



CONTENT INDEX

Skretting Sustainability performance 2021



GRI Content Index

GRI 102: General Disclosures 2021

1. ORGANISATIONAL PROFILE

GENERAL DISCLOSURES		DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-1	G4-3	Name of the organisation	Skretting
102-2	G4-4	Activities, brands, products, and services	https://www.skretting.com/en/feed-for-aquaculture/Skretting Sustainability Report . Pages 19, 20, 39, 55, 59, 61, 62, 65, 68
102-3	G4-5	Location of the organisation's headquarters	Stavanger, Norway Skretting Sustainability Report . Page 73-74
102-4	G4-6	Number of countries operating	Operating in 17 countries Skretting Sustainability Report . Page 73-74
102-5	G4-7	Nature of ownership and legal form	Division of Nutreco which is owned by private company SHV Skretting Sustainability Report . Page 69
102-6	G4-8	Markets served	Skretting Sustainability Report . Page 73-74
102-7	G4-9	Scale of the reporting organisation	In 2021, Skretting produced 2.6 million tonnes of aquaculture feed. Sales were highest in the Americas and Europe. The turnover for the Skretting Division in 2021 was 2.5 billion euros. Skretting Sustainability Report . Page 69
102-8	G4-10	Information on employees and other workers	Skretting has 3,238 full-time employees. Twenty-eight percent of our senior management are women. Skretting Sustainability Report . Page 64
102-9	G4-12	Supply chain	Ingredients Skretting seeks to create a sustainable base for feed through responsible sourcing of ingredients and sustainable partnerships with suppliers through responsible sourcing of ingredients and sustainable partnerships with suppliers. Skretting Sustainability Report . Pages 41-48; 56-58 and throughout the report
102-10	G4-13	Significant changes to the organisation and its supply chain	Fulco van Lede took over the role of CEO of Nutreco in 2021. Therese Log Bergjord is Chief Executive Officer of the Skretting division and is a member of the Nutreco Executive Leadership Team. The Corporate Sustainability Director, Jose Villalon, continues to report directly to the Nutreco CEO, is Chair of the Nutreco Sustainability Platform (NSP) and represents Nutreco on issues pertaining to sustainability with Nutreco's owners, SHV, through the SHV-Sustainability Platform. Skretting Sustainability Report . Page 80
102-11	G4-14	Precautionary Principle or approach	Skretting operates a systematic evaluation of the sustainability risks linked to primary sources of feed ingredients and manufacturers of feed ingredients. Based on the outcome of these risk assessments the combination of primary source and manufacturer of feed ingredients must be evaluated and approved before a Skretting company can buy the feed ingredient. Our approach can be found in our Sustainability RoadMap 2025 .
102-12	G4-15	External initiatives	Throughout the report
102-13	G4-16	Memberships of associations	Skretting Sustainability Report . Pages 77-79

2. STRATEGY

GENERAL DISCLOSURES	DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-14 G4-1	Statement from senior decision-maker	CEO Letter from Therese Log Bergjord Skretting Sustainability Report , Page 3

3. ETHICS AND INTEGRITY

GENERAL DISCLOSURES	DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-16 G4-56	Values, principles, standards, and norms of behavior	Skretting Sustainability Report , Page 69

4. GOVERNANCE

GENERAL DISCLOSURES	DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-18 G4-34	Governance structure	Skretting Sustainability Report , Page 80

5. STAKEHOLDER ENGAGEMENT

GENERAL DISCLOSURES	DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-40 G4-24	List of stakeholder groups	Skretting Sustainability Report , Page 76
102-41 G4-11	Collective bargaining agreements	Not specifically reported
102-42 G4-25	Identifying and selecting stakeholders	Skretting Sustainability Report , Page 76
102-43 G4-26	Approach to stakeholder engagement	Skretting regularly meets with customers to discuss sustainability issues. In addition, we participate in a number of multi-stakeholder initiatives which are described throughout the report
102-44 G4-27	Key topics and concerns raised	The key topics addressed are the material topics identified or specific more narrow topics falling within the scope of these material topics

6. REPORTING PRACTICE

GENERAL DISCLOSURES		DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-45	G4-17	Entities included in the consolidated financial statements	Skretting Sustainability Report , Page 4
102-46	G4-18	Defining report content and topic boundaries	Skretting Sustainability Report , Page 4
102-47	G4-19	List of material topics	Skretting Sustainability Report , Page 81
102-48	G4-22	Restatements of information	Skretting Sustainability Report , Page 43
102-49	G4-23	Changes in reporting	Health & Safety KPIs Skretting Sustainability Report , Page 71
102-50	G4-28	Reporting period	01.01.2021 - 31.12.2021
102-51	G4-29	Date of most recent report	The most recent report was Skretting Sustainability Report issued in May 2021
102-52	G4-30	Reporting cycle	Annually
102-53	G4-31	Contact point for questions regarding the report	www.skretting.com
102-54	G4-32	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option
102-56	G4-33	External assurance	Skretting does not have external verification of the disclosures made in the report. However, Nutreco has worked with an external company to verify specific information disclosed in the Nutreco Sustainability Report. If information disclosed in the current report has been verified during this process, it will be mentioned.