

Global Reporting Initiative (GRI) Content Index

THIS REPORT HAS BEEN PREPARED IN ACCORDANCE WITH THE GRI STANDARDS: CORE OPTION

GRI 102: GENERAL DISCLOSURES (2016)

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
ORGANIZATIONAL PROFILE			
102-1	Name of the organization	Annual report p. 1	
102-2	Activities, brands, products and services	About us Brands	
102-3	Location of headquarters	Annual report p. 222-223	
102-4	Location of operations	About us Annual report p. 20-21	
102-5	Ownership and legal form	Annual report p. 38-47; 76-77	
102-6	Markets served	About us	
102-7	Scale of the organization	Annual report p. 20-23; 196-197 Annual report p. 83-91 Annual report p. 62-67	
102-8	Information on employees and other workers	Annual report p. 198-199 Our employees	
102-9	Supply chain	Sustainable Value Chain Supplier evaluation	
102-10	Significant changes to the organization and its supply chain	Annual report p. 14-15; 18-19 Supplier evaluation	
102-11	Precautionary Principle or approach	Annual report p. 24-25; 70-75 Climate External Initiatives	Lerøy is a signatory of UN Global Compact (ref. principle no. 7 – business should support a precautionary approach to environmental challenges)
102-12	External initiatives	External Initiatives	
102-13	Membership of associations	Membership of Associations	
STRATEGY			
102-14	Statement from senior decision-maker	Annual report p.18-19	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	Annual report p. 16-17 Business Code of Conduct	
GOVERNANCE			
102-18	Governance structure	Annual report p. 24-25; 38-47	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	Annual report p. 206-208	
102-41	Collective bargaining agreements	Annual report p. 198-199	
102-42	Identifying and selecting stakeholders	Annual report p. 202-208	
102-43	Approach to stakeholder engagement	Annual report p. 202-208	
102-44	Key topics and concerns raised	Annual report p. 202-208	

ESG Information

THIS REPORT HAS BEEN PREPARED IN ACCORDANCE WITH THE GRI STANDARDS: CORE OPTION

GRI 102: GENERAL DISCLOSURES (2016)

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	Annual report p. 110-111	
102-46	Defining report content and topic boundaries	Annual report p. 202-208	The report represents the Group's consolidated companies with employees and workers
102-47	List of material topics	Annual report p. 202-208	
102-48	Restatements of information		No restatements of information
102-49	Changes in reporting	Annual report p. 202-208	Lerøy has conducted a thorough review of its GRI-reporting practice in 2020 and has established appropriate reporting routines to achieve compliance with GRI-reporting requirements
102-50	Reporting period	Annual report p. 1	
102-51	Date of most recent report	Annual Report 2019 ; Sustainability Report 2019 Date published 30.04.2020	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	Annual report p. 222-223	
102-54	Claims of reporting in accordance with the GRI Standard	Annual report p. 208	
102-55	GRI Content index	Annual report p. 208-227	
102-56	External assurance	Annual report p. 204; 218-219	

GRI TOPIC SPECIFIC DISCLOSURES

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
PROTECT OUR OCEANS			
FISH HEALTH AND WELFARE GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Policy Fish Health and Welfare Fish Health and Welfare Annual report p. 202-208	
103-2	The Management Approach and its components	Policy Fish Health and Welfare Fish Health and Welfare Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Policy Fish Health and Welfare Fish Health and Welfare Annual report p. 202-208	
Lerøy KPI	Average density per cage at sea (kg/m ³)	Density Annual report p. 200-201	KPI definition: Average density, per cage at sea (kg/m ³)
Lerøy KPI	Survival in sea (%)	Fish Health and Welfare Annual report p. 200-201	KPI definition: (1-12 months rolling mortality)*100 12 months rolling mortality = (total # of mortalities in sea last 12 month - total # of culled fish due to illness or similar and not in harvest figures)/ (closing # of fish in sea + total # of mortalities in last 12 months + total # harvested fish in last 12 months + total # of culled fish in sea)
SEA LICE GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Policy for Control of Sea Lice Sea Lice KPI Sea Lice Annual report p. 202-208	
103-2	The Management Approach and its components	Policy for Control of Sea Lice Sea Lice KPI Sea Lice Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Policy for Control of Sea Lice Sea Lice KPI Sea Lice Annual report p. 202-208	
Lerøy KPI	Number of cages treated for lice, (number)	Annual report p. 200-201	KPI definition: Total number of cages treated for lice in 2020
Lerøy KPI	Average number of fully grown lice per fish in LSG Farming	Sea Lice KPI Sea Lice Annual report p. 200-201	KPI definition: Average result of all countings of adult female lice per fish, in all companies
USE OF DRUGS AND CHEMICALS GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Policy for Use of Drugs and Chemicals Annual report p. 202-208	
103-2	The Management Approach and its components	Policy for Use of Drugs and Chemicals Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Policy for Use of Drugs and Chemicals Antibiotics KPI Use of Drugs and Chemicals Annual report p. 202-208	
Lerøy KPI	Antibiotics used in sea (kg active substance)	Antibiotics Annual report p. 200-201	KPI definition: Antibiotics used in sea (kg active substance)
Lerøy KPI	Volume of delousing agents used via bath (kg active substance)	Use of Drugs and Chemicals Annual report p. 200-201	KPI definition: Amount of (kg), active substance used as delousing agent via bath
Lerøy KPI	Volume of delousing agents via feed (kg active substance)	Annual report p. 200-201 Use of Drugs and Chemicals	KPI definition: Amount of (kg), active substance used as delousing agent in feed

