

Sustainability statement

Statkraft's sustainability reporting follows the same key principles as the company's financial reporting for subsidiaries, partly-owned power plants and associated companies. This implies that quantitative data include consolidated companies and projects (>50% ownership), and these data are included 100%. There are some minor deviations between the financial and the sustainability statement related to joint ventures and joint operations.

- Joint ventures: Silva Green Fuel AS, Silva Green Fuel DA and Wind UK Invest Ltd (all 51%) are fully included in the sustainability statement. In the consolidated financial statements, the companies are recognised according to the equity method meaning that the Group's share of the companies' profit after tax, adjusted for amortisation of excess value and any deviations from Statkraft's accounting policies, is presented as share of profit/loss in equity accounted investments.
- Joint operations: Aktieselskabet Tyssefaldene (60,17%), Fosen Vind DA (52,1%), Harrsele AB (50,57%), Grytten (88%), Gäddede (70%), Kobbelv (82,5%), Sima (65%), Svartisen (70%), Vikfalli (88%), Volgsjöfors (73,1%) and Ulla-Førre (73,48%) are fully included in the sustainability statement, but only proportionately consolidated in the financial statement.

Health and safety data are included for companies and projects with >20% ownership.

Social disclosures

Health and safety

Fatalities	Unit of measurement	2020	2019	2018
Consolidated operations ¹⁾				
Employees	Number	0	0	1
Contractors	Number	2	0	0
Third party	Number	0	0	0
Associates ²⁾				
Employees	Number	0	0	0
Contractors	Number	1	0	0
Third party	Number	0	0	0

¹⁾ Activities where Statkraft has > 50% ownership.

²⁾ Activities where Statkraft has 20 - 50% ownership

Two of the three fatalities in 2020 occurred in the construction project Tidong (India), while the third fatality occurred at the joint venture company Allain Duhangan (India).

Serious incidents ¹⁾	Unit of measurement	2020	2019	2018
Serious injuries ²⁾	Number	7 ³⁾	7	7
Serious injuries rate ⁴⁾	SI rate	0.4	0.3	0.3
Incidents with, or with potential for, serious consequences	Number	21	53	31

¹⁾ Incidents include accidents and near misses.

²⁾ Fatalities are included in serious injuries.

³⁾ In addition to the three fatalities, two contractor's employees (in Norway and Germany) and two Statkraft employees (in Norway) suffered serious injuries in 2020.

⁴⁾ Number of serious injuries per million hours worked.

Injuries	Unit of measurement	2020	2019	2018
Employees				
Lost-time injuries (LTI) ¹⁾	Number	26	23	30
Lost-time injuries per million hours worked	LTI rate	2.2	2.1	2.9
Total recordable injuries (TRI) ²⁾	Number	44	42	57
Total recordable injuries per million hours worked	TRI rate	3.7	3.8	5.4
Contractors				
Lost-time injuries (LTI) ¹⁾	Number	23	31	29
Lost-time injuries per million hours worked	LTI rate	2.9	3.1	3.0
Total recordable injuries (TRI) ²⁾	Number	40	59	50
Total recordable injuries per million hours worked	TRI rate	5.0	5.9	5.2
Third parties				
Injuries ³⁾	Number	0	1	0
Statkraft, total				
Lost-time injuries per million hours worked	LTI rate	2.5	2.6	2.9
Total recordable injuries per million hours worked	TRI rate	4.2	4.8	5.3

¹⁾ Work-related injuries which have resulted in absence extending beyond the day of the injury.

²⁾ Work-related injuries, with and without absence. Includes injuries which resulted in absence, medical treatment or need for alternative work assignments.

³⁾ Recorded injuries requiring treatment by a doctor.

Sick leave ¹⁾	Unit of measurement	2020	2019	2018
Sick leave, total	%	2.4	2.7	3.3
Of which short-term absence (16 days or less)	%	1.0	1.2	1.5
Of which long-term absence (more than 16 days)	%	1.4	1.5	1.8

¹⁾ Sick leave due to illness or injuries, as percentage of normal working hours.

Judicial sanctions and fines, health and safety	Unit of measurement	2020	2019	2018
Cases where judicial or administrative sanctions have been applied due to material non-compliance with health and safety legislation	Number	0 ¹⁾	0	1
Judicial fines applied due to material non-compliance with health and safety legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with health and safety legislation	NOK million	0	0	0.02 ²⁾

¹⁾ A civil case related to fatal accident in Devoll Hydropower Moglicë (Albania) in 2018 is pending in the court.

