

# SUSTAINABILITY REPORT 2019/20

NORTHERN OFFSHORE GROUP



Northern Offshore Group is an expansive group of privately owned companies mainly providing services to the shipping industry.



# OUR THOUGHTS ON SUSTAINABILITY AND FUTURE DEVELOPMENT

Every individual, organisation, and community has a responsibility to contribute to sustainable development without jeopardising the ability of future generations to enjoy equal or better conditions for the same quality of life.

For Northern Offshore Group (N-O-G), sustainable development includes three different components. By integrating these components into our strategic and operational work, we contribute to sustainable development.

The first is **social sustainability**, which means working over the long term to strengthen the social conditions for future generations. This means ensuring that current and future social and economic situations meet fundamental human needs with regard to livelihoods, justice, health, education, culture, religion, peace and human rights.

The second – **ecological sustainability** – means long-term preservation of the production capacity of water, soil, and ecosystems, as well as bringing the human impact on the environment and human health down to a level that is sustainable and allows the environment to recover at the same rate.

Lastly, **financial sustainability** means using, nurturing, and managing human and material resources for the long term by conserving our finite resources and avoiding having a negative impact on future generations.

Northern Offshore Group's sustainability reporting is inspired by the GRI (Global Reporting Initiative) reporting framework.

N-O-G is an expansive group of privately owned companies with the vision BEST365 – being the best at what we do, every day. The companies are driven by strong entrepreneurship and operate in the marine industry sector. The companies have offices in Sweden, Denmark, the United Kingdom, and Germany. The vision BEST365 is clear and based on values rooted in the strong entrepreneurial and shipping culture that permeates Donsö in the Gothenburg archipelago, where our owners have their roots.

The operations primarily take place through three wholly owned companies: Northern Offshore Services, Northern Energy & Supply, and Mareel.

Northern Offshore Services is an industry-leading supplier to the international offshore wind industry, supplying the industry with customised vessels for the transport of personnel and light equipment. Mareel is a sister company in the same industry. Northern Energy & Supply works locally and globally within three business areas: Energy, Logistics, and Recycling.

This report aims to summarise and outline our sustainability work and has been divided into three focus areas: **The Environment, The Employee, and Responsible Business.**

/David Kristensson CEO







# LONG-LASTING RELATIONSHIPS AND GOOD COLLABORATION

We strive for long-lasting relationships and good collaboration with our stakeholders, whose opinions help guide our business.

The stakeholder analysis identifies our most important stakeholders, as shown in the table below. The result shows that several internal and external stakeholders focus heavily on sustainability issues and greenhouse gas emissions. This has contributed to our updating our environmental targets to show that we are on the same page. We collaborate with our stakeholders through, for example, trade fairs, customer surveys, supplier visits, customer visits, and the sustainability report.

STAKEHOLDER:	EMPLOYEE	CUSTOMERS	INVESTORS	BUSINESS PARTNERS	SOCIETY
<b>DESCRIPTION:</b>	We strive to have motivated employees and a healthy working environment that can attract new talents.	Many of our customers are energy producers that build wind farms for the production of green electricity. Dialogue and collaboration generate mutual success.	For N-O-G, having the trust of the capital market is essential. We provide our investors and lenders with information about the business and its financial development.	We wish to strengthen our market position. This can be achieved through continuous dialogue with business partners and industry organisations, which helps us identify trends and act on them.	Our business affects many people at present and will continue to do so in the future. To us, it is important to invest in the next generation and build trust to give young people faith in a positive future.
<b>EXAMPLES OF ISSUES IN FOCUS:</b>	Working environment, safety, and skills development. Committed managers and secure terms of employment.	Setting sustainability targets that are in line with those of our customers. Meeting quality and safety requirements.	Strategy, financial development, global changes, and innovations.	Innovation trends and global green energy development.	New job opportunities and collaboration between schools and industry.



