

The UN Global Compact is an international initiative that brings together companies, UN agencies and labour and civil society organisations in support of nine (10) principles covering human rights; the International Labour Organisation's Declaration of Fundamental Principles and Rights at Work; and the Rio Declaration on Environment and Development



CEO and PRESIDENT JAN OKSUM,
(quote annual report 2004, page 4-5):

We have committed ourselves to contribute to sustainable development. Customers, suppliers and the world at large can rely on us. We take work on environmental issues seriously. Our values build on the UN universal declaration

of human rights. These are not just fine words to us, but commitments which are demonstrated in specific actions. We were accordingly the first international pulp and paper company to sign a global agreement on employee rights with the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM). On that basis, we have also developed a close and good collaboration with our unions through several channels – most recently the creation of a Global Employee Forum. The latter provides a common meeting place for employees and management, where we can give and receive information and discuss relevant issues relating to Norske Skog.

We also accept our social responsibility to the local communities in which our operations are pursued. Mills and employees involve themselves in a number of areas in these communities. We support many activities which help to improve the quality of life, health and knowledge.

UN Global Compact Principles	Corresponding on GRI Indicators	Annual report 2004, page
Principle 1 Human RightsBusiness should support and respect the protection of internationally proclaimed human rights within their sphere of influence	HR1, HR2,HR3, HR4	5, 69-72, 100
Principle 2 Human RightsMake sure that they are not complicit in human rights abuses	HR2, HR3	5, 69- 72
Principle 3 LabourBusiness should uphold the freedom of association and the effective recognition of the right to collective bargaining	HR5, LA3, LA4	5, 69- 72, 65, 69- 71
Principle 4 LabourThe elimination of all forms of forced and compulsory labour	HR7	5, 69- 72
Principle 5 LabourThe effective abolition of child labour	HR6	69- 72
Principle 6 LabourEliminate discrimination in respect of employment and occupation	HR4, LA10, LA11	5, 69-72, 100, 64- 66, 91
Principle 7 EnvironmentBusiness should support a precautionary approach to environmental challenges	3.13	37, 60-62, 91- 93
Principle 8 EnvironmentUndertake initiatives to promote greater environmental responsibility	EN1, EN2, EN3, EN4, EN5, EN6, EN7, EN8, EN9, EN10, EN11, EN12, EN13, EN14, EN15, EN16, 1.1	25, 35, 40, 42- 44, 46- 47, 49, 51-52
Principle 9 EnvironmentEncourage the development and diffusion of environmentally friendly technologies	EN17	35- 37, 39-40, 44- 45, 50
Principle 10 AnticorruptionBusiness should work against all forms of corruption, including extortion and bribery	SO2	92, 93