developed by the Department for Business, Energy and Industrial Strategy⁽¹⁾ and Environmental Declaration from HOFOR⁽⁶⁾.

Scope 1 emissions

Scope 1 emissions are direct emissions under a company's control (e.g. furnaces, company vehicles, gas boilers etc.). GH Sustainability's Scope 1 GHG Emissions are equal to zero.

Scope 2 emissions

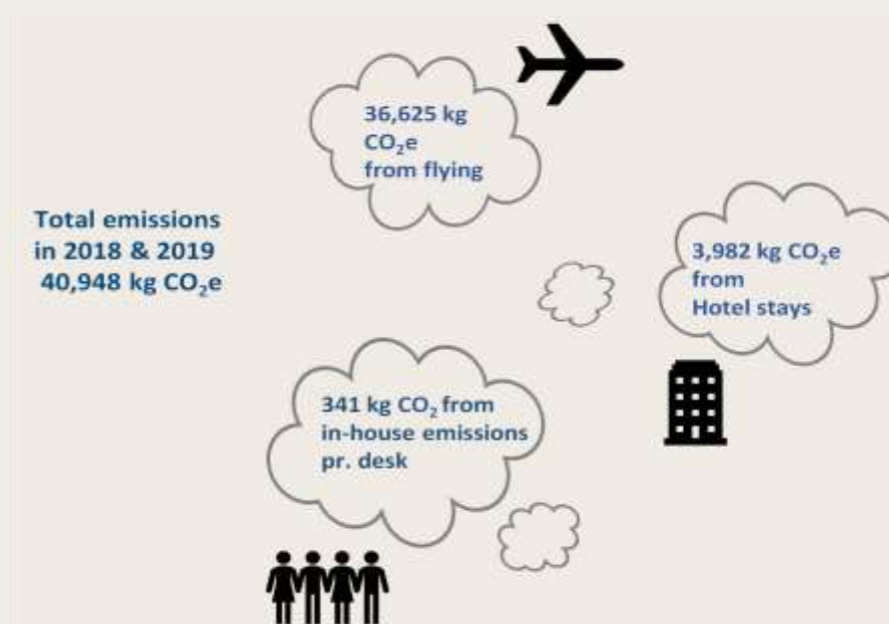
Scope 2 emissions are the indirect energy emission of purchased energy from our activities. This is calculated based on a per office desk basis, where we have emitted 49kg CO₂ from electricity consumption, and 292 kg CO₂ from heat consumption, amounting to a total of 341 kg CO₂.

Scope 3 emissions

Scope 3 emissions relate to our business flights and hotel stays during business travels (ground transport is excluded). Emissions from flights amounted to 36,625 kg CO₂, and 3,982 kg CO₂ from hotel stays, for a total of 40,607 kg CO₂.

Emissions Offsets

Over half of GH Sustainability's emissions from business hotel stays are offset via Goodwings⁽³⁾ while the remaining emissions as well as emissions from business flights are offset via GH Sustainability's purchase of carbon credits from the UNFCCC Carbon Offset Platform and the Nadarivatu Hydroelectric Power Plant CDM project located in Fiji⁽⁴⁾.



Lessons Learned

There is undoubtedly further potential for lowering emissions in our operations through the broader use of online technology for communications with our stakeholders and clients such as meetings, webinars, training, and other needs for communication. Our experience in the use of online technology is that it provides at least the same quality level of output, while taking more time for preparation and follow up tasks. In the future, we look forward to working with our stakeholders and clients to increase the use of online technology to, as much as possible, lower our emission from air travel.

TRANSPARENCY OF DIVERSITY

Having a diverse work environment means having a space where exciting solutions and ideas can flourish.

At GH Sustainability, we seek to reduce inequality by promoting social, economic and political inclusion of all, irrespectively of age, sex, gender, race, disability, religion, ethnicity or other status, which relates specifically to our commitment to uplifting the UN SDG 10 on “Reduced Inequalities”. Our future goal is to increase the number of women employed and contracted by GH Sustainability, including in our Board of Directors*.

