


# GRI INDEX FOR VEIDEKKE'S ANNUAL AND SUSTAINABILITY REPORT 2020


## GENERAL INFORMATION



GRI indicator	Description	Veidekke's reporting
<b>Organisational profile</b>		
102-1	Name of the organisation	Veidekke ASA
102-2	Most important brands, products and/or services	p. 5–13, 186
102-3	Location of the organisation's head office	Veidekke ASA is headquartered in Oslo
102-4	Number of countries in which the organisation operate	Norway, Sweden and Denmark (3 countries)
102-5	Ownership and legal form of business organisation	p. 186
102-6	Description of the markets served by the organisation	p. 5–13, 23–25
102-7	Size and scope of the organisation	p. 5–13, 23–25
102-8	Total number of employees by type of employment, employment contract and region, broken down by gender	<p>Of the 8 082 permanent employees, 964 are women and 7 118 men. Of temporary employees, 93 are women and 356 are men. Of the permanently employed women, 78 are part-time employees and 886 are full-time employees. Of the permanently employed men, 100 are part-time employees and 7 018 are full-time employees.</p> <p>Find more data on diversity, types of employment etc. in the sustainability section at <a href="https://veidekke.com">veidekke.com</a>.</p> <p>See also p. 6, 8, 10, 12, 25, 128–129, 166–172.</p>
102-9	Description of the company's supply chain	p. 5, 14–15, 149, 151, 153, 161, 174–176
102-10	Significant changes during the reporting period regarding the size, structure or ownership	Veidekke sold the property development operation in Norway and Sweden. The Norwegian civil engineering and industrial operations were merged to form Infrastructure in Norway.
102-11	Description of whether and how the precautionary principle is used within the organisation	<p>Veidekke is a member of the UN Global Compact, and the Global Compact's ten principles are addressed in Veidekke's ethical guidelines.</p> <p>See also p. 146.</p>
102-12	External initiatives, charters or principles in the financial, environmental or social area that the organisation subscribes to or endorses	<p>Paris Agreement (COP 21) and UN's SDGs</p> <p>ILO declaration on Fundamental Principles and Rights at Work</p> <p>OECD Guidelines for Multinational Enterprises</p> <p>United Nations: Human Rights Convention</p> <p>UN Global Compact</p> <p>Cooperation with tax authorities in Norway and Sweden to filter unserious actors in the early procurement phase</p> <p>See p. 27, 45, 79, 146, 148, 149, 168, 174</p>
102-13	Membership in industry organisations or other associations, and national/international advocacy organisations	p. 146, 149, 171
<b>Strategy and analysis</b>		
102-14	Statement from the Group CEO	p. 14–15
102-15	Key risks, opportunities and impacts on the economy, society and environment	p. 28–30, 130, 157



GRI indicator	Description	Veidekke's reporting
<b>Ethics and integrity</b>		
102-16	The organisation's values, principles, standards and norms of behaviour	p. 5, 25–26, 126–132, 174–176
102-17	Mechanisms for advice and concerns about ethics	p. 26, 131, 175, 178
<b>Governance</b>		
102-18	The organisation's management structure, including the highest authority and committees who are responsible for decision-making on financial, environmental and social topics	p. 18–21, 126–132
102-20	Executive-level responsibility for economic, environmental, and social topics	p. 20–21, 126–132, 144–145
102-21	Consulting stakeholders on economic, environmental, and social topics	p. 149
102-22	Composition of the highest governance body and its committees	p. 18–19, 128–130
102-23	Chair of the highest governance body and its committees	p. 18, 129
<b>Stakeholder engagement</b>		
102-40	Stakeholder groups that the organisation is in dialogue with	p. 149
102-41	Percentage of employees who are covered by collective bargaining agreements	Approx. 95%
102-42	Description of how the organisation chooses relevant stakeholders	p. 144–145, 149
102-43	Approach to stakeholder engagement, including frequency of engagement by type and stakeholder group	p. 149
102-44	Important topics and questions raised through stakeholder dialogue and the company's response	p. 144–145, 149
<b>Reporting practices</b>		
102-45	Overview of all the units that are encompassed by the organisation's annual financial statements or similar documents	p. 112–113, 146
102-46	Description of the process for defining the report's content and limitations, as well as the implementation of the reporting principles	p. 144–149
102-47	List of all the topics that have been identified as material	p. 144–145
102-48	Change of historical data from earlier reports	No changes of historical data
102-49	Significant changes from the previous report with regard to the scope of the content, limitation of the report or the measurement methods	The base year for climate accounting has been changed to 2018. See p. 159 og 162
102-50	Reporting period	1 January 2020–31 December 2020
102-51	Date of publication for the previous report	30 March 2020
102-52	Reporting frequency	Annual
102-53	Contact person for questions about the report or its content	firmapost@veidekke.no or lars.lund@veidekke.no
102-54	Reporting level	GRI Standards: Core. See p. 146
102-55	GRI index	p. 179–185
102-56	Current practices for external verification of the reporting	The GRI report is not externally verified. The GHG accounts have been third-party verified.



