



Monitoring good practices



Monitoring Good Practices 2025

Introduction:

- Secretariat conducted assessment of signatory companies of the International RBC Agreement for the Renewable Energy Sector during April – July 2025 in accordance with the [Assessment Framework](#) of the Agreement. During the assessment process, Secretariat compiled a list of positive practices from the sector.
- The goal of this document is to highlight these positive examples and provide inspiration for the wind and solar sector on responsible business conduct.
- This selection has been made by the Secretariat. Individual opinions of the parties of the Agreement may differ.
- The compilation contains only publicly available information. If a company has a positive practice, yet information about it is not publicly available through e.g. sustainability report, website and etc, this has not been featured in this compilation.
- Each good practice should be looked at in the context of the due diligence maturity level of the given sector. Some of the featured good practices might not be the highest standard in other sectors and/or even within renewable energy sector itself. Some of the examples from solar energy sector might not be relevant or seen as good practice for wind energy sector and vice versa.
- If you consider a company's practice to be inspiring or have other relevant examples, please submit it to the Secretariat via reasecretariat@ser.nl. If you think a specific case is not a good practice, please let the Secretariat know with the reasoning behind it.
- The examples are categorized into 6 due diligence steps. Per each due diligence step, practices are showcased from both wind and solar sector, to make it relevant for both sectors. Currently, examples from the wind sector are prevalent, as this sector has more documented due diligence processes.
- Sometimes, a particular part of a document/process is considered a good practice. It is important to note that not each individual document/example as a whole is necessarily considered a good practice—rather, it is a particular section or element that stands out. This is further explained during the explanation part of the good practice.
- This document is the second edition of good practices. Monitoring good practices of 2024 can be found [here](#). Please note that both editions contain different examples, and that any example mentioned in the 2024 edition is not repeated in this document.

Due Diligence Step 1: Embed responsible business conduct into policies and management systems:

This section contains selected policies (human rights, climate, biodiversity, labour policies, supplier codes, etc.) and management systems (training, commitment from top, etc.) from the wind and solar sector.

Wind Sector

1. NKT | Human Rights Policy

Why: This is a good example of human rights policy, endorsed by the top management, aligned with international standards, detailing topics of the due diligence process, conflict of local and international standards, stakeholder engagement, remedy and grievance procedures.

More information can be found: [Human-Rights-Policy-2025.pdf](#)

2. Vestas | Health, Safety, Environment Framework

Why: It covers thorough approach to health, safety and environmental risk management. This framework outlines the minimum requirements for the development and implementation of an effective health, safety and environmental management system in accordance with internationally recognized standards.

More information can be found: [Vestas_HSE_PixieBook_.indd](#)

3. Orsted | Guidelines on Indigenous Peoples and free, prior, and informed consent in Orsted

Why: The company defines thoroughly what their commitments are towards indigenous communities and how they will implement their commitment in practice. It covers aspects such as what they count as indigenous peoples, their understanding of free, prior, informed consent and their principles of working with indigenous peoples and their territories.

More information can be found: [guidelines-on-indigenous-peoples-and-fpic_june24_final-version.pdf](#)

4. Copenhagen Infrastructure Partners | Responsible Investment Policy

Why: The policy guides Copenhagen Infrastructure Partners throughout the investment process by describing key ESG principles and procedures which are intended to support company's value creation objectives. It contains a clear and detailed description of each step of the due diligence process, including a description of which department is responsible for the implementation. The due diligence explanation also includes the engagement approaches and the company's commitment to transparency.

More information can be found: https://www.cip.com/media/mphdbual/250206_cip-responsible-investment-policy.pdf?rnd=133834095219700000

5. SSE Renewables | Principles of Engagement

Why: SSE Renewables commits to ensure that their projects are built on a foundation of meaningful stakeholder engagement that understands and addresses the needs and

viewpoints of individual communities. This document showcases the commitments that SSE Renewables has made on engagement with stakeholders, principles, approach and how stakeholders are consulted throughout different project lifecycles with examples.

More information can be found: [sse-principles-of-engagement-final.pdf](#)

6. TotalEnergies | Awareness-raising and training for suppliers

Why: The company regularly conducts awareness-raising actions with its suppliers on the responsible procurement approach, particularly on respect for human rights, the protection of workers' health and safety and the preservation of the environment. In order to support its suppliers in improving their practices, the company also published a Practical Guide on Human Rights at Work for Suppliers, accessible on the TotalEnergies website(sustainable development section).

More information can be found: [TotalEnergies_DEU_2024_VA](#) (p.188)

7. Cadeler | Supplier Code of Conduct

Why: It is a concise supplier code of conduct for vessel operator which has specific attention for suppliers working with subcontractors and other service providers to ensure the conditions of the CoC are adhered to by them as well.

