

GRI Index

The Global Reporting Initiative (GRI) is the leading standard for sustainability reporting. The GRI guidelines consist of principles, guidance and performance indicators that can be used by companies to

measure and report on economic, environmental and social matters. Sparebank 1 Østlandet has reported according to the GRI standard since 2017. For more information on the GRI, see globalreporting.org.

GENERAL DISCLOSURES		
GRI indicator	Description	SpareBank 1 Østlandet's reporting
Organisational profile		
102-1	Name of the organisation	SpareBank 1 Østlandet
102-2	Most important products and/or services	Annual report page 6, chapter "About Sparebank 1 Østlandet"
102-3	Location of headquarters	Annual report page 6, chapter "About Sparebank 1 Østlandet"
102-4	Number of countries where the business operates	Annual report page 6, chapter "About Sparebank 1 Østlandet"
102-5	Ownership and legal form	Annual report page 34, chapter "Corporate governance" and Note 40 "Equity certificates and ownership structure" page 118
102-6	Markets served	Annual report page 6, chapter "About Sparebank 1 Østlandet" and chapter "A responsible banking provider", Figure showing lending portfolio page 18
102-7	Scale of the organisation	Annual Report page 4 "Main figures from the Group", page 62 "Income Statement", page 31 "Social accounts", page 47 "Report of the Board of Directors"
102-8	Total number of employees by employment type, contract and region, by gender	Annual Report page 31, "Social accounts" and page 28, chapter "Keeping our own house in order" (own figure.)
102-9	Description of the company's supply chain	Annual report page 22, chapter "A responsible banking provider" section "Procurement and requirements for suppliers"
102-10	Significant changes during the reporting period relating to size, structure and ownership	One bank branch closed down. See "About Sparebank 1 Østlandet" page 6 and "A look back" page 45 about the share issue. "A responsible banking provider" page 22 (about suppliers).
102-11	Description of whether and how the precautionary principle is applied in the organisation	The Bank refers to the Global Compact, Principle 7, and to chapter "A responsible banking provider", section "Responsible lending" page 17
102-12	External initiatives, charters or principles concerning financial, environment and social areas to which the organisation supports or has committed itself to	Annual report "Organisations and initiatives we support" page 12
102-13	Membership of industry organisations or other associations, and national/international lobbying groups	Annual report page 16. Member of Finance Norway and the waterways association for Mjøsa.
Strategy		
102-14	Statement from the Chief Executive	Annual report page 3 "A word from the CEO"
Ethics and integrity		
102-16	The company's values, principles, standards and norms for behaviour.	Annual Report page 7 "About Sparebank 1 Østlandet" (table) and page 27, chapter "Keeping our own house in order", section "Ethics" https://www.sparebank1.no/content/dam/SB1/bank/ostlandet/omoss/samfunn/SB1O_Etiske_retningslinjer.pdf
Governance		
102-18	The company's governance structure, including supreme authority and committees responsible for making decisions on financial, environmental and social topics.	Annual report, chapter "How we manage sustainability" page 8, "Corporate governance," page 32, "Report of the Board of Directors" page 58
Stakeholder engagement		
102-40	Stakeholder groups to which the organisation is talking	Annual report page 14 chapter "Stakeholder engagement" and "Stakeholder map" page 15
102-41	Percentage of employees covered by collective bargaining agreements	100 per cent of employees are covered by collective bargaining agreements 74 per cent are members of a trade union.
102-42	Description of how the business chooses relevant stakeholders	Annual report, chapter "Stakeholder engagement" page 14, and materiality analysis page 11
102-43	Approach to stakeholder engagement, including how often the stakeholders are involved, by type and stakeholder group.	Annual report, chapter "Stakeholder engagement" page 14

102-44	Key topics and concerns raised through dialogue with stakeholders and the company's response.	Annual report chapter "Stakeholder engagement" page 14, "Stakeholder map" page 16, "How we manage sustainability" page 8, Materiality matrix page 11, chapter "A responsible banking provider"
Reporting practice		
102-45	Overview of all entities included in the organisation's consolidated financial statements or equivalent documents	Annual report Note 1 "General Information" page 69, Note 41 "Investments in subsidiaries, associates and joint ventures" page 119
102-46	Description of the process for defining the report's content and boundaries, as well as implementation of the reporting principles	Annual Report "How we manage sustainability" page 8, and "Stakeholder engagement" page 14.
102-47	List of material topics	Annual report chapter "How we manage sustainability", section "Our key sustainability issues" page 11
102-48	Restatements of historical information from previous reports	None
102-49	Material changes from previous report with respect to the content's scope, report boundaries, or measurement methods	None
102-50	Reporting period	2018
102-51	Date of most recent report	March 2018
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report or content	karoline.bakka.hjereto@sb1ostlandet.no
102-54	Reporting level	GRI standard level "core"
102-55	GRI index	Annual report page 124
102-56	Applicable practice for external assurance of reporting	The report has not been externally verified

