



2014
corporate
responsibility
report



Create lasting value through our common effort

Grieg Star is part of the privately owned Grieg Group and is a fully integrated shipping company and owner of one of the world's largest open hatch fleets. In addition, the company operates a fleet of conventional dry bulk carriers as well as manages a financial investment portfolio. Grieg Star also owns Squamish Terminals in British Columbia. Operating worldwide, we have offices in USA, Canada, Europe, Asia and South America. Our Board of Directors, Management and senior staff are located in Bergen and Oslo, Norway.

Our branch offices outside Norway are staffed with experienced commercial people who deal directly with customers in their area from contracts to bookings. The operations staff deals with the stowage, loading and discharging of the ships in their area and are in direct contact with local stevedores, agents and vendors.

Since our beginning in 1961 we have taken part in the fast-growing worldwide trade in wood pulp and paper. These commodities originally accounted for most of our business. However, as the benefits of our specialized ships became evident, other industries have also come to prefer our service.

As part of the Grieg Group we share common values and a commitment to corporate responsibility, ethical business conduct and the environment. Our values are to be solid, open, proud and committed - our vision to create lasting value through our common effort.

Grieg Star's specialized ships are built to meet our customers' high quality requirements and to deliver superior cargo care. Highly qualified seafarers, trained for our operations, man the ships. A high return rate among the crew is emphasized to ensure familiarity with the ships and operational requirements.

Grieg Star focuses on long-term competence development both onboard and ashore. In-house ship management ensures safe and efficient operation. Safety and security of employees, the environment, cargoes and ships have the highest priority.

Grieg Star – a solid and dynamic partner!

Forget about business as usual

The world is constantly changing, and so are our business environments. Forget the phrase “business as usual”. Change is an inherent quality of life.

You can read the impact of these changes directly in the quarterly reports of companies all over the world. New desires, new needs, new habits. They affect our businesses. Some doors are opened. Other doors are closed.

Just think about the tremendous growth in world population. Or about how leaps in technology have changed everyday life through the last twenty to thirty years. The green shift we see ahead of us will change our business models and behaviour. We might cherish some changes and be worried by others, but our focus should be directed towards the question: how do we tackle these changes?

The maritime industry needs more innovative and sustainable solutions in order to dramatically reduce greenhouse gas emissions. This is high on the agenda across our industry and in Grieg Star.

Grieg Star is committed to the principles in the UN Global Compact and seeks to continuously improve our performance in joint effort with others in the industry. The Maritime Anti-Corruption Network represents one key arena for sharing experiences and strengthening efforts to tackle corruption challenges. We are encouraged by signs of positive developments in i.e. the Suez Canal, infamously known as ‘the Marlboro Canal.’ Forget business as usual – this is a new habit.

We have been good at handling change in the Grieg Group. In 2014 we celebrated 130 years of business. For 130 years we have had the foresight, resources, courage and probably the luck necessary to thrive in a global competitive environment. For Grieg Star, 2014 was a challenging year with tough markets, but our financial position remains solid.

So what’s our recipe? Well, it’s very simple and extremely demanding: To understand the world in which we are operating, make sure to have qualified assumptions about where it is heading, and the ability to adjust our business models and services accordingly.

To me change is first and foremost a state of inspiration, meaning and intrigue. We change for a reason. Because there is something we want to achieve, something we believe will improve people’s lives, our companies or even our society. We want to leave traces also outside our economic results.



