

SUSTAINABILITY REPORT

GRI CONTENT INDEX

2019



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/products-services/ Skretting Sustainability Report Pages 44-47
102-3	G4-5	Location of the organisation's headquarters	Stavanger, Norway Skretting Sustainability Report Page 50
102-4	G4-6	Number of countries operating	Operating in 18 countries Skretting Sustainability Report Page 50
102-5	G4-7	Nature of ownership and legal form	Division of Nutreco which is owned by private company SHV Skretting Sustainability Report Page 48
102-6	G4-8	Markets served	Skretting Sustainability Report Page 50
102-7	G4-9	Scale of the reporting organisation	In 2019, Skretting produced 2.3 million tonnes of aquaculture feeds. Sales where the highest in Europe and Americas. The turnover for the Skretting Division in 2019 was 2.6 billion euros. Skretting Sustainability Report page 49
102-8	G4-10	Information on employees and other workers	Skretting has production facilities in 18 countries and 3,501 employees of which 83% are male and 17% female. Skretting Sustainability Report page 49
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 Skretting Sustainability Report pages 33-42 and throughout report
102-10	G4-13	Significant changes to the organisation and its supply chain	There have not been significant changes to the organisation or our supply chain. Therese Log Bergjord is Chief Executive Officer of the Skretting division and is a member of the Nutreco Executive Committee. Rob Koremans is the CEO of Nutreco. The Corporate Sustainability Director, Jose Villalon, continues to report directly to the CEO, Chair 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 57
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. Skretting Sustainability Report pages 35-36
102-12	G4-15	External initiatives	Throughout the report
102-13	G4-16	Memberships of associations	Skretting Sustainability Report pages 54-56

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 48

4. Governance

GENERAL DISCLOSURES		DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-18	G4-34	Governance structure	Skretting Sustainability Report page 57

5. Stakeholder Engagement

GENERAL DISCLOSURES		DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-40	G4-24	List of stakeholder groups	Skretting Sustainability Report page 53
102-41	G4-11	Collective bargaining agreements	Not specifically reported
102-42	G4-25	Identifying and selecting stakeholders	Skretting Sustainability Report page 58
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	Our material topics are climate change, antibiotics, biodiversity, deforestation, animal health, raw material scarcity, labor conditions, slavery and human rights, overfishing, food safety, land and water shortage. Skretting Sustainability Report page 62
102-48	G4-22	Restatements of information	No restatements have been made
102-49	G4-23	Changes in reporting	In 2018 a new materiality assessment was conducted. This resulted in a revision of the material issues for the 2019 report. Skretting Sustainability Report page 58-59
102-50	G4-28	Reporting period	01.01.2019 - 31.12.2019
102-51	G4-29	Date of most recent report	The most recent report was Skretting Sustainability Report issued in July 2019
102-52	G4-30	Reporting cycle	Annually
102-53	G4-31	Contact point for questions regarding the report	Visit Skretting website 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 Skretting Sustainability Report page 4
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.