



Transforming our Futures  
Former vår framtid

# Annual Report 2022

TOF Norway

Organisation no. 924 735 171

[www.tofnorway.org](http://www.tofnorway.org)

v





**Table of Contents**

<b>ACTIVITY REPORTING.....</b>	<b>3</b>
<b>1 POLICY-GUIDELINES AND INSURANCE.....</b>	<b>4</b>
1.1 POLICIES AND GUIDELINES PREPARED AS REQUIRED BY FUNDING AGENCIES (NORAD, NORWEGIAN GOVERNMENT, OTHERS)...	4
1.2 INSURANCE – PROFESSIONAL LIABILITY (PL) AND MEMBERSHIPS .....	4
<b>2 OVERVIEW OF PROJECTS AND PROPOSALS SENT TO TOF .....</b>	<b>5</b>
<b>3 PROJECTS COMPLETED IN 2022 – AWARDED AND COMPLETED (2021-22) .....</b>	<b>6</b>
<b>4 PROJECTS AWARDED IN 2022 – ON-GOING/CONTRACT SIGNED .....</b>	<b>6</b>
<b>5 PROJECTS AWARDED AND REQUESTED, 2023 .....</b>	<b>6</b>
<b>6 EXPERTS AND CONSULTANTS INVOLVED IN THE PROJECTS OF 2022 .....</b>	<b>7</b>
<b>7 PROFILING TOF NORWAY – IN ENGLISH AND NORWEGIAN .....</b>	<b>8</b>
<b>8 FINANCIAL REPORTING.....</b>	<b>9</b>
8.1 ANNUAL FINANCIAL REPORT.....	9
8.2 BOARD MEMBERS AND MANAGING DIRECTOR (ADMINISTRATION) .....	9





## Activity Reporting

Based on the worldwide experience spanning over twenty years TOF Norway was founded by Shivcharn Dhillion, PhD, in 2020 with the support of colleagues. The aim was to establish a non-profit and non-government organization with aims to address the sustainable development and the SDGs through consultancy and development projects.

It builds on its strength in its leaders' capacities and an affiliated team of international advisors/experts. The advisory expert team established through research and development projects is a core supportive element to TOF.

During 2023 TOF Norway revisited its policies and had developed proposals, secure contracts, and complete projects. During the Annual Board Meeting on 21 November 2022, the activities of the year were reported to the Board. Important highlights of the meeting were Projects and Proposals (completed, proposed, ongoing, and planned), Activities, and Financial Reporting. Feedback from the Board on project developments and planning more meetings through the year were noted.



# 1 Policy-Guidelines and Insurance

## 1.1 Policies and Guidelines Prepared as required by funding agencies (Norad, Norwegian Government, others)

No changes from last year

Code of Conduct: [www.tofnorway.org/wp-content/uploads/TOF-Code-of-Conduct.pdf](http://www.tofnorway.org/wp-content/uploads/TOF-Code-of-Conduct.pdf)

Risk Assessment and Management: [www.tofnorway.org/wp-content/uploads/TOF\\_Risk\\_Analysis\\_Mgmt\\_version-03Jun20.pdf](http://www.tofnorway.org/wp-content/uploads/TOF_Risk_Analysis_Mgmt_version-03Jun20.pdf)

Gender Equality Policy: [www.tofnorway.org/wp-content/uploads/TOF-GenderPolicy04June20-v1.pdf](http://www.tofnorway.org/wp-content/uploads/TOF-GenderPolicy04June20-v1.pdf)

Anti-Corruption Policy: [www.tofnorway.org/wp-content/uploads/TOF-Anti-Corruption-Policy-04June20-v1.pdf](http://www.tofnorway.org/wp-content/uploads/TOF-Anti-Corruption-Policy-04June20-v1.pdf)

Whistleblowing Channel: [www.tofnorway.org/wp-content/uploads/TOF-Whistleblowing04June20-v1.pdf](http://www.tofnorway.org/wp-content/uploads/TOF-Whistleblowing04June20-v1.pdf)

### **Additional that needs to be developed.**

Health and Safety – when in projects

Field Hiring and Labour (workers and contractor management to be used as guidance for Clients)

TOF is now qualified for several funding agencies/institutions, given it is >3 years old as an organization

## 1.2 Insurance – Professional Liability (PL) and Memberships

Insurance required by several Clients as before. TOF explored fuller coverage for Global North and South projects.

TOF joined the Global Reporting Initiative (GRI) community in 2022. Continue into Aug 2024.



