

# GRI index

## General information

GRI indicator	Description	Veidekke's reporting
Organisational profile		
102-1	Name of the organisation	Veidekke ASA
102-2	Most important brands, products and/or services	<a href="#">pages 5–11, 165</a>
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	<a href="#">page 165</a>
102-6	Description of the markets served by the organisation	<a href="#">pages 5–11, 21–23</a>
102-7	Size and scope of the organisation	<a href="#">pages 5–11, 21–23</a>
102-8	Total number of employees by type of employment, employment contract and region, broken down by gender	Of the 7 796 permanent employees, 1 003 are women and 6 793 are men. Of temporary employees, 120 are women and 350 are men. Of the permanently employed women, 78 are part-time employees and 925 are full-time employees. Of the permanently employed men,101 are part-time employees and 6 692 are fulltime employees. Find more data on diversity, types of employment etc. in the sustainability section of Veidekke's website. See also <a href="#">pages 6, 8, 10, 12, 25, 143–151</a> .
102-9	Description of the company’s supply chain	<a href="#">pages 5, 12–13, 131, 133, 134, 139, 152–153</a>
102-10	Significant changes during the reporting period regarding the size, structure or ownership	Veidekke's Swedish operations were reorganised into the operational units Construction Sweden and Infrastructure Swe.
102-11	Description of whether and how the precautionary principle is used within the organisation	Veidekke is a member of the UN Global Compact, and the Global Compact's ten principles are addressed in Veidekke's ethical guidelines. See also <a href="#">page 128</a> .
102-12	External initiatives, charters or principles in the financial, environmental or social area that the organisation subscribes to or endorses	Paris Agreement (COP 21) and UN's SDGs
		ILO declaration on Fundamental Principles and Rights at Work
		OECD Guidelines for Multinational Enterprises
		United Nations: Human Rights Convention
		UN Global Compact
102-13	Membership in industry organisations or other associations, and national/international advocacy organisations	Cooperation with tax authorities in Norway and Sweden to filter unserious actors in the early procurement phase <a href="#">pages 128, 131, 145</a>

GRI indicator	Description	Veidekke's reporting
Strategy and analysis		
102-14	Statement from the Group CEO	<a href="#">pages 12–13</a>
102-15	Key risks, opportunities and impacts on the economy, society and environment	<a href="#">pages 27–28</a> , <a href="#">113</a> , <a href="#">137</a>
Ethics and integrity		
102-16	The organisation's values, principles, standards and norms of behaviour	<a href="#">pages 5</a> , <a href="#">24–25</a> , <a href="#">110–115</a> , <a href="#">152–153</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">pages 25</a> , <a href="#">114</a> , <a href="#">153</a>
Governance		
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	<a href="#">pages 16–19</a> , <a href="#">110–115</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">pages 18–19</a> , <a href="#">110–115</a> , <a href="#">127</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">page 131</a>
102-22	Composition of the highest governance body and its committees	<a href="#">pages 16–17</a> , <a href="#">112–113</a>
102-23	Chair of the highest governance body and its committees	<a href="#">pages 16</a> , <a href="#">113</a>
Stakeholder engagement		
102-40	Stakeholder groups that the organisation is in dialogue with	<a href="#">page 131</a>
102-41	Percentage of employees who are covered by collective bargaining agreements	approx. 95%
102-42	Description of how the organisation chooses relevant stakeholders	<a href="#">pages 127</a> , <a href="#">131</a>
102-43	Approach to stakeholder engagement, including frequency of engagement by type and stakeholder group	<a href="#">pages 131</a>
102-44	Important topics and questions raised through stakeholder dialogue and the company's response	<a href="#">pages 127</a> , <a href="#">131</a>
Reporting practices		
102-45	Overview of all the units that are encompassed by the organisation's annual financial statements or similar documents	<a href="#">pages 96–97</a> , <a href="#">128</a>
102-46	Description of the process for defining the report's content and limitations, as well as the implementation of the reporting principles	<a href="#">pages 125–131</a>
102-47	List of all the topics that have been identified as material	<a href="#">page 127</a>
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	Base year for climate accounting scope 3 set for 2020. (Base year for scopes 1 and 2 is 2018). See <a href="#">pages 137–138</a> and <a href="#">141</a>
102-50	Reporting period	1 January 2021–31 December 2021
102-51	Date of publication for the previous report	26 March 2021
102-52	Reporting frequency	Annually
102-53	Contact person for questions about the report or its content	<a href="mailto:firmapost@veidekke.no">firmapost@veidekke.no</a> or <a href="mailto:lars.lund@veidekke.no">lars.lund@veidekke.no</a>
102-54	Reporting level	GRI Standards: Core. See <a href="#">page 128</a>
102-55	GRI index	<a href="#">pages 156–164</a>
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