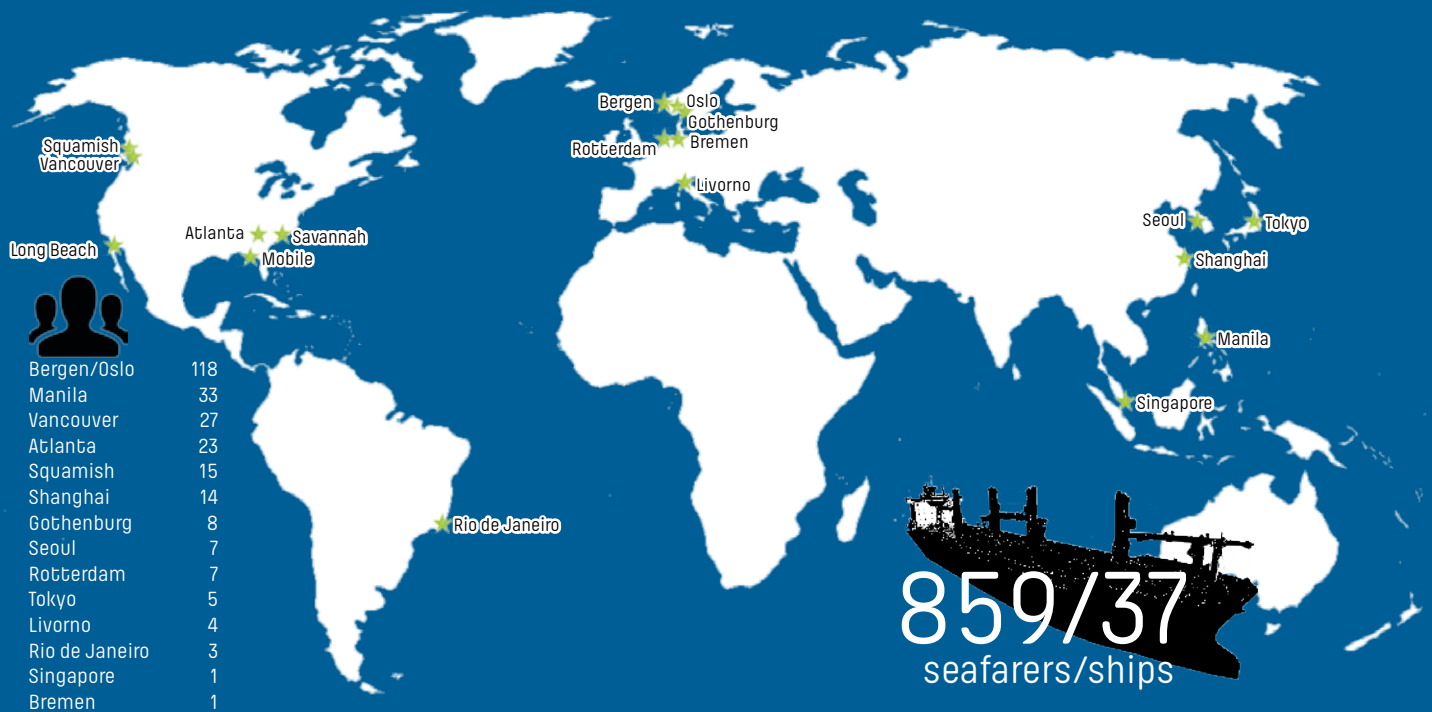
Elisabeth Grieg
Chair, Grieg Star

“To me change is first and foremost a state of inspiration, meaning and intrigue.”



In 2008 the Grieg Star Group committed to the ten principles of the UN Global Compact. This is a strategic policy initiative for companies dedicated to sustainable business development, covering human rights, labor, the environment and anti-corruption. We strive to implement these principles in our strategies and operative work. It is imperative that these

principles become embedded in the way we conduct our business and thus our corporate culture. We promote and use our influence to voice UN Global Compact's principles and ideas, and report on progress by applying the Global Reporting Initiative as our reporting standard. Our GRI index is found on pages 16-19 of this report.



Letting our employees have their say

Developing relationships with our stakeholders is vital to a responsible business conduct. We try to keep this in mind also as we work to refine our people processes. One important aspect is to develop a working environment based on participation and engagement.

Using a variety of tools to achieve this, 2014 was the year of our employee satisfaction survey. All our shore-based employees had the opportunity to give input on a wide range of issues concerning their working life. Although the general scores all over were very

high, there will always be room for improvement. Based on the feedback, we have explored company-wide as well as local possibilities for doing things even better.

Likewise, our seafaring officers are meeting semi-annually to share experiences, discuss and learn from each other. Bringing leadership, life at sea, as well as business related matters to the table, these gatherings serve as a main arena for defining and developing our company culture. Being very practically oriented, a lot of initiatives and actions

are presented. A case in point is the input from the officers regarding their encounters with corrupt practices like bribery and facilitation payments, leading to the development of our procedures to fight corruption in ports.

Working together with our employees like this is a powerful tool for developing our organisation. Using it systematically contributes to improve the way we conduct us and do our business, while strengthening our team and creating a common mind set.



49.345

The amount of USD raised for our calamity fund after Haiyan

Mr Kevin and Mrs Kareen Damayo are among those of our employees who got help from the calamity fund to rebuild their house after Haiyan.

A new home after Haiyan

Super Typhoon Haiyan/Yolanda killed at least 6,300 people in the Philippines in November 2013. Millions were displaced or rendered homeless. Our seafarers and employees from our offices around the world gave donations to a calamity fund to help those of our colleagues who were affected by the typhoon.

Many survivors are still suffering from emotional distress amid efforts to physically rebuild their lives. Grieg Star set up a calamity fund to help our colleagues. Combined with funds originally set aside for annual Christmas celebrations in 2013, we managed to raise USD 49,345.

In the past year, we have helped fourteen of our seafarers and their families. Some had the roof swept away, others had walls torn down, and a very few lost their whole house. Although not enough to rebuild a whole house, we have helped our colleagues in need to start anew. A total support of USD 24,000.00 has been distributed. The beneficiaries have received the funds in three installments, and have sent supporting receipts and reports to Grieg Philippines. In the first weeks after Haiyan, office staff and seafarers from the worst hit areas traveled to visit some of our colleagues and distribute relief goods and assistance.

The expenses for these visits and relief goods amounted to USD 3,375. A visit to three of our seafarers' families in Tacloban City in August 2013 showed us that there is still a tremendous need for assistance to rebuild the city and the residents' lives. The same goes for many other municipalities across the Central Visays. During our visit to 3AE Kevin Damayo, Mrs. Po (wife of Deck Fitter Leonard Po), and Mr. and Mrs. Corman (parents of Motorman Toby Corman), heartbreaking stories of how Haiyan struck and how they managed to save their lives were shared. Mrs. Po told us she and her children survived by seeking shelter in a small attic above their kitchen. They live in a one-story house, and it was just pure luck the water level did not reach the attic. The descriptions of how they survived were examples of the saying that the Filipino spirit is stronger than any typhoon.

