

Application Level

STANDARD DISCLOSURE

1. Stra

Profile Disclosure	Description
1,1	Statement from the most senior decision-maker of the organization.
1,2	Description of key impacts, risks, and opportunities.

2. Org

Profile Disclosure	Description
2,1	Name of the organization.
2,2	Primary brands, products, and/or services.
2,3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.
2,4	Location of organization's headquarters.
2,5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.
2,6	Nature of ownership and legal form.
2,7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).
2,8	Scale of the reporting organization.
2,9	Significant changes during the reporting period regarding size, structure, or ownership.
2,10	Awards received in the reporting period.

3. Re

Profile Disclosure	Description
3,1	Reporting period (e.g., fiscal/calendar year) for information provided.
3,2	Date of most recent previous report (if any).
3,3	Reporting cycle (annual, biennial, etc.)
3,4	Contact point for questions regarding the report or its contents.
3,5	Process for defining report content.
3,6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.
3,7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).
3,8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.
3,9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.
3,10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).

3,11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.
3,12	Table identifying the location of the Standard Disclosures in the report.
3,13	Policy and current practice with regard to seeking external assurance for the report.

4. Governance, Co

Profile Disclosure	Description
4,1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.
4,2	Indicate whether the Chair of the highest governance body is also an executive officer.
4,3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.
4,4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.
4,5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).
4,6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.
4,7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.
4,8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.
4,9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.
4,10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.
4,11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.
4,12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.
4,13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.
4,14	List of stakeholder groups engaged by the organization.
4,15	Basis for identification and selection of stakeholders with whom to engage.
4,16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.
4,17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.

STANDARD DISCL

G3 DMA	Description
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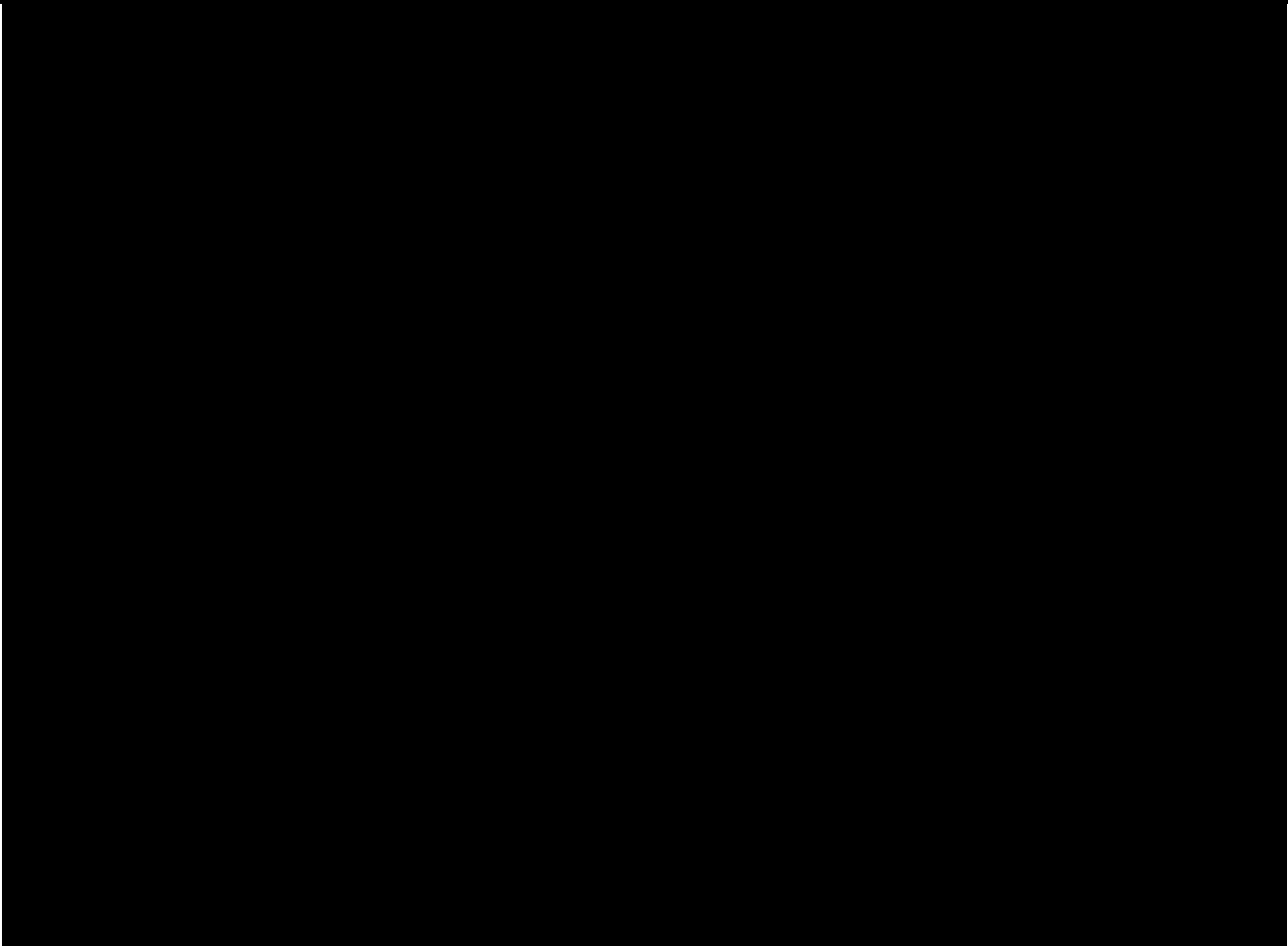
DMA EC	Disclosure on Management Approach EC	
Aspects	Economic performance	
	Market presence	
	Indirect economic impacts	
DMA EN	Disclosure on Management Approach EN	
Aspects	Materials	
	Energy	
	Water	
	Biodiversity	
	Emissions, effluents and waste	
	Products and services	
	Compliance	
	Transport	
	Overall	
DMA LA	Disclosure on Management Approach LA	
Aspects	Employment	
	Labor/management relations	
	Occupational health and safety	
	Training and education	
	Diversity and equal opportunity	
DMA HR	Disclosure on Management Approach HR	
Aspects	Investment and procurement practices	
	Non-discrimination	
	Freedom of association and collective bargaining	
	Child labor	
	Forced and compulsory labor	
	Security practices	
	Indigenous rights	
DMA SO	Disclosure on Management Approach SO	
Aspects	Community	
	Corruption	
	Public policy	
	Anti-competitive behavior	
	Compliance	
DMA PR	Disclosure on Management Approach PR	
Aspects	Customer health and safety	
	Product and service labelling	
	Marketing communications	
	Customer privacy	
	Compliance	
STANDARD		
Performance Indicator	Description	
Economic performance		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	