ESG Information

GRI TOPIC SPECIFIC DISCLOSURES

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
FISH ESCAPE (ACCIDENTAL RELEASES)			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Policy escapes KPI Escapes (accidental release) Annual report p.202-208	
103-2	The Management Approach and its components	Policy escapes KPI Escapes (accidental release) Annual report p.202-208	
103-3		Policy escapes KPI Escapes (accidental release) Annual report p.202-208	
Lerøy KPI	Escapes (number)	Policy escapes KPI Escapes (accidental release) Annual report p.200-201	Total amount of fish escaped
FOOD WASTE			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Policy for Food Waste 50/50-5 Food Waste KPI Food Waste Annual report p.202-208	
103-2	The Management Approach and its components	Policy for Food Waste 50/50-5 Food Waste KPI Food Waste Annual report p.202-208	
103-3	Evaluation of the Management Approach	Policy for Food Waste 50/50-5 Food Waste KPI Food Waste Annual report p.202-208	
Lerøy KPI	Wild catch: Increase production of fishmeal, oil and silage	Policy for Food Waste 50/50-5 Food Waste KPI Food Waste Annual report p.200-201	
Lerøy KPI	VAP, Sales and Distribution: Reduce the amount of floor fish as well as amount of unsold products	50/50-5 Food Waste KPI Food Waste Annual report p.200-201	
BIODIVERSITY - SEABED CONDITIONS			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	KPI Biodiversity Annual report p.202-208	
103-2	The Management Approach and its components	MOMB KPI Biodiversity Annual report p.202-208	
103-3	Evaluation of the Management Approach	MOMB KPI Biodiversity Annual report p.202-208	
Lerøy KPI	Average MOM B score	MOMB KPI Biodiversity Annual report p.200-201	KPI definition: Average result MOM B samples
Lerøy KPI	Average fallow period (number of days)	KPI Biodiversity Annual report p.200-201	KPI definition: Average number of fallow days
BIODIVERSITY - SPECIES DIVERSITY			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Fisheries KPI Certifications Annual report p.202-208	
103-2		Fisheries KPI Certifications Annual report p.202-208	
103-3		Fisheries KPI Certifications Annual report p.202-208	
Lerøy KPI	Percentage of certified marine species caught (%)	KPI Certifications Annual report p.200-201	KPI definition: Percentage of MSC certified species caught in 2020