More information can be found: <https://www.cadeler.com/assets/uploads/Documents/Company-Policies/Cadeler-Supply-Chain-Code-of-Conduct.pdf>

8. Equinor | Information flow of sustainability matters to governing bodies

Why: Equinor has provided in its annual report an overview of how sustainability considerations are embedded in corporate oversight and decision-making. This goes from first line employees up until the CEO and Board of Directors.

More information can be found: <https://cdn.sanity.io/files/h61q9gi9/global/16ccbc5a098c3b971979118420c4f83ddee18fb4.pdf> (p.87)

9. Eolus | Approach to biodiversity and ecosystems

Why: Eolus's project development is in accordance with the mitigation hierarchy. Eolus's sustainability strategy also contains a target that at least one measure to promote biodiversity must be implemented in each project.

More information can be found (p. 52): https://www.eolus.com/wp-content/uploads/2025/04/Eolus_Annual_and_Sustainability_Report_2024.pdf

10. Eolus | Employee Code of Conduct

Why: Eolus has an elaborate commitment to act according to international standards such as the OECD Guidelines and UNGPs, and communicates clearly its commitments to social, environmental and governance principles. Their Code of Conduct is an overall document to which all Eolus's policies, guidelines and internal routines are linked to, and they ask their suppliers and business partners to adhere to the same standards.

More information can be found:

https://www.eolus.com/wp-content/uploads/2025/05/2025_CODE_OF_CONDUCT-3.pdf

11. Eolus | Suppliers and Business Partners Code of Conduct

Why: This is a very clear code of conduct which covers human rights, environment and biodiversity. It has requirements on due diligence, remediation, continuous improvement, cooperation and cascading. There is section on indigenous peoples and FPIC.

More information can be found:

https://www.eolus.com/wp-content/uploads/2025/05/2025_CODE_OF_CONDUCT_FOR_SUPPLIERS_AND_BUSINESS_PARTNERS-3.pdf

Solar Sector

12. Biosphere Solar | Environmental and Human Rights Policy

Why: This is a human rights and environmental policy commitment from a small-size company, where the company commits to respect and support all internationally recognized human rights in its full value chain. There is attention to stakeholder engagement, remediation, transparency, leverage building. There is a specific section on how the company addresses forced labour and clear commitments therein.

More information can be found: [Biosphere Solar's Statement on ESG.docx](#)

13. Sunrock | Employee Code of Conduct

Why: The Employee Code of Conduct clearly demonstrates how sustainability is embedded in Sunrock's operations. It outlines the company's expectations of employees regarding its identified salient issues and details the available grievance mechanisms. In addition to Sunrock's internal remedy process, it also provides references to independent third-party channels for situations where employees may be unable to use the company's own system.

More information can be found: [250001307 Sunrock_Employee_COC_A4_v4_extrenal.pdf](#)

14. Biosphere Solar | Supplier Code of Conduct

Why: This is a good example of a clear and short Code of Conduct for a SME, which aims to follow the international standards on due diligence but also aligns with the reality of being small company. The policy states what Biosphere Solar is expecting from its suppliers, sub-suppliers and subcontractors, but also what the company itself commits to.

More information can be found: https://cdn.prod.website-files.com/648875b1a5f994c874cf8479/673e218b0f28385709a17ef7_Supplier%20Code%20of%20Conduct%20-%20Biosphere%20Solar.pdf

15. Novar | ESG governance structure

Why: Novar established a clear ESG governance structure where the CEO holds responsibility for ESG governance. There are eight working groups (affordable energy, climate change, biodiversity&ecosystems, employee wellbeing, occupational safety and

health, diversity and inclusion, ethical business conduct and supply chain transparency) which have the task to develop and manage prioritised ESG subjects of the company.

More information can be found: https://www.novar.nl/wp-content/uploads/2024/07/ESG-report-09-2023_comp.pdf (p.44-45)

Due Diligence Step 2: Identify and assess adverse impacts

This section contains examples of actions undertaken by companies for identifying and assessing their impacts.

Wind sector:

16. Orsted | Human rights impact assessment

Why: It publicly reports about the outcomes of the human rights impact assessment, what the salient risks are, the reason for saliency, actions taken by the company and subsequent steps envisaged. It also provides an overview of the key groups of rightsholders across Orsted's value chain.

More information can be found: [Orsted's salient human rights areas](#)

17. Sif | Supply chain mapping

Why: Sif provides a clear, simple and accessible mapping of its value chain by showing how they are linked to upstream and downstream supply chain, what raw materials in the upstream supply chain are necessary for mining, production and transport.

More information can be found: [SIF Annual Report 2024](#) (page 22)

18. Equinor | Environmental impact assessments

Why: Equinor publicly discloses its environmental impact assessments on its website.