SPECIFIC INFORMATION				
GRI indicator	Description	SpareBank 1 Østlandet's reporting	Partial reporting	Cross reference to UN Global Compact Principles
FINANCES				
103-1	Explanation of material topics and their boundaries	Annual Report "How we manage sustainability" page 8, and "Income statement" page 62		
103-2	Description of the management approach that covers material topics	Annual Report "How we manage sustainability" page 8, "Corporate governance" page 32, and "Income statement" page 62		
103-3	Evaluation of the management approach	Annual Report "How we manage sustainability" page 8, "Corporate governance" page 32, and "Income statement" page 62		
Economic Performance				
201-1	Direct economic value generated and distributed	Annual Report "Main Figures from the Group" page 4, and "Income statement" page 62		
201-2	Financial implications and other risks and opportunities due to climate change Reports on risks and opportunities as drivers of innovation and product adaptation, but not methods and financial calculations.	Annual Report "Climate and climate risk" page 19, "A responsible banking provider", section "Green products and sustainable innovation" page 20, and "High rate of innovation in the bank" page 41		<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>
Indirect economic impacts				
203-1	Infrastructure investments and other services	Annual report "A responsible banking provider" page 17, section "Green products and sustainable innovation" page 20, and "High rate of innovation in the bank" page 41		

SOCIETY				
103-1	Explanation of material topics and their boundaries	Annual Report chapter "How we manage sustainability" page 8, and chapter "Economic crime and anti-corruption" page 23		
103-2	Description of management system that covers important topics	Annual Report chapter "How we manage sustainability" page 8, and chapter "Economic crime and anti-corruption" page 23		
103-3	Evaluation of the control system	Annual Report chapter "How we manage sustainability" page 8, and chapter "Economic crime and anti-corruption" page 23		
Anti-corruption				
205-2	Communication and training about anti-corruption policies and procedures	Annual report chapter Economic crime and anti-corruption", section "The Bank's work against corruption" page 23, and "Training" page 24		Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
205-3	Confirmed incidents of corruption and corrective actions	Annual report "Economic crime and anti-corruption" page 23 The Bank had no incidents related to corruption in 2018.		Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
ENVIRONMENT				
103-1	Explanation of material topics and their boundaries	Annual Report "How we manage sustainability" page 8, "Climate and climate risk" page 19, and "Procurement and requirements for suppliers" page 22.		
103-2	Description of management system that covers important topics	Annual Report "How we manage sustainability" page 8, "Climate and climate risk" page 19, "The Bank's environmental work" page 27, and "Procurement and requirements for suppliers" page 22.		
103-3	Evaluation of the control system	Annual Report "How we manage sustainability" page 8, "Climate and climate risk" page 19, "The Bank's environmental work" page 27, and "Procurement and requirements for suppliers" page 22.		
Environmental impact of procurement				
308-2	Negative Impact in the supply chain	Annual report "Procurement and requirements for suppliers" page 22		Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
EMPLOYEES				
103-1	Explanation of material topics and their boundaries	Annual Report "How we manage sustainability" page 8, "Keeping our own house in order" page 26.		
103-2	Description of management system that covers important topics	Annual Report "How we manage sustainability" page 8, "Keeping our own house in order" page 26.		
103-3	Evaluation of the control system	Annual Report "How we manage sustainability" page 8, "Keeping our own house in order" page 26.		
Work				
401-1	Number of new hires	Annual report "Social accounts" page 31	Not broken down by gender, age and region.	
	Turnover	Annual report "Social accounts" page 31		