Grieg Star's Calamity Fund continues to be readily available to our seafarers when forces of nature might strike again, and the need for support arises.



Grieg Star's first female cadet

- Thirty days spent onboard and thirty days spent ashore are two completely different stories. Ashore, thirty days is short, as you have your same old routine. But onboard, different norms apply – it is a massive routine change. A day onboard feels like a whole year ashore, at least once you take your first steps on that gangway. You need to end your tedious lifestyle to adapt to a new culture – where everyone is a part of a harmonious whole – in upholding quality service and safety of life at sea.

Being onboard M/V Star Florida for the first thirty days made a considerable change in Deck Cadet Shawntel Denuyo Aguilar (18).

Boarding as the first female cadet in Grieg Star, Shawntel felt the weight of expectations upon her shoulders. Many eyes were watching her every move.

- I had to conduct myself according to the expectations, and entered the battlefield, keeping in mind the guidance given prior embarkation

and trusting my abilities to complete a whole year of cadetship. At first it was hard to know my role onboard, not knowing the tasks to be done, or where my learning would start. The biggest

challenge was finding out how to fit in.

Everyone onboard was men. Fathers. Brothers. Sons. Not surprisingly, with Shawntel's outgoing and positive attitude, she managed to find her place in the environment onboard. Spending time with her colleagues was an important factor, and she enjoyed taking on new sports such as ping pong and basketball, and being the vocalist or drummer during karaoke gatherings.

Her shipboard training is going very well. Captain Jose Ferdinand Burgos is impressed with her abilities on the bridge, and she tackles to a great extent the job of a Junior Officer. Shawntel takes part in deck maintenance works together with the Bosun, and serves on the bridge together with the Chief Officer. To further enhance her knowledge, she extends her time on the bridge to study maritime regulations and complete her training record book.

- In terms of work, especially on the bridge, I do not see any problem. Women can easily

manage the same tasks, and at times maybe do them more effectively because of better organization skills.

For tasks on deck that may require a lot of strength, Shawntel is assisted by her colleagues, but always encouraged to manage on her own if possible. Being away from home is a challenge to anyone at sea.

- We can never be assured that the female cadets will serve as long as our current Captains and Chief Engineers, but with the right combination of career development planning and understanding, we know they can reach far. We are blessed to have them onboard; they do a good job and contribute to a happy and lighter ship, says Captain Burgos.

Shawntel has in her short time onboard been able to visit new places and go ashore, and loves the adventures that come with being a seafarer.

- I feel lucky to be onboard M/V Star Florida. I have the best set of officers and crew around me, all encouraging and seeing to that Engine Cadet Marn Glysdi Amora and I learn and develop every day.

Her most memorable experience onboard are the many firsts she has had since embarking the vessel; especially the first time she drove the crane and the first time she maneuvered the ship. The thrill and excitement of managing a new task, makes her career choice so fulfilling.

Shawntel grew up close to the sea, and taking up a maritime education was just natural to her. Males and females are graduating with Bachelor of Science Degrees in Marine Transportation and Marine Engineering, and it made her want to try as well. She wants to prove that she can do it and is determined that a career at sea can be combined with a family life, as long as it is planned together with her future "Mr. Right", as well as having a close and open dialogue with the company.

- I am thankful to Grieg Star for the opportunity I have been given; for trusting me and for believing that it is possible to reach the top. In Grieg Star, the cadets are taken care of. All are ensured sufficient sea service and a job and career waits after graduation. We are proud to be Griegorians, and I am proud to be the pioneering seafarer of the company!

1016/112

Number of men vs women

Deck Cadet Shawntel
Denuyo Aguilar
calls herself
the pioneering
seafarer in
Grieg Star.

87%

Return rate seafarers

	2014	2013	2012	2011
Repatriation due to accidents	6	3	8	4
Number of 'near miss' reported	96	82	75	34
Lost time injury frequencies	2,8	2,2	2,7	2,1
Total reportable cases frequencies	8,6	7,6	5,6	7,9
Fatalities	0	0	0	0

Shipping operations entail discharge of harmful emissions. Given its environmental vision of “No harmful emissions to air, sea and land” Grieg Star’s strategy is to work systematically and continuously to improve its fleet’s energy consumption. Status by year-end 2014 is a 29.4% reduction measured by EEOI (CO₂ index), including technical measures and using ecospeed. Hence, the Group is beyond its internal target of 20% reduction (of the CO₂ index) by year-end 2015 - compared to 2006 levels. We have during 2014 been able to identify how the savings are split between technical measures and the use of ecospeed. So far 11% of the reduction is related to technical measure and the remaining part is ecospeed. The single biggest technical contributor is fleet renewal including recycling of older vessels. Being ISO 14001 certified also puts pressure on the Group to continue to improve, both at sea and ashore.

The Ship Energy Efficiency Management Plan, which is a practical tool to manage environmental performance and to improve operational efficiency, has been high on the agenda in 2014. Measuring systems are now on board all the Group’s modern vessels (from H-class), enabling advanced performance analysis. This put us in a position to make the right decision for optimized use of antifouling systems, propeller polishing intervals, main engine optimal tuning and other initiatives we did not have the possibility to measure previously. Our theory is that “if you can not measure it - you can not improve it!”. We have during 2014 been able to harvest from our investment within this field.

