Renewable Energy International RBC | SER

Monitoring good practices



International Responsible Business Conduct Agreement for the Renewable Energy Sector

Monitoring Good Practices 2026

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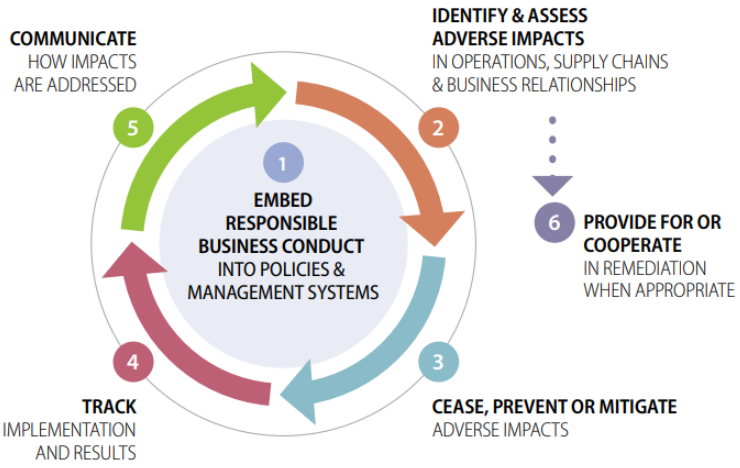
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Introduction:

Between April and July 2026, the Secretariat assessed companies that have signed the International RBC Agreement for the Renewable Energy Sector on their human rights and environmental due diligence (HREDD) performance and progress. The assessments were conducted in accordance with the *Assessment Framework* of the Agreement. As part of this assessment process, the Secretariat identified practices that demonstrate positive approaches to responsible business conduct (RBC) and due diligence in the renewable energy sector.

The assessment process builds on the OECD's six-step due diligence approach for Responsible Business Conduct, as illustrated in the figure below.



The purpose of this document is to share these examples with companies and other stakeholders in the wind and solar sectors. By highlighting practices that are considered particularly useful, the document aims to provide **practical inspiration** for companies that are working to strengthen their responsible business conduct and due diligence processes. The examples are intended to show how companies are addressing specific due diligence challenges in practice, rather than providing a checklist or a set of requirements that all companies are expected to follow.

How the examples were selected

The examples in this document have been selected by the Secretariat based on the information which was publicly available during the 2026 assessment process. The selection reflects the Secretariat's assessment of practices that may be useful, innovative, or otherwise provide inspiration to other companies in the sector.

The inclusion of a practice in this document does not mean that all parties to the Agreement consider it to be a "best practice" or agree with every aspect of the approach. Individual parties may have different views on the strengths, limitations, or relevance of a particular example.

In addition, some of the examples included in this document may have been selected because particular elements of the approach are considered good practice. In such cases, we refer specifically to the elements that contribute to the example being considered good practice, rather than suggesting that the approach as a whole constitutes good practice.

The examples should therefore be understood as illustrations of positive approaches, rather than as endorsements or formal standards.

Consider the sector and maturity level

Good practices should always be considered in the context in which they have been developed and implemented. In particular, companies and readers should take into account the current level of due diligence maturity within the renewable energy sector. A practice that represents a meaningful step forward for a company or sector may not necessarily represent the highest possible standard of due diligence. Similarly, an approach that is considered advanced in one sector may be more established or expected in another sector.

The examples in this document should therefore not be interpreted as indicating that the practices are universally applicable or represent the highest standard possible. They are intended to demonstrate approaches that can be useful given the circumstances and maturity of the sector at the time of the assessment.

There may also be differences between the wind and solar sectors. Their business models, supply chains, project characteristics, risks, and relationships with stakeholders can differ. As a result, a practice that is relevant and useful in the solar sector may not necessarily be equally relevant to a company operating in the wind sector, and vice versa. Companies are encouraged to consider the underlying principle or approach behind an example and assess whether and how it can be adapted to their own activities and circumstances.

