GRI index

General information

GRI indicator	Description	Veidekke's reporting			
Organisational	Organisational profile				
102-1	Name of the organisation	Veidekke ASA			
102-2	Most important brands, products and/or services	pages 5–11, <u>165</u>			
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	page 165			
102-6	Description of the markets served by the organisation	pages 5-11, <u>21-23</u>			
102-7	Size and scope of the organisation	pages 5–11, <u>21–23</u>			
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 webisite. See also pages 6, 8, 10, 12, 25, 143–151.			
102-9	Description of the company's supply chain	pages 5, 12–13, 131, 133, 134, 139, 152–153			
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 page 128.			
		Paris Agreement (COP 21) and UN's SDGs			
		ILO declaration on Fundamental Principles and Rights at Work			
102-12	External initiatives, charters or principles in the financial, environmental or social area that the organisation subscribes to or endorses	OECD Guidelines for Multinational Enterprises			
102 12		United Nations: Human Rights Convention			
		UN Global Compact			
		Cooperation with tax authorities in Norway and Sweden to filter unserious actors in the early procurement phase			
102-13	Membership in industry organisations or other associations, and national/international advocacy organisations	pages 128, 131, 145			

generation generation the second secon	GRI indicato	Description	Veidekke's reporting
Bit Bit Bit the second secon	Strategy and	l analysis	
Number of a local second sec	102-14	Statement from the Group CEO	pages 12-13
Barageneration wakes, phrophes, standards and norms of behaviour genes 24-28, 10-15, 152-16 Beta for advisered or advisered	102-15	Key risks, opportunities and impacts on the economy, society and environment	pages 27-28, <u>113, 137</u>
Becknisms for advise and concerns about ethics gamma 25, 11, 13 Governation Unit of the organization management structure, including the lighest authority and committees who are responsible for dealsion gamma 10, 101 View 100 Baseditive liver legovernation and social topics gamma 10, 101 View 200 Executive liver legovernation and social topics gamma 10, 101 View 200 Composition of the highest governance body and its committees gamma 10, 112, 113 View 200 Tail of the highest governance body and its committees gamma 10, 112, 113 View 200 Stakeholder groups that the organization is chalogue with gamma 20, 20, 20, 20, 20, 20, 20, 20, 20, 20,	Ethics and ir	tegrity	
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02-56 Current practices for external verification of the reporting The GRI report is not externally verified. The GHG accounts have been third-party verified.	102-55	GRI index	pages 156-164
	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 safe	ty		
103-1	Description and limitation of material topic(s)	pages 132-134	O DECENT WORK AND
103-2	Description of the management system that covers material topics	pages 132-134	8 DECENT WORK AND ECONOMIC GROWTH
103-3	Evaluation of the management system	pages 132-134	1
403-1	Occupational health and safety management system	pages 132-134	
403-2	Hazard identification, risk assessment, and incident investigation	pages 132-134	
403-3	Occupational health services	pages 25, <u>132–134</u>	Target 8.8
403-4	Worker participation, consultation, and communication on occupational health and safety	pages 132-134	See page 130
403-5	Worker training on occupational health and safety, generic and related to specific hazards	pages 25, <u>132–134</u>	
403-6	Promotion of worker health	pages 25, <u>132–134</u>	
403-7	Worker training on occupational health and safety, generic and related to specific hazards	page 133	
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	pages 25, <u>26, 134</u>	

