

Bakkafrost - GRI Standards Content Index 2020

Page numbers refer to 2020 Healthy Living Sustainability Report online here: https://bakkafrost.cdn.fo/media/3080/web_bf_sustainability_2020.

GRI STANDARD NUMBER	DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, REFERENCES, AND COMMENTS
GRI 101: FOUNDATION 2016			
ORGANIZATIONAL PROFILE			
GRI 102: GENERAL DISCLOSURES 2016	102-1	Name of the organization	Bakkafrost
GRI 102: GENERAL DISCLOSURES 2016	102-2	Activities, brands, products, and services	Fishmeal, fish oil, fish feed, hatcheries, farming, FSV, harvesting, processing, packaging, sales, biogas plant
GRI 102: GENERAL DISCLOSURES 2016	102-3	Location of headquarters	Glyvrrar, Eysturoy
GRI 102: GENERAL DISCLOSURES 2016	102-4	Location of operations	Faroe Islands
GRI 102: GENERAL DISCLOSURES 2016	102-5	Ownership and legal form	Listed on: Oslo Børs
GRI 102: GENERAL DISCLOSURES 2016	102-6	Markets served	page 4 and 23 (under 'Why it is important')
GRI 102: GENERAL DISCLOSURES 2016	102-7	Scale of the organization	page 4 (Annual Report www.bakkafrost.com/en/investor-relations/reports-and-presentations/)
GRI 102: GENERAL DISCLOSURES 2016	102-8	Information on employees and other workers	page 4, 29 and data under Healthy People Data at www.bakkafrost.com/sustainability/data
GRI 102: GENERAL DISCLOSURES 2016	102-9	Supply chain	page 26, 54, 58 and 72
GRI 102: GENERAL DISCLOSURES 2016	102-10	Significant changes to the organization and its supply chain	page 10 (under '2020 in Review'), 18, 23 and 29
GRI 102: GENERAL DISCLOSURES 2016	102-11	Precautionary Principle or approach	page 77 (under 'Sustainability management and governance')
GRI 102: GENERAL DISCLOSURES 2016	102-12	External initiatives	page 13 and 77-81
GRI 102: GENERAL DISCLOSURES 2016	102-13	Membership of associations	page 48-49, 81 (under 'Memberships and ratings') and list under Healthy Communities Data at www.bakkafrost.com/sustainability/data
STRATEGY			
GRI 102: GENERAL DISCLOSURES 2016	102-14	Statement from senior decision-maker	page 10-11
ETHICS AND INTEGRITY			
GRI 102: GENERAL DISCLOSURES 2016	102-16	Values, principles, standards, and norms of behaviour	www.bakkafrost.com/en/bakkafrost_about-us/bakkafrost_about-us/bakkafrost_vision-mission/
GOVERNANCE			
GRI 102: GENERAL DISCLOSURES 2016	102-18	Governance structure	page 77 (under 'Sustainability management and governance')

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STAKEHOLDER ENGAGEMENT			
GRI 102: GENERAL DISCLOSURES 2016	102-40	List of stakeholder groups	page 78-80
GRI 102: GENERAL DISCLOSURES 2016	102-41	Collective bargaining agreements	page 34 and 38
GRI 102: GENERAL DISCLOSURES 2016	102-42	Identifying and selecting stakeholders	page 17 and 78-90
GRI 102: GENERAL DISCLOSURES 2016	102-43	Approach to stakeholder engagement	page 78-80
GRI 102: GENERAL DISCLOSURES 2016	102-44	Key topics and concerns raised	page 79-80
REPORTING PRACTICE			
GRI 102: GENERAL DISCLOSURES 2016	102-45	Entities included in the consolidated financial statements	Latest Annual Report www.bakkafrost.com/en/investor-relations/reports-and-presentations/
GRI 102: GENERAL DISCLOSURES 2016	102-46	Defining report content and topic Boundaries	page 17 and 77
GRI 102: GENERAL DISCLOSURES 2016	102-47	List of material topics	page 17
GRI 102: GENERAL DISCLOSURES 2016	102-48	Restatements of information	page 77
GRI 102: GENERAL DISCLOSURES 2016	102-49	Changes in reporting	page 3
GRI 102: GENERAL DISCLOSURES 2016	102-50	Reporting period	page 3
GRI 102: GENERAL DISCLOSURES 2016	102-51	Date of most recent report	9 April 2020
GRI 102: GENERAL DISCLOSURES 2016	102-52	Reporting cycle	page 3 and 77
GRI 102: GENERAL DISCLOSURES 2016	102-53	Contact point for questions regarding the report	page 11 and 81
GRI 102: GENERAL DISCLOSURES 2016	102-54	Claims of reporting in accordance with the GRI Standards	page 77(under 'Notes on the report')
GRI 102: GENERAL DISCLOSURES 2016	102-55	GRI content index	https://www.bakkafrost.com/en/investor-relations/reports-and-presentations/
GRI 102: GENERAL DISCLOSURES 2016	102-56	External assurance	Page 83-84
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
ETHICAL CONDUCT: ANTI-CORRUPTION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 24 (under 'Ethical conduct') and 79
GRI 205: ANTI-CORRUPTION 2016	205-3	Confirmed incidents of corruption and actions taken	page 24