A living document

This document is intended to evolve over time. The practices presented here are not an exhaustive overview of all positive approaches being implemented in the renewable energy sector. New examples may emerge as companies develop their due diligence practices and as expectations and understanding of responsible business conduct evolve. Companies and other stakeholders are therefore invited to contribute to the document.

Relationship with previous editions

Examples that were already included in the *Monitoring Good Practices 2024* and *Monitoring Good Practices 2025* have not been repeated in this document. This allows the document to focus on additional examples identified through the 2026 assessment process and to complement the practices highlighted in previous editions.

How the examples are organised

The examples are organised according to the different steps of the due diligence process. This structure is intended to make it easier for readers to find examples that are relevant to a particular part of their own due diligence approach.

The categorisation should not be understood as meaning that a practice relates exclusively to one due diligence step. In practice, different elements of responsible business conduct are often interconnected. A single practice may therefore contribute to several stages of the due diligence process, even though it is presented under the category for which it is considered most relevant.

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

1. Sustainability strategy | Statkraft

What: The Sustainability Strategy 2024 from Statkraft is a comprehensive document that sets out how the company plans to manage its environmental and social impacts while supporting long-term business growth. It explains Statkraft's overall sustainability ambitions and breaks them down into four main focus areas: climate, nature, circularity, and people. Within each area, the document describes specific priorities—such as reducing greenhouse gas emissions, protecting biodiversity in project development, improving resource efficiency, and ensuring responsible working conditions across operations and supply chains. It also outlines how these priorities are supported by internal policies, due diligence processes, and governance structures, showing how sustainability is embedded into decision-making at different levels of the organization.

In addition, the document details how progress is measured through defined targets and key performance indicators, and how these are monitored and reported over time. It emphasizes alignment with international standards and frameworks, and highlights the importance of stakeholder engagement, risk management, and transparency in achieving its goals. Overall, the strategy provides a clear roadmap for how sustainability considerations are integrated into Statkraft's operations and long-term planning, translating high-level commitments into concrete actions and measurable outcomes.

Why: It should be considered a good practice because it translates broad sustainability ambitions into clear priorities, concrete targets, and measurable indicators. This provides a structured basis for turning sustainability commitments into specific objectives and for tracking progress over time.

The strategy also brings together environmental and social priorities within one overarching framework, covering areas such as climate, biodiversity, circularity, and just transition. This can provide inspiration to other companies in the renewable energy sector on how to set clear and measurable sustainability ambitions and use targets to guide and monitor their progress.

More information:
Statkraft's Sustainability Strategy 2024

2. Human rights and environmental due diligence approach | Stedin

What: Stedin has developed and publicly published a comprehensive Human Rights & Environmental Due Diligence (HREDD) approach that translates the OECD Due Diligence Guidance into a practical, company-wide process. The document explains how HREDD is embedded across the organization through governance, procurement, supplier engagement, risk assessments, audits, stakeholder dialogue, monitoring, remediation, and transparent reporting. Rather than presenting high-level commitments only, the approach describes the operational steps, responsibilities, and tools used to identify, prevent, mitigate, track, communicate, and remediate adverse impacts throughout the value chain.

Why: It should be considered a good practice because it shows how human rights and environmental due diligence can be translated from international guidance into a practical, company-wide process. By explaining the steps, responsibilities, and tools used to identify, prevent, mitigate, track, and address adverse impacts, the approach provides a clear picture of how due diligence is carried out in practice.

Making this methodology publicly available also provides transparency on how Stedin approaches due diligence and sets out clear expectations for engagement with suppliers and other stakeholders. The example can therefore provide practical inspiration to other companies seeking to develop or strengthen their own HREDD approach.

