




GRI - Performance Indicators

Norway Post's annual and sustainability report has been created in accordance with the Global Reporting Initiative (GRI) guidelines for sustainability reporting (the Sustainability Reporting Guidelines).

The performance indicators below are divided into three categories: economic, environmental and social. Social is again divided into four sub-categories: labour practices and decent work, human rights, the organisation's role in society and product responsibility. Norway Post reports fully for 34 performance indicators and partly for 3. It thus qualifies for the B-level in 2011.

-  Fully reported
-  Partially reported
-  Not reported

Economic

Disclosures on Management Approach (EC)

	DESCRIPTION	REPORT	COMMENTS
(DMA)	Management Approach briefly describes how the management is working on initiatives and developments within the various areas of sustainability. The group goals, strategies, policies, values and practices lay the foundation for this work.		
	REPORT OF THE BOARD OF DIRECTORS (INCOME AND PORTFOLIO DEVELOPMENT)		
	SEGMENT REPORT DIVISION MAIL		
	SEGMENT REPORT LOGISTICS NORWAY DIVISION		
	SEGMENT REPORT LOGISTICS NORDIC DIVISION		
	SEGMENT REPORT E-COMMERCE DIVISION		

Economic Performance

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(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.

[KEY FIGURES](#)

[BALANCE SHEET](#)

(EC2) Financial implications and other risks and opportunities for the organisation's activities due to climate change.

(EC3) Coverage of the organisation's defined benefit plan obligations.

[NOTE 3 PENSIONS](#)

(EC4) Significant financial assistance received from government.

[CORPORATE GOVERNANCE \(POINT 2\)](#)

[NOTE 29 OTHER MATTERS](#)

Market Presence

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(EC5)	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.		
	WORKING ENVIRONMENT REPORT		
(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

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(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.

Environmental

Disclosure on Management Approach (EN)

	DESCRIPTION	REPORT	COMMENTS
(DMA)	Management Approach briefly describes how the management is working on initiatives and developments within the various areas of sustainability. The group goals, strategies, policies, values and practices lay the foundation for this work.		
	ENVIRONMENTAL REPORT		

Materials

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(EN1)	Materials used by weight or volume.		
(EN2)	Percentage of materials used that are recycled input materials.		

Energy

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(EN3)	Direct energy consumption by primary energy source. TABLE: ENERGY CONSUMPTION		
(EN4)	Indirect energy consumption by primary source. TABLE: ENERGY CONSUMPTION		
(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

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(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

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(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

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
	Total direct and indirect greenhouse gas emissions by weight.		

(EN16)	TABLE: CLIMATE ACCOUNTS
(EN17)	Other relevant indirect greenhouse gas emissions by weight.
	TABLE: CLIMATE ACCOUNTS
(EN18)	Initiatives to reduce greenhouse gas emissions and reductions achieved.
	ENVIRONMENTAL REPORT
(EN19)	Emissions of ozone-depleting substances by weight.
(EN20)	NOx, SOx, and other significant air emissions by type and weight.
	TABLE: EMISSIONS TO AIR
(EN21)	Total water discharge by quality and destination.
(EN22)	Total weight of waste by type and disposal method.
	TABLE: WASTE
(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 shipped internationally.
(EN25)	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.

Products and Services

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(EN26) Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.

[ENVIRONMENTAL REPORT](#)

(EN27) Percentage of products sold and their packaging materials that are reclaimed by category.

Compliance (EN)

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(EN28)	<p>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.</p> <p>NOTE 29 OTHER MATTERS</p>		There are no registered offenses or sanctions related to environmental legislation in 2011. See note 29 for other disputes.

Transport

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(EN29)	<p>Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.</p> <p>ENVIRONMENTAL REPORT</p>		

Overall

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(EN30)	Total environmental protection expenditures and investments by type.		

Social: Labor Practices and Decent Work

Disclosure on Management Approach (LA)

	DESCRIPTION	REPORT	COMMENTS
(DMA)	Management Approach briefly describes how the management is working on initiatives and developments within the various areas of sustainability. The group goals, strategies, policies, values and practices lay the foundation for this work.		