²⁾ Fine to Devoll Hydropower Moglicë (Albania) related to fatal accident in 2018.

Labour practices

Employees	Unit of measurement	2020 ¹⁾	2019	2018
Employees 31.12	Number	4 467	3 973	3 557
Of which in Norway	Number	2307	2 173	2 040
Of which in other Nordic countries	Number	224	210	212
Of which in other European countries	Number	1 155	889	713
Of which in the rest of the world	Number	781	701	592
Full-time employees 31.12	%	95	95	95
Staff turnover rate ²⁾	%	4.6	4.3	4.2
Service time				
Average service time	Years	10.4	10.5	11.6
Average service time for employees resigned or dismissed ²⁾	Years	6.2	10.2	12.4
Apprentices employed 31.12	Number	89	89	77
Trainees employed 31.12	Number	15	13	3
Nationalities represented among Statkraft's employees	Number	64	61	57

¹⁾ The reported number of employees per 31.12 includes employees in Solarcentury (168), that Statkraft acquired in November 2020. For all other indicators in the sustainability statement, Solarcentury is not included.

²⁾ Excluding retirements.

Gender equality	Unit of measurement	2020	2019	2018
Percentage of women				
Total	%	28	26	25
In Norway	%	27	26	25
In other Nordic countries	%	18	18	18
In other European countries	%	28	27	24
In the rest of the world	%	34	29	25
In management positions	%	26	23	21
In Norway	%	28	27	25
In other Nordic countries	%	6	9	11
In other European countries	%	22	19	18
In the rest of the world	%	29	24	17
In group top management positions	%	29	28	22
In Corporate Management	%	43	29	29
In Statkraft's Board of Directors	%	44	44	44
Among employees recruited in the reporting year	%	36	38	31
Among managers recruited in the reporting year	%	40	32	24
Among full-time employees	%	26	25	23
Among part-time employees	%	54	50	53

Equal salary	Unit of measurement	2020	2019	2018
Salary ratio among employees ¹⁾	Ratio	0.94	0.93	0.94
In Norway	Ratio	1.00	0.99	0.97
In other Nordic countries	Ratio	1.00	1.04	1.03
In other European countries	Ratio	0.82	0.78	0.85
In the rest of the world	Ratio	0.91	0.88	0.88
Salary ratio among managers ¹⁾	Ratio	0.95	0.92	0.87
In Norway	Ratio	1.03	0.99	0.95
In other Nordic countries	Ratio	1.02	0.90	0.83
In other European countries	Ratio	0.77	0.72	0.78
In the rest of the world	Ratio	1.01	1.02	0.83

¹⁾ Average salary for women in relation to average salary for men.

Statkraft as employer	Unit of measurement	2020	2019	2018
Organisation and leadership evaluation ¹⁾				
Employee engagement	Scale 0-100	91	84	78
Response rate	%	94	92	91
Employees who have completed the performance and career development review ²⁾	%	88	88	87
Ranking as preferred employer ³⁾ among				
Business students	Ranking	62	57	65
Engineering students	Ranking	14	14	11
Business professionals	Ranking	39	38	45
Engineering professionals	Ranking	20	20	10

¹⁾ From Statkraft's internal annual organisation and leadership evaluation survey. Statkraft's score can be compared with the Mercer Sirota Global Benchmark which was 89 in 2020.

²⁾ The percentage reported is based on the number of employees responding to the Organisation and leadership evaluation.

³⁾ Ranking among final-year students and professionals, as defined and measured in the annual Universum Graduate Survey for Norway and the Universum Professional Survey for Norway.

Human rights

Training on human rights ^{1), 2)}	Unit of measurement	2020	2019	2018
Employees that have received training on human rights issues in the reporting year	%	16	20	13
Senior management that have received training on human rights issues in the reporting year	%	40	40	100
Statkraft's Board members have received training on human rights issues in the last two years	Yes/No	Yes	-	-

¹⁾ Includes training and awareness on human rights topics. Reported share which has received training on human rights does not cover more general trainings on human rights aspects, such as health and safety.

²⁾ The reported figures for 2018 cover training completed in the last two years.

Consultations with indigenous peoples	Unit of measurement	2020	2019	2018
Number of projects with ongoing consultations involving rights of indigenous peoples	Number	16 ¹⁾	15	14

¹⁾ The ongoing consultations with indigenous peoples are related to ongoing hydropower and wind power projects in Norway, Sweden, Chile and Brazil.