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ETHICAL CONDUCT: ANTI-COMPETITIVE BEHAVIOUR			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	www.bakkafrost.com/en/bakkafrost_investor/bakkafrost_corporate-governance/
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	page 24
ENERGY			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 54 and 62-69
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	page 65-66, 68 (under 'Energy consumption')
WATER			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 54 and 62
GRI 303: WATER 2016	303-1	Water withdrawal by source	Data under Healthy Environment Data www.bakkafrost.com/sustainability/data
	Own Disclosure	Recycled water	page 62
EMISSIONS			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 54, 62-69
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	page 65-66, 68 (under 'Energy consumption')
GRI 305: EMISSIONS 2016	305-2	Energy indirect (Scope 2) GHG emissions	page 65-66, 68 (under 'Energy consumption')
GRI 305: EMISSIONS 2016	305-3	Other indirect (Scope 3) GHG emissions	page 65-66, 68 (under 'Energy consumption')
GRI 305: EMISSIONS 2016	305-4	GHG emissions intensity	page 65-66, 68 (under 'Energy consumption')
LOCAL POLLUTION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 54-55, 61
	Own Disclosure	Fallow Time Between Production Cycles (weeks)	Information under Healthy Environment Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Organic Loading of Seabed	Information under Healthy Environment Data at www.bakkafrost.com/sustainability/data

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WASTE			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 54-56 and 60-61
GRI 301: MATERIALS 2016	301-1	Materials used by weight or volume	Data under Healthy Environment Data www.bakkafrost.com/sustainability/data
GRI 306: EFFLUENTS AND WASTE	306-1	Water discharge by quality and destination	Data under Healthy Environment Data www.bakkafrost.com/sustainability/data
GRI 306: EFFLUENTS AND WASTE	306-2	Waste by type and disposal method	Data under Healthy Environment Data www.bakkafrost.com/sustainability/data
HEALTH, SAFETY AND WELLBEING			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 28-29 and 36-37
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	page 36-37 and data under Healthy People Data www.bakkafrost.com/sustainability/data
HUMAN CAPITAL			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 12 (under 'Healthy people') and 28-39
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	Data under Healthy People Data www.bakkafrost.com/sustainability/data
GRI 401: EMPLOYMENT 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 33 and 38
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	Data under Healthy People Data www.bakkafrost.com/sustainability/data
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	page 29-30 (under 'Human capital') and data under Healthy People Data www.bakkafrost.com/sustainability/data
HUMAN RIGHTS			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 24, 34 and 38
	Own disclosure	Freedom of association	page 38
COMMUNITY ENGAGEMENT AND TRANSPARENCY			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 70-75
GRI 413: LOCAL COMMUNITIES 2016	413-1	Operations with local community engagement, impact assessments, and development programs	page 12, 70-75

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GOVERNMENT REGULATION AND COMPLIANCE			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 22-24
GRI 419: SOCIOECONOMIC COMPLIANCE 2016	419-1	Non-compliance with laws and regulations in the social and economic area	page 24
BIODIVERSITY			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 45 (under 'Biosecurity') and 57 (under 'Biodiversity')
	Own Disclosure	Fish escapes	page 15
GRI 304: BIODIVERSITY 2016	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Data under Healthy Environment Data www.bakkafrost.com/sustainability/data
	Own Disclosure	Wildlife Fatalities	Information under Healthy Environment Data at www.bakkafrost.com/sustainability/data
COLLABORATION AND CERTIFICATION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 48-49
	Own Disclosure	Supply chain certification	page 48-49
	Own Disclosure	Number of sites certified to ASC	page 48-49
CUSTOMER SATISFACTION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 22-26 and 41
	Own Disclosure	Net promoter score	page 24-25
	Own Disclosure	Product quality score	page 41

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FISH HEALTH & WELFARE			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 40-48
	Own Disclosure	Fish mortality rate	page 44
	Own Disclosure	Causes of reduced survival	page 44 and information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Sea lice levels	page 44
	Own Disclosure	Sea lice treatments	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Medicine in-bath treatment	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Medicine use in feed	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Non-medicinal delousing methods	page 44-45 (under 'Fish health and welfare')
	Own Disclosure	Antibiotic use	page 43 (under 'Fish health and welfare')
	Own Disclosure	Vaccinations use	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
INNOVATION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 25-27 (under 'Innovation')
	Own Disclosure	Amount of money spent on new innovations	page 82
INTERNATIONAL RELATIONS			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 26 (under 'International relations')
VALUE GENERATION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 70-75
	Own Disclosure	Percentage of products and services sourced locally	page 72-73
	Own Disclosure	Taxes paid	page 73
	Own Disclosure	DKK invested in community projects	page 73

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PRODUCT QUALITY			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 12, 40-42
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1	Assesment of the health and safety impacts of product and service caterogies	Data under Healthy Salmon Data www.bakkafrost.com/sustainability/data
	Own Disclosure	Customer quality score	page 41
	Own Disclosure	Omega 3 levels	page 14
	Own Disclosure	Omega 6 ratio	page 14
	Own Disclosure	Nutritional profile	page 14
	Own Disclosure	Toxicity levels reference	Data under Healthy Salmon Data www.bakkafrost.com/sustainability/data
RESPONSIBLE LEADERSHIP			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 70-71 (under 'Responsible leadership')
SUSTAINABLE FISH FEED			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 58-59
	Own Disclosure	Feed conversion ratio	page 58 (under 'Climate change and energy')
	Own Disclosure	Feed composition	page 59