# WORKING WITH THE 2030 AGENDA AND THE GLOBAL SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for sustainable development, which was adopted by all UN member states in 2015, provides a common plan for peace and prosperity for people and the planet, now and in the future.

At its heart are the 17 Sustainable Development Goals (SDGs), which present an acute challenge for all nations. In order to produce relevant environmental goals, we have taken into account the company's significant environmental considerations in relation to the 2030 Agenda. The goals that Northern Offshore Group is best able to influence are SDGs 8, 12, 13, and 14.





## SDG 8: DECENT WORK AND ECONOMIC GROWTH

The Human Development Index (HDI) is an index in the UN's global sustainability goals which measures the prosperity of the world annually in terms of a long and healthy life, being knowledgeable, and having a decent standard of living. The health dimensions are assessed based on life expectancy at birth. Knowledge is measured through mean years of schooling for adults aged 25 years and older, as well as expected years of schooling for children of school age. Standard of living is measured as gross national income per capita. Decent working conditions promote sustainable economic growth globally. Good conditions for innovation and entrepreneurship and safe, decent working conditions support sustainable economic growth.



## SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Many of the world's natural resources are finite. We are currently using up more natural resources than the Earth can replenish, for example in the form of fresh water and forests. Non-renewable raw materials such as metals and chemical elements such as phosphorus are in danger of running out. Goods and services affect the environment throughout their entire lifecycle, including manufacture, use, reuse, material recycling, treatment of waste, and all stages of transport. Purchasing goods and services is a significant environmental consideration for us, for which we have created environmental targets.



## SDG 13: CLIMATE ACTION

The combustion of fossil fuels generates carbon dioxide, sulphur dioxide, and nitrogen oxide emissions. The release of emissions results in the formation of ground-level ozone, which prevents photosynthesis, which in turn can result in smaller harvests. It also has a negative impact on human respiratory organs. Emissions of greenhouse gases such as carbon dioxide and dinitrogen monoxide drive the greenhouse effect. The greenhouse effect is a natural phenomenon whereby greenhouse gases can absorb certain wavelengths of thermal radiation as they leave the Earth's surface. When the concentration of greenhouse gases increases in the atmosphere, the greenhouse effect is amplified, resulting in a temperature increase referred to as "global warming". Emissions from the combustion of fossil fuels are one of our most significant environmental considerations, for which we have created environmental targets.



## SDG 14: LIFE BELOW WATER

Since we operate in a marine environment, we have a strong focus on ensuring that SDG 14 (Life below water) is met. Ocean acidification can be caused by the uptake of atmospheric carbon dioxide. A third of the carbon dioxide emissions in the air are absorbed by the oceans. The carbon dioxide reacts with the water and is converted into carbonic acid, which lowers the pH level. Acidification affects sensitive biotopes such as coral reefs, which support almost a fourth of all species of fish. Because this is a significant environmental consideration for us, we have created environmental targets to reduce our emissions.



## ENVIRONMENT



### E-CLASS CAN BE RUN ON BATTERIES 90% OF THE TIME



### MORE PASSENGERS ON BOARD - MORE ENVIRONMENTALLY EFFICIENT

The offshore wind market is constantly growing, and customers' needs are changing rapidly. In the past, vessels could accommodate 12 passengers as standard, usually technicians and others who perform various tasks associated with the wind turbines. The need and demand for vessels capable of accommodating 24 rather than 12 passengers have increased significantly.

In order to adapt to the market and be environmentally efficient, we have remodelled several vessels in the past year. These vessels are M/V Traveller and M/V Developer. These are now able to carry 24 passengers.

M/V Traveller has also been extended at the stern and bow and has had a new powertrain installed. Moreover, the vessel has been prepared for a hybrid solution and fitted with a new monitoring system that measures its performance and emissions. The monitoring system enables and facilitates eco driving, which allows the captain to monitor the engine's workload and adjust their driving optimally. This equipment allows us to meet the European Monitoring, Reporting and Verification (MRV) standard.