Incidents of violations involving rights of indigenous peoples	Unit of measurement	2020	2019	2018
Total number of confirmed incidents of violations involving the rights of indigenous peoples during the reporting period	Number	0	0	0

Judicial sanctions and fines, human rights ¹⁾	Unit of measurement	2020	2019	2018
Cases where judicial or administrative sanctions have been applied due to material non-compliance with human rights legislation	Number	0	0	0
Judicial fines applied due to material non-compliance with human rights legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with human rights legislation	NOK million	0	0	0

¹⁾ Material judicial sanctions for discrimination, forced labour, child labour or violations of the freedom of association, indigenous peoples rights or labour rights.

Environmental disclosures

Climate

Greenhouse gas emissions	Unit of measurement	2020 ¹⁾	2019	2018
Emissions of CO ₂ equivalents, consolidated activities ²⁾	Tonnes	1 566 400	1 468 800	525 800
Of which from gas power plants (scope 1)	Tonnes	1 536 700	1 418 800	479 400
Of which from district heating plants ³⁾ (scope 1)	Tonnes	11 900	28 900	28 500
Of which from SF ₆ emissions (scope 1)	Tonnes	3 300	2 500	200
Of which halon emissions (scope 1)	Tonnes	0	0	0
Of which from fuel consumption ⁴⁾ (scope 1)	Tonnes	12 800	14 900	14 900
Of which from electricity consumption ⁵⁾ (scope 2, market based)	Tonnes	0	0	0
Of which from business travel ⁶⁾ (scope 3)	Tonnes	1 700	3 700	2 800
Emissions of CO ₂ equivalents from affiliated gas power plants ⁷⁾ (scope 1)	Tonnes	281 100	180 400	83 600
Emissions of CO ₂ equivalents from Heimdal incineration plant ³⁾	Tonnes	78 800	74 200	74 400
Emissions of biogenic CO ₂ from district heating plants	Tonnes	299 800	224 800	306 500
SF ₆ emissions	kg	145	112	28
Halon emissions	kg	0	0	0

¹⁾ Emission figures reported for 2020 from gas power plants in Germany are yet not finally approved by the EU ETS authorities. Earlier reported figures for 2018-2019 have been adjusted to be fully aligned with emissions approved by the EU ETS authorities.

²⁾ The reported figure includes activities where Statkraft's ownership is >50%. Total emissions comprise scope 1 emissions, scope 2 emissions and business travel (scope 3).

³⁾ Emissions of CO₂ from Heimdal incineration plant is not included in Statkraft's total CO₂ statement, according to established reporting practice for the district heating industry.

⁴⁾ CO₂ from fuel consumption from the Group's machinery and vehicles.

⁵⁾ 100% of Statkraft's electricity consumption is certified renewable.

⁶⁾ Comprises travel by air and car in the Norwegian operations.

⁷⁾ Statkraft's share.

CO₂ emission calculations are based on the principles of the GHG Protocol Corporate Standard. Global Warming Potential (GWP) values for SF₆ and halon are based on the IPCC Fourth Assessment Report (AR4) for a 100-year horizon. GHG emissions covered by the EU Emissions Trading Scheme (EU ETS) are measured and calculated in accordance with the EU ETS Regulations. Where site specific GHG emissions factors are not available or GHG emissions are not directly reported from energy or service providers, conversion factors are based on GHG Conversion factors for Company Reporting for 2020 from Department for Environment, Food and Rural Affairs (DEFRA, UK).

Greenhouse gas emissions per scope	Unit of measurement	2020 ¹⁾	2019	2018
Scope 1: Direct emissions ²⁾	Tonnes	1 845 800	1 645 500	606 600
Scope 2, market based: Indirect emissions, related to electricity consumption ³⁾	Tonnes	0	0	0
Scope 2, location based: Indirect emissions, related to electricity consumption ⁴⁾	Tonnes	175 800	-	-
Scope 3: Other indirect emissions (business travel only)	Tonnes	1 700	3 700	2 800

¹⁾ Emission figures reported from gas power plants in Germany are yet not finally approved by the EU ETS authorities. Reported figures for 2018-2019 have been adjusted according to finally numbers approved by the authorities.

²⁾ Includes Statkraft's share of emissions of CO₂ in the jointly controlled power plant Herdecke (Germany).