[WORKING ENVIRONMENT REPORT](#)

Employment

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(LA1)	Total workforce by employment type, employment contract, and region, broken down by gender.		
(LA2)	Total number and rate of new employee hires and 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.		
(LA15)	Return to work and retention rates after parental leave, by gender.		The reporting are for the parent company

[WORKING ENVIRONMENT REPORT](#)

Labor/management Relations

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(LA4) Percentage of employees covered by collective bargaining agreements.

[WORKING ENVIRONMENT REPORT](#)

(LA5) Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.

Occupational Health and Safety

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(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.

[WORKING ENVIRONMENT REPORT](#)

Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.

(LA7) [WORKING ENVIRONMENT REPORT](#)
[SEGMENT REPORT E-COMMERCE DIVISION](#)
[SEGMENT REPORT LOGISTICS NORWAY DIVISION](#)
[SEGMENT REPORT LOGISTICS NORDIC DIVISION](#)
[SEGMENT REPORT DIVISION MAIL](#)

(LA8) Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.

[WORKING ENVIRONMENT REPORT](#)

(LA9) Health and safety topics covered in formal agreements with trade unions.

[WORKING ENVIRONMENT REPORT](#)

Training and Education

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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Average hours of training per year per employee by gender, and by employee category.

(LA10) [WORKING ENVIRONMENT REPORT](#)

(LA11) Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.

[WORKING ENVIRONMENT REPORT](#)

(LA12) Percentage of employees receiving regular performance and career development reviews, by gender.

[WORKING ENVIRONMENT REPORT](#)

Diversity and Equal Opportunity

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(LA13)	<p>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.</p> <p>CORPORATE GOVERNANCE</p> <p>WORKING ENVIRONMENT REPORT</p> <p>NOTE 2 PAYROLL EXPENCES AND OTHER REMUNERATION</p>		

Equal Remuneration for Women and Men

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(LA14)	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.		

Social: Human Rights

Disclosure on Management Approach (HR)

	DESCRIPTION	REPORT	COMMENTS
(DMA)	Management Approach briefly describes how the management is working on initiatives and developments within the various areas of sustainability. The group goals, strategies, policies, values and practices lay the foundation for this work.		
	INTEGRITY REPORT		
	WORKING ENVIRONMENT REPORT		

Investment and Procurement Practices

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(HR1)	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.		
(HR2)	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, 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

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(HR4)	Total number of incidents of discrimination and actions taken.		
	WORKING ENVIRONMENT REPORT		

Freedom of Association and Collective Bargaining

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(HR5)	<p>Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.</p> <p>WORKING ENVIRONMENT REPORT</p> <p>INTEGRITY REPORT</p>		
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Child Labor

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(HR6)	<p>Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.</p>		
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Forced and Compulsory Labor

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(HR7)	<p>Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.</p>		
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Security Practices

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(HR8)	<p>Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.</p>		
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Indigenous Rights

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(HR9)	<p>Total number of incidents of violations involving rights of indigenous people and actions taken.</p>		
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Assessment

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(HR10)	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.		
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Remediation

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(HR11)	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.		
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[INTEGRITY REPORT](#)

Social: Society

Disclosure on Management Approach (SO)

	DESCRIPTION	REPORT	COMMENTS
(DMA)	Management Approach briefly describes how the management is working on initiatives and developments within the various areas of sustainability. The group goals, strategies, policies, values and practices lay the foundation for this work. STAKEHOLDERS WORKING ENVIRONMENT REPORT REPORT OF THE BOARD OF DIRECTORS		

Local Communities

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(SO1)	Percentage of operations with implemented local community engagement, impact assessments, and development programs.		
(SO9)	Operations with significant potential or actual negative impacts on local communities.		
(SO10)	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.		

Corruption

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(SO2)	Percentage and total number of business units analyzed for risks related to corruption.		
(SO3)	Percentage of employees trained in organisation's anti-corruption policies and procedures. INTEGRITY REPORT		

(SO4) Actions taken in response to incidents of corruption.

INTEGRITY REPORT

Public Policy

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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Public policy positions and participation in public policy development and lobbying.