The remodelling of M/V Traveller was able to cut the amount of aluminium used by 80% and will halve the carbon dioxide emission per passenger kilometre in connection with transports. This vessel's useful life has also been extended as a result.

### HYBRIDS ARE THE FUTURE

Northern Offshore Group's fleet consists of some 60 vessels, most of which are Crew Transfer Vessels (CTVs). We believe that hybrid vessels have major potential as they represent a cost-effective solution with many advantages. Our hybrid solution can be installed on all vessels built by us or installed in connection with the remodelling of existing vessels. In 2021, our first self-designed hybrid vessel, forming part of the new E-class vessel group, will enter into operation.

The main engines and generators of the E-class vessels are combined with batteries to ensure optimum propulsion. The propulsion system can operate at four different modes of operations. In the eco-mode, the vessel is run at low speed, just like a diesel-electric vessel run on generators in combination with the batteries. When the batteries are fully charged, the vessel will automatically switch to battery mode. The mode of operation results in very low noise levels, less vibration, major fuel savings, and minimal carbon dioxide emissions.

Durin stand-by operations at sea, the E-class vessels can be run on batteries for up to 90% of the day with low loads. The batteries can be charged from land and the vessels have also been designed to enable charging directly from the wind turbines where possible.

The E-class vessels carry our own environmental symbol, indicating that the environmental impact of the vessel through its entire lifecycle, from manufacture to operation, has been taken into account.







## UPDATED ENVIRONMENTAL TARGETS

The transition to fossil-free energy aimed at tackling global warming represents a major opportunity for us, as part of our business involves contributing to the more rapid expansion of the offshore wind power industry. In order to reduce our emissions, we map them in accordance with the Greenhouse Gas Protocol (GHG Protocol). We have also updated our short- and long-term environmental targets.

During the past year, climate advisers from the Swedish Energy Agency conducted a survey of the company's energy usage with the aim of reducing consumption. This resulted in measures being introduced at our premises, including the ability to adjust and optimise heating and cooling and a switch to LED lightbulbs.

*During the past year, we have installed charging posts for hybrids and electric vehicles in our car park.*



## PARTICULATE FILTERS AND HVO100

N-O-S can install particulate filters on the exhaust systems of its vessels, thereby reducing particulate emissions by up to 99%. The easiest way of reducing exhaust emissions is to use HVO100, a fossil-free renewable diesel that can help us cut our carbon dioxide emissions by as much as 90%. N-E-S is also able to offer its customers HVO100. Renewable diesel is made from renewable raw materials in the form of waste fats and vegetable oils.

## OUR AIM IS TO REPLACE EXISTING PRODUCTS WITH NEW, MORE ENVIRONMENTALLY FRIENDLY SUBSTITUTES

For Northern Energy & Supply the most important environmental consideration is the environmental impact of the lubricant oils and fuel products being sold. We are constantly working to inform customers about the benefits of choosing products with a lower environmental impact. In the coming years, sales staff will be working to assess a certain number of products from an environmental perspective to see whether they could be substituted. All employees have undergone internal sustainability training on the UN's 17 global goals for sustainable development (SDGs).



## RESPONSIBLE MANAGEMENT OF CHEMICALS AND WASTE

We take care not to use chemicals that could harm the environment or our employees. In 2020, our aim was to phase out chemicals listed as dangerous on the Candidate List and the Substitute It Now! (SIN) list. The Candidate List includes just over 200 particularly dangerous substances and forms part of the European chemicals regulation, REACH. The SIN list has been developed by ChemSec in collaboration with leading scientists, among others. This list serves as a tool for phasing out dangerous chemicals and also gives us an idea of what chemicals might end up on the Candidate List and be covered by stricter legislation on their use in the future.



