

Bakkafrost - GRI Standards Content Index 2022

Bakkafrost has reported in accordance with the GRI Standards for the period 01.01.2022-31.12.2022. References are made to the Healthy Living Sustainability Report 2022 if nothing else is stated

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	BAKKAFROST RESPONSE / SOURCE	ASSURED BY THIRD PARTY
1. THE ORGANIZATION AND ITS REPORTING PRACTICES			
2-1	Organizational details	a) Bakkafrost P/F b) Bakkafrost Annual Report 2022, Shareholder Information (page 73) c) Bakkavegur 9, FO-625 Glyvrvár, Faroe Islands d) Facilities and locations (page 6)	Yes
2-2	Entities included in the organization's sustainability reporting	a) About Bakkafrost (Page 4) b) No significant difference between entities reported in annual report and sustainability report c) Bakkafrost Annual Report 2022, Note 3.4 (page 116-117)	Yes
2-3	Reporting period, frequency and contact point	a) About this report, page 3 b) Reporting period aligns with financial reporting period c) Published 31st March 2022 d) Group Sustainability Director	Yes
2-4	Restatements of information	Bakkafrost Energy Consumption and Emissions, Page 95. Due to improvements of the methodology of the scope 3 calculation, scope 3 emissions for 2020 have been revised.	Yes
2-5	External assurance	Healthy Living Sustainability Report 2022 has been assured by our external auditor Januar, see Independent Assurance Report (page 140-141)	Yes
2. ACTIVITIES AND WORKERS			
2-6	Activities, value chain and other business relationships	About Bakkafrost (page 4), and Facilities and locations (page 6). Changes include the acquisition of Munkebo Seafood, Svínoyar Rognkelsisstøð, Bakkafrost France and FarCargo	Yes
2-7	Employees	ESG Index, page 135	Yes
2-8	Workers who are not employees	ESG Index, page 135, reported in heads. Most common types of workers are administrative/consultants	Yes

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3. GOVERNANCE			
2-9	Governance structure and composition	Bakkafrost Sustainability Governance Framework, page 122-123, and Annual Report 2022, page 70 and 74-78	Yes
2-10	Nomination and selection of the highest governance body	Bakkafrost Annual Report 2022, Corporate Governance, page 70	Yes
2-11	Chair of the highest governance body	Bakkafrost Annual Report 2022, page 70 and 74-78	Yes
2-12	Role of the highest governance body in overseeing the management of impacts	Bakkafrost Sustainability Governance Framework, page 122-123	Yes
2-13	Delegation of responsibility for managing impacts	Bakkafrost Sustainability Governance Framework, page 122-123	Yes
2-14	Role of the highest governance body in sustainability reporting	Bakkafrost Sustainability Governance Framework, page 122-123	Yes
2-15	Conflicts of interest	a) Corporate Governance Principles: https://www.bakkafrost.com/en/investor-relations/corporate-governance/	Yes
2-16	Communication of critical concerns	Healthy Business (page 22) and Healthy People (page 44)	Yes
2-17	Collective knowledge of the highest governance body	Bakkafrost Sustainability Governance Framework, page 122-123	Yes
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Principles, Responsibilities of the Board of Directors: https://www.bakkafrost.com/en/investor-relations/corporate-governance/ Annual non-independent assessment	Yes
2-19	Remuneration policies	P/F Bakkafrost's remuneration policy for Senior Management: https://www.bakkafrost.com/en/investor-relations/corporate-governance/remuneration-policy/	Yes
2-20	Process to determine remuneration	P/F Bakkafrost's remuneration policy for Senior Management: https://www.bakkafrost.com/en/investor-relations/corporate-governance/remuneration-policy/	Yes
2-21	Annual total compensation ratio	ESG Index, page 137	Yes