GRI TOPIC SPECIFIC DISCLOSURES

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
PLASTIC MANAGEMENT			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Plastic Policy Annual report p. 202-208	
103-2	The Management Approach and its components	Plastic Policy 50/50-5 Plastic KPI Plastic Annual report p. 202-208	
103-3		KPI Plastic Annual report p. 202-208	
Lerøy KPI	Volume of plastic purchased (kg)	50/50-5 Plastic KPI Plastic Annual report p. 200-201	
IMPROVE OUR CLIMATE			
DEFORESTATION			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	KPI Deforestation Raw Material Requirements KPI raw material fish feed Annual report p. 202-208	
103-2	The Management Approach and its components	KPI Deforestation Raw Material Requirements KPI raw material fish feed Annual report p. 202-208	
103-3	Evaluation of the Management Approach	KPI Deforestation Raw Material Requirements KPI raw material fish feed Annual report p. 202-208	KPI definition: Share of deforestation-free soy protein concentrate from Brazil, with traceability out of total volume of soy protein concentrate purchased from Brazil (%)
Lerøy KPI	Share of deforestation-free soy protein concentrate from Brazil with traceability (%)	KPI Deforestation Annual report p. 200-201	KPI definition: Share of deforestation-free soy protein concentrate from Brazil, with traceability out of total volume of soy protein concentrate purchased from Brazil (%)
RAW MATERIAL FISH FEED			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Fish Feed Policy Annual report p. 202-208	
103-2	The Management Approach and its components	Fish Feed Policy Fish Feed KPI Fish Feed Raw Materials Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Fish Feed Policy Fish Feed KPI Fish Feed Raw Materials Annual report p. 202-208	
Lerøy KPI	Percentage of certified marine raw materials (%)	Fish Feed Certified Marine Feed Ingredients Annual report p. 200-201	KPI definition: Share of IFFO standard certified marine raw materials used in feed in 2020
Lerøy KPI	Total percentage of certified raw materials (%)	Certified Marine Feed Ingredients Annual report p. 200-201	KPI definition: Total share of certified raw materials in feed
Lerøy KPI	FFDRm, salmon	FFDR Salmon Annual report p. 200-201	KPI definition: FFDRm= (%fishmeal in feed from forage fisheries) * (eFCR)/24
Lerøy KPI	FFDRo, salmon	FFDR Salmon Annual report p. 200-201	KPI definition: FFDRo= (% fishoil in feed from forage fisheries) * (eFCR)/ 5,0 or 7,0 depending on the species
Lerøy KPI	Share of deforestation free soy protein concentrate from Brazil with traceability (%)	KPI Deforestation Annual report p. 200-201	KPI definition: Share of deforestation-free soy protein concentrate from Brazil, with traceability out of total volume of soy protein concentrate purchased from Brazil (%)

ESG Information

GRI TOPIC SPECIFIC DISCLOSURES

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
EMISSIONS			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Climate Policy Emissions 2020 Annual report p. 202-208	
103-2	The Management Approach and its components	Climate Policy Emissions 2020 Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Climate Policy Emissions 2020 Climate Scenario Analysis Annual report p. 202-208	
GRI 305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	Climate Policy Climate Emissions 2020 Annual report p. 35; 200-201	
305-2	Energy indirect (Scope 2) GHG emissions	Climate Policy Climate Emissions 2020 Annual report p. 35; 200-201	
EMPOWER OUR PEOPLE			
COMPLIANCE AND BUSINESS CODE OF CONDUCT			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Business Ethics and Anti-Corruption Business Code of Conduct Whistleblowing Policy Human Rights Policy Annual report p. 202-208	
103-2	The Management Approach and its components	Business Ethics and Anti-Corruption Business Code of Conduct Whistleblowing Policy Human Rights Policy Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Business Ethics and Anti-Corruption Business Code of Conduct Whistleblowing Policy Human Rights Policy Annual report p. 202-208	
Lerøy KPI	Percentage of employees who have received training in business ethics (%)	Annual report p. 198-199	KPI definition: Number of employees who have received training in business ethics
ANTI-CORRUPTION			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Business Ethics and Anti-Corruption Business Code of Conduct Whistleblowing Policy Anti-Corruption Annual report p. 202-208	
103-2	The Management Approach and its components	Business Ethics and Anti-Corruption Business Code of Conduct Whistleblowing Policy Anti-Corruption Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Business Ethics and Anti-Corruption Business Code of Conduct Whistleblowing Policy Annual report p. 202-208	
Lerøy KPI	Cases involving corruption (number)	Annual report p. 198-199	KPI definition: Number of registered and handled corruption cases

GRI TOPIC SPECIFIC DISCLOSURES

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
GRI 205: Anti-Corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken	Business Ethics and Anti-Corruption Annual report p. 198-199	
HEALTH, SAFETY AND ENVIRONMENT (HSE) GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	HSE Policy HSE Annual report p. 202-208	
103-2	The Management Approach and its components	HSE Policy HSE Annual report p. 202-208	
103-3	Evaluation of the Management Approach	HSE Policy HSE Annual report p. 202-208	
GRI: 403: Occupational Health and Safety (2018)			
403-1	Occupational health and safety management system	HSE Policy HSE	
403-2	Hazard identification, risk assessment, and incident investigation	HSE Policy HSE	
403-3	Occupational health services	HSE Policy HSE	
403-4	Worker participation, consultation, and communication on occupational health and safety	HSE Policy HSE	
403-5	Worker training on occupational health and safety	HSE Policy HSE	
403-6	Promotion of worker health	HSE Policy HSE	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	HSE Policy HSE	
403-8	Workers covered by an occupational health and safety management system	HSE Policy HSE	
Lerøy KPI	Sick leave (%)	Annual report p. 198-199	KPI definition: Sick leave percentage – number of sick days x 100/number of possible working days
Lerøy KPI	Undesired incidents, Near accidents (number)	Annual report p. 198-199	KPI definition: Number of all registered near misses in Lerøy QMS (Quality management system)
Lerøy KPI	Undesired incidents, Safety observations (number)	Annual report p. 198-199	KPI definition: Number of all registered safety observations in Lerøy QMS (Quality management system)
Lerøy KPI	LTI-H value (%)	Annual report p. 198-199	KPI definition: Frequency of injuries H1/LTI = Number of injuries with absence x 1 000 000/ Total number of working hours
IMPROVE OUR HEALTH			
PRODUCT TRACEABILITY GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Food Safety Policy Food Safety KPI Traceability Annual report p. 202-208	
103-2	The Management Approach and its components	Food Safety Policy Food Safety KPI Traceability Traceability Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Food Safety Policy Food Safety KPI Traceability Traceability Annual report p. 202-208	