Although the EU trend is encouraging (41% of scientists and engineers in the EU are women)⁽⁵⁾, the structural inequality surrounding women’s participation in the engineering field is palpable, which is why GH Sustainability will seek to increase the number of qualified female consultants and service providers. As a consultancy company, GH Sustainability is responsible for the contracted employees hired to perform in selected projects, and where contractual responsibilities exist, so does GH Sustainability’s commitment to employ qualified female service providers.

GH Sustainability operates with a dynamic and international workforce. In 2018, 8 nationalities were represented out of the 10 employees & consultants working on our projects, and 6 out of 10 in 2019.

*The Board of Director’s at GH Sustainability has 6 six authorized positions in total. Between June 2018 and December 2019 only 3 of them were filled, and by male Board Members.

GENDER OF EMPLOYEES & CONSULTANTS

	2018	2019
Male employees & consultants	80 %	83 %
Female employees & consultants	20 %	17 %

CONSULTANTS AND SERVICE PROVIDERS’ NATIONALITIES

	2018	2019
Different nationalities	8	6

TRANSPARENCY OF CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS



- We strive for equal level of gender and nationality as our work force (targets 10.2)
- Outputs of our work contribute directly to SDG10 in several countries (targets 10.B)



- We reduce, recycle and reuse our waste and other materials (target 12.5)
- Outputs of our work contribute directly to (targets 12.8 and 12.A)



- We measure and offset our scope 1, 2, and 3 GHG emissions (target 13.2)
- Outputs of our work contribute directly to SDG13 in several countries (targets 13.3, 13.2 and 13.B)




- Outputs of our work contribute directly to SDG17 in several countries (targets 17.3, 17.6, 17.7 and 17.18)

SUSTAINABLE FUTURE

In the future GH Sustainability will continue to operate in a sustainable, transparent, and accountable manner. We will continue to offset our GHG emissions from scopes 1, 2, and 3 of our business activities.