More information can be found: [Impact assessments - Equinor](#)

19. Sif | Management of relationships with suppliers

Why: Sif conducts an on-site supplier audit as an integral part of supplier selection of critical purchases. Not only quality aspects are on the agenda, but also social and environmental aspects. Once the supplier is selected, periodic audits remain part of the method by which they interact with suppliers. A supplier performance meeting is held twice a year for all key suppliers. Here, based on input from the organisation's various departments, an assessment is made of supplier performance. This also includes ESG (Environment, Social and Governance). For example, the ESG roadmap of the supplier is assessed to zero emission and whether conflicting raw materials are used in the components that we buy from the supplier.

More information can be found: [SIF Annual Report 2024](#) (page 83)

Solar sector:

20. SSE Renewables | Solar supply Chain transparency

Why: Over 2023/24, SSE Renewables has worked with potential solar PV suppliers to increase visibility of possible silicon supply chains. Visibility was increased to tier seven of the supply chain, up to quartz mine level.

More information can be found: [modern-slavery-statement-2024-1.pdf](#)

21. Sunrock | Supplier visit in China

Why: Sunrock visited its key manufacturers in China, to learn more about component production, materials and process. This is a good example of how a company can go beyond desktop research in order to map their value chain and its impacts, but also to build relationships with its stakeholders.

More information can be found: <https://sunrock.com/esg-policy/>

Due Diligence Step 3: Cease, prevent or mitigate adverse impacts:

This section contains a selection of activities and initiatives taken by companies to address their negative impacts on people, the environment and biodiversity.

Wind sector

22. Vestas | Circularity Roadmap

Why: The roadmap sets actionable goals and pathways to manufacture zero-waste turbines by 2040.

More information can be found: [Vestas Annual Report 2024](#) (page 88)

23. Orsted | Collaboration with North America's Building Trades Unions

Why: Orsted and North America's Building Trades Unions signed a National Offshore Wind Agreement in 2022 to construct the company's US offshore wind farms with an American union workforce. With diversity targets, local training programs, and workforce diversity performance monitoring, the agreement is designed to foster a diverse, equitable, and inclusive workforce, while expanding opportunities in offshore wind to frontline communities.

More information can be found: <https://us.orsted.com/news-archive/2022/05/national-offshore-wind-agreement>

24. Vattenfall | Biodiversity Projects

Why: The report contains all the initiatives that Vattenfall has taken to mitigate biodiversity impacts in its activities, including wind, solar and battery areas. It has examples such as seabird collision risk assessment, nature conservation efforts, activities to enhance marine life, activities to protect eagles and bird safety, restoring peatlands, etc.

More information can be found: [Biodiversity projects - Vattenfall](#)

25. Vattenfall | Circularity examples

Why: The brochure contains different examples how Vattenfall is moving towards fossil freedom, such as using recyclables blades, circular designs, using wind turbines blades in skis or turning them into compact living etc.

More information can be found: [Transforming to a more circular business](#);

26. SSE Renewables | Commitments for Living Wage

Why: SSE Renewables has committed to becoming a real Living Wage Employer and has taken actions to reflect this in their projects at sea, as well as onshore. This involves also working together with their suppliers to support them becoming living wage employers.

More information can be found: [ssee-sustainability-2024.pdf](#) (page 34)

27. Equinor, Vattenfall and SSE Renewables | Bird migration project

Why: The three companies work together on a project called BirdSafe, with knowledge institutions. The project seeks to enhance bird safety while maintaining energy security and controlling operational costs. It studies how birds move around and through wind farms, including how often they collide with individual turbines. Using this data, the project develops and improves predictive models for bird collisions. Data collected will be shared with project partners and made publicly available after the project concludes.

The project combines data collection, behavioural analysis, and collaboration with stakeholders to create practical recommendations.

More information can be found: <https://grow-offshorewind.nl/project/birdsafe>

28. Equinor, Orsted, Shell and TenneT | Worker welfare at construction yards

Why: Together with non-Agreement companies, they set up a working group on Worker Welfare focusing on labour rights and worker welfare requirements within the marine construction sector. The group has developed principles to help Singapore's marine construction sector meet international standards for worker rights, focusing on responsible recruitment, better living conditions, transport, and grievance access. They're also engaging stakeholders to drive systemic change and partnering with local organizations to support worker remedies.

More information can be found: [orsted-annual-report-2024.pdf](#) (page 143), [Equinor's annual report 2024](#) (page 156), [Shell Annual Report and Accounts and Form 20-F 2024](#) (page 420) or [TenneT's annual report](#) (page 74-75).

29. TKF | Approach and actions related to reduction of GHG-emissions

Why: TKF (part of TKH) provides a detailed overview of the approach, how they develop transition plan, their GHG emissions reduction targets and ambitions, decarbonisation levers, key actions planned and progress achieved.