## 2 Overview of projects and proposals sent to TOF

- i. International Capacity Building/Training Courses. Funded by Norad, UNESCO and ICH. It is Accredited by  :
  - a. Course preparation and implementation- AFRICA 2024: TOF will design and assisted in preparing capacity building through an international course in Ghana (Volta River Authority as host) and possibly Nairobi for the International Centre for Hydropower (ICH) in Trondheim.
  - b. Webinar preparation and implementation- AFRICA 2023 and AFRICA 2024: TOF prepared a set of lectures for an international course on safeguards and E&S for Transmission lines. Expected to be also had in 2024 with updated lectures.
  - c.
- ii. Managed to get projects with the German Development Bank (Kreditanstalt für Wiederaufbau, KfW), focusing on Indonesia. TOF got excellent feedback and recognition.
- iii. Developers for renewable energy interested in E&S assessments, due diligence/compliance analysis and supervision.



### 3 Projects Completed in 2022 – Awarded and Completed (2021-22)

2022 – E&S policy assessment for loans in Indonesia – focus on State-Owned-Enterprises (SOE) reform and labour.

2021-2022 – E&S safeguard and implementation challenges in risk-based assessment.

2021 (Update) - Human Rights Risk Assessment (HRRRA) of a wind farm project in Taiwan.

2021 - Assistance for the preparation of an executive summary project

2021 – 2022 E&S Upstream Level Study for Burapha Agro-Forestry (BAFCO) – Due diligence (clients/benchmarks: German Development Bank (KfW); NIRAS & CIP; Investors; RINA and IFC; World Bank Group (IFC, IBRD); ADB; UN; OECD)

### 4 Projects Awarded in 2022 – On-going/Contract signed

2023 - Acquisition of Indonesian Biodiversity as Fundamental Sources for Research and Innovation (INABRAIN). E&S Screening and ESMF preparation with safeguard documents. World Bank Environmental and Social Safeguards (ESS)

2023 – Capacity Building - *Africa 2023*, International Centre for Hydropower (ICH). Full course design and lectures. Ghana. *(Social impact assessment and resettlement management in renewable energy projects)*. IFC benchmarks

2023 - International Centre for Hydropower (ICH). Course design and lectures. On-line. *(Electricity transmission and distribution for the future)*. IFC Benchmarks

2023 – Capacity Building - *Africa 2023*, International Centre for Hydropower (ICH). Full course design and lectures. Nairobi. *(Enhancing governance in Africa's renewable Energy sector: navigating policies, regulatory compliance, and stakeholders for a sustainable energy transition)*. World Bank ESS and IFC.

2022 – Capacity Building - *Africa 2022*, International Centre for Hydropower (ICH). Full course design and lectures. Ghana. *(Social impact assessment in renewable energy projects)*. World Bank and IFC.

2022 – Capacity Building - International Centre for Hydropower (ICH). Course design and lectures. On-line. *(Electricity transmission and distribution for the future)*. IFC

11-2021 – Road ESIA, (D.R. of Congo) – IFC (World Bank Group) and EU benchmarks (clients: German Development Bank (KfW); International Centre for Hydropower with Norad and UNESCO; Government Institutions and Investors. Benchmarks: World Bank Group (IFC, IBRD); EU; ADB; Norad (OECD)

### 5 Projects Awarded and Requested, 2023

Awarded in 2023 for 2023-24 - KfW – INABRAIN project. Screening of 25 project sites with travel

Proposal sent to Client and in Review - Possible involvement in the ERAMUS programme of local high school (NØVS) if funded on providing input on Sustainable Development



## 6 Experts and Consultants involved in the projects of 2022

Amelia Handayan, Lastyo Lukito, Shivcharn Dhillion, Sophie Chichagua, Sten Hernes and Tiia Riitta Granfelt

*Male: 3; Female: 3*

Internships

No Internships were awarded in 2023.



## 7 Profiling TOF Norway – in English and Norwegian

Linkedin: [www.linkedin.com/company/transforming-our-futures/about/](https://www.linkedin.com/company/transforming-our-futures/about/)

Homepage: [www.tofnorway.org](http://www.tofnorway.org)

Homepage will be update before the end of 2023.





## 8 Financial Reporting

### 8.1 Annual Financial Report

No change in the following:

Local Banks used: Tolga Os Spare Bank (TOS) (NOK) – local and accessible  
DNB (USD and Euro) – connected to DNB through TOS

Accountant has been changed to Sparebank 1 Regnskapshuset SMN, avd Røros.

*Reimbursements and Invoices pending*

*Nothing*

*Summary and Balance per 31.12.2022*

*Intake (NOK): 3 032 230 NOK; Running costs: 1 613 130 NOK*

*Sum of Balance per 31.12.2022: 1 772 447 NOK*

*(balance includes on-going projects funds, loan and capital)*

### 8.2 Board Members and Managing Director (Administration)

Gunilla Olsson, Sweden

Putu Kamayana, Indonesia

Ola Grøn-Hagen, Norway

Live Stokstad, Norway (resigned due to move)

Sten Hernes, Norway (Deputy)

Shivcharn Dhillon, Norway (Head)

Managing Director: Ms. Gjertrud Marie Kjølhaug Bakkeng, Norway

Annual Board Meeting was held on 21 November 2023.