To prepare for implementation of the Ballast Water Management Convention, the Group has put ballast water treatment systems on two of its new open hatch ships. The technology is being evaluated, with respect to efficiency, liability and spare part consumption as well as alternative makers and new technology.

Grieg Star is also involved in several improvement projects as “Working Group 5” (“WG5”), being five ship owners cooperating on environmental shipping in a systematic way. This work has been continued through 2014 with meetings on several levels within the WG5 companies. Their ‘Smart Contract’ project aims to demonstrate emission reductions and cost savings potentials, by adjusting and testing commercial framework optimized for the maritime transportation supply chain.

29,4%

Our reduction of CO₂ emissions since 2006



Fleet performance analyst Sverre Sørstrand (right) and VP new-buildings and projects, Jan Øivind Svoldal

Data is key to be green

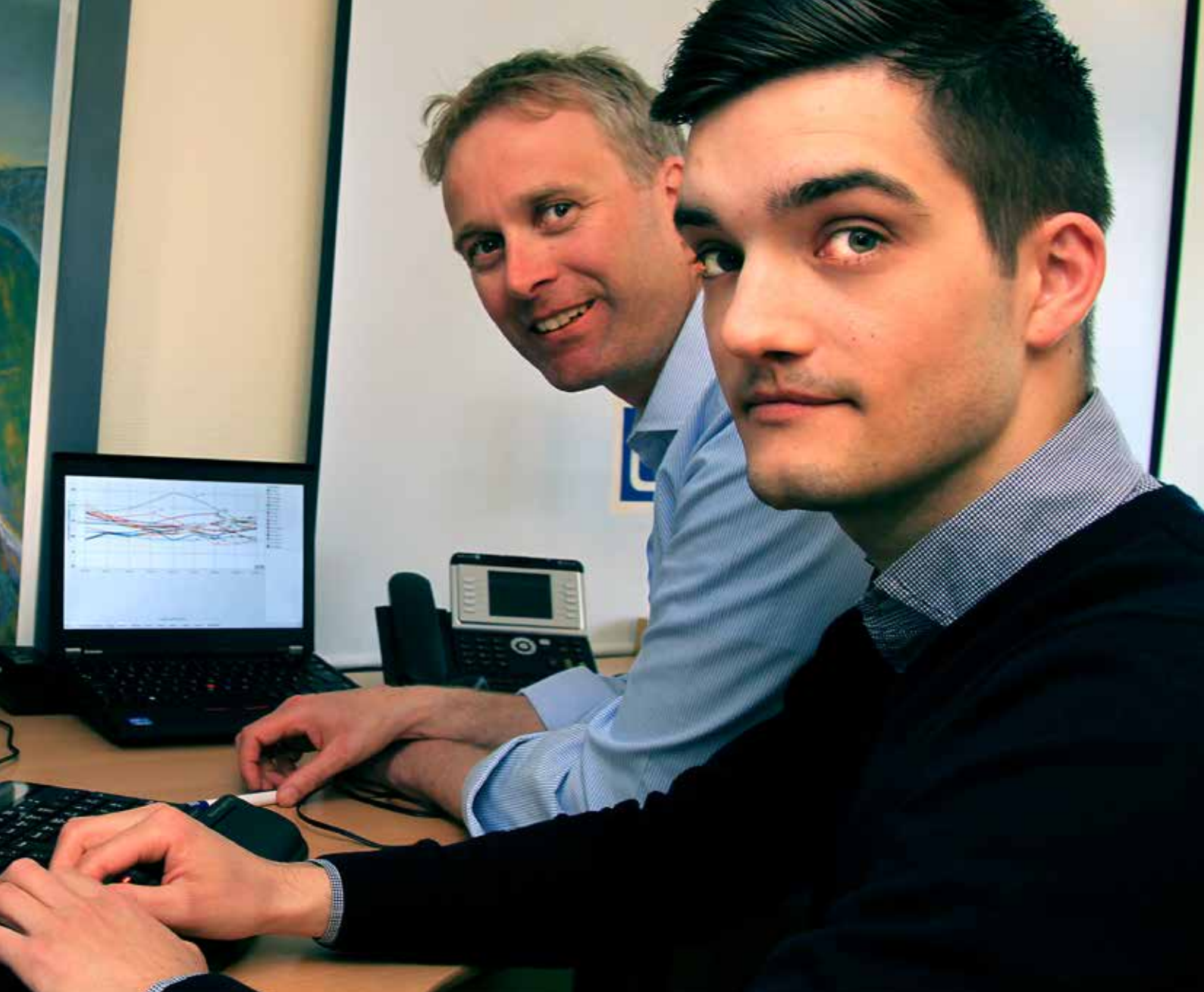
Every hour almost 1,000 pieces of data is sent from our ships to a database, ready to be turned into the basis of Grieg Star’s effort to improve energy efficiency.

– If you can’t measure it, you can’t improve it, Jan Øivind Svoldal, vice president for new-buildings and projects in Grieg Star says.

Our ship management team is constantly looking for ways to make our ships more energy efficient, and thereby both more climate friendly and economic. The key is data – lots of data. And the data comes from sensors on board our 24 ships, about ten sensors per ship.