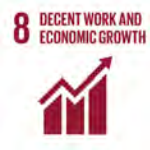

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
Health and safety			 <p><b>Target 8.8</b> See <a href="#">page 130</a></p>
103-1	Description and limitation of material topic(s)	<a href="#">pages 132–134</a>	
103-2	Description of the management system that covers material topics	<a href="#">pages 132–134</a>	
103-3	Evaluation of the management system	<a href="#">pages 132–134</a>	
403-1	Occupational health and safety management system	<a href="#">pages 132–134</a>	
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">pages 132–134</a>	
403-3	Occupational health services	<a href="#">pages 25, 132–134</a>	
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">pages 132–134</a>	
403-5	Worker training on occupational health and safety, generic and related to specific hazards	<a href="#">pages 25, 132–134</a>	
403-6	Promotion of worker health	<a href="#">pages 25, 132–134</a>	
403-7	Worker training on occupational health and safety, generic and related to specific hazards	<a href="#">page 133</a>	
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	<a href="#">pages 25, 26, 134</a>	

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
Climate and environmental impact			
103-1	Description and limitation of material topic(s)	<a href="#">pages 135–137</a>	 <p><b>Goal 13</b> See <a href="#">page 130</a></p> <p><b>Environment</b></p> <p><b>Principle 7:</b> Support a precautionary approach to environmental challenges</p> <p><b>Principle 8:</b> Undertake initiatives to promote greater environmental responsibility</p> <p><b>Principle 9:</b> Encourage the development and diffusion of environmentally friendly technologies</p>
103-2	Description of the management system that covers material topics	<a href="#">pages 135–137</a>	
103-3	Evaluation of the management system	<a href="#">pages 135–137</a>	
301-1	Materials used by weight or volume	Share of roads with environmental asphalt in Norway: 4%. See also <a href="#">page 139</a>	
301-2	Recycled input materials used	Share of reuse in asphalt production in Norway: 7.4%. See also <a href="#">page 139</a>	
302-1	Energy consumption within the organisation by source and type/sale	Fossil fues: 307 490 MWh, of which:	
		Construction diesel: 137 838 MWh	
		LPG: 103 973 MWh	
		Diesel (NO): 30 292 MWh	
		Diesel (SE): 16 307 MWh	
		LNG: 9 388 MWh	
		Natural gas: 3 989 MWh	
		Diesel (DK): 3 154 MWh	
		Fuel oil: 1 736 MWh	
		Petrol: 813 MWh	
		Renewable fuels: 63 647 MWh, of which:	
		Biodiesel HVO: 26 569 MWh	
		Biofuel oil: 20 576 MWh	
		Diesel (NO): 9 830 MWh	
		Diesel (SE): 5 729 MWh	
		Wood pellets: 641 MWh	
		Diesel (DK): 259 MWh	
		Petrol: 43 MWh	
		Electricity: 132 955 MWh, of which 123 220 MWh from renewable energy sources..	
		District heating: 13 645 MWh, of which 4 645 MWh from renewable energy sources.	
		District cooling: 59 MWh, of which 59 MWh from renewable sources..	
		The renewable share of renewables in electricity, district heating and district cooling is according to a location-based method.	
		Total energy consumption: 517 795 MWh	
		The energy reporting covers all operational areas as well as subsidiaries and joint ventures with >50% ownership. Period 1 Jan. 2020–31 Dec. 2020 (12 mos). Base year is 2018.	
		Source of emission factors is Defra. See also <a href="#">pages 137–139</a>	