More information:
Human Rights & Environmental Due Diligence werkwijze Stedin Groep April 2026 (in Dutch)

3. Solar Trace sustainability training | Solarwatt

What: Solarwatt developed the Solar Trace online course to build awareness and practical knowledge of sustainability risks in solar photovoltaic supply chains. The publicly available course introduces participants to environmental and social due diligence, including biodiversity impacts, responsible raw material sourcing, supply chain transparency, and methods for assessing sustainability performance. By providing structured guidance and practical examples, the course supports organisations in integrating sustainability considerations into procurement and project development decisions.

Why: It should be considered a good practice because it provides practical, accessible training on sustainability risks that are particularly relevant to solar PV supply chains. By combining information on risks with practical examples and guidance, the course can help build the knowledge needed to recognise and consider these risks in procurement and project development.

The course also makes this knowledge publicly available, providing an accessible resource for companies and other stakeholders seeking to strengthen their understanding of due diligence in solar supply chains. It therefore offers a useful example of how companies can support the practical implementation of responsible business conduct by building internal knowledge and awareness.

Furthermore, through the same platform, Solarwatt provides information on production locations in its supply chain, which contributes to supply chain transparency.

More information:
SolarTrace (course) and *SolarTrace Process* (supply chain visibility)

4. RP Global | Stakeholder Engagement Plan

What: This Stakeholder Engagement Plan (SEP) has been developed by RP Global to outline the stakeholder engagement approach for the development, construction, operation, and decommissioning of its PV project in Novalja, Croatia. The SEP is tailored to the local context of Novalja and is intended to serve as a living document, allowing it to be updated and refined throughout the project lifecycle as circumstances evolve and new insights emerge. The SEP contains a stakeholder mapping, which identifies relevant local stakeholder groups, their interests, and the most appropriate communication channels for engaging with them. The SEP lists past and future engagement activities. In addition, the SEP establishes a grievance mechanism that enables stakeholders to raise concerns, including a print-out version of the grievance form in Croatian language.
Why: This SEP should be considered a good practice because it provides a structured approach to identifying and engaging with stakeholders throughout the project lifecycle. In particular, the stakeholder mapping links different stakeholder groups to their

interests and appropriate communication channels, helping to make engagement more targeted and relevant to the local context.

The inclusion of a grievance mechanism, with a form available in the local language, provides stakeholders with a practical way to raise concerns and gives the project a clear channel for receiving and addressing feedback. The use of a living document also allows the engagement approach to be adapted as the project develops and new stakeholder concerns or circumstances emerge. Together, these elements provide practical inspiration for other renewable energy companies seeking to strengthen stakeholder engagement at project level.

More information:
RP Global Stakeholder engagement plan

Step 2: Identify and assess adverse impacts

5. Biodiversity hotspot assessment | Vattenfall

What: Vattenfall has strengthened the work within its supply chain to address biodiversity impacts linked to raw material sourcing. In collaboration with GIST Impact (provider of data and analytics support), Vattenfall identified key minerals and materials with the greatest potential impact on biodiversity, mapped these minerals and materials to procurement categories and explored ways to integrate biodiversity considerations into existing procurement processes. In 2025 Vattenfall conducted supplier assessments using the GIST Impact platform to evaluate biodiversity-related performance and data.

Why: It should be considered a good practice because it provides a structured way to identify and prioritise biodiversity risks within the supply chain. By linking high-impact minerals and materials to specific procurement categories, Vattenfall can identify where biodiversity considerations are most relevant and focus further assessment and engagement accordingly.

The subsequent use of supplier assessments to examine biodiversity-related performance and data helps connect the initial risk identification with procurement and supplier engagement. This provides a practical example of how biodiversity considerations can be incorporated into existing procurement processes, rather than being addressed separately from supply chain due diligence. The approach can therefore provide inspiration to other companies seeking to better understand and manage biodiversity risks in their supply chains.