– The sensors are registering speed, draft, weather, wind, engine power, fuel consumption and so on. Every 20 seconds they register data and every 15 minutes we get the average value of the different data sent to a database, fleet performer analyst Sverre Sørstrand explains.

That is more than 378 million readings a year, and in 2014 gave Sverre about 8,5 million different pieces of data to analyse. The staggering



Jan Øivind Svardal, uses vast amount of data from our ships to help the rest of our ship management team make our ships even more energy efficient.

amounts of data help provide evidence when new ideas for saving energy are put to the test.

Over the last couple of years Jan Øivind and his team have looked at trimming, antifouling and propeller polishing to make sure we use as little energy as possible when shipping goods around the world. The last improvement included adjusting how often the propeller of our ships should be polished.

– We had our first proper look at how often we were polishing our propellers seven years ago. We had an idea, but no hard data. Still, we decided to make a change and see how it worked out. Now we have the data, and we can fine-tune the frequency of polishing even more. It is still not an exact science, but we feel confident in our advice, Jan Øivind says.

In 2014 Grieg Star had several dockings, and the team utilised these opportunities to have a more thorough look at the antifouling systems used on the ships. Instead of having

to rely on information from the suppliers alone, the team used its huge database of readings from the ships. That gave them information enough to choose the right antifouling system to further improve energy efficiency.

With as many as 24 ships with these sensors, we are no longer in a pilot phase. This is now a part of our production, and it demands a lot more resources than expected. But the numbers indicate success. Grieg Star is ahead of goals when it comes to cutting CO2 emissions.

– Our next big thing is to get the performance of the engines to be at its best. We are using the numbers to look into this as well, Sverre says.

An auto tuner is installed in the engine of one of our ships to fine-tune the pressure in the cylinders. Jan Øivind is eager to get the data from the test.

– If we succeed in this, it may mean a lot to further lowering our energy consumption.



Building environmental resilience

Grieg Star has since 2011 successfully collaborated with WWF-Philippines with various projects linked to marine conservation in Palawan, Philippines.

Being active in the Philippines is important to our company. It is one of the ways we wish to give back to the country that has provided us with loyal, skilled and competent seagoing personnel for more than three decades.

Our latest collaboration, “Education is Adaptation”, is an Environmental Life Skills Seminar and Workshop for high school teachers from four municipalities in Palawan. The seminar and workshop, lasting for two days, was conducted as three separate legs, and targeted 120 participants. With 50 students in one high school class, the teachers will contribute to creating 6,000 environmental stewards in Palawan.

The project’s objective is to increase the knowledge and awareness of academic administrators and faculty members on environmental challenges, focusing on climate change. By touching base with the educational system, this initiative has assisted in developing practical and long term solutions in caring for our environment. The lecture

series of the workshop focused on energy efficiency and conservation, waste management and biodiversity conservation, and included discussions, where the teachers engaged in role-playing, human bingo, foot-printing and games. These activities can well be transformed to a classroom setting, and will be welcomed by students.

On the second day of the workshop, WWF-Philippines’ research vessel, M/Y Navorca, was transformed into a floating classroom. The 80-foot wood and fiberglass vessel was acquired in 2008 and refurbished with modern navigation, communication and research equipment through the help of Grieg Star, Grieg Foundation and WWF-Norway. This is the first time M/Y Navorca was turned into a field classroom.

Talking about a coral reef is far different from actually showing the teachers and students one. Showing, rather than telling, makes it easier to understand real-world applications. The floating classroom played host to three talks. The Captain

taught a class on renewable energy technologies, proudly showing off the vessel’s solar panels and microwind turbines, which supply the vessel with free, zero-emissions electricity.

A researcher from Tubbataha Management Office showed teachers how to craft digital maps of coral reefs plus other

120
Teachers on
WWF-seminar



Photo: WWF Philippines/Gregg Yan

marine habitats. Tubbataha Reefs Natural Park is a 97,030-hectare Marine Protected Area and is recognized as having the highest coral diversity in the world.

M/Y Navorca crewmen led the final group, snorkeling coral reefs and future Marine Protected Area at the outskirts of Puerto Princesa. During the session in Puerto Princesa grey skies broke to pour sheets of rain, an opportunity to teach residents in the area how to harvest rainwater, leaving behind 10 plastic drums.

Our goal is to educate not just students, but the teachers themselves. Concrete experiences like fishing community visits make it easier for the educators to integrate conservation into their curriculum. Examples for math and science lessons can be skewed towards the environment, which was practiced during the first day of the seminar. This makes learning less theoretical and more progressive.

All teachers were supplied with educational material and teaching kits enough to distribute to their students. Having access to manuals and activity sheets generated cheer among the teachers and motivated them to bring the topic of climate change more actively into their classrooms.

“Education is Adaptation” has gained support from the Department of Education, the Palawan Council for Sustainable Development Staff and it is our hope that there will be more focus on including environmental awareness in the curriculum of high school students in the Philippines.



Photo: Master Norberto Lee

Improved RightShip rating

There are a lot of different rating systems around when it comes to security and environment. The RightShip ship vetting system is among the toughest to get a high rating from, and we are proud to say that our rating at RightShip has improved over the last years, and our risk ratings are now as good as they can be.