³⁾ 100% of Statkraft's electricity consumption is certified renewable.

⁴⁾ Pumped storage electricity consumption is included in the reported figure. The calculation is based on conversion factors from The Norwegian Resources and Energy Directorate (NVE) for Norway (factors from 2019), European Environment Agency (EEA) for EU countries (factors from 2018) and GHG Conversion factors for Company Reporting from Department for Environment, Food and Rural Affairs (DEFRA) for other countries (factors from 2015).

Relative greenhouse gas emissions	Unit of measurement	2020 ¹⁾	2019	2018
CO ₂ -equivalent emissions per MWh power generation, total ²⁾	kg/MWh	28	27	10
CO ₂ -equivalent emissions per MWh power generation, gas power ²⁾	kg/MWh	356	355	375
CO ₂ -equivalent emissions per MWh district heating production ³⁾	kg/MWh	11	26	26

¹⁾ Emission figures reported from gas power plants in Germany are yet not finally approved by the EU ETS authorities. Reported figures for 2018-2019 have been adjusted according to finally numbers approved by the authorities.

²⁾ Includes Statkraft's share of production and emissions of CO₂ in the jointly controlled power plant Herdecke (Germany).

³⁾ Emissions of CO₂ from Heimdal incineration plant is not included in Statkraft's total CO₂ statement, according to established reporting practice for the district heating industry.

Biodiversity and impact on nature

Impact on watercourses ^{1), 2)}	Unit of measurement	2020	2019	2018
Impacted river courses with:				
Anadromous fish	Number	49	49	49
Catadromous fish	Number	10	10	10
Impacted Norwegian national salmon rivers	Number	13	13	13
Impacted protected rivers	Number	14 ³⁾	14	14

¹⁾ Impact entails change of waterflow, water levels or other living conditions for fish.

²⁾ More detailed information related to impact on watercourses is presented in the table 'Impact on watercourses'.

³⁾ Due to strengthened regulations in Sweden from 2020, another six protected rivers in Sweden have been included from 2018.

Fish cultivation	Unit of measurement	2020	2019	2018
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Restocking of fish and smolt ¹⁾	Number	664 100	624 800	658 900
Of which in Norway	Number	290 800	315 000	325 200
Of which in other Nordic countries	Number	373 300	309 800	323 000
Of which in other European countries	Number	-	-	10 700
Restocking of juveniles ²⁾	Number	1 007 600	909 300	1 168 800
Of which in Norway	Number	858 200	598 900	923 900
Of which in other Nordic countries	Number	149 400	310 400	244 900
Stocking of fish roe ³⁾	Number	846 400	1 101 800	1 332 800

¹⁾ Includes salmon, inland trout, sea trout, grayling and eel.

²⁾ Includes salmon, inland trout, sea trout, grayling and eel. Juveniles is defined as startfed fry, one-year old fry and two-summer old fry.

³⁾ Includes salmon in Norway and eel in Sweden.

Red list species ^{1), 2)}	Unit of measurement	2020	2019	2018
Red list species with habitat in areas impacted by Statkraft's operations in:				
Norway	Number	33	33	33
Other Nordic countries	Number	6	6	6
Other European countries	Number	13	13	13
Rest of the world	Number	83	83	83

¹⁾ Reported figures include fauna, not including insects. More detailed information on red list species is presented in the table 'Red list species (fauna)'.

²⁾ Includes species defined as red list species by either International Union for Conservation of Nature (IUCN) or national authorities.

Operational sites in, or adjacent to, protected areas ¹⁾	Unit of measurement	2020	2019	2018
Operational sites in, or adjacent to, protected areas	Number	34	34	29
Of which in Norway	Number	19	19	18
Of which in other Nordic countries	Number	9	9	6
Of which in other European countries	Number	6	6	5

¹⁾ Limited to natural parks and nature or wildlife reserves.