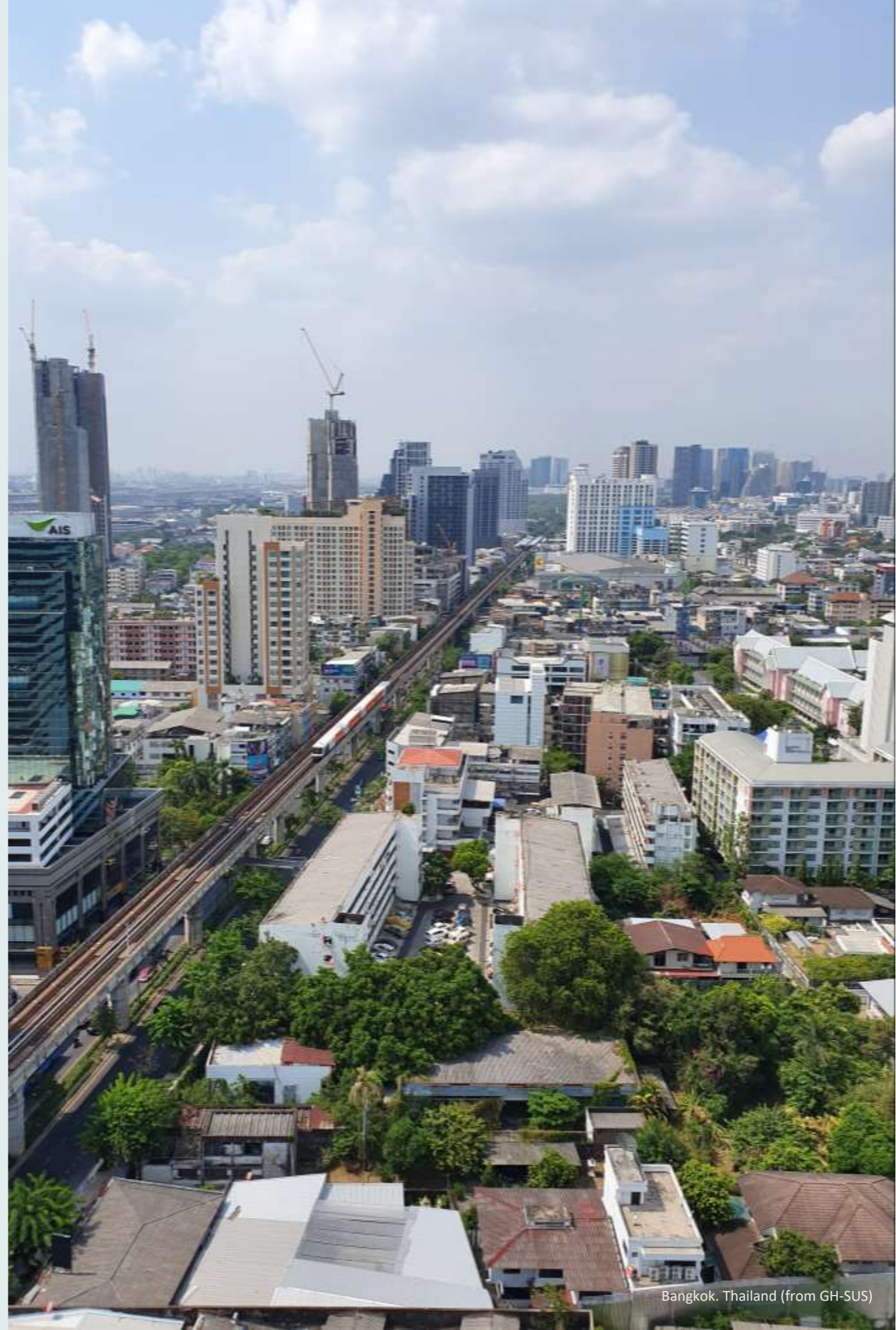
Furthermore, as we expand our activities and collaboration with partners in Denmark and abroad, we will strive to build on our existing environmental work and ethical standards and inspire others along the way. The infographic below outlines GH Sustainability's main goals for the near future, which include: 1) An outreach component, 2) Continuing to integrate the UN SDGs in our activities, 3) Track, measure and offset our own GHG emissions, and 4) Drive forward our diversity efforts.

GHG EMISSIONS 
To continue to track, offset and mitigate GHG emissions related to project based activities as well as in-house.

DIVERSITY COMPONENT 
To seek to incorporate a diverse workforce at GH Sustainability, including at the Board of Directors.

OUTREACH 
To engage in educational outreach activities in institutions of higher education and schools.

UNITED NATIONS SDGS 
To continue to drive the SDGs in the existing and future consulting projects worldwide, and in house.



Bangkok, Thailand (from GH-SUS)

ANNEX 1

The GRI Sustainability Reporting Standards (GRI Standards) are a widely adopted global standard for sustainability reporting. In this report GH Sustainability provided selected information following parts of the GRI Reporting Standard based on “GRI-reference claims” for the selected information. Thus, this report does not comply by the GRI Core or the Comprehensive “options” for report preparation. As a micro business (<10 employees), GH Sustainability does not have the resources, nor activities, to report under the options above.

This material references (GRI-reference claims):

- ✓ **GRI 101** Foundation 2016 (1.2 thru 1.10, 3.3, and 3.4)
- ✓ **GRI 102** General Disclosure 2016 (1 thru 6)
- ✓ **GRI 103** Evaluation of the Management Approach 2016 (1.B)
- ✓ **GRI 305** Emissions 2016 (1, 2, 3, and 5)
- ✓ **GRI 405** Diverse and Equal Opportunities 2016 (1.B.ii and iii)

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Tarawa, Kiribati (from GH-SUS)

CONTACT US

GH Sustainability A/S

Office Address: Dantes Plads 1, st. th.1556 Copenhagen, Denmark

Corp. Registration / CVR: 39616041

E-mail: info@gh-sus.com

Web: www.gh-sustainability.com