401-2	Benefits given to full-time employees, and not to temporary or part-time employees. Includes minimum life cover, health care, disability and invalidity benefit, parental leave, pension scheme, share ownership.	These schemes apply to all permanent staff in full and part-time employment. Temporary staff are not covered by the Bank's staff insurance schemes.		<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>
401-3	Number of employees, broken down by gender, who are entitled to parental leave	100 per cent		<p>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>
	Number of employees, broken down by gender, who took parental leave	28 in total, 16 women and 12 men		
	Number of employees, broken down by gender, who returned to work during the reporting period after the end of parental leave	28 in total, 16 women and 12 men		
	Number of employees, broken down by gender, who were still employed for 12 months after returning to work from parental leave	Not currently possible to extract from HR system.		
	Enter "work rate"	100 per cent		
	Enter "retention rate"	100 per cent		
Training				
404-1	Average hours of training per year per employee	Annual Report chapter "Training" page 24	Reports on training schemes. Training is not broken down by hours per employee.	
404-2	Programmes for upgrading employee skills and transitioning to retirement.	Annual Report chapter "Training" section "Training of employees" page 24	Reports on programmes for further education.	
404-3	Percentage of employees receiving regular performance and career development reviews	100 per cent		
Diversity and equal opportunity				
405-1	Diversity of governance bodies and executive management team	Annual Report chapter "Keeping our own house in order" page 26, and Group Management page 141.	Gender composition reported for managers and the Board. Not broken down by other position or age categories.	<p>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>
405-2	Pay differences between men and women	Annual Report chapter 'Keeping our own house in order', section on 'labour rights, equality and diversity' page 27	The pay ratio between men and women is not broken by position category and workplace.	<p>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>
Non-discrimination				
406-1	Incidents of discrimination and corrective actions taken	Annual Report chapter 'Keeping our own house in order', section on 'labour rights, equality and diversity' page 27		<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p> <p>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>

PURCHASING				
103-1	Explanation of material topics and their boundaries	Annual Report "How we manage sustainability" page 8, "Procurement and requirements for suppliers" page 22.		
103-2	Description of management system that covers important topics	Annual Report "How we manage sustainability" page 8, "Procurement and requirements for suppliers" page 22.		
103-3	Evaluation of the control system	Annual Report "How we manage sustainability" page 8, "Procurement and requirements for suppliers" page 22.		
Social impact of Procurement				
414-2	Negative social impact in the supply chain	Annual Report chapter "A responsible banking provider", section "Procurement and requirements for suppliers", page 22		<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>
MARKETING AND PRIVACY PROTECTION				
103-1	Explanation of material topics and their boundaries	Annual Report "How we manage sustainability" page 8, "A responsible banking provider" section "Ethical marketing" page 22, and "Economic crime and anti-corruption", section "Privacy/GDPR" page 24.		
103-2	Description of management system that covers important topics	Annual Report "How we manage sustainability" page 8, "A responsible banking provider" section "Ethical marketing", page 22 and "Economic crime and anti-corruption" section "Privacy/GDPR" page 24.		
103-3	Evaluation of the control system	Annual Report "How we manage sustainability" page 8, "A responsible banking provider" section "Ethical marketing" page 22, and "Economic crime and anti-corruption", section "Privacy/GDPR" page 24.		
Marketing and labelling				
417-2	Incidents of non-compliance concerning product and service information and labelling	Annual Report chapter "A responsible banking provider" section "Ethical marketing" page 22		Principle 2: Businesses should make sure that they are not complicit in human rights abuses.
417-3	Incidents of non-compliance concerning marketing communications	Annual Report chapter "A responsible banking provider", section "Ethical marketing" page 22		
Data protection				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annual Report chapter "Economic crime and anti-corruption", section "Privacy/GDPR" page 24		Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

PRODUCT LIABILITY AND ACTIVE OWNERSHIP				
103-1	Explanation of material topics and their boundaries	Annual Report "How we manage sustainability" page 8, and "A responsible banking provider", section "Responsible lending" page 17		
103-2	Description of management system that covers important topics	Annual Report "How we manage sustainability" page 8, and "A responsible banking provider", section "Responsible lending" page 17, and "Green products and sustainable innovation" page 20		
103-3	Evaluation of the management approach	Annual Report "How we manage sustainability" page 8, and "A responsible banking provider", section "Responsible lending" page 17, and "Green products and sustainable innovation" page 20		
Product liability				
FS7	Report on monetary value of products and services designed to deliver a specific social benefit	Annual Report chapter "A responsible banking provider", section "Responsible lending" page 17, and "Green products and the commencement of innovation" page 20		Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
FS8	Report on monetary value of products and services designed to deliver a specific environmental benefit	Annual report chapter "A responsible banking provider", section "Responsible lending" page 17, and "Green products and sustainable innovation" page 20		Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
Active ownership				
FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental or social issues.	Annual Report chapter "A responsible banking provider", section "Responsible and active ownership" page 21, and "Requirements for fund providers" page 21		Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
FS-11	Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental or social issues.	Annual Report chapter "A responsible banking provider", section "Responsible and active ownership" page 21, and "Responsible investments in liquidity management" page 21.		Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour, Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation. Principle 7: Businesses should support a precautionary approach to environmental challenges