

H.E. António Guterres
Secretary-General
United Nations
New York,
NY 10017
USA

14/01/2022

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Foretaksregisteret:
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Dear Mr. Secretary-General

I confirm Biowater Technology AS continued commitment to the ten principles of UN Global Compact, taking action in support of UN goals, and the annual submission of the Communication on Progress (COP), herewith attached for period January 2021 – January 2022;

With this communication, we express our continued intent to advance those principles within our sphere of influence, in particular regarding environmental technology and preserving water. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations. This commitment report and presentation will be available on our website and to all stakeholders.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and are proud to share this report.

Sincerely


BIOWATER
TECHNOLOGY AS
Orgnr. 991 422 374 MVA

Mr. Ilya Mario Savva
Chief Executive Officer
Biowater Technology AS

Report January 2021 – January 2022

Human Rights

End the start of 2022 Biowater Technology has a team of 23 staff with 15 different nationalities.

We are an equal opportunities employer and are proud to have male and female employees including in both junior and senior roles. Our strength is in our workforce and we are committed to maintaining diversity and equality within our company. Some specific activities in the period were:

- Biowater held a team workshop in September 2021 with training for all employees focussing on risk management, and RUH (reporting of unwanted events) and NCR (Non conformance reporting). The training was intended to bring all employees up to a common level of understanding with regards to the modern engineering and construction environment regardless of their role and experience.
- Two new support functions were introduced that did not previously exist within the organisation. The first was a Health, Safety and Environment Manager, and a Human Resources and Administration Manager. Both roles are to facilitate an improved and safer working environment with better points of contact related to health and safety and personnel matters.
- The HR Manager role specifically supports the existing staff on day to day personnel matters, and ensuring equal opportunities to all new and potential staff.
- The company has made an agreement with "Bedrifthehelsetjenester" (Occupational Health Service) supplier. This provides employees with a direct advice service concerns work related health matters.
- 1 employee was promoted in 2021, 3 newly graduated masters students were employed.

Labour

Biowater Technology has a team of 23 staff who undertake all of the operational activities in the company. We are committed that our staff work in a fair, healthy and pleasant working environment that is free from prejudice and with support in their day to day working lives.

- The latest news and information concerning Coronavirus is coordinated by our Health and Safety Manager, a new role in the company in 2022.
- MS Business Central is adopted to measure more effectively working hours in the business.
- Monthly reviews are set up between HR Manager and CEO to help monitor working hours and facilitate good home / work life balance.
- All personnel have received documented and certified training in relation to their work function. Latest courses for have been provided for working in heights including:
 - o Harness 15 off
 - o Cherry Picker/lift 6 off.

Environment

Environmental protection is at the heart of Biowater Technology. Our services and products reduce pollution to wastewater and nature. Our own patented technologies (CFIC and HyVAB) go further in reducing damage to the environment by achieving high levels of treatment, using less energy, producing less waste (biological sludge) and generating more biogas (a sustainable alternative to fossil fuels when generated locally).

- Following pilot testing, Biowater secured two projects using their patented HyVAB technology, both in the Norwegian Pulp and Paper industry. These two HyVABs are the largest ever constructed, and take our technology to the next level of market readiness. It is expected that these awards will lead to further implementation of what is considered a technology of leading environmental credentials.

- Biowater have invested in a new lab and warehouse facility. This has allowed a greater amount of analysis, sampling and treatment solution development to be carried out simultaneously, with less travelling time for our engineers.
- Biowater supported three publications –
 - o Vårt Vann, a Norwegian publication dedicated to highlighting and presenting solutions for national and international water and waste water challenges,
 - o Article and interview for Biogas Bransjen (e-magazine to the Norwegian biogas industry) to highlight the potential of HyVAB in the brewery industry, and
 - o Teknisk Ukeblad – Magazine to the Norwegian Engineering industry Climate and Environment addition.
- New procedures were introduced for waste handling: All waste produced in Biowater premises is monitored, measured and reported. Waste produced as a result of work is also monitored, measured and reported separately.
- By differentiating between in-house waste handling and waste produced on projects, we ensure the best possible transparency to where the waste is a bi-product of our activities, which makes it possible for our waste footprint to be calculated.
- Biowater aims for 98% identification and handling of waste fractions to be disposed of correctly.

