

# Bakkafrost - GRI Standards Index 2018

GRI STANDARD NUMBER	DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, REFERENCES, AND COMMENTS
ORGANIZATIONAL PROFILE			
GRI 102	102-1	Name of the organization	Bakkafrost
GRI 102	102-2	Activities, brands, products, and services	Fishmeal; fish oil, fish feed, hatcheries, farming, FSV, harvesting, processing, packaging
GRI 102	102-3	Location of headquarters	Glyvrrar, Eysturoy
GRI 102	102-4	Location of operations	Faroe Islands
GRI 102	102-5	Ownership and legal form	Listed on: Oslo Børs
GRI 102	102-6	Markets served	page 4, 10
GRI 102	102-7	Scale of the organization	page 4 and <a href="http://www.bakkafrost.com/en/investor-relations/reports-and-presentations/">www.bakkafrost.com/en/investor-relations/reports-and-presentations/</a>
GRI 102	102-8	Information on employees and other workers	page 4, 15 and <a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
GRI 102	102-9	Supply chain	page 24, 33
GRI 102	102-10	Significant changes to the organization and its supply chain	page 6, 14, 36
GRI 102	102-11	Precautionary Principle or approach	page 35
GRI 102	102-12	External initiatives	page 9, 36, 38
GRI 102	102-13	Membership of associations	page 5, 22, 38 and <a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
STRATEGY			
GRI 102	102-14	Statement from senior decision-maker	page 6-7
ETHICS AND INTEGRITY			
GRI 102	102-16	Values, principles, standards, and norms of behaviour	<a href="http://www.bakkafrost.com/en/bakkafrost_about-us/bakkafrost_about-us/bakkafrost_vision-mission/">www.bakkafrost.com/en/bakkafrost_about-us/bakkafrost_about-us/bakkafrost_vision-mission/</a>
GOVERNANCE			
GRI 102	102-18	Governance structure	page 35

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<b>STAKEHOLDER ENGAGEMENT</b>			
<b>GRI 102</b>	<b>102-40</b>	List of stakeholder groups	page 37-38
<b>GRI 102</b>	<b>102-41</b>	Collective bargaining agreements	page 15
<b>GRI 102</b>	<b>102-42</b>	Identifying and selecting stakeholders	page 37-38
<b>GRI 102</b>	<b>102-43</b>	Approach to stakeholder engagement	page 37-38
<b>GRI 102</b>	<b>102-44</b>	Key topics and concerns raised	page 37-38
<b>REPORTING PRACTICE</b>			
<b>GRI 102</b>	<b>102-45</b>	Entities included in the consolidated financial statements	<a href="http://www.bakkafrost.com/en/investor-relations/reports-and-presentations/">www.bakkafrost.com/en/investor-relations/reports-and-presentations/</a>
<b>GRI 102</b>	<b>102-46</b>	Defining report content and topic Boundaries	page 36
<b>GRI 102</b>	<b>102-47</b>	List of material topics	page 36
<b>GRI 102</b>	<b>102-48</b>	Restatements of information	page 36
<b>GRI 102</b>	<b>102-49</b>	Changes in reporting	No changes
<b>GRI 102</b>	<b>102-50</b>	Reporting period	page 3
<b>GRI 102</b>	<b>102-51</b>	Date of most recent report	12 March 2019
<b>GRI 102</b>	<b>102-52</b>	Reporting cycle	page 35
<b>GRI 102</b>	<b>102-53</b>	Contact point for questions regarding the report	page 7, 38
<b>GRI 102</b>	<b>102-54</b>	Claims of reporting in accordance with the GRI Standards	page 36
<b>GRI 102</b>	<b>102-55</b>	GRI content index	<a href="http://www.bakkafrost.com/sustainability">www.bakkafrost.com/sustainability</a>
<b>GRI 102</b>	<b>102-56</b>	External assurance	Our Sustainability Report and content on <a href="http://www.bakkafrost.com/sustainability">www.bakkafrost.com/sustainability</a> has not been externally assured. For further information about assurance of our Annual Report and Accounts go to <a href="https://www.bakkafrost.com/en/investor-relations/reports-and-presentations">https://www.bakkafrost.com/en/investor-relations/reports-and-presentations</a> .
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>			
<b>ETHICAL CONDUCT: ANTI-CORRUPTION</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 11, 32
<b>GRI 205</b>	<b>205-3</b>	Confirmed incidents of corruption and actions taken	page 11