EC3	Coverage of the organization's defined benefit plan obligations.
EC4	Significant financial assistance received from government.
Market presence	
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.
Indirect economic impacts	
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.
E	
Performance Indicator	Description
Materials	
EN1	Materials used by weight or volume.
EN2	Percentage of materials used that are recycled input materials.
Energy	
EN3	Direct energy consumption by primary energy source.
EN4	Indirect energy consumption by primary source.
EN5	Energy saved due to conservation and efficiency improvements.
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.
Water	
EN8	Total water withdrawal by source.
EN9	Water sources significantly affected by withdrawal of water.
EN10	Percentage and total volume of water recycled and reused.
Biodiversity	
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.
EN13	Habitats protected or restored.
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.
Emissions, effluents and waste	
EN16	Total direct and indirect greenhouse gas emissions by weight.
EN17	Other relevant indirect greenhouse gas emissions by weight.
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.
EN19	Emissions of ozone-depleting substances by weight.
EN20	NOx, SOx, and other significant air emissions by type and weight.
EN21	Total water discharge by quality and destination.
EN22	Total weight of waste by type and disposal method.
EN23	Total number and volume of significant spills.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste

EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.
Products and services	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.
Compliance	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.
Transport	
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.
Overall	
EN30	Total environmental protection expenditures and investments by type.
Social: Labor Practices	
Performance Indicator	Description
Employment	
LA1	Total workforce by employment type, employment contract, and region.
LA2	Total number and rate of employee turnover by age group, gender, and region.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.
Labor/management relations	
LA4	Percentage of employees covered by collective bargaining agreements.
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.
Occupational health and safety	
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.
LA9	Health and safety topics covered in formal agreements with trade unions.
Training and education	
LA10	Average hours of training per year per employee by employee category.
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.
LA12	Percentage of employees receiving regular performance and career development reviews.
Diversity and equal opportunity	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.
LA14	Ratio of basic salary of men to women by employee category.
Social: Human Rights	
Performance Indicator	Description
Diversity and equal opportunity	

HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.
Non-discrimination	
HR4	Total number of incidents of discrimination and actions taken.
Freedom of association and collective bargaining	
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.
Child labor	
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.
Forced and compulsory labor	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.
Security practices	
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.
Indigenous rights	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.
Social: Performance	
Performance Indicator	Description
Community	
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.
Corruption	
SO2	Percentage and total number of business units analyzed for risks related to corruption.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.
SO4	Actions taken in response to incidents of corruption.
Public policy	
SO5	Public policy positions and participation in public policy development and lobbying.
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.
Anti-competitive behavior	
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.
Compliance	
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.
Social: Protection	
Performance Indicator	Description
Customer health and safety	

PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.
Product and service labelling	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.
Marketing communications	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.
Customer privacy	
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.
Compliance	
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.





