

# Sustainability report 2024



# Statement from the CEO

We at the Andøya Space family continue to support the ten principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption. With this communication, we express our intent to continue implementing these principles.

We are committed to making the UN Global Compact and its principles part of our strategy, culture, and day-to-day operations, and to engaging in collaborative projects that advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

Andøya Space and its subsidiaries have clearly communicated this commitment to our stakeholders and the public through our Code of Conduct available on our website. We expect all employees, customers, and suppliers

to know and adhere to Andøya Space's Code of Business Conduct, which describes our requirements related to human rights, decent working conditions, and sustainability topics. We also expect all customers, suppliers, and partners to demand the same level of awareness throughout their supply chain.

Andøya Space will conduct regular evaluations of all our suppliers. We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes the company's efforts to implement the ten principles. We support public accountability and transparency and therefore commit to reporting annually on progress according to the UN Global Compact COP policy.

Andenes, 11.06.2024



Ketil Olsen  
CEO & President,  
Andøya Space



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# Introduction

Andøya Space began as a launch site for scientific research rockets in 1962. Today, it has evolved into a center for research, technology development, and innovation.

The company's services and products enable scientists, engineers, students, and government entities to achieve mission success and drive the world forward. We offer services and technologies within space and atmospheric science, system engineering and testing, unmanned systems, space-related education, and orbital launches. Our customers range from institutional clients to private, commercial companies.

Andøya Space is owned by the Norwegian government through the Ministry of Trade and Fisheries (90%) and Kongsberg Defence and Aerospace (10%).

Andøya Space AS is a group consisting of the

parent company and three subsidiaries. These are Andøya Spaceport AS, Andøya Space Defence AS, and Andøya Space Education AS. Additionally, we have a separate business area, Andøya Space Sub-Orbital, which belongs to the parent company but is included as a separate business area in the organizational chart. We are an international company and have both employees and customers from several different countries and continents.

Andøya Space has been a UN Global Compact member since March 2020 and are committed to implement the ten principles of the UN Global Compact. This report will be submitted as part of the Communication on Progress (COP) to UN Global compact for 2024. Andøya Space anchor our commitment to the 10 Principles of the UN Global Compact through key documents within the topics of Environment, Community and Economy, i.e. the Sustainability Program, our ethical guidelines and Code of Business Conduct.

# Sustainability ambitions and management in Andøya Space

The sustainability program describes our ambitions and goals, as well as how the work is organized in the company. Action plans to ensure the goals are fulfilled is established in sustainability action plans (SAP).

Since the first SAP was approved by the board of directors 2022, the sustainability team has worked to achieve the action goals. As the work moves forward, we have recognized the need of continuously revise and improve our Sustainability action plans.

As a service provider to various science and technology endeavors, Andøya Space' vision and ambition is to "empower explorers" which for us means that our services shall fulfill our customers and partners ambitions, whether they

are to investigate complex scientific mysteries in the Arctic region by using sounding rockets and ground-based instrumentation, testing, and verifying technology used in research and defence, or launching small satellites into orbit. When empowering our partners, we are always aware of our responsibility to "draw the line" and consider the sustainability of the activities we enable and perform to make sure future generations can live as prosperous as past generations have.

As a company with diverse business divisions performing activities in the same geographical area, we have established holistic strategies and plans. The company's vision to enable explorers also means we strive to facilitate for all initiatives that re-think how we act based on evidence and prosper new possibilities with the use of space technology. As an organization and key actor in the space industry value chain, Andøya Space is prepared to change course when new information arises.

KPI goal 2024	Target	2024
Absence due to on-the-job injury	0 days	1 person – absence 5 days
Overall sick leave	< 4%	4,3%
Gender diversity (overall)		30% women
Gender diversity corporate management team		11% women
Gender diversity board of directors		45% women

# Main focus areas

The main focus areas remain as part of our long-term sustainability plan for the period 2022-2030.

- Health and Safety
- Diversity
- Sustainable growth with regards to the local community
- Emissions
- Pollution
- Waste Management
- Energy consumption
- Preservation of marine ecosystems and coastal areas
- Preservation of natural habitats and biodiversity

and only work with suppliers, partners and customers that are aligned with the Code of Business Conduct

- We shall conduct our procurements according to the company procurement strategy and the Public Procurement Act where this applies.