More information can be found: Page 102 – 106 of the TKH Annual Report 2024 - https://storage.tkhgroup.com/cms/assets/TKH_Annual_Report_2024_324a0e861e.pdf

Solar sector

30. Sunrock | Visit to Peru mines

Why: As part of one of the Agreement's collective impact projects, Sunrock joined a field visit to two artisanal small-scale copper mines (ASCM) and a processing plant in Peru. The field visit resulted in a better mutual understanding of the problems ASCM face in Peru and how these are related to the solar sector in the Netherlands. Following the visit, Sunrock joined a multi-stakeholder dialogue with miners, companies, the Peruvian government and NGOs with the aim to discuss the future of the copper sector in Peru.

More information can be found: [Delegation Renewable Energy Sector visits Peru | IRBC Agreements](#)

31. PowerField | Biodiversity approach

Why: For every solar park they started construction in 2024, impact on biodiversity was a key consideration in the design. They involved ecologists, universities, and local nature groups in the designs to ensure a positive impact on native flora and fauna.

More information can be found: <https://www.powerfield.nl/wp-content/uploads/2024/04/Sustainability-Report-2024-PowerField-and-PowerGo.pdf> (p. 28)

Due Diligence Step 4: Track implementation and results

This section contains a selection of processes for tracking implementation and results.

Wind sector

32.TKF | Overview of progress per ESG topic

Why: TKF (part of TKH) provides an overview of the progress realized and tracked per ESG topic. The overview contains the KPI's, targets and progress made per ESG-topic.

More information can be found: Page 41 of the TKH Annual Report 2024 - https://storage.tkhgroup.com/cms/assets/TKH_Annual_Report_2024_324a0e861e.pdf

Due Diligence Step 5: Communicating how impacts are addressed

This section contains a selection of sustainability reporting and external communication/engagement with stakeholders.

Wind sector

33. Vattenfall | Human Rights Progress Report

Why: The report provides comprehensive information on Vattenfall's approach to human rights, main human rights impacts, progress made to address these impacts, focus areas, challenges and next steps.

More information can be found: [Human rights progress report 2024](#)

34. SSE Renewables | Modern Slavery Statement 2024

Why: It is a comprehensive document with a lot of valuable information. It provides clear overview of the activities that company is doing to mitigate modern slavery and a bird-eye-view of its due diligence processes.

More information can be found: [modern-slavery-statement-2024-1.pdf](#)

Solar sector

35. Sunrock | 2024 ESG report

Why: The report describes Sunrock's ESG priorities, but also why it chooses to not focus on certain other ESG issues. It contains data on social audits and worker welfare. It mentions its grievance mechanism, which is open to all stakeholders and can be used to file ESG-related complaints. Next to that, it refers to other grievance mechanisms in case Sunrock's is not sufficient (including the IRBC Agreement mechanism).

More information can be found: <https://sunrock.com/wp-content/uploads/Sunrock%20ESG%20Report%202024%20-%20Better%20and%20Better.pdf>

36. Biosphere Solar | YouTube channel

Why: Creative way for a company with limited resources to share their insights and progress on the development of the company, including (parts of) its due diligence process.

More information can be found: https://www.youtube.com/@biosphere_solar

37. Greenchoice | Sustainability Report 2024

Why: Greenchoice provides a detailed description of the process and considerations that led to various outcomes in their sustainability report, such as those related to their double materiality analysis.

More information can be found:

<https://jaarverslag.greenchoice.nl/external/asset/download/project/f901dd0a-03ec-0000-d773-a583f89112fe/name/Greenchoice%20ge%C3%AFntegreerd%20jaarverslag%202024.pdf>
(pages 80-106)

38. Proactive engagement with communities | PowerField

Why: To foster strong relationships with communities, PowerField introduces themselves personally to (direct) neighbours through door-to-door visits, provide direct contact details, keep them informed about project developments, involve them where relevant, host site visits, and ensure that the company is easily reachable for questions or concerns.

More information can be found: [Sustainability-Report-2024-PowerField-and-PowerGo.pdf](#) (page 38)

Due Diligence Step 6: Providing for or cooperating in remediation when appropriate

This section covers a selection of grievance mechanisms and remediation processes.

Wind sector

39. Equinor | Different remedy processes

Why: Equinor describes per type of complaint (own employees, value chain employees, communities and the Ethics Helpline) what processes it has in place to remedy negative impacts or risks.

More information can be found: [the company's annual report](#) (pages 145, 154, 160, 161 and 175)

SOCIAAL-ECONOMISCHE RAAD
(Social and Economic Council)
Bezuidenhoutseweg 60
P.O. Box 90405
NL-2509 LK Den Haag
The Netherlands

T + 31 (0)70 3499 525
E communicatie@ser.nl

www.ser.nl

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