## THE EMPLOYEE



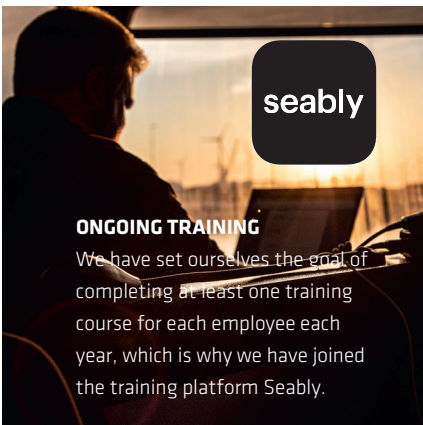
## THE BEST365 FAMILY DAY

Doing things together is one of the ways in which we build our corporate culture. The BEST365 family day is an annual event where our employees and their families are invited to the Gothenburg head office. Here, we review what has happened within the company over the past 12 months and look forward to what's to come. An award is given to an employee who has shown particular commitment during the year based on our values and our vision: BEST365. Lunch is served on the pier and there are activities such as a jet-ski safari and standup paddle boarding, with a bouncy castle and ice cream and popcorn for all.

## WE VALUE OUR EMPLOYEES

Northern Offshore Group contributes to raising the Human Development Index (HDI). We do so by offering our employees a safe and secure workplace and the opportunity to develop their professional skills, as well as fair and market-based salaries. We also offer benefits such as wellness grants, health insurance and other insurance offers, and pension benefits.

Our employees are the basis of our company and we are keen to ensure that each individual is able to use their unique skills and remain committed, curious, and high-performing in an inspiring working environment. We strive to ensure that our workplace is free from discrimination in all respects, including in connection with hiring, policies, benefits, and processes. We have a clear anti-discrimination policy and there are several ways of reporting breaches via our safety representatives.



seably

### ONGOING TRAINING

We have set ourselves the goal of completing at least one training course for each employee each year, which is why we have joined the training platform Seably.

## ONLINE TRAINING

We believe that skills development helps create more committed employees. We develop internal training programmes and in 2020 we implemented a concept whereby we train N-O-S ambassadors who can, in turn, relay the knowledge to their colleagues based on a specific training programme. This year the focus has been on safe crane management and load coupling. We consider online training a very useful concept and we plan to reach our employees in a pedagogical and company-specific way in order to continue to boost skills at all levels of our company.

## VISION AND VALUES

It is important that all Northern Offshore Group employees are familiar with the company's vision, BEST 365, and the values on which it is based. We strive to ensure that everyone understands that personal commitment contributes to making the vision a reality and how it does so. This is something that is included early on during the hiring process, and onboarding days are also organised for all new employees. During these days, the CEO provides a historical overview of the company and clarifies our vision and values. Department presentations by the respective department managers are followed by a communal lunch. To us, it is important that company leadership is exercised in line with the vision, and our managers have therefore undergone joint leadership training in the past year. We will continue to invest in training our leaders in line with our vision.



## FROM MATE TO HSSE-Q OFFICER

*Robert's story: I started working for Northern Offshore Services at the end of 2012 and my first role was as mate on board the Deliverer. Just a few months later I caught a flight up to the wharf in Northern Norway to sign on and collect the newly constructed vessel Advancer, which was an adventure. I worked as mate aboard the Advancer for two years before signing on as captain. I captained the Advancer until early 2018, when I was made senior captain of the Attender, which involved taking on additional overarching responsibilities. I worked as senior captain until spring 2019. By this time, I had become interested in the role of HSSE-Q officer. It was offered to me and I started working at the head office. There are excellent opportunities to develop and change roles within Northern Offshore Group if you are able to demonstrate commitment and a willingness to solve problems and do your best every day.*

## WE ALLOW OUR TALENTS TO GROW

We invest in retaining and training our talent internally by giving our employees the opportunity to work in various roles within the company. We can see that this benefits both the individual and the company, as knowledge is retained and broadened within our organisation and employees get the chance to use their experience in various fields. For example, sailors have gone on to work as vessel superintendents or HSSE-Q officers. This increases the level of contact between those who work aboard our vessels and those who are office-based. In turn, this has resulted in improving our knowledge and understanding of one another's tasks and, not least, in employees getting to know more people within the company, which is always helpful when an issue needs to be resolved.



