

# CONTENT INDEX

Skretting sustainability performance 2020



# GRI Content Index

## GRI 102: General Disclosures 2020

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	<a href="https://www.skretting.com/en/feed-for-aquaculture/">https://www.skretting.com/en/feed-for-aquaculture/</a> Skretting Sustainability report. Pages 22, 24, 34
102-3	G4-5	Location of the organisation's headquarters	Stavanger, Norway Skretting Sustainability report. Page 58
102-4	G4-6	Number of countries operating	Operating in 18 countries Skretting Sustainability report. Page 58
102-5	G4-7	Nature of ownership and legal form	Division of Nutreco which is owned by private company SHV Skretting Sustainability report. Page 58
102-6	G4-8	Markets served	Skretting Sustainability report. Page 58
102-7	G4-9	Scale of the reporting organisation	In 2020, Skretting produced 2.3 million tonnes of aquaculture feed. Sales were highest in the Americas and Europe. The turnover for the Skretting Division in 2020 was 2.5 billion euros. Skretting Sustainability report. Page 56
102-8	G4-10	Information on employees and other workers	Skretting has 3,483 full-time employees. Eighty-one percent of the full-time employees are men, and 19% are women. Skretting Sustainability report. Page 56
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 45-54 and throughout the report
102-10	G4-13	Significant changes to the organisation and its supply chain	There has not been any significant change 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 Leadership Team. 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. In 2020 NELT approved a new sustainability governance that aims at embedding sustainability deeper into our business through the collaboration with functional departments. Skretting Sustainability report. Page 66

102-11	G4-14	Precautionary Principle or approach	<p>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.</p> <p>Our approach can be found in our Sustainability RoadMap 2025</p> <p><a href="https://www.skretting.com/globalassets/shared-documents/sustainability/20210308-roadmap-2025-brochure-final.pdf?v=493c4a">https://www.skretting.com/globalassets/shared-documents/sustainability/20210308-roadmap-2025-brochure-final.pdf?v=493c4a</a></p>
102-12	G4-15	External initiatives	Throughout the report
102-13	G4-16	Memberships of associations	Skretting Sustainability report. Pages 61-65

## 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 55

## 4. GOVERNANCE

GENERAL DISCLOSURES	DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-18	G4-34	Governance structure Skretting Sustainability report. Page 66

## 5. STAKEHOLDER ENGAGEMENT

GENERAL DISCLOSURES	DESCRIPTION	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION
102-40	G4-24	List of stakeholder groups Skretting Sustainability report. Page 61
102-41	G4-11	Collective bargaining agreements Not specifically reported
102-42	G4-25	Identifying and selecting stakeholders Skretting Sustainability report. Page 66
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. Pages 68-69
102-48	G4-22	Restatements of information	No restatements have been made
102-49	G4-23	Changes in reporting	Sustainability RoadMap 2025 Health & Safety KPIs Skretting Sustainability report. Pages 17-19, 44
102-50	G4-28	Reporting period	01.01.2020 - 31.12.2020
102-51	G4-29	Date of most recent report	The most recent report was Skretting sustainability report issued in May 2020
102-52	G4-30	Reporting cycle	Annually
102-53	G4-31	Contact point for questions regarding the report	<a href="http://www.skretting.com">www.skretting.com</a>
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.