Anti-Corruption

Biowater Technology is committed to anti-corruption and ethical procurement throughout its business operations.

- Biowater has planned to incorporate anti-corruption statements in revised company manual for 2021.
- A new anticorruption policy is established.
- Our standard procurement conditions are in the process of update to include ethical procurement and anti-corruption requirements on our supply chain.

Measurement Outcomes

Human rights

We monitor number of employees and promotions in the period, in total and with respect to gender. We also measure non conformances in our business operation in terms of new items raised and closed out. Specifically in the period:

Staff	Male	Female	Total
Number of permanent employees (start fo year)	13	3	16
Promotions in period	1		
Part time employees	0	0	0
New employees (full and part time)	5	2	7
Total end of year	18	5	23

	Raised in period	Closed in period
Non conformances	7	3

Labour

We measure and report on injuries including major, minor and near misses.

In the period we measures one minor injury and one near miss report. There were no absense days.

	Reports in period	Total days absence from event
Minor injury reports	1	0
Near miss reports	18	0
Company Internal	3	0
Project	15	0

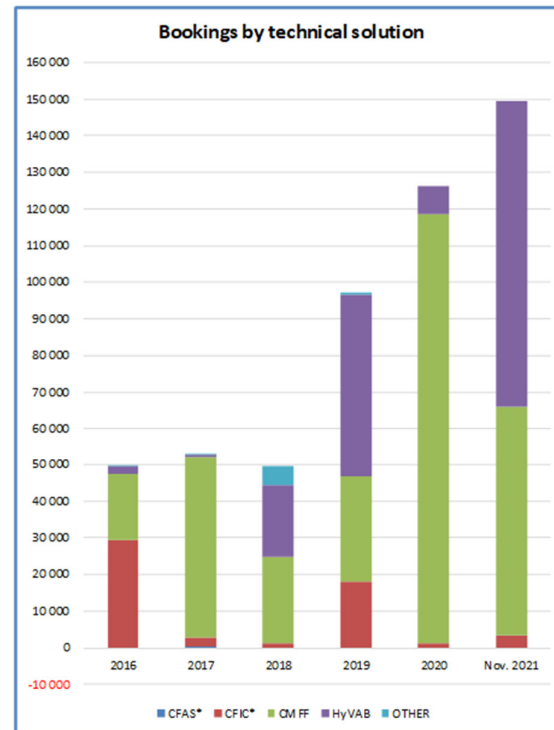
Environment

Biowater reports the company booking for new technologies with increased sustainability credentials (CFIC and HyVAB) over traditional technologies.

2021 showed the largest ever order intake for our CFIC and HyVAB technologies with approx. 90M in orders in this technology group on one year.

This was largely due to the award of two HyVAB projects in the Norwegian Pulp and Paper Industry

In addition Biowater presents reports on waste management in the reporting period. The process has only been in place for approx. 1 month, the percentage of sorted waste of total waste was reported as 100%. This will be monitored in the following years



Year	CFAS*	CFIC*	CMFF	HyVAB	OTHER
2016	-113	29 385	18 127	1 950	485
2017	377	2 266	49 607	620	20
2018	0	1 198	23 611	19 427	5 282
2019	0	18 028	28 634	49 974	513
2020	0	1 400	117 065	7 698	0
Nov. 2021	0	3 360	62 613	83 511	0

Anti-corruption

Biowater has no specific KPIs on anti-corruption other than to ensure all its procurement follows company procedures, and that any signs of corruption or foul play including bribery, are reported. No such practices have been observed in the period.