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
Climate and e	nvironmental impact		
103-1	Description and limitation of material topic(s)	pages 135–137	
103-2	Description of the management system that covers material topics	pages 135-137	
103-3	Evaluation of the management system	pages 135-137	
301-1	Materials used by weight or volume	Share of roads with environmental asphalt in Norway: 4%. See also page 139	
301-2	Recycled input materials used	Share of reuse in asphalt production in Norway: 7.4%. See also page 139	
		Fossil fues: 307 490 MWh, of which:	
		Construction diesel: 137 838 MWh	
		LPG: 103 973 MWh	13 CLIMATE
		Diesel (NO): 30 292 MWh	Abrion
		Diesel (SE): 16 307 MWh	
		LNG: 9 388 MWh	
		Natural gas: 3 989 MWh	
		Diesel (DK): 3 154 MWh	Goal 13
		Fuel oil: 1736 MWh	See page 130
	Energy consumption within the organisation by source and type/sale	Petrol: 813 MWh	Environment
		Renewable fuels: 63 647 MWh, of which:	Principle 7: Support a
		Biodiesel HVO: 26 569 MWh	precautionary approach to environmental challenges
302-1		Biofuel oil: 20 576 MWh	Principle 8: Undertake
302-1		Diesel (NO): 9 830 MWh	initiatives to promote greater environmental
		Diesel (SE): 5 729 MWh	responsibility
		Wood pellets: 641 MWh	Principle 9: Encourage the development and diffusion
		Diesel (DK): 259 MWh	of environmentally friendly
		Petrol: 43 MWh	technologies
		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 pages 137–139	

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
	Energy consumption outside of the organisation	Energy consumption in the use phase of construction projects handed over to client: 3 964 GWh	
302-2		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.	
		Asphalt: 81 MWh per tonne of asphalt.	
302-3		183 404 MWh corresponds to scope 1 and 2 (bioenergy, fossil fuels and electricity).	
302-3	Energy intensity	2 257 tonnes of asphalt	
		Period 1 Jan. 2021–31 Dec. 2021 (12 mos)	
	Direct (scope 1) GHG emissions	Scope 1: 78 730 tCO ₂ e	
		Biogenic emissions:: 15 781 tCO ₂	
305-1		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 ₂ , CH4, N2O. GWP: IPCC Fourth Assessment Report (100 year GWPs). See also <u>pages 137–139</u> , <u>141</u>	
	Energy indirect (scope 2) GHG emissions	Scope 2 location-based method: 2 560 tCO ₂ e	
		Scope 2 market-based method: 50 222 tCO_2e	
		Veidekke complies with the GHG Protocol Corporate Standard (March 2004). Climate reporting is based on a control approach, including operational control.	
305-2		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 ₂ , CH4, N2O. GWP: IPCC Fourth Assessment Report (100 year GWPs). See also <u>pages 137–139</u> , <u>141</u>	

RI indicator	Description	Veidekke's reporting
		Veidekke scope 3 emissions in 2020:
		552 000 tCO ₂ e, of which:
		Acquisitions of goods and services:: 457 448 tCO2e
		Capital goods: 8 678 tCO ₂ e
		Fuel and energy related activities (not included in scopes 1 and 2): 20 806 tCO_2e
		Waste: 3 258 tCO ₂ e
		Business travel: 3 458 tCO ₂ e
		Commuting: 4 593 tCO ₂ e
5 -3	Other indirect (scope 3) GHG emissions	Leased additions: 273 tCO ₂ e
		Use of products sold: 36 031 tCO ₂ e
		Final processing of products sold: 13 934 tCO_2e
		Transport paid for by the customer: 3 842 tCO ₂ 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 ₂ , CH4, N2O. 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 pages 137–139, 141
		Scopes 1 and 2 aggregated for Veidekke, including CO ₂ , CH4, N2O.
		CO_2e emission (kg per NOK 1000 revenue)
4	GHG emissions intensity	GEVA: tCO_2e scopes 1 and 2 location-based / EBITDA, adjusted for labour costs (NOK)
		See also page 141
		Reduction, scopes 1 and 2:
	Reduction of GHG emissions	Due to increased share of biodiesel in 2021, compared to 2020: 2 936 tCO $_2$ e
5-5		Due to sale of business (asphalt plant): 576 tCO ₂ e
		The sources for the calculation are GHG accounts 2021 and 2020, including CO ₂ , CH4, N2O. See <u>CDP-report 2020</u> and page 141 in this report
		Base year for Veidekke's climate goals for scopes 1 and 2 is 2018
		Recycling of materials: 60 114 tonnes of waste
306-4	Waste diverted from disposal	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.