More information:
Annual and sustainability report 2025 (page 101)

6. Material passport template | Alliander and Stedin

What: Template document that Dutch grid operators (Alliander, Stedin, Enexis and Gasunie) use to increase their insight in the value chain. Suppliers of the companies are requested to fill in the material passport for all our primary assets, such as installations, cables and pipes. The passport provides insight into the raw materials and materials the product consists of, how much recycled material it contains and to what extent the product can be recycled or reused at the end of its life.

The companies indicate that they will use the results to increase insight into the degree of circularity and that they will be transparent about this in their Annual Reports. The passport is also used by the companies to identify possibilities for making grid components more sustainable, thus forming a foundation for relevant product development programs. Finally, the passport contains the information needed to support reporting under the EU CSRD regulation.

Why: It should be considered a good practice because the material passport creates a structured way to collect information on the composition, recycled content, and end-of-life possibilities of products and components. This gives companies greater insight into the materials used in their assets and provides a basis for identifying opportunities to improve circularity and sustainability in procurement and product development.

The template also provides a practical tool for engaging suppliers on material-related information and improving visibility into the value chain. Making the template publicly available further increases transparency and allows other companies to adapt a similar

approach to their own products and supply chains. The practice therefore provides a concrete example of how companies can systematically collect and use material information to support circularity and more informed value chain management.

More information:
Raw Material passport Stedin, Jan 2024 (MS Excel file)

7. Stakeholder Engagement sessions within the IRBC Agreement | TenneT and Hellenic Cables

What: At the request of TenneT and Hellenic Cables, Secretariat organized stakeholder engagement sessions for these companies with a number of civil society organisations and local experts in India and in DRC. The goal of these engagements was to get more information about the human rights and environmental conditions related to specific materials, as well as to learn the local context related to the upstream side of their supply chain. The information gathered through the stakeholder engagement was used for refinement of materiality and risk assessments and improvement of due diligence processes.

Why: It should be considered a good practice because the engagement provided TenneT and Hellenic Cables with additional, locally informed perspectives on human rights and environmental risks in their upstream supply chains. Engaging civil society organisations and local experts can help companies identify risks and contextual information that may not be visible through their own supply chain assessments or direct business relationships.

Importantly, the information gathered was used to refine or verify materiality and risk assessments and improve due diligence processes. This illustrates how stakeholder engagement can be connected to, and inform, the wider due diligence process rather than being treated as a separate activity. The example also shows how companies can use collective or facilitated engagement where direct engagement with stakeholders on the ground is difficult.
More information:
Charged Together for Change: Progress report year 3 | May 2025 - April 2026 (page 17)

Step 3: Cease, prevent or mitigate adverse impacts:

8. Circular battery sourcing | Greenchoice

What: Greenchoice is exploring circular battery solutions by deploying refurbished battery storage systems and investing in technologies that extend the lifespan and reuse of battery materials. Rather than relying solely on newly produced batteries, the company collaborates with local recycling and refurbishment partners to integrate second-life battery storage into renewable energy projects. This approach aims to reduce the demand for virgin raw materials while supporting more sustainable and resilient battery supply chains.

Why: It should be considered a good practice because it demonstrates how circularity can be incorporated into decisions on battery sourcing and deployment. Using refurbished and second-life battery systems can reduce reliance on newly produced batteries and, potentially, the need for additional extraction of virgin raw materials. This is particularly relevant for batteries, where the sourcing of raw materials can be associated with environmental and human rights risks.

The example also shows how companies can work with refurbishment and recycling partners to explore alternatives to conventional sourcing models. It therefore provides practical inspiration for other companies in the renewable energy sector on how circular solutions can be considered as part of responsible procurement and supply chain management.

More information:
Greenchoice Integrated Refurb Battery (in Dutch) and
Article Greenchoice en Invest-NL investeren in Zhero Systems (in Dutch)

9. Bird collision prevention | Siemens Energy and Equinor

What: The SKARV project, led by SINTEF in collaboration with research institutions and industry partners, is developing an active bird collision avoidance system for wind turbines. Using cameras and radar, the system detects approaching birds, predicts their flight paths, and automatically adjusts the rotational speed of turbine blades to allow birds to safely pass through the rotor area. Unlike conventional mitigation measures such as turbine shutdowns or deterrent systems, the technology aims to minimise bird collisions while maintaining normal wind farm operations and electricity production.