Consumption

Electricity and district heating consumption	Unit of measurement	2020	2019	2018
Electricity and district heating consumption	GWh	864	1 041	1 067
Of which pumped-storage power	GWh	470	665	709
Of which electric boilers for district heating	GWh	81	72	89
Of which other operations	GWh	313	304	269

Fuel consumption	Unit of measurement	2020	2019	2018
Fossil fuel consumption, total	GWh	6 976	-	-
Natural gas, gas power plants	Mill. Nm ³	744	699	258
Natural gas, gas power plants	GWh	6 874	-	-
Fuel gas, district heating plants	Tonnes	3 442	8 670	7 918
Fuel gas, district heating plants	GWh	43	-	-
Fuel oil, district heating plants	Tonnes	606	1 117	1 674
Fuel oil, district heating plants	GWh	4	-	-
Engine fuel ¹⁾	Tonnes	4 344	7 993	4 707
Engine fuel ¹⁾	GWh	55	-	-
Other fuel consumption, total	GWh	1 987	-	-
Waste for district heating plants	Tonnes	219 000	206 100	206 800
Waste for district heating plants	GWh	496	-	-
Bio fuel, solid (district heating and bio power plants)	Tonnes	474 100	484 200	450 800
Bio fuel, solid (district heating and bio power plants)	GWh	1 485	-	-
Bio oil	Tonnes	569	-	-
Bio oil	GWh	6	-	-

¹⁾ Includes consumption of fuel for vehicles and machinery (for example generators).

Use of water	Unit of measurement	2020	2019	2018
Cooling water, gas power plants	m ³	4 281 700	1 030 900	1 731 000
Process water ¹⁾	m ³	409 400	387 300	177 800
Of which used in gas power plants	m ³	300 000	225 000	32 000
Of which used in bio power plants	m ³	51 200	96 600	83 300
Of which used in district heating plants	m ³	58 200	65 700	62 500
District heating pipe leakages	m ³	34 000	40 100	30 200

¹⁾ Used for treatment of gas emissions.

Waste

Waste	Unit of measurement	2020	2019	2018
Hazardous waste	Tonnes	24 600	22 600	21 200
Of which from waste incineration plants ¹⁾	Tonnes	6 500	5 400	4 500
Of which from bio power plants	Tonnes	17 000	14 000	15 800
Of which other hazardous waste	Tonnes	1 100	3 200	900
Non-hazardous waste	Tonnes	45 000	40 600	46 400
Of which non-hazardous waste separated at source	Tonnes	44 200	36 600	45 100
Of which non-hazardous waste from biopower plants	Tonnes	300	300	800
Of which non-hazardous waste from waste incineration plants	Tonnes	37 800	36 400	36 500
Of which non-hazardous waste from district heating plants	Tonnes	1 800	-	-
Of which residual non-hazardous waste	Tonnes	800	4 000	1 300

¹⁾ Consists of filter dust and filter cake.

Environmental incidents

Environmental incidents	Unit of measurement	2020	2019	2018
Serious environmental incidents ¹⁾	Number	0	0	0
Less serious environmental incidents ²⁾	Number	242	288	283

¹⁾ An incident that causes serious or irreversible environmental impact on critical or protected resources.

²⁾ An incident that causes minor or moderate negative environmental impact.

Most of the less serious environmental incidents in 2020 were related to minor breaches of emission regulations for biomass plants, breaches of minimum flow and minor oil spills.

Judicial sanctions and fines, environment	Unit of measurement	2020	2019	2018
Cases where judicial or administrative sanctions have been applied due to material non-compliance with environmental legislation	Number	0	0	4
Judicial fines applied due to material non-compliance with environmental legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with environmental legislation	NOK million	0	0	0.2 ¹⁾

¹⁾ Breach of concession terms at four hydropower plants in Sweden (occurred in the period 2015-2017).