Job safety is a key topic and responsibility for Andøya Space towards our employees to ensure their health and safety is ensured. As a technology-driven workplace, talent availability and employee satisfaction are topics of high importance to Andøya Space. Most positions in Andøya Space are full-time, permanent positions, with the exception of season-driven jobs.

## Health and safety

Andøya Space is committed to:

- We shall operate according to our company’s Code of Business Conduct,

## Onboarding

The onboarding process has focused on ensuring that new personnel were welcomed and familiarized with the various business areas, core values, company culture, and safety principles of Andøya Space. The goal has been to support a positive and informed start for all new employees. Further development of the onboarding program is planned to strengthen consistency across



	Male	Female
Overall	70%	30%
Full time employees	72%	28%
Part time employees	45%	55%
Corporate management team	89%	11%
Board of directors	55%	45%



departments and promote long-term employee engagement and sustainability.

All new employees have a mandatory onboarding on sustainability in Andøya Space. In 2024, 100% of all new employees were signed up for this training.

## Operational Training

In 2024, significant improvements were made to strengthen the foundation for long-term competence development through targeted enhancements to operational training. A new strategic direction was established, based on a three-level structure (systemic, operational, and individual), to ensure a more aligned and sustainable approach.

An evaluation of existing training practices was conducted in close collaboration with role supervisors, and several improvements were implemented based on the feedback. Updated role descriptions were developed to better reflect operational responsibilities, and preparations were initiated for a new departmental training structure in connection with upcoming licensing requirements from national authorities for Andøya Spaceport.

A comprehensive revision of the overarching Training Manual was also initiated to ensure anchoring and implementation across the entire Andøya Space group.

## Diversity

Andøya Space values cultural diversity as a key strength and is committed to promoting diversity and inclusion in all aspects, including

race, gender, religion, national origin, political opinion, sexual orientation, social background, age, and physical or mental characteristics. Discrimination based on any of these aspects will not be tolerated. Additionally, any form of harassment, whether physical, visual, or verbal, is strictly prohibited in our workplace.

The Board of Directors is comprised of 9 members – of which 7 are owner-elected and 2 are employee-elected. In 2024, the board was comprised of 5 women and 4 men.

The Andøya Space corporate management is comprised of the CEO, CFO, COO and the heads of the different business divisions. In 2024, the corporate management was comprised of 9 members – 1 woman and 8 men.

## Employees from various nationalities

When we hire, we aim to secure the best professionals. People from many different countries apply to us, and among our 182 employees, we have a total of 17 different nationalities in addition to Norwegian citizens. Here is an overview of the countries our employees come from.

Norway	Belgium
Sweden	Spain
Denmark	Portugal
France	Nepal
Switzerland	Poland
Austria	The Philippines
USA	Indonesia
United Kingdom	Thailand
Germany	Finland

# Co-existence

Andøya Space is committed to:

- Through our work, we shall ensure co-existence with other actors in the national and global Space Industry, as well as a sustainable co-existence with other industry actors in and around Vesterålen and Nordland County.

## Value and supply chain management

Through the company Code of Conduct, we aim to ensure our partners and suppliers in different parts of the value chain adhere to the same principles of human and labor rights, environmental responsibility and anti-corruption. The Code of Conduct is available on our website.

In 2024, Andøya Space adopted a comprehensive procurement strategy. The principal objective of this strategy is to safeguard the environment, uphold social rights, and ensure economic stability for future generations. Our ambition is to minimize the adverse environmental impact of our operations. We endorse activities and developments that contribute to a sustainable future. Environmental considerations are key criteria in all procurement decisions. By prioritizing sustainable procurement, we aim to enhance our reputation and foster trust in our procurement processes.