Why: It should be considered a good practice because it explores a more targeted approach to managing the biodiversity risks associated with bird collisions at wind turbines. By combining real-time monitoring with adaptive turbine control, the system is designed to respond when birds are approaching the rotor area, rather than relying solely on general deterrence or routine turbine shutdowns.

The approach provides an example of how innovative technology and improved monitoring can be used to address biodiversity impacts while taking operational considerations into account. As the technology is still being developed, its effectiveness and practical application will need to be demonstrated further. Nevertheless, the approach provides useful inspiration for the sector on developing more targeted mitigation measures for wildlife impacts.

More information:
SKARV: Active wind turbine control for bird strike prevention - SINTEF

10. Biodiversity activities | Ørsted

What:

- ReCoral by Ørsted™: Ørsted reached a key milestone in their ReCoral by ØrstedTM project in Taiwan, which aims to support natural coral growth at their Greater Changhua offshore wind farms using a non-invasive method developed in partnership with the Penghu Fishery Research Center under Taiwan's Ministry of Agriculture. After three years of laboratory cultivation and refinement, the project team successfully deployed corals placed at a depth of 30 metres – comprising multiple species and age groups – at the Greater Changhua 1 Offshore Wind Farm in August 2025. They will now monitor the site to assess coral adaptation and growth, sharing results with research partners and the public.
- Between 2022 and 2025, Ørsted conducted biodiversity mapping, both spatial and aerial, at their Danish offshore wind farm Anholt. A variety of natural and artificial reef structures were sampled, including 3D-printed reefs, natural boulder reefs, foundation structures, and biohuts in the Port of Grenaa. They conducted a visual inspection which showed that the 12 3D-printed reefs we installed in 2022 are now fully covered with algae, providing valuable space, shelter, food, and fruitful ground for further floral overgrowth. Species such as sea bass, sea squirts, crabs, and starfish were detected at the reefs. The reefs' Shard surfaces have been covered with beautiful red algae, with sugar kelp growing on some reefs. eDNA results from the wind farm are not yet finalised but are expected to be ready during 2026.
- Their work with the Yorkshire Wildlife Trust and Lincolnshire Wildlife Trust, initiated in 2022, to restore the Humber Estuary (UK) continues to progress successfully. The aim of the restoration project, Wilder Humber, is to restore the threatened salt marshes and includes seagrass planting, salt marsh restoration, and rebuild ing native oyster beds. In 2025, they trialed a new innovative seagrass seed planting technique where seagrass 'plugs' are transplanted from an area with good coverage to an area with less coverage. This had a success rate of over 90 %. In addition to these new planting techniques, they are now using AI to count the number of seeds we collect (up to 200,000 each season) to save time in the field. For native oysters, they have successfully completed a trial in the UK using remote setting, where oyster larvae are set and grown on rock and scallop shells – the first ever trial using this method in the UK. This combination of novel approaches has already greatly increased the speed, efficiency, and success of their restoration work.

Why: These activities should be considered good practice because they demonstrate different ways in which renewable energy companies can actively address biodiversity alongside the development and operation of renewable energy projects. The initiatives combine biodiversity monitoring, habitat enhancement, species restoration, and collaboration with research and conservation organisations, helping to build knowledge about local ecosystems and identify opportunities to support biodiversity.

The activities also demonstrate the use of innovative approaches, such as 3D-printed reefs, new seagrass planting techniques, and coral restoration, while monitoring the results to better understand their effectiveness. This provides practical inspiration for other companies in the sector on how biodiversity considerations can be incorporated into projects through a combination of monitoring, restoration, partnerships, and testing of new approaches.