(SO5) [STAKEHOLDERS](#)
[REPORT OF THE BOARD OF DIRECTORS](#)
[CEO](#)
[CORPORATE GOVERNANCE](#)

(SO6) Total value of financial and inkind contributions to political parties, politicians, and related institutions by country.

Anti-competitive Behavior

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(SO7) Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.

[NOTE 29 OTHER MATTERS](#)

Compliance (SO)

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(SO8) Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.

[NOTE 29 OTHER MATTERS](#)
[REPORT OF THE BOARD OF DIRECTORS](#)

Social: Product Responsibility

Disclosure on Management Approach (PR)

	DESCRIPTION	REPORT	COMMENTS
(DMA)	Management Approach briefly describes how the management is working on initiatives and developments within the various areas of sustainability. The group goals, strategies, policies, values and practices lay the foundation for this work.		
	SEGMENT REPORT DIVISION MAIL		
	SEGMENT REPORT LOGISTICS NORWAY DIVISION		
	SEGMENT REPORT LOGISTICS NORDIC DIVISION		
	SEGMENT REPORT E-COMMERCE DIVISION		

Customer Health and Safety

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(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

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
(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

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(PR6) Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.

STAKEHOLDERS (CUSTOMERS)

(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

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(PR8) Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

Compliance (PR)

GRI INDICATOR	DESCRIPTION	REPORT	COMMENTS
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(PR9) Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.

NOTE 29 OTHER MATTERS ACCOUNTS




All of the registered significant corporate fines during the reporting period are explained in Note 29.

GRI - Profile

GRI - Profile

Norway Post's annual and sustainability report has been created in accordance with the Global Reporting Initiative (GRI) guidelines for sustainability reporting (the Sustainability Reporting Guidelines).

The profile information below is a part of this framework and describes the organisation and how the work on sustainability is organised.

-  Fully reported
-  Partially reported
-  Not reported

Strategy and Analysis

Strategy and Analysis

PROFILE INFORMATION	DESCRIPTION	REPORT	COMMENTS
(1.1)	Statement from the most senior decision-maker of the organisation. CEO		
(1.2)	Description of key impacts, risks, and opportunities. REPORT OF THE BOARD OF DIRECTORS (RISK) NORWAY POST AND SUSTAINABILITY		

Organisational Profile

Organisational Profile

PROFILE INFORMATION	DESCRIPTION	REPORT	COMMENTS
	Name of the organisation.		Norway Post
(2.1)	ORGANISATION CHART THE GROUP		
	Primary brands, products, and/or services.		
(2.2)	SEGMENT REPORT E-COMMERCE DIVISION SEGMENT REPORT LOGISTICS NORWAY DIVISION SEGMENT REPORT LOGISTICS NORDIC DIVISION SEGMENT REPORT DIVISION MAIL		
(2.3)	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures. ORGANISATION CHART		
(2.4)	Location of organisation's headquarters. THE GROUP		
(2.5)	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report. THE GROUP		
(2.6)	Nature of ownership and legal form. CORPORATE GOVERNANCE		
(2.7)	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). SEGMENT REPORT E-COMMERCE DIVISION SEGMENT REPORT LOGISTICS NORWAY DIVISION SEGMENT REPORT LOGISTICS NORDIC DIVISION		

SEGMENT REPORT DIVISION MAIL
THE GROUP

Scale of the reporting organisation.

(2.8)

SEGMENTS
NOTE 1 SEGMENTS

Significant changes during the reporting period
regarding size, structure, or ownership.

(2.9)

THE GROUP'S DEVELOPMENT

Awards received in the reporting period.

(2.10)

IMPORTANT EVENTS

Report Parameters

Reporting Profile

PROFILE INFORMATION	DESCRIPTION	REPORT	COMMENTS
(3.1)	Reporting period (e.g. fiscal/calendar year) for information provided.		January 1. to December 31. 2012
(3.2)	Date of most recent previous report (if any).		Norwegian webreport March 22. 2012. English webreport May 8. 2012.
(3.3)	Reporting cycle		Annually reporting
(3.4)	Contact point for questions regarding the report or its contents.		rapport@posten.no

Report Scope and Boundary

PROFILE INFORMATION	DESCRIPTION	REPORT	COMMENTS
(3.5)	Process for defining report content. NORWAY POST AND SUSTAINABILITY		
(3.6)	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). NORWAY POST AND SUSTAINABILITY ACCOUNTING PRINCIPLES		Reporting includes the entire group.
(3.7)	State any specific limitations on the scope or boundary of the report. NORWAY POST AND SUSTAINABILITY ACCOUNTING PRINCIPLES		Reporting includes the entire group.
	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced		

(3.8) operations, and other entities that can significantly affect comparability from period to period and/or between organisations.