## OUR RISK ANALYSES UNDERGO BOTH INTERNAL AND EXTERNAL REVIEW

We actively manage the opportunities and risks associated with new projects and the work operations we perform. In order to be able to assess the potential impact of the risks identified, a risk analysis is carried out where each individual risk is assessed based on probability and consequence. Our risk analyses are reviewed regularly, both internally and externally, for example by our customers and externally contracted auditors. We base our decisions on these assessments and measures.

When it comes to identified risks, we work actively to reduce probability and consequences pursuant to the prioritisation outlined below.

### RISK PRIORITISATION

#### More effective

- 1 Eliminate – remove the risk entirely
- 2 Substitute – replace the risk with a safer alternative
- 3 Apply technical control measures to lower the risk
- 4 Apply administrative control measures to lower the risk
- 5 Use personal protective equipment to lower the risk

#### Less effective

## A PERSISTENT POSITIVE TREND WITH REGARD TO ACCIDENT STATISTICS

Policies, management systems, follow-up, and control are some of the tools that facilitate initiatives for better health and increased safety. We are constantly developing and improving our systems based on experience and feedback from our employees and customers.

One initiative introduced by Northern Offshore Services in 2020 was the Safe Navigation and Pier Routines campaign. The campaign saw us visit all our vessels to verify that our routines are effective and implemented on board, in order to ensure that we maintain the highest possible standards when it comes to operating the vessels safely in all situations. We use a number of KPIs to follow up on our statistics. The most important of these are LTIF and TRIF. LTIF measures personal injuries resulting in absence per million hours worked, while TRIF measures all types of personal injuries per million hours worked. Northern Offshore Services has seen a persistent positive trend when it comes to accident statistics.

Northern Offshore Services, Northern Energy & Supply, and Mareel are certified under ISO 45001 and carry out systematic working environment activities through working environment committees. Consultation and participation are standing items on the agendas of all department and management group meetings.



## JOINT WELLBEING ACTIVITIES

We offer all our employees the chance to participate in joint wellbeing activities. In 2020 we were able to offer padel tennis and beach volleyball activities, as well as two exercise challenges as part of the 15 DAYS OF CHALLENGE. The first of these challenges consisted of doing 20 minutes of physical activity for 15 days straight and documenting this by posting photos to our intranet, Workplace. The second challenge was to walk 70,000 steps each week for a period of three weeks. We also pay the associated registration fee for regional running races such as Fiskebäcksloppet, Göteborgsvarvet, and Ö-loppet to encourage our employees to participate.

This year, N-O-S was the main sponsor of the Sjöslaget Öst & Väst golf competitions organised for sailors and maritime students. We also participated in the football tournaments Rosenhill 24h and Futsal, both of which were organised by the Rosenhill Seamen's Center. These tournaments are for shipping companies and other companies associated with the shipping industry. They help foster a sense of community between colleagues and with others in the same industry. Last year we won Rosenhill 24h and came in second in Futsal, making us Swedish shipping industry masters.



## RESPONSIBLE BUSINESS



### SUSTAINABLE AMBULANCE OPERATIONS FOR THE GOTHENBURG ARCHIPELAGO

Within N-O-S there is an offshore ambulance service that has been developed on behalf of Sahlgrenska University Hospital, Northern Europe's largest hospital. The solution is complete, with a purpose-built vessel capable of transporting an ambulance vehicle on the foredeck. The vessel is manned 24/7 by experienced and well-qualified paramedics and crew.

Our professional staff are able to offer treatment immediately on site in a fully equipped treatment room on board the vessel or in the ambulance itself. The fact that we are able to drive the ambulance on board means that we are able to transport patients more safely and comfortably because we can minimise the movement of patients in critical condition who need to be transferred to hospital. The project has resulted in the region's ambulance helicopter being used less and, consequently, also in a reduction in costs.