More information:
Annual report 2025 (page 61)

11. Solar park as wildlife habitat | Vattenfall

What: Vattenfall builds solar park that doubles as wildlife habitat Vattenfall's new solar park in Juliusburg and Krukow, Germany, delivers clean energy while actively promoting biodiversity. The 80 MWp installation produces renewable electricity that is delivered to partner Evonik under a long-term agreement. The site features beetle banks, water ponds, nesting boxes, wildlife corridors and native hedgerows to support wildlife migration, insects, birds, and bats. To control measures, scientific R&D monitoring will be carried out over several years. Partner Evonik will receive all of the electricity produced to power their sustainable chemical production, showcasing how solar infrastructure can regenerate eco systems and decarbonise the industry.

Why: It should be considered a good practice because biodiversity considerations are incorporated into the design and operation of the solar park, rather than being addressed separately from the renewable energy infrastructure. Measures such as wildlife corridors, native hedgerows, ponds, and nesting areas are intended to provide habitat and support local species alongside renewable energy generation.

The planned multi-year monitoring also provides an opportunity to assess how these measures perform in practice and to build knowledge about biodiversity outcomes at solar sites. The example therefore provides practical inspiration for other companies on how biodiversity considerations can be integrated into the planning and design of solar projects, including through measures that allow land to serve both energy production and ecological functions.

More information:
Annual and sustainability report 2025 (page 38)

12. Community and indigenous engagement - Offshore wind US | Equinor

What: Equinor identified potential adverse impacts of its offshore wind developments in the United States on local communities, particularly fishing communities and Tribal Nations. The company implemented a range of measures to address these risks through early and ongoing stakeholder engagement. For fishing communities, Equinor maintained regular dialogue through dedicated fisheries liaison officers, established compensation programmes, provided continuous project updates, participated in fisheries working groups, and engaged local fishing vessels to support offshore installation activities. For Tribal Nations, the company funded ethnographic studies and capacity-building initiatives, organised engagement workshops, and collaborated on mitigation measures to protect culturally significant submerged landforms during both the installation and operational phases of the project.

Why: It should be considered a good practice because it demonstrates how stakeholder engagement can be used to identify and address potential impacts on affected communities throughout the project lifecycle. The approach is tailored to the specific circumstances of different stakeholder groups, recognising that fishing communities and Tribal Nations may face different risks and have different interests and rights.

Importantly, the engagement is linked to concrete measures, such as dedicated liaison roles, compensation, capacity building, and mitigation measures developed in collaboration with affected stakeholders. This illustrates how stakeholder input can inform the way potential impacts are managed, rather than engagement being limited to providing information or consulting stakeholders. The example provides practical inspiration for other companies on how to combine ongoing dialogue with measures to prevent and mitigate impacts on local communities and Indigenous peoples.

More information:
Equinor *Annual Report 2026* (page 153)

13. Strengthening supplier engagement through a local presence in China| Biosphere Solar

What: At the end of 2025, Biosphere Solar expanded its operations to China by relocating its founders from the Netherlands. A key objective of this expansion was to build stronger relationships with existing and potential suppliers. By establishing a local presence, the company aimed to foster more open and constructive dialogue with Chinese suppliers on topics such as forced labour and labour rights.

Why: It should be considered a good practice because establishing a local presence can enable closer and more continuous engagement with suppliers in a complex supply chain context. Being physically closer to suppliers can help the company build robust and long-term relationships, better understand the local business and social and cultural context, and create opportunities for more direct discussion on human rights issues.

For a micro-company, establishing a presence in China also represents a significant investment of resources and demonstrates a willingness to engage directly with its supply chain. The example provides inspiration for other companies on how developing local knowledge and relationships can complement remote supplier engagement and support more informed and sustained due diligence.