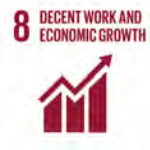
GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
302-2	Energy consumption outside of the organisation	Energy consumption in the use phase of construction projects handed over to client: 3 964 GWh The energy reporting includes all construction projects handed over to client, with revenue in excess of NOK 25 million. Period 1 Jan. 2020–31 Dec. 2020 (12 mos). Base year is 2020. Source of emission factors is Defra.	
302-3	Energy intensity	Asphalt: 81 MWh per tonne of asphalt. 183 404 MWh corresponds to scope 1 and 2 (bioenergy, fossil fuels and electricity). 2 257 tonnes of asphalt Period 1 Jan. 2021–31 Dec. 2021 (12 mos)	
305-1	Direct (scope 1) GHG emissions	Scope 1: 78 730 tCO <sub>2</sub> e Biogenic emissions:: 15 781 tCO <sub>2</sub> Veidekke complies with the GHG Protocol Corporate Standard (March 2004). Climate reporting is based on a control approach, including operational control. Climate reporting covers all operations including subsidiaries and joint ventures with >50% ownership. Period 1 Dec. 2021–31 Dec. 2021 (12 mos). Base year is 2018. 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). See also <a href="#">pages 137–139, 141</a>	
305-2	Energy indirect (scope 2) GHG emissions	Scope 2 location-based method: 2 560 tCO <sub>2</sub> e Scope 2 market-based method: 50 222 tCO <sub>2</sub> e Veidekke complies with the GHG Protocol Corporate Standard (March 2004). Climate reporting is based on a control approach, including operational control. Climate reporting covers all operations including subsidiaries and joint ventures with >50% ownership. Period 1 Dec. 2021–31 Dec. 2021 (12 mos). Base year is 2018. Sources of emission factors are the IEA (locationbased) 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). See also <a href="#">pages 137–139, 141</a>	

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
305 -3	Other indirect (scope 3) GHG emissions	Veidekke scope 3 emissions in 2020:	
		552 000 tCO <sub>2</sub> e, of which:	
		Acquisitions of goods and services:: 457 448 tCO <sub>2</sub> e	
		Capital goods: 8 678 tCO <sub>2</sub> e	
		Fuel and energy related activities (not included in scopes 1 and 2): 20 806 tCO <sub>2</sub> e	
		Waste: 3 258 tCO <sub>2</sub> e	
		Business travel: 3 458 tCO <sub>2</sub> e	
		Commuting: 4 593 tCO <sub>2</sub> e	
		Leased additions: 273 tCO <sub>2</sub> e	
		Use of products sold: 36 031 tCO <sub>2</sub> e	
		Final processing of products sold: 13 934 tCO <sub>2</sub> e	
		Transport paid for by the customer: 3 842 tCO <sub>2</sub> e	
		Climate reporting covers all operations including subsidiaries and joint ventures with >50% ownership. Period 1 Jan 2020–31 Dec. 2020 (12 mos). Base year is 2020.	
		Sources of emission factors are EPD, DEFRA, IEA (location-based). Emission factors include CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O. GWP: IPCC Fourth Assessment Report (100 year GWPs).	
The annual update is carried out in June and is reported in the CDP Climate Change report: cdp.net			
See also <a href="#">pages 137–139, 141</a>			
305-4	GHG emissions intensity	Scopes 1 and 2 aggregated for Veidekke, including CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O.	
		CO <sub>2</sub> e emission (kg per NOK 1000 revenue)	
		GEVA: tCO <sub>2</sub> e scopes 1 and 2 location-based / EBITDA, adjusted for labour costs (NOK)	
		See also <a href="#">page 141</a>	
305-5	Reduction of GHG emissions	Reduction, scopes 1 and 2:	
		Due to increased share of biodiesel in 2021, compared to 2020: 2 936 tCO <sub>2</sub> e	
		Due to sale of business (asphalt plant): 576 tCO <sub>2</sub> e	
		The sources for the calculation are GHG accounts 2021 and 2020, including CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O. See <a href="#">CDP-report 2020</a> and <a href="#">page 141</a> in this report	
		Base year for Veidekke's climate goals for scopes 1 and 2 is 2018	
306-4	Waste diverted from disposal	Recycling of materials: 60 114 tonnes of waste	
		Waste reporting covers all operational areas as well as subsidiaries and joint ventures with> 50% ownership. Period 1 Jan. 2020–31 Dec. 2020 (12 mos). The total number of tonnes is based on waste reports from waste disposal companies corresponding to 20% of Veidekke's purchases of waste services and the total purchase volume from identified items in the accounts.	
		The annual update is carried out in June	