Content Index

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Fully				

Commitments, and Engagement

Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Fully				
Fully				
Fully				
Fully				
Fully				
Partially				
Fully				
Fully				
Partially				

DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

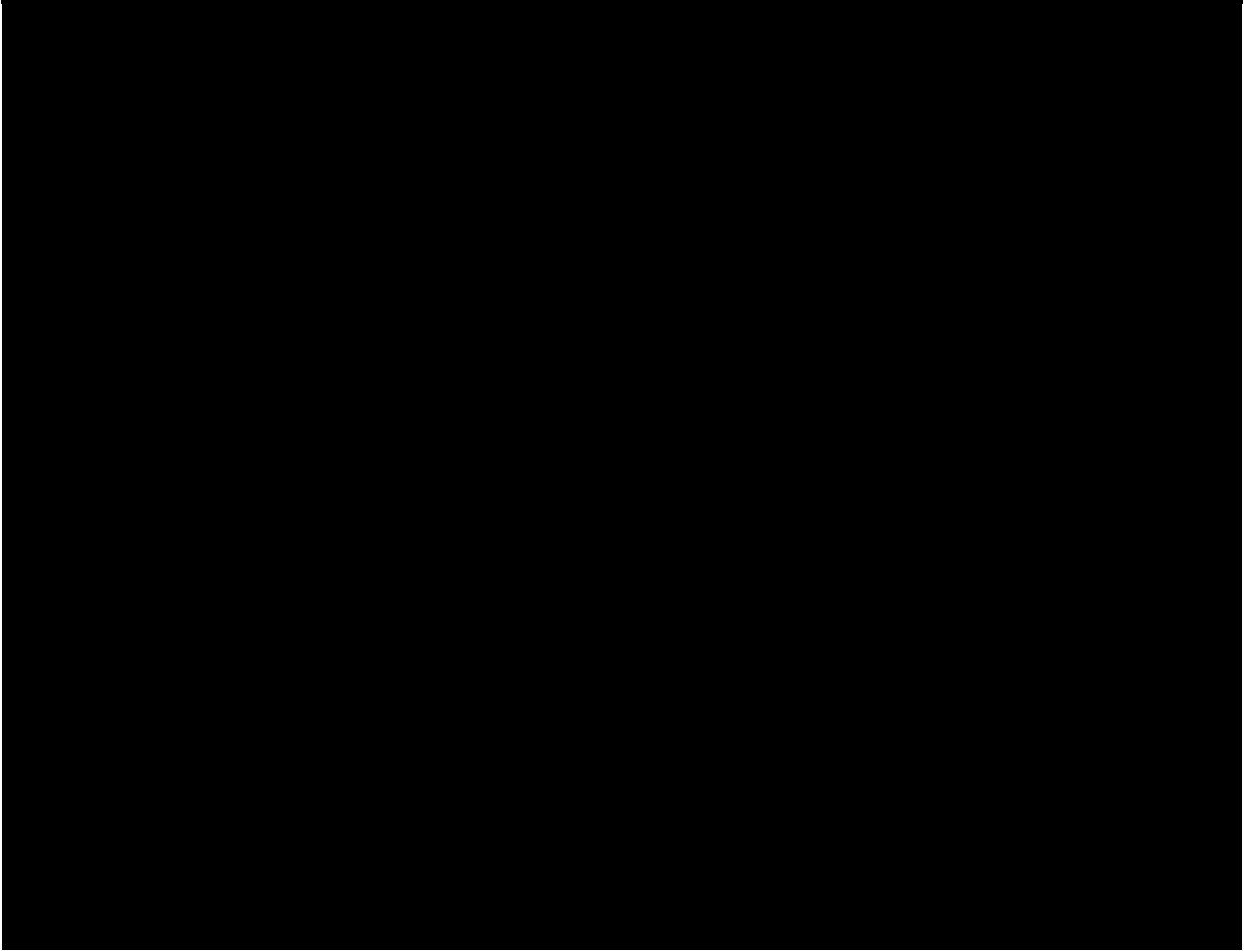
Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
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Fully				
Environmental				
Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation
Fully				Se egen miljørapport
Fully				Se egen miljørapport
Fully				Se egen miljørapport
Fully				Se egen miljørapport

Fully				Se egen miljørapport
Practices and Decent Work				
Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation
Fully				
Fully				
I: Human Rights				
Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation

Fully				
ocial: Society				
Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation
Fully				
Fully				
oduct Responsibility				
Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation

Fully				





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