## SPECIFIC INFORMATION

GRI indicator	Description	Veidekke's reporting	Cross reference to the UN's SDGs
<b>Health and safety</b>			
103-1	Description and limitation of material topic(s)	p. 151	
103-2	Description of the management system that covers material topic(s)	p. 151	
103-3	Evaluation of the management system	p. 151	
403-1	Occupational health and safety management system	p. 151	
403-2	Hazard identification, risk assessment, and incident investigation	p. 152–153	
403-3	Occupational health services	p. 26–27, 151–155	
403-4	Worker participation, consultation, and communication on occupational health and safety	p. 151–155	
403-5	Worker training on occupational health and safety, generic and related to specific hazards	p. 26–27, 151–155	
403-6	Promotion of worker health	p. 26–27, 151–155	
403-7	Worker training on occupational health and safety, generic and related to specific hazards	p. 151	
403-8	Workers covered by an occupational health and safety management system	The group's OHS requirements apply to everyone working in or for Veidekke	
403-9	Work-related injuries	p. 26–27, 153–154	

GRI indicator	Description	Veidekke's reporting	Cross reference to the UN's SDGs
<b>Climate impact</b>			
103-1	Description and limitation of material topic(s)	p. 156	
103-2	Description of the management system that covers material topic(s)	p. 156	
103-3	Evaluation of the management system	p. 156	
301-2	Recycled input materials used	p. 158, 159, 161, 162	
302-1	Energy consumption within the organisation by source and type/sale	<p>Fossil fuels: 363 691 MWh</p> <p>Renewable fuels: 54 817 MWh</p> <p>Electricity: 123 932 MWh, of which 113 767 MWh from renewable energy sources.</p> <p>District heating: 10 763 MWh, of which 4 230 MWh from renewable energy sources.</p> <p>District cooling: 100 MWh, of which 100 MWh from renewable energy sources.</p> <p>The renewable share of electricity, district heating and district cooling is according to a location-based method.</p> <p>See also p. 156–165</p>	
305-1	Direct (scope 1) GHG emissions	<p>Scope 1: 94 034 tCO<sub>2</sub>e</p> <p>Veidekke complies with the GHG Protocol Corporate Standard (March 2004). Climate reporting is based on a control approach, including operational control.</p> <p>Climate reporting covers all operations including subsidiaries and joint ventures with &gt; 50% ownership. Period 1 Dec. 2019–30 Nov. 2020 (12 months). Source of emission factors is Defra and includes CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O. GWP: IPCC Fourth Assessment Report (100 year GWPs)</p> <p>Biogenic emissions: 14 071 tCO<sub>2</sub></p> <p>See also p. 159, 162</p>	
305-2	Energy indirect (scope 2) GHG emissions	<p>Scope 2 location-based method: 3 333 tCO<sub>2</sub>e</p> <p>Scope 2 market-based method: 52 119 tCO<sub>2</sub>e</p> <p>Veidekke complies with the GHG Protocol Corporate Standard (March 2004). Climate reporting is based on a control approach, including operational control.</p> <p>Climate reporting covers all operations including subsidiaries and joint ventures with &gt; 50% ownership. Period 1 Dec. 2019–30 Nov. 2020 (12 months). Sources of emission factors are the IEA (location-based) country-specific average over the past three years and the Association of Issuing Bodies, AIB (market-based without guarantee of origin). Emission factors include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O. GWP: IPCC Fourth Assessment Report (100 year GWPs).</p> <p>See also p. 159–162</p>	
305-3	Other indirect (scope 3) GHG emissions	<p>Veidekke undertook a mapping of scope 3 emissions in 2020.</p> <p>See CDP reporting: <a href="https://www.cdp.net">cdp.net</a></p> <p>See also p. 156, 159, 161</p>	
305-4	GHG emissions intensity	<p>Scopes 1 and 2 aggregated for Veidekke, including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O.</p> <p>See also p. 162</p>	
305-5	Reduction of GHG emissions	<p>Scope 1: 6,634 tCO<sub>2</sub>e reduction in 2020, compared with 2019, due to increased share of biodiesel. The calculation includes CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O.</p> <p>See CDP Report 2020: <a href="https://www.cdp.net">cdp.net</a>. See also page 162 of this report.</p>	