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<b>ETHICAL CONDUCT: ANTI-COMPETITIVE BEHAVIOUR</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	<a href="http://www.bakkafrost.com/en/bakkafrost_investor/bakkafrost_corporate-governance/">www.bakkafrost.com/en/bakkafrost_investor/bakkafrost_corporate-governance/</a>
<b>GRI 206</b>	<b>206-1</b>	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	page 11
<b>ENERGY</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 24, 28
<b>GRI 302</b>	<b>302-1</b>	Energy consumption within the organization	page 29
<b>WATER</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 27, 28, 30
<b>GRI 303</b>	<b>303-3</b>	Water withdrawal	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Recycled water	page 27
<b>EMISSIONS</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 27, 28, 30
<b>GRI 305</b>	<b>305-1</b>	Direct (Scope 1) GHG emissions	Page 29
<b>GRI 305</b>	<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	Page 29
<b>LOCAL POLLUTION</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 24, 25, 28
<b>GRI 304</b>	<b>304-4</b>	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Wildlife Fatalities	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Fallow Time Between Production Cycles (weeks)	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Organic Loading of Seabed	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>

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<b>WASTE</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 24, 25, 26, 28
	<b>301-1</b>	Materials used by weight or volume	www.bakkafrost.com/sustainability/data
<b>HEALTH, SAFETY AND WELLBEING</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 14, 16
<b>GRI 403</b>	<b>403-2</b>	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	page 16 and www.bakkafrost.com/sustainability/data
<b>HUMAN CAPITAL</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 8, 14-16
<b>GRI 401</b>	<b>401-1</b>	New employee hires and employee turnover	www.bakkafrost.com/sustainability/data
<b>GRI 401</b>	<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 15
<b>GRI 404</b>	<b>404-1</b>	Average hours of training per year per employee	www.bakkafrost.com/sustainability/data
<b>GRI 405</b>	<b>405-1</b>	Diversity of governance bodies and employees	page 14 and www.bakkafrost.com/sustainability/data
<b>COMMUNITY ENGAGEMENT AND TRANSPARENCY</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 31-33
<b>GRI 413</b>	<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	page 8, 30, 32-33
<b>GOVERNMENT REGULATION AND COMPLIANCE</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 10-11
<b>GRI 419</b>	<b>419-1</b>	Non-compliance with laws and regulations in the social and economic area	page 11

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<b>BIOSECURITY</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 20-21
	<b>Own Indicator</b>	Fish escapes	page 21
<b>COLLABORATION AND CERTIFICATION</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 22
	<b>Own Indicator</b>	Supply chain certification	page 22
	<b>Own Indicator</b>	Number of sites certified to ASC	page 22
<b>CUSTOMER SATISFACTION</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 8, 12
	<b>Own Indicator</b>	Net promoter score	page 8
<b>FISH HEALTH &amp; WELFARE</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 20-21
	<b>Own Indicator</b>	Fish mortality rate	page 20
	<b>Own Indicator</b>	Causes of reduced survival	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Sea lice levels	page 20
	<b>Own Indicator</b>	Sea lice treatments	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Medicine in-bath treatment	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Medicine use in feed	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Non-medicinal delousing methods	page 20
	<b>Own Indicator</b>	Antibiotic use	page 20
	<b>Own Indicator</b>	Vaccinations use	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
<b>INNOVATION</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 12
	<b>Own Indicator</b>	Amount of money spent on new innovations	page 13
<b>INTERNATIONAL RELATIONS</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 10, 12

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<b>LOCAL VALUE GENERATION</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 33
	<b>Own Indicator</b>	Percentage of products and services sourced locally	page 33
	<b>Own Indicator</b>	Taxes paid	page 33
	<b>Own Indicator</b>	DKK invested in community projects	page 33
<b>PRODUCT QUALITY</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 8, 12, 18-20
<b>GRI 416</b>	<b>416-1</b>	Assesment of the health and safety impacts of product and service caterogies	<a href="http://www.bakkafrost.com/sustainability/data">www.bakkafrost.com/sustainability/data</a>
	<b>Own Indicator</b>	Customer quality score	page 20
	<b>Own Indicator</b>	Omega 3 levels	page 19
	<b>Own Indicator</b>	Omega 6 ratio	page 19
	<b>Own Indicator</b>	Nutritional profile	page 19
	<b>Own Indicator</b>	Toxicity levels reference	page 19
<b>RESPONSIBLE LEADERSHIP</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 31-32
<b>SUSTAINABLE FISH FEED</b>			
<b>GRI 103</b>	<b>103-1, 103-2, 103-3</b>	Management Approach	page 26
	<b>Own Indicator</b>	Feed conversion ratio	page 28
	<b>Own Indicator</b>	Feed composition	page 26