N-O-S has a large and well-functioning national organisation, complete with its own service department, technical support, and quality and safety function and offers all services around the clock. We collaborate with Sahlgrenska University Hospital and other first responders such as the police and rescue services. Our specialist experience in using high-speed catamarans for personnel transport, which is the ideal vessel type for this assignment, is the basis of the work with the ambulance vessel M/V RESCUER.



### AN INSPIRING JOB WITH THE HIGHEST LEVELS OF SERVICE AND QUALITY

*Oscar: In 2015 I was tasked with developing a sustainable ambulance solution for the Gothenburg archipelago. I am now team leader for the ambulance operations. It is an inspiring job where we are able to contribute to a high level of safety and security in ambulance care in the archipelago. We are given freedom with responsibility and the ability to, in a challenging way, influence the business and work towards constant improvements. We are able to make decisions quickly and adapt the business to new situations rapidly and securely. We have the world's only catamaran capable of carrying an ambulance on the foredeck at our disposal.*

### MEASURES AND RESPONSIBILITIES IN CONNECTION WITH THE COVID-19 PANDEMIC

The past year has been unique in terms of the ongoing COVID-19 pandemic. As a company we have introduced measures to curb the spread of coronavirus infection together with our employees. As our vessels operate in various European countries, getting our employees in position has represented a major challenge. We have complied with all rules and guidelines applicable in the countries where we operate. On some occasions we have chartered planes to transport employees as safely and efficiently as possible. A decontamination routine has been created for our vessels to be used in the event of a coronavirus outbreak. We have complied with the Public Health Agency of Sweden's advice for office work and have informed all our employees of restrictions on an ongoing basis. We have also adapted our offices to enable social distancing and good hand hygiene. We were quick to limit visitor numbers and increase office cleaning. To prevent social isolation among onshore staff, we begin each working day with a morning start-up meeting.



## LOCAL COMMUNITY INVOLVEMENT

We sponsor, and encourage our employees to participate in, the local Fiskebäckslöppet -Tre hamnar race. The race covers stunning undulating terrain and runs through the ports of Önnared, Hinsholmen, and Fiskebäck. The full registration fee for the race is donated to The Rescue Mission's social outreach work in Gothenburg. In 2020 the race was run virtually due to the coronavirus pandemic.

## CLOSE COLLABORATION CREATES CONSTANT IMPROVEMENT

Responsible business is integrated into N-O-G's corporate governance. Based on our business idea and vision, our business provides social benefit for our employees, our customers, and other stakeholders. We work closely with both our suppliers and our customers. In 2020 we developed a new supplier assessment system focusing on six key areas:

**Company conditions** - Assessment of the conditions offered to us and whether the supplier has approved and signed our Code of Conduct

**Finance** - assessment of the financial stability of the supplier

**Quality** - assessment of whether the supplier is quality-certified and the degree to which it is able to adapt its products to our business

**Environment** - assessment of whether the supplier is environment-certified and whether it is able to provide information about, for example, the carbon dioxide emissions associated with its products

**Product** - assessment based on warranties and returns

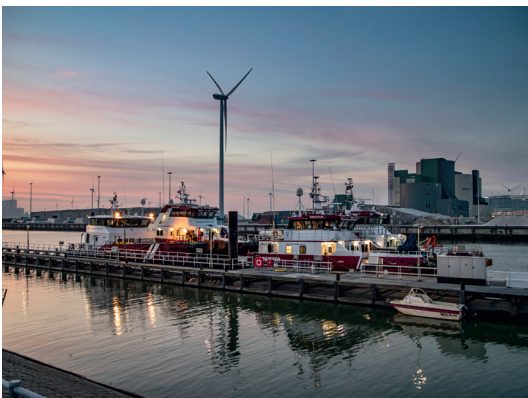
**Logistics** - assessment based on flexibility and delivery accuracy



## CHALLENGING TECHNICAL SOLUTIONS IMPROVE THE QUALITY OF OUR SERVICES

N-O-G wants to help accelerate the pace of innovation with smart and challenging technical solutions to improve the quality of our services. One of the products that we have developed is the N-O-S fender, which is revolutionising the CTV market.