## Co-existence with the local community

As a significant actor in the local community in Vesterålen, co-existence with other industries and stakeholders is a high priority. Communication and mutual understanding of

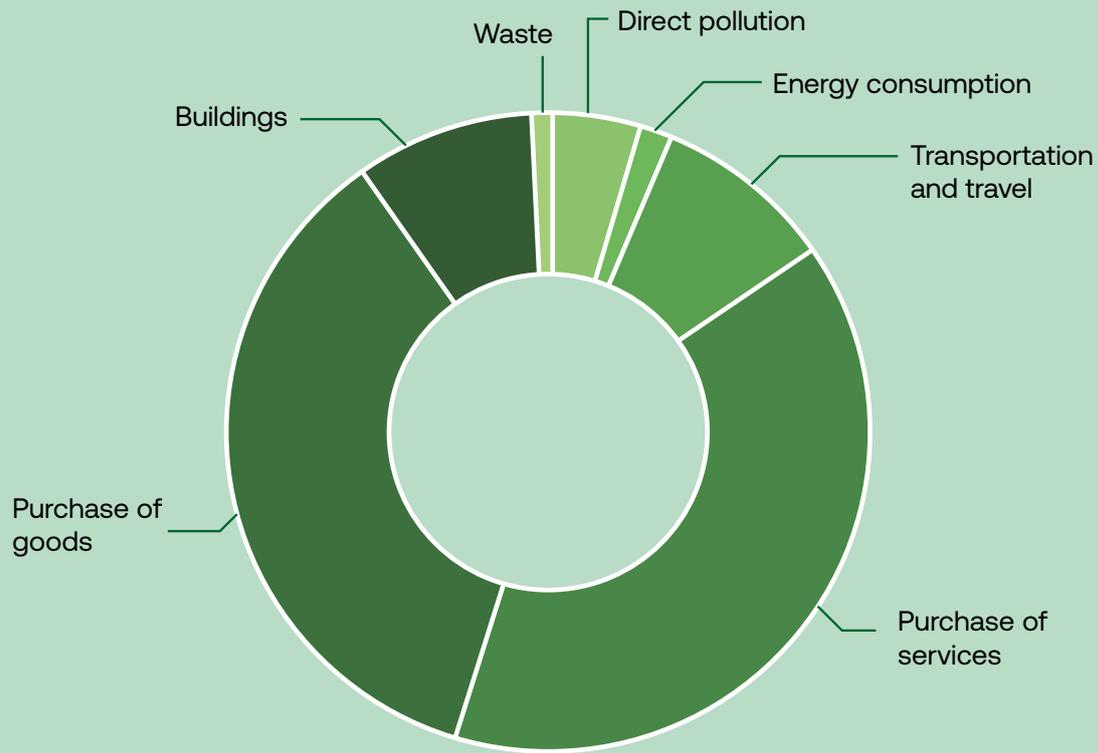
each other's way of doing business is key to ensuring fruitful co-existence. The operational activities impact several stakeholders on land, in the air and on sea through the activation and evacuation of safety zones during launches.

Co-existence with the fishing industry is currently a particularly relevant topic. The sea areas around Andøy are some of the most important fishing grounds in the nation, and amongst other, hosts a major part of the very important winter cod-fishing in the period from January to March. Andøya Space aims to solve the potential area conflicts through dialogue and agreement of procedures with the fishing industry.

In 2024, Andøya Space entered into a binding coexistence agreement with the fishing industry in our region. The purpose of this agreement is for the Fishermen's Associations and Andøya Space to collaborate in minimizing the disadvantages of coexistence, ensuring that both parties can conduct their activities without negatively impacting each other. The primary objective is to develop mitigating measures that guarantee Andøya Space's operations do not severely compromise employment and value creation within the fishing industry, particularly in Andøy municipality. Furthermore, the parties will ensure that Andøya Space's activities do not adversely affect critical fishing, spawning, and nursery areas or seafood safety. This agreement will also serve to test the effectiveness of the established rules of conduct.

On land, our operational activities impact both the local community and the tourist industry through road closings and limited access to specific areas. Regular stakeholder meetings with both local stakeholders and the tourist industry are established to ensure sufficient information is provided to all our impacted stakeholders.





# Environmental impact and consumption

Andøya Space is committed to:

- We shall be ambitious in our approach to minimize and mitigate the negative impact on the environment caused by our activities in all business areas
- In a long-term perspective, we shall not only avoid “doing harm” but continue searching for ways to “do good” where possible.
- All business divisions shall follow up on their environmental KPI’s in the action plan for the sustainability program.