More information:
Youtube video Biosphere Solar (English with Dutch subtitles)

14. Mangrove restoration | Jan De Nul and partners

What: The AquaForest project in Ecuador, coordinated by Jan De Nul together with partners from government, science, industry and local communities, is developing a scalable approach to mangrove restoration. The project created a 50-hectare mangrove island in the Guayas River delta by reusing locally dredged sediment from the access channel to the port of Guayaquil. Through targeted eco-engineering, the project established suitable conditions for mangrove growth, including appropriate elevation, drainage, sediment characteristics and protection for young plants. More than 12,000 mangrove trees and 21,500 propagules were planted, with monitoring showing rapid vegetation growth and the emergence of a diverse bird population.

Why: It should be considered a good practice because the project demonstrates how infrastructure-related activities can be combined with ecosystem restoration. By reusing locally dredged sediment to create suitable conditions for mangrove growth, the project gives a material arising from a conventional infrastructure activity an additional environmental purpose.

The project also combines engineering expertise, ecological restoration, monitoring, and collaboration with local communities and other stakeholders. This provides practical inspiration for other companies on how nature-based solutions can be integrated into infrastructure projects and how project-related activities can be designed with a multi-disciplinary group of stakeholders to contribute to ecosystem restoration. The approach may also provide useful lessons for similar projects in other locations where local conditions are suitable.

More information:
Mangrove restoration AquaForest, Ecuador – Jan De Nul

Step 5: Communicating how impacts are addressed

15. Transparent reporting on sustainability targets | Sif

What: Sif publishes a structured overview of its sustainability targets and annually reports progress towards achieving them. In its Annual Report, the company presents ESG objectives alongside the corresponding achievements for the reporting year and the planned milestones for subsequent years. The targets cover key sustainability topics such as climate change, renewable energy use, decarbonisation, health and safety, employee development, and circularity, enabling stakeholders to monitor implementation and progress over time.

Why: It should be considered a good practice because Sif makes its sustainability commitments and progress transparent by reporting against predefined targets. Presenting both the targets and the results achieved gives stakeholders a clear basis for understanding the company's progress and identifying areas where further action may be needed.

The structured reporting of targets across different environmental and social topics also provides a practical example of how companies can monitor and communicate sustainability performance over time. This approach can inspire other companies to move beyond general sustainability commitments by setting concrete and measurable objectives and transparently reporting on their progress.

More information:
SIF Annual Report 2025 (page 22)

16. Sustainability transparency and reporting | Equinor

What: Equinor publishes sustainability data through its Sustainability Data Hub, providing transparent and accessible reporting on environmental, social and governance (ESG) performance, including biodiversity- and nature-related indicators. The platform brings together sustainability metrics, methodologies and historical data in a structured, digital format, enabling stakeholders to track performance over time and understand how sustainability considerations are integrated into the company's operations and reporting.

Why: It should be considered a good practice because Equinor makes sustainability information publicly available in a structured and accessible format, including data on biodiversity and nature-related topics. Providing both current and historical data allows stakeholders to follow performance over time and better understand how sustainability topics are reflected in the company's reporting.

The use of a dedicated digital platform also provides a practical example of how companies can make sustainability information easier to access and compare. This can inspire other companies to strengthen the transparency of their sustainability reporting by clearly presenting relevant data, methodologies, and performance over time.

More information:
Governance - Sustainability Data Hub

Step 6: Access to remedy

17. Speak Up Policy | Sunrock

What: Sunrock's policy on remedy, including explanations on why and when to speak up, who can speak up and ways to raise a concern.

Why: It should be considered a good practice because the policy provides a clear and accessible framework and process for raising concerns and seeking remedy. By explaining who can speak up, when concerns can be raised, the available reporting channels, and how complaints are handled, Sunrock makes its grievance process more transparent and understandable to both internal and external stakeholders.

The explicit attention to protection against retaliation and the inclusion of external grievance channels are particularly valuable, as they provide additional options for stakeholders who may not be able to report their grievance through the regular mechanism.

More information:
Sunrock Speak Up Policy Update 2025

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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