GRI indicator	Description	Veidekke's reporting	Cross reference to the UN's SDGs
<b>Expertise</b>			
103-1	Description and limitation of material topic(s)	p. 25–26, 166–172	<b>4</b> GOD UTDANNING 
103-2	Description of the management system that covers material topic(s)	p. 25, 166–167	
103-3	Evaluation of the management system	p. 166	
401-1	New employee hires and employee turnover	p. 167, 172	<b>5</b> LIKESTILLING MELLOM KJØNNENE 
404-1	Average hours of training per year per employee by gender and employee category	Data for the group are currently not available. New HR system to be rolled out in 2021. See p. 167	
404-2	Programmes for upgrading employee skills	p. 25, 170, 171	
404-3	Percentage of employees receiving regular performance and career development reviews	Development review to be conducted annually with all employees.	
405-1	Diversity: Percentage of women and men (employee category/age)	p. 26, 168, 171, 172	
405-2	Ratio of basic salary and remuneration of women to men	Reviewed every two years. Next review in 2021. See p. 168	
406-1	Diversity: Incidents of discrimination and consequence/follow-up	No reported incidents	
VD	Satisfied employees	p. 26, 166	
VD	Human resource development	p. 170–171	
VD	Percentage of apprentices in the workforce	p. 167, 172	

GRI indicator	Description	Veidekke's reporting	Cross reference to the UN's SDGs
<b>Compliance</b>			
103-1	Description and limitation of material topic(s)	p. 174–176	
103-2	Description of the management system that covers material topic(s)	p. 174–176	
103-3	Evaluation of the management system	p. 174–176	
102-16	The organisation's values, principles, standards and norms of behaviour	p. 26, 131, 174–176	
102-17	Mechanisms for advice and concerns about ethics	p. 26, 131, 175, 178	
102-33	Communicating critical concerns	p. 26, 131, 175, 178	
102-41	Percentage of employees covered by collective bargaining agreements	Approx. 95%	
205-1	Number and percentage of operations assessed for risks related to corruption	The entire group is assessed with regard to risk of corruption. Tender processes (active corruption) and contracting of subcontractors (passive corruption) are considered to pose the greatest risk. See also p. 174–176	
205-2	Communication and training about anti-corruption policies and procedures	p. 174–176	
205-3	Confirmed incidents of corruption and actions taken	None	
307-1	Non-compliance with environmental laws and regulations	p. 161	
308-1	New suppliers that were screened using environmental criteria	Norway: 88% of subcontractors, representing 96% of the group's turnover, are registered in StartBank, which involves assessment with regard to environmental requirements. See also p. 156, 159–161, 174–176	
402-1	Minimum notice periods regarding operational changes and whether this is specified in the collective agreement	Denmark: The Employers' and Salaried Employees' Act applies to lay-offs. Minimum 1 month's notice for dismissals.  Norway: Statutory period of notice for lay-offs is 14 days. Statutory period of notice for dismissals is 14 days during the probationary period and 1–6 months after the probationary period, depending on the age and length of service  Sweden: Lay-offs are regulated by collective agreements. Statutory period of notice for dismissals. Collectively agreed deviations may occur.	
412-2	Employee training on human rights policies or procedures	p. 176	
414-1	New suppliers that were screened using social criteria	Norway: 88% of subcontractors, representing 96% of the group's turnover, are registered in StartBank, which involves assessment with regard to social criteria. See also p. 149, 174–176	
419-1	Sanctions resulting from non-compliance with laws and regulations in the social and economic area	p. 174–176	
VD	Control, compliance regulations	p. 174–176	

GRI indicator	Description	Veidekke's reporting	Cross reference to the UN's SDGs
<b>Productivity</b>			
103-1	Description and limitation of material topic(s)	p. 144–145	
103-2	Description of the management system that covers material topic(s)	p. 5, 22–25, 126	
103-3	Evaluation of the management system	p. 22–25	
102-15	Risk management	p. 16, 28–30, 130–131, 157	
201-1	Direct economic value generated and distributed	p. 4, 14–15, 22–25	
<b>Satisfied customers</b>			
103-1	Description and limitation of material topic(s)	p. 144–145	
103-2	Description of the management system that covers material topic(s)	p. 5–15	
103-3	Evaluation of the management system	p. 22–25	
VD	Collaboration and customer focus	p. 5–15, 29, 157	