- We have had a nice improvement the last three years, climbing from an average rating of 4,5 three years ago. In 2014 we got a rating of 5 stars out of 5 possible. It is something we are proud of, HSSEQ Manager Odd Are Sletten says.

He gives credit for the improvement to focused teamwork. In stead of just fixing whatever was wrong, people from different disciplines sit together to make sure what is fixed once, will stay that way.

- This has given us knowledge across disciplines and a greater sense of understanding each other's challenges and work, Sletten says.

There is more work to be done, in risk management as well as environmentally. In 2014 we managed to increase our environmental rating from 3 to 4 stars, for 17 of our ships, all holding an EIAPP certificate. This is made possible by being an affiliated member of World Ports Climate Initiative/Environmental Ship Index (WPCI/ESI). The majority of our ships are holding a “D” for GHG emission rating measured on a scale from “A” to “G”, of which “A” is highest score.

RightShip is a vetting company, initially formed to improve dry bulk safety and quality standards. RightShip is focused on helping industry avoid preventable incidents, while reducing the carbon dioxide emissions emitted by the world marine fleet.

Our Ethical Guidelines

The Grieg Group aims to be recognized by high standards for health and safety, environment and ethics.

The objective of this policy is to state the requirements for business practice and personal behaviour. The target group is all employees working for the Grieg Group, including the members of the Board of Directors within each of the companies and subsidiaries to the Grieg Group. It is the responsibility of all employees to understand and demonstrate these principles. All relevant Norwegian and international regulations must be carefully observed. Personal and business conduct must be well within the intentions of the principles outlined below. The management in each of the companies has the overall responsibility to ensure that the guidelines are observed and respected. Violations of the ethical guidelines will have consequences, and serious instances may result in termination of employment. The ethical guidelines are approved by the Board of Directors in all companies within the Grieg Group and apply from January 2013.

The values shared by the Grieg Group shall be expressed in the way business is conducted and in interaction with each other, with customers, suppliers and other stakeholders. The values are: Open, Solid, Proud and Committed.

Ethical principles

- We will carry out our business fairly, honestly and openly
- We do not accept any form of discrimination of employees or others involved in our activities
- We do not accept any form of corruption, nor will we condone it taking place on our behalf so as to influence business.
- We will avoid doing business with others who do not accept our values and who may harm our reputation.
- We shall be careful about giving and accepting gifts or other services.
- We will keep clear and updated records of all business transactions made on behalf of the Grieg Group.
- We will avoid situations where personal interests may conflict with the interests of the Grieg Group.
- We will treat all information, assets and property of the Grieg Group responsibly and professionally.
- If an employee is concerned about a potential breach of any of the Grieg Group's ethical principles, these concerns should be reported immediately. Individuals may report through the regular channels; to their superior, or to their superior's superior. The concern may also be raised to any member of the board of directors in each respective company within the Grieg Group.

Reporting of potential breaches of the ethical principles is considered loyal, and will be treated in a responsible manner. Whoever reports such incidents will not experience any negative consequences.



Should we pay or risk a

International shipping is exposed to corruption risks in ports around the world, and our seafarers need to tackle these challenges and be firm in standing their ground.

Grieg Star does not accept any form of corruption and has detailed procedures for handling challenging situations in ports and taking preventive measures. Our seafarers are in the forefront and need our support. A practical end measure, which has proven helpful for captains and crew are posters of our anti-corruption statement onboard vessels. Posters are available in Mandarin, Bahasa Indonesia and English. All our agents have also signed our Supplier Code of Conduct and are regularly followed up to ensure we tackle these challenges together.

Grieg Star is also training seafarers and staff in identifying risks and handling challenges, and are pleased to hear back from our



a delay?

seafarers that they also see some improvements in some ports and in the Suez Canal. As remarked by one of our captains after a training session on anti-corruption;

"I remember anti-corruption as one of the topics of discussion during the last conference and I was one of those non-believers. I did not believe that it would be possible to eradicate corruption in the shipping industry. But this positive change in China is proving me wrong. This is also proof that if everyone, from shipping companies to seafarers, work collectively, then changes can be imposed."

The Maritime Anti-Corruption Network provides a unique platform for businesses to contribute to the elimination of corrupt practices in the maritime industry. The network has grown to approximately 50 members from across the maritime industry, including Grieg Star. By sharing best practices and raising the bar on our common efforts we will contribute to more positive change in the years to come.



MACN
Maritime Anti-Corruption Network

The Maritime Anti-corruption Network (MACN) is a global business network working towards the vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large.

It is comprised of major vessel owners and other companies in the maritime industry including cargo owners, ports and terminal operators, and service providers.

MACN and members promote good corporate practice in the maritime industry for tackling bribes, facilitation payments and other forms of corruption by implementing the MACN Anti-corruption Principles, communicating progress on implementation, sharing best practice and creating awareness of industry challenges.

MACN also collaborates with key stakeholders including governments and international organizations to identify and mitigate the root causes of corruption in the maritime industry.