The fender addresses the most critical moment, which occurs when technicians are to be transferred from the ship before climbing the turbine tower. In order to conduct a safe transfer, the vessel needs to lie as still as possible against the transfer area. At the same time, the vessel needs to be able to complete this manoeuvre in the most inclement weather conditions. A better grip on the transfer area allows the vessel and the crew to perform safer and more comfortable transport to the wind turbine tower. A better grip also means that the vessel needs to use less power to press against the turbine tower to remain in position. Vessels fitted with the N-O-S fender are able to operate in the worst weather conditions and in high waves and winds with improved comfort, lower fuel consumption, and better transfer safety. The fender has been developed as the result of extensive development and testing, which has led to markedly improved CTV performance. The N-O-S fender is U-shaped and higher than a standard fender. The unique shape increases the docking surface, which generates more friction against the transfer area. When the vessel presses against the foundation, the fender grabs hold of the transfer area, giving the vessel a better grip. This results in significantly lowered fuel consumption and reduced wear on the vessel's machines.



## HOW CAN WE ENSURE THAT OUR CUSTOMERS REMAIN SATISFIED?

N-O-S has developed a new type of customer survey where the marine superintendent keeps in close contact with the customers throughout the duration of the projects. We ask three questions relating to customer satisfaction and continually follow up on the results in order to make constant improvements. The scale used in the survey is as below and the annual target is an average of at least 3.5.

1. Unacceptable
2. Lower than expected
3. Meets expectations
4. Better than expected
5. Exceeds expectations



## PROUD PARTNER IN THE FUTURE TRANSPORT PROJECT

N-O-S has been a partner in the Future Transport project for many years. In this project, organised by Universeum in collaboration with schools, academia, the business community and the political sphere, we get the chance to meet young people and inspire them to work towards positive social development when it comes to the future of transport.

The project is aimed at pupils in years 7 and 8 who compete to come up with the best technical solution for the development of future transport. One of the competition's prizes is a visit with us at Saltholmsgatan, where they get to learn more about our business and visit our ambulance vessel Rescuer. This project is important to us both because it involves young people in our local area who we want to encourage to join our industry and because we want to inspire young people when it comes to sustainability issues and technology in general.

## STUDENT COLLABORATION WITH THE UNIVERSITY OF GOTHENBURG

During the 2019/20 academic year, N-O-S and N-E-S had a partnership with the School of Business, Economics and Law and the University of Gothenburg. As part of this partnership, two days a week we hosted a masters student who worked on various projects in our business. The partnership offered us a chance to showcase our business and bring new ideas into the organisation. The student conducted three business analyses in three different business areas, which contributed to new perspectives and the identification of new improvement areas.

*"During my time at N-O-S I have had the chance to project manage two projects focusing on system implementation and sustainability. I have been given the opportunity and the confidence to come up with my own ideas and also to discuss potential changes with the company's employees. This has been an experience that I will carry with me into working life and future challenges."*

Lina Nygren, student at the Gothenburg University

## THE VESSEL CONVOY

Over the course of a few weeks last summer, the icebreaker Atle visited eleven ports along the Swedish coastline with the aim of generating interest in the shipping industry and its jobs, associated education opportunities, and career paths. There was significant interest and no fewer than 27,000 people chose to board the icebreaker. The shipping industry is an industry with a future that has both a great need for recruitment and excellent job prospects. We hope that the Vessel Convoy inspired many to apply for training and education programmes associated with the shipping industry.



[WWW.N-O-G.EU](http://WWW.N-O-G.EU)