ESG Information

GRI TOPIC SPECIFIC DISCLOSURES

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
Lerøy KPI	Percentage of completed traceability tests	Food Safety KPI Traceability Traceability	

PRODUCT RECALL

GRI Management Approach (2016)

103-1	Explanation of the material topic and its boundary	Food Safety Policy Product Recall KPI Product Recall Annual report p. 202-208	
103-2	The Management Approach and its components	Food Safety Policy Product Recall KPI Product Recall Annual report p. 202-208	
103-3	The Management Approach and its components	Food Safety Policy Product Recall KPI Product Recall Annual report p. 202-208	
Lerøy KPI	Product recalls (number)	Product Recall KPI Product Recall Annual report p. 198-199	

CERTIFICATIONS

GRI Management Approach (2016)

103-1	Explanation of the material topic and its boundary	Food Safety Policy KPI Certifications Internal Audits and Certifications Annual report p. 202-208	
103-2	The Management Approach and its components	Food Safety Policy KPI Certifications Internal Audits and Certifications Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Food Safety Policy KPI Certifications Internal Audits and Certifications Annual report p. 202-208	
Lerøy KPI	Percentage of locations in farming with Global Gap/ASC certificate (%)	KPI Certifications Internal Audits and Certifications ASC and GlobalGAP Annual report p. 200-201	
Lerøy KPI	Percentage of certified marine species caught (%)	Fisheries KPI Certifications Annual report p. 200-201	KPI definition: Percentage of MSC certified marine caught in 2020
Lerøy KPI	Percentage of factories with ready to eat production, with GFSI certificate (%)	Internal Audits and Certifications KPI Certifications Our Certifications Annual report p. 198-199	

STRENGTHEN OUR COMMUNITIES

SUPPLIER MANAGEMENT

GRI Management Approach (2016)

103-1	Explanation of the material topic and its boundary	Sustainable Value Chain Supplier Management Procurement Policy Annual report p. 202-208	
103-2	The Management Approach and its components	Sustainable Value Chain Supplier Management Procurement Policy Annual report p. 202-208	
103-3	Evaluation of the Management Approach	Sustainable Value Chain Supplier Management Procurement Policy Annual report p. 198-199; 202-208	

GRI TOPIC SPECIFIC DISCLOSURES

Disclosure no.	Disclosure description	Response (page reference/ URLs)	Comment
GRI 308: Supplier Environmental Assessment (2016)			
308-1	Percentage of new suppliers that were screened using environmental criteria	Sustainable Value Chain Supplier Management Procurement Policy	Omission: 308-1 data for 2020 is not available. New evaluation system will be implemented in 2021
GRI 414: Supplier Social Assessment (2016)			
414-1	Percentage of new suppliers that were screened using social criteria	Sustainable Value Chain Supplier Management Procurement Policy	Omission: 414-1 data for 2020 is not available. New evaluation system will be implemented in 2021
ENSURE EARNINGS AND RETURNS			
ENSURE EARNINGS AND RETURNS			
GRI Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	Annual report p. 26-27; 54-59; 202-207	
103-2	The Management Approach and its components	Annual report p. 62-67	
103-3	Evaluation of the Management Approach	Annual report p. 38-49	
Lerøy KPI	ROCE (%)	Annual report p. 26-27; 62-67	
Lerøy KPI	Equity ratio (%)	Annual report p. 26-27; 62-67	
Lerøy KPI	Dividends over time (%)	Annual report p. 26-27; 62-67	
GRI 201: Economic Performance (2016)			
201-1	Direct economic value generated and distributed	Annual report 26-27; 28-29; 62-67; 83-91; 110-115 Local Communities Involvement of Local Communities	