<http://www.maritime-acn.org/>

Global Reporting Initiative

GRI Standard Disclosure indicators	Description of the Indicator	Page/References
Strategy and Analysis		
1.1	Statement from the most senior decision maker of the organization	Refer to Annual Report Grieg Star Group AS
1.2	Description of key impacts, risks, and opportunities.	Refer to Annual Report Grieg Star Group AS
Organizational Profile		
2.1	Name of the organization	Grieg Star Group AS
2.2	Primary brands, products, and/or services	Ship owner / Ship management / Chartering / Operations
2.3	Operational structure of the organisation	Refer to www.griegstar.com
2.4	Location of organization's headquarters	Bergen, Norway
2.5	Countries where the organization operates	Refer to www.griegstar.com
2.6	Nature of ownership and legal form	Shareholding company, not listed
2.7	Markets served	World-wide
2.8	Scale of the reporting organisation	Refer to Annual Report Grieg Star Group AS
2.9	Significant changes in size, structure, or ownership	None
2.10	Awards received in the reporting period	WWF Philippines Environmental Leadership Award
Report Parameters		
3.1	Reporting period	January 1 - December 31, 2014
3.2	Date of most recent previous report (if any)	2013 Corporate Responsibility Report
3.3	Reporting cycle (annual, biennial, etc.)	Annual
3.4	Contact point for questions regarding the report or its content	Senior Vice President Human Resources Ole Steinar Mjell, Corporate Responsibility Manager Marit Trodal, Chief Financial Officer Annicken Kildahl
3.5	Process for defining report content	Involvement of relevant departments and content providers
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, etc).	All subsidiaries, divisions and countries included.
3.7	Limitations on the scope of boundary of the report	GRI reporting does not include Product Responsibility. Customer related indicators are not measured per today and other indicators are irrelevant.
3.8	Basis for reporting on joint ventures, subsidiaries etc	Refer to accounting principles in Annual Report 2014
3.9	Data measurements techniques	Refer to accounting principles in Annual Report 2014
3.10	Effect of any re-statements of information	Nothing to report
3.11	Changes in the scope, boundary, or measurement methods	None
3.12	GRI Index table	Published in Corporate Responsibility Report 2014
3.13	External assurance for the report	Financial reporting only. Other parameters are self declared.
Governance, Commitments and Engagement		
4.1	Governance structure of the organisation	
4.2	Whether the Chair of the highest governance body is also an executive officer	The chair is not executive officer
4.3	For unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Three external board members
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Formal mechanisms for shareholders only. Notification policy for employees involves board as ultimate recipient. To be revised in 2015.
4.5	Compensation for the highest governance body, senior managers, and executives	Refer to accounting principles in Annual report 2014
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Board members abstain from board discussions if potential conflict of interests occur.
4.7	Process for determining the qualifications and expertise of the members of the highest governance body	Independent executive search

4.8	Internally developed statements of mission or values, codes of conduct, and principles	Refer to www.griegstar.com for details on values, ethical guidelines and supplier code of conduct.
4.9	Procedures of the highest governance body for overseeing the organization	Annual audits corresponding to board agenda, input from external ISO 14001 audit.
4.10	Processes for evaluating the highest governance body's own performance	Internal audit and self assessment.
4.11	Whether and how the precautionary approach or principles is addressed by the organisation	Internal compliance committee identifies and recommends actions for improvement to organisation. Also refer to director's report in Annual Report 2014
4.12	Externally developed charters, principles, or other initiatives to which the organisation subscribes or endorses	UN Global Compact
4.13	Memberships in associations and/or national/international advocacy organisations	Member of the Norwegian Shipowner Association (NSA), Maritime Anti-Corruption Network (MACN) and the Nordic Committee of DNV GL. Board representation of SOS Children's Villages Norway, advisory board member of Bellona's Sahara Forest Project, Bergen Shipowner Association, Incentra, Marintek, Norwegian Training Center (Manila), Castex/Intercargo.
4.14	List of stakeholder groups engaged by the organization	Employees, suppliers, environment, local community
4.15	Basis for identification and selection of stakeholders with whom to engage	Strategic decision to target some key stakeholders actively.
4.16	Approaches to stakeholder engagement	Involvement of employees, supplier engagement via Incentra network and manning agency in the Philippines, some environmental co-operation projects in the Norwegian shipping industry
4.17	Key topics and concerns that have been raised through stakeholder engagement	Health & safety, competence development on environmental issues. Co-operation with WWF Norway, NSA and other shipping companies to increase energy efficiency. International anti-corruption network for shipping industry, the Maritime Anti-Corruption Network.

ECONOMIC PERFORMANCE INDICATORS

Management Approach

EC1	Direct economic value generated and distributed	Refer to key figures in Annual Report 2014
EC2	Financial implications and other risks and opportunities due to climate change.	Not reported
EC3	Coverage of the organization's defined benefit plan obligations.	Refer to financial statements in Annual Report 2014
EC4	Significant financial assistance received from government.	Refer to directors report in Annual Report Grieg Shipping Group 2011 via www.grieg.no
EC6	Spending on locally-based suppliers at significant location of operation.	Not reported
EC7	Procedures for local hiring proportion of senior management	All crew including officers are recruited from the Philippines. Scholarships at cadet level available. Crew management responsible for career development plans. Manning agency in Manila run by local management and staff.
EC8	Infrastructure investments and services provided primarily for public benefit	Supporting SOS Childrens Village Cebu and WWF Philippines.