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
		Energy recovery: 65 960 tonnes of waste	
		Disposing of inorganic materials: 400 246 tonnes of waste	
306-5	Waste directed to disposal	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)	page 24-25, <u>143-151</u>	
103-2	Description of the management system that covers material topics	pages 24, <u>143-144</u>	4 EDUCATION
103-3	Evaluation of the management system	page 143	
401-1	New employee hires and employee turnover	pages 144, <u>151</u>	
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	pages 24, <u>144–146</u>	Target 4.4
404-3	Percentage of employees receiving regular performance and career development reviews	Development review to be conducted annually with all employees. Reporting from 2022.	See page 130
405-1	Diversity: Percentage of women and men (employee category/age)	pages 25, 149, 150, 151	5 GENDER
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 page 150	~
406-1	Diversity: Incidents of discrimination and consequence/follow-up	No incidents reported to group level	
VD	Satisfied employees	pages 24, <u>143-144</u>	+
VD	Human resource development	pages 144-145	Target 5.5
VD	Percentage of apprentices in the workforce	pages 144, <u>151</u>	See page 130
			Labour

Principle 6: Elimination of discrimination in respect of employment and occupations

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
Compliance			
03-1	Description and limitation of material topic(s)	pages 152–154	O DECENT WORK AND
03-2	Description of the management system that covers material topics	pages 152–154	8 DECENT WORK AND ECONOMIC GROWTH
03-3	Evaluation of the management system	pages 152–154	~
02-16	The organisation's values, principles, standards and norms of behaviour	pages 25, <u>114</u> , <u>152–154</u>	2 M
)2-17	Mechanisms for advice and concerns about ethics	pages 25, <u>114</u> , <u>153</u> , <u>156</u>	1000
02-33	Communicating critical concerns	pages 25, 114, 153, 156	Target 8.8
2-41	Percentage of employees covered by collective bargaining agreements	approx. 95%	See page 130
05-1	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 pages 152–154	16 PEACE, JUSTICE AND STRONG
5-2	Communication and training about anti-corruption policies and procedures	pages 152-154	INSTITUTIONS
5-3	Confirmed incidents of corruption and actions taken	None	M
7-1	Non-compliance with environmental laws and regulations	page 162	
08-1	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 pages 135, 137–139, 152–154	Target 16.5 See page 130
		Denmark: The Employers' and Salaried Employees' Act applies to lay-offs. Minimum 1 month's notice for dismissals.	000 <u>pago 100</u>
2-1	Minimum notice periods regarding operational changes and whether this is specified in the collective agreement	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.	Human Rights Principle 1: Support and
		Sweden: Lay-offs are regulated by collective agreements. Statutory period of notice for dismissals. Collectively agreed deviations may occur.	respect the protection of internationally proclaim human rights
2-2	Employee training on human rights policies or procedures	page 154	Principle 2: Make sure they are not complicit.
4-1	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 pages 131, 152–154	they are not complicit in human rights abuses
9-1	Sanctions resulting from non-compliance with laws and regulations in the social and economic area	pages 152-154	Labour
VD	Control, compliance regulations	pages 152–154	Principle 3: Uphold the freedom of association a the effective recognitio of the right to collectiv bargaining
			Principle 4: Eliminatior of all forms of forced an compulsory labour
			Principle 5: Effective abolition of child labour
			Anti-corruption

Principle 10: Work against corruption in all its forms, including extortion and bribery

GRI indicator	Description	Veidekke's reporting	Crossreference SDGs / UN Global Compact
Productivity			
103-1	Description and limitation of material topic(s)	page 127	
103-2	Description of the management system that covers material topics	pages 5, <u>21-24, 110</u>	8 DECENT WORK AND ECONOMIC GROWTH
103-3	Evaluation of the management system	pages 21-24	O ECONOMIC GROWTH
102-15	Risk management	pages 14, <u>27–28</u> , <u>113–114</u> , <u>137</u>	NA
201-1	Direct economic value generated and distributed	pages 6, <u>12–13</u> , <u>21–23</u>	Target 8.2 See page 130
Satisfied custo	mers		
103-1	Description and limitation of material topic(s)	page 127	
103-2	Description of the management system that covers material topic(s)	pages 5-13	
103-3	Evaluation of the management system	pages 21-24	
VD	Collaboration and customer focus	pages 5-11, 137	