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
306-5	Waste directed to disposal	Energy recovery: 65 960 tonnes of waste Disposing of inorganic materials: 400 246 tonnes of waste Waste reporting covers all operational areas as well as subsidiaries and joint ventures with> 50% ownership. Period 1 Jan. 2020–31 Dec. 2020 (12 mos). The total number of tonnes is based on waste reports from waste disposal companies corresponding to 20% of Veidekke's purchases of waste services and the total purchase volume from identified items in the accounts. The annual update is carried out in June	
307-1	Non-compliance with environmental laws and regulations	One incident concerning damage to trees. The amount is considered not significant.	
Expertise			
103-1	Description and limitation of material topic(s)	<a href="#">page 24–25, 143–151</a>	 <b>Target 4.4</b> See <a href="#">page 130</a>
103-2	Description of the management system that covers material topics	<a href="#">pages 24, 143–144</a>	
103-3	Evaluation of the management system	<a href="#">page 143</a>	
401-1	New employee hires and employee turnover	<a href="#">pages 144, 151</a>	
404-1	Average hours of training per year per employee by gender and employee category	Data for the group are currently not available. Reporting will start from 2022.	
404-2	Programmes for upgrading employee skills	<a href="#">pages 24, 144–146</a>	
404-3	Percentage of employees receiving regular performance and career development reviews	Development review to be conducted annually with all employees. Reporting from 2022.	
405-1	Diversity: Percentage of women and men (employee category/age)	<a href="#">pages 25, 149, 150, 151</a>	
405-2	Ratio of basic salary and remuneration of women to men	For the Norwegian companies, women's wages as a percentage of men's constitute 89.6, weighted for wage volumes. See <a href="#">page 150</a>	
406-1	Diversity: Incidents of discrimination and consequence/follow-up	No incidents reported to group level	
VD	Satisfied employees	<a href="#">pages 24, 143–144</a>	 <b>Target 5.5</b> See <a href="#">page 130</a>  <b>Labour</b> <b>Principle 6:</b> Elimination of discrimination in respect of employment and occupations
VD	Human resource development	<a href="#">pages 144–145</a>	
VD	Percentage of apprentices in the workforce	<a href="#">pages 144, 151</a>	

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
Compliance			
103-1	Description and limitation of material topic(s)	<a href="#">pages 152–154</a>	 <b>Target 8.8</b> See <a href="#">page 130</a>
103-2	Description of the management system that covers material topics	<a href="#">pages 152–154</a>	
103-3	Evaluation of the management system	<a href="#">pages 152–154</a>	
102-16	The organisation's values, principles, standards and norms of behaviour	<a href="#">pages 25, 114, 152–154</a>	
102-17	Mechanisms for advice and concerns about ethics	<a href="#">pages 25, 114, 153, 156</a>	
102-33	Communicating critical concerns	<a href="#">pages 25, 114, 153, 156</a>	
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 <a href="#">pages 152–154</a>	 <b>Target 16.5</b> See <a href="#">page 130</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">pages 152–154</a>	
205-3	Confirmed incidents of corruption and actions taken	None	
307-1	Non-compliance with environmental laws and regulations	<a href="#">page 162</a>	
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 <a href="#">pages 135, 137–139, 152–154</a>	
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	<a href="#">page 154</a>	<b>Human Rights</b> <b>Principle 1:</b> Support and respect the protection of internationally proclaimed human rights <b>Principle 2:</b> Make sure that they are not complicit in human rights abuses  <b>Labour</b> <b>Principle 3:</b> Uphold the freedom of association and the effective recognition of the right to collective bargaining <b>Principle 4:</b> Elimination of all forms of forced and compulsory labour <b>Principle 5:</b> Effective abolition of child labour  <b>Anti-corruption</b> <b>Principle 10:</b> Work against corruption in all its forms, including extortion and bribery
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 nvolves assessment with regard to social criteria. See also <a href="#">pages 131, 152–154</a>	
419-1	Sanctions resulting from non-compliance with laws and regulations in the social and economic area	<a href="#">pages 152–154</a>	
VD	Control, compliance regulations	<a href="#">pages 152–154</a>	
		<a href="#">pages 152–154</a>	



GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
Productivity			 <b>Target 8.2</b> See <a href="#">page 130</a>
103-1	Description and limitation of material topic(s)	<a href="#">page 127</a>	
103-2	Description of the management system that covers material topics	<a href="#">pages 5, 21–24, 110</a>	
103-3	Evaluation of the management system	<a href="#">pages 21–24</a>	
102-15	Risk management	<a href="#">pages 14, 27–28, 113–114, 137</a>	
201-1	Direct economic value generated and distributed	<a href="#">pages 6, 12–13, 21–23</a>	
Satisfied customers			
103-1	Description and limitation of material topic(s)	<a href="#">page 127</a>	
103-2	Description of the management system that covers material topic(s)	<a href="#">pages 5–13</a>	
103-3	Evaluation of the management system	<a href="#">pages 21–24</a>	
VD	Collaboration and customer focus	<a href="#">pages 5–11, 137</a>	