ENVIRONMENTAL PERFORMANCE INDICATORS

Management Approach

EN1	Materials used by weight or volume	Not applicable
EN2	Percentage of materials used that are recycled input materials	Not applicable
EN3	Direct energy consumption by primary energy source	
EN4	Indirect energy consumption by primary source	To a very low extent during dry docking. Not recorded.
EN5*	Energy saved due to conservation and efficiency improvements	Energy saved by 9 % compared to 2007
EN8	Total water withdrawal by source	All consumed fresh water is produced onboard.
EN11	Location and size of land in areas of high biodiversity value outside protected areas	Not relevant

EN12	Impacts on biodiversity in protected areas and areas of high biodiversity	Ballast water is treated in accordance with IMO regulation.
EN16	Total direct and indirect greenhouse gas emissions by weight	
EN17	Other relevant indirect greenhouse gas emissions by weight	Not reported
EN18*	Initiatives to reduce greenhouse gas emissions and reductions achieved	
EN19	Emissions of ozone-depleting substances by weight	Recovery equipment for repair of freezer and aircondition compressors. Weight not reported.
EN20	NOx, SOx, and other significant air emissions by type and weight	
EN21	Total water discharge by quality and destination	Estimated grey water pr. crew member is 200 l/day, approximately 37000 tons/year. Produced onboard.
EN22	Total weight of waste by type and disposal method	Amount of waste is not quantified. Shore delivery of segregated waste to approved recipient.
EN23	Total number and volume of significant spills	No significant spills reported in 2014.
EN26	Environmental impacts of products and services, and extent of impact mitigation	Not reported
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Not reported
EN28	Significant fines and sanctions for non-compliance with environmental laws and regulations	None

SOCIAL PERFORMANCE INDICATORS

Labor Practices and Decent Work

Management Approach

LA1	Total workforce by employment type, employment contract, and region	Refer to non-financial figures on www.griegstar.com
LA2	Employee turnover by age group, gender, and region	Reported as return rate for crew: 95%. Male and female crew.
LA4	Percentage of employees covered by collective bargaining agreements	Land based personell: None. Crew: 100% International standards
LA5	Minimum notice period(s) regarding operational changes	International rules and standards are followed (crew)
LA6*	Formal joint management-worker health and safety committees	Practiced onboard the vessels due to size of organisation. Internal working environment committee at HQ/ Oslo office.
LA7	Injuries, occupational diseases, lost days, absenteeism, and work-related fatalities	Refer to non-financial figures via www.griegstar.com
LA8	Education, training, prevention, and risk-control programs in place regarding serious diseases	None
LA9*	Health and safety topics covered in formal agreements with trade unions	International standards apply.
LA10	Average hours of training per year per employee by employee category	Approximately 12 hours (all crew levels included)
LA13	Diversity within governance bodies and employee categories	Refer to non-financial figures via www.griegstar.com
LA14	Ratio of basic salary of men to women by employee category	Not reported
	Mobile worker working pattern	
LT9	Description of policies and programmes to determine working hours and rest hours, rest facilities and leave for seafarers	Work in progress to improve rest hours and leave periods to ensure compliancy with Maritime Labour Convention.
LT10	Approaches to provision of facilities to enable mobile workers to maintain personal communication while working	Internet access onboard all vessels has been established

Ship safety inspections

LT13	List the accidents when ships have been detained by port inspectors	None ???
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Use of labour providers

	Describe how these criterias relate to existing international standards such as conventions of the ILO	Manning office in Manila follows international ILO conventions.
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Continuity of employment

LT17	Describe measures in place to provide income security and employment continuity for workers employed/contracted repeatedly but not continuously	Seafarer(ratings) have contracts for one period (9 months) at sea at a time, and have to apply for next period. Officers have stand by payment.
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Human Rights

Management Approach

HR1	Human rights clauses or screening related to investment agreements	None
HR2	Screening of suppliers and contractors regarding human rights	Due diligence part of pre-qualification of major supplier contracts
HR4	Total number of discrimination and actions taken	None
HR5	Freedom of association and collective bargaining	Crew is organized by international seamen associations
HR6	Child labor, and measures taken to contribute to the elimination of child labor	Included in supplier code of conduct. Also refer to Grieg Green's business purpose via www.grieggreen.com
HR7	Forced or compulsory labor	Included in supplier code of conduct and risk assessments

Society

Management Approach

S01	Impacts of operations on communities, including entering, operating, and exiting	Local employment and scholarship opportunities.
S02	Percentage and total number of business units analyzed for risks related to corruption.	Key risk areas on country/port level analysed and followed up regularly via branch offices
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	Anti-corruption training workshops conducted at bi-annual officers conferences and regularly in manning agency.
S04	Actions taken in response to incidents of corruption.	Incidents reported and raised to agents and local port offices in some countries. Improvements in internal procedures for handling challenges in ports and posters onboard vessels stating anti-corruption policy, available in Mandarin, English and Bahasa Indonesia.
S05	Public policy positions and participation in public policy development and lobbying	Via the Norwegian Shipowner Association
S07*	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
S08	Fines for non-compliance with laws and regulations concerning provision and use of products	None



Grieg Star Group applies the G3 core performance indicators and some specific indicators for the Transport & Logistics sector in its reporting on sustainability. The GRI index for 2014 is self-declared.



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