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4. STRATEGY, POLICIES AND PRACTICES			
2-22	Statement on sustainable development strategy	2022 Review with Regin Jacobsen, CEO, page 11-11	Yes
2-23	Policy commitments	Corporate Governance Principles, Appendix IV, https://www.bakkafrost.com/en/investor-relations/corporate-governance/ Healthy People, Human Rights, Page 44-45	Yes
2-24	Embedding policy commitments	Bakkafrost Sustainability Governance Framework, page 122-123	Yes
2-25	Processes to remediate negative impacts	Bakkafrost Sustainability Governance Framework, page 122-123, Healthy People, page 44-45	Yes
2-26	Mechanisms for seeking advice and raising concerns	Healthy People, page 44-45	Yes
2-27	Compliance with laws and regulations	Healthy Business, Page 22	Yes
2-28	Membership associations	GRI Index, page 139	Yes
5. STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	Stakeholder Engagement, page 124-126	Yes
2-30	Collective bargaining agreements	GRI Index, page 137	Yes
GRI 3			
GRI 3-1	Process to determine material topics	Material sustainability topics, page 16	Yes
GRI 3-2	List of material topics	Material sustainability topics, page 16	Yes
GRI 3-3	Management of material topics	Described throughout our Sustainability Report which is based upon describing actual and potential, negative and positive impacts within the identified material topics.	Yes
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
ECONOMIC PERFORMANCE			
201-2	Financial implications and other risks and opportunities	Risk related to climate change, Healthy Environment, TCFD Climate-related scenario analysis, page 94	Yes
ETHICAL CONDUCT: ANTI-CORRUPTION			
205-3	Confirmed incidents of corruption and actions taken	Code of conduct: https://www.bakkafrost.com/en/investor-relations/corporate-governance/	Yes

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ETHICAL CONDUCT: ANTI-COMPETITIVE BEHAVIOUR			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Code of conduct: https://www.bakkafrost.com/en/investor-relations/corporate-governance/	Yes
ENERGY			
302-1	Energy consumption within the organisation	Healthy Environment, page 95	Yes
WATER			
303-3	Water withdrawal	Data under Healthy Environment Data: https://www.bakkafrost.com/en/about-us/sustainability/data/	No
303-4	Water discharge	Data under Healthy Environment Data: https://www.bakkafrost.com/en/about-us/sustainability/data/	No
Own disclosure	Recycled water	Healthy Environment, page 87	Yes
EMISSIONS			
305-1	Direct (scope 1) GHG emissions	Healthy Environment, page 95	Yes
305-2	Energy indirect (scope 2) GHG emissions	Healthy Environment, page 95	Yes
305-3	Other indirect (scope 3) GHG emissions	Healthy Environment, page 95	Yes
305-4	GHG intensity	Healthy Environment, page 95	Yes
LOCAL POLLUTION			
Own disclosure	Fallow time between production cycles (weeks)	ESG Index, page 133	Yes
Own disclosure	Organic loading of seabed	Healthy Environment, page 78	Yes
WASTE			
306-3	Waste generated	ESG Index, page 131	Yes
306-4	Waste diverted from disposal	ESG Index, page 131	Yes
403-8	Workers covered by an occupational health and safety management system	Healthy People, page 42-44	Yes
403-9	Work-related injuries	ESG Index, page 136, Healthy People, page 42	Yes

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HUMAN CAPITAL			
401-1	New employee hires and employee turnover	ESG Index, page 136	Yes
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Healthy People, page 47	Yes
404-1	Average hours of training per year per employee	ESG Index, page 136	Yes
405-1	Diversity of governance bodies and employees	ESG Index, page 138	Yes
COMMUNITY ENGAGEMENT AND TRANSPARENCY			
413-1	Operations with local community engagement, impact assessments, and development programs	Healthy Communities, page 111-123	Yes
BIODIVERSITY			
Own disclosure	Fish Escapes	Healthy Environment, page 73	Yes
Own disclosure	Benthic fauna impact	ESG Index, page 132	Yes
Own disclosure	Wildlife interaction	ESG Index, page 133	Yes
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Healthy Environment, page 74	Yes
COLLABORATION AND CERTIFICATION			
Own disclosure	Supply chain certification	Memberships and ratings, page 128	Yes
Own disclosure	Number of sites certified to ASC	ESG Index, page 134	Yes
CUSTOMER SATISFACTION			
Own disclosure	Net promoter score	Healthy Business, page 24	Yes
Own disclosure	Product quality score	Healthy Business, page 24	Yes
PRODUCT QUALITY			
416-1	Assesment of the health and safety impacts of products and service categories	Data under Healthy Salmon Data: https://www.bakkafrost.com/en/about-us/sustainability/data/	No
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Data under Healthy Salmon Data: https://www.bakkafrost.com/en/about-us/sustainability/data/	No