The environmental and sustainable goals for Andøya Space are established in our Sustainability Program 2022-2030 (SP). The SP focuses on increasing knowledge, establishing baseline information about emissions, pollution and other topics negatively impacting the environment and reducing the environmental footprint. A wide range of specific goals are established in the environmental program, and

the Sustainable Action Plan (SAP) details the actions for measurements and mitigations. In 2022, Andøya Space focused on establishing the action plan with measurable KPIs. Company procedures emphasizes that all new projects shall be assessed based on their impact on all three aspects of sustainability: environment, community, and economy, prior to approval and initialization. In addition, the work to increase knowledge and awareness of pollution to soil, water and air continues.

## Greenhouse gas emissions

For 2024, Andøya Space uses an analysis of all Climate gas emissions within Scope 1, 2 and 3. The baseline for the analysis is accounting and financial emission factors, supplemented by physical data for some categories. The climate account shows a total climate

footprint for 2024 of 2.859 tons of CO<sub>2</sub>e.

The climate footprint of Andøya Space mainly consists of scope 3 emissions with 94% of the total emission, i.e. indirect emissions from purchased goods and services, where the largest contributions come from service purchase.

Indirect emissions as a result of waste management make up 1% of the total climate footprint for Andøya Space in 2024.

The climate footprint sets the baseline and will continue to guide Andøya Space to more efficient actions for the coming period.

## Pollution

In 2024, a hybrid rocket (Amber) was launched from Andøya Space in collaboration with Łukasiewicz–ILOT in Poland. Hybrid engines, compared to traditional solid rocket motors, are much greener in terms of emissions during launch. The substances emitted from the hybrid engine are mainly water vapor and CO<sub>2</sub>. In addition to greener emissions, they are safer to handle on the ground and have the ability to control/shut down engine power during flight. Although emissions from rocket engines are not the main reason these are being developed, it is certainly a positive side effect.

## Waste management

Andøya Space handles different types of hazardous materials in day-to-day operations. Procedures to ensure handling of hazmat in accordance with laws and

regulations is established in the company's HSE-system, from procurement to disposal.

General waste management is handled in cooperation with the local waste company, Reno-Vest. A KPI for the period 2022-2024 was set to reduce unsorted waste by 20%. The target is reached, but further reductions will be done based on new systems for sorting waste and procedures for waste handling.

## Energy consumption

Andøya Space entered into an agreement at the beginning of the year to purchase electricity with a guarantee of origin. This has reduced our carbon footprint by 90% since 2023. Indirect emissions related to energy consumption now account for 1% of the group's total carbon footprint.

## Preservation of nature

Andøya Space is continuously expanding our activities with new business divisions, new types of activities and growth in employees. Due to this expansion, new construction projects are being performed every now and then. In 2024, a new launch ramp was constructed in Oksebåsen to replace two old launch ramps. In connection with this, a sustainability assessment of the project was carried out. It was found that by switching to an electromechanical drive system on the ramp, the risk of hydraulic oil spills during launches would be reduced. The new ramp also enables more rockets to be launched within the same campaign, which helps minimize the inconvenience for the fishermen operating in the fishing grounds just off the coast of Andøya.



## Protecting cultural heritage

Andøy is rich on cultural heritage sites, and all our construction projects are carried out with great care not to disturb protected sites. In accordance with laws and regulations, on-site inspections have been performed by archaeologists prior to any construction work.

## Preservation of marine ecosystems and coastal areas

Both the current headquarters, and the new spaceport are situated in coastal areas of Andøya. Andøya Space takes care to ensure public access to the coastal area as far as safety and security around our operations allow it. Areas that require physical security measures are limited when applicable, and with ensured access to the coast for the public.

## Preservation of natural habitats and biodiversity

In all new establishments, public planning processes with Environmental Impact Assessments have been performed to investigate the local characteristics. Environmental plans for the specific construction activities describe how to avoid deterioration, monitor, and measure status and if needed, mitigate or restore areas.







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