NORWAY POST AND SUSTAINABILITY
ACCOUNTING PRINCIPLES

(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.

NORWAY POST AND SUSTAINABILITY
WORKING ENVIRONMENT REPORT
ENVIRONMENTAL REPORT

(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).

NORWAY POST AND SUSTAINABILITY

(3.11) Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.

NORWAY POST AND SUSTAINABILITY
WORKING ENVIRONMENT REPORT
ENVIRONMENTAL REPORT

GRI Content Index

PROFILE
INFORMATION

DESCRIPTION

REPORT

COMMENTS

(3.12) Table identifying the location of the Standard Disclosures in the report.

SITE MAP

Assurance

PROFILE
INFORMATION

DESCRIPTION

REPORT

COMMENTS

(3.13)

Policy and current practice with regard to seeking external assurance for the report.

INDEPENDENT ASSURANCE REPORT (SUSTAINABILITY)

Assurance
report from
Ernst & Young

Governance, Commitments, and Engagement

Governance

PROFILE INFORMATION	DESCRIPTION	REPORT	COMMENTS
(4.1)	<p>Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.</p> <p>GROUP MANAGEMENT CORPORATE GOVERNANCE</p>		
(4.2)	<p>Indicate whether the Chair of the highest governance body is also an executive officer.</p> <p>CORPORATE GOVERNANCE (POINT 8)</p>		
(4.3)	<p>For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.</p> <p>CORPORATE GOVERNANCE (POINT 8)</p>		
(4.4)	<p>Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.</p> <p>CORPORATE GOVERNANCE (POINT 8) INTEGRITY REPORT</p>		
(4.5)	<p>Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).</p> <p>CORPORATE GOVERNANCE (POINT 11) CORPORATE GOVERNANCE (POINT 12)</p>		

- (4.6) Processes in place for the highest governance body to ensure conflicts of interest are avoided.
- [CORPORATE GOVERNANCE \(POINT 7\)](#)
[CORPORATE GOVERNANCE \(POINT 8\)](#)
- (4.7) Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.
- [CORPORATE GOVERNANCE \(POINT 7\)](#)
[CORPORATE GOVERNANCE \(POINT 8\)](#)
- (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.
- [CORPORATE GOVERNANCE \(POINT 1\)](#)
- (4.9) Procedures of the highest governance body for overseeing the organisation'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.
- [CORPORATE GOVERNANCE \(POINT 10\)](#)
- (4.10) Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.
- [CORPORATE GOVERNANCE \(POINT 9\)](#)

Commitments to External Initiatives

PROFILE INFORMATION	DESCRIPTION	REPORT	COMMENTS
(4.11)	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.		

CORPORATE GOVERNANCE (POINT 10)

- (4.12) Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.

NORWAY POST AND SUSTAINABILITY

- (4.13) Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.

NORWAY POST AND SUSTAINABILITY

WORKING ENVIRONMENT REPORT

ENVIRONMENTAL REPORT

Stakeholder Engagement

PROFILE INFORMATION	DESCRIPTION	REPORT	COMMENTS
(4.14)	List of stakeholder groups engaged by the organisation.		
	STAKEHOLDERS		
(4.15)	Basis for identification and selection of stakeholders with whom to engage.		
	NORWAY POST AND SUSTAINABILITY STAKEHOLDERS		
(4.16)	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		
	NORWAY POST AND SUSTAINABILITY STAKEHOLDERS		
	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics		

and concerns, including through its reporting.

(4.17)

STAKEHOLDERS

WORKING ENVIRONMENT REPORT

ENVIRONMENTAL REPORT

INTEGRITY REPORT