Economic disclosures

Power generation and district heating production

Installed capacity per technology and geography		Unit of measurement	2020	2019	2018
Installed capacity power generation		MW	18 878	18 445	17 831
Of which hydropower		MW	14 402	14 399	14 190
Of which wind power		MW	2 037	1 607	1 203
Of which gas power ¹⁾		MW	2 390	2 390	2 390
Of which other ²⁾		MW	49	49	49
Installed capacity, district heating		MW	853	828	836
Installed capacity per geography, power generation					
Norway		MW	12 950	12 513	12 127
Other Nordic countries		MW	1 813	1 813	1 813
Other European countries		MW	3 194	3 181	2 974
Rest of the world		MW	921	937	917
Installed capacity per geography, district heating					
Norway		MW	694	669	673
Other Nordic countries		MW	159	159	164
Installed capacity per technology and geography		Unit of measurement	2020	2019	2018
Installed capacity per technology, power generation					
Hydropower		%	76.3	78.1	79.6
Wind power		%	10.8	8.7	6.7
Gas power ¹⁾		%	12.7	13.0	13.4
Other ²⁾		%	0.3	0.3	0.3
Installed capacity per geography, power generation					
Norway		%	68.6	67.8	68.0
Other Nordic countries		%	9.6	9.8	10.2
Other European countries		%	16.9	17.2	16.7
Rest of the world		%	4.9	5.1	5.1
Installed capacity per geography, district heating					
Norway		%	81.4	80.8	80.5
Other Nordic countries		%	18.6	19.2	19.6
¹⁾ Includes Statkraft's share of the jointly controlled Herdecke (Germany) power plant.					
²⁾ Includes bio power and solar power.					
Capacity under development per technology and geography ¹⁾		Unit of measurement	2020 ³⁾	2019	2018
Capacity under development, power generation		MW	1 284	750	865
Of which hydropower		MW	202	386	292
Of which wind power ²⁾		MW	882	364	574
Of which solar power		MW	200	0	0
Capacity under development per geography, power generation					
Norway ²⁾		MW	209	364	559
Other European countries		MW	354	184	23
Rest of the world		MW	721	202	282
Capacity under development per technology and geography ¹⁾		Unit of measurement	2020 ³⁾	2019	2018
Capacity under development per technology, power generation					
Hydropower		%	15.7	51.5	33.7
Wind power ²⁾		%	68.7	48.5	66.3
Solar power		%	15.6	0	0
Capacity under development per geography, power generation					
Norway ²⁾		%	16.3	48.5	64.6
Other European countries		%	27.6	24.5	2.7
Rest of the world		%	56.2	26.9	32.7

Power generation and district heating production per technology and geography	Unit of measurement	2020	2019	2018
Power generation, total	TWh	65.4	61.1	61.7
Of which hydropower	TWh	55.7	53.4	57.2
Of which wind power	TWh	4.3	3.0	2.7
Of which gas power ¹⁾	TWh	5.1	4.5	1.5
Of which other ²⁾	TWh	0.3	0.3	0.3
District heating	TWh	1.0	1.1	1.1
Renewable power generation ³⁾	%	92.2	92.6	97.6
Renewable district heating ³⁾	%	95.2	89.5	89.2
Power generation per geography				
Norway	TWh	47.5	44.9	48.6
Other Nordic countries	TWh	7.4	6.2	6.0
Other European countries	TWh	6.4	5.6	2.8
Rest of the world	TWh	4.1	4.4	4.3
District heating per geography				
Norway	TWh	0.8	0.9	0.9
Other Nordic countries	TWh	0.2	0.2	0.2

Power generation and district heating production per technology and geography	Unit of measurement	2020	2019	2018
Power generation per technology				
Hydropower	%	85.2	87.3	92.7
Wind power	%	6.6	4.9	4.4
Gas power ¹⁾	%	7.8	7.4	2.4
Other ²⁾	%	0.5	0.5	0.5
Power generation per geography				
Norway	%	72.6	73.5	78.8
Other Nordic countries	%	11.3	10.1	9.7
Other European countries	%	9.8	9.2	4.5
Rest of the world	%	6.3	7.2	7.0
District heating per geography				
Norway	%	80.0	81.8	81.8
Other Nordic countries	%	20.0	18.2	18.2

¹⁾ Includes Statkraft's share of the jointly controlled Herdecke (Germany) power plant.

²⁾ Includes bio power and solar power.

³⁾ Non-renewable production consists of gas power and share of district heating based on fossil fuel. Production at Heimdal, the incineration plant in Trondheim, is counted as 100% renewable district heating production (aligned with SSB, Statistics Norway, reporting practice).

Contribution to society

Value creation	Unit of measurement	2020	2019	2018
Gross operating revenues	NOK million	38 060	48 679	56 623
Unrealised changes in the value of energy contracts	NOK million	339	-801	-789
Paid to suppliers for goods and services ¹⁾	NOK million	21 434	22 157	33 137
Gross value added	NOK million	16 965	25 722	22 698
Depreciations, amortisations and impairments	NOK million	5 445	3 689	3 734
Net value added	NOK million	11 520	22 033	18 964
Financial income	NOK million	354	1 401	5 781
Gain or loss from divestments	NOK million	119	55	1 449
Share of profit from associates	NOK million	835	1 249	790
Minority interests	NOK million	213	416	680
Values for distribution	NOK million	12 615	24 323	26 303

¹⁾ Includes energy purchases, transmission costs and operating expenses.

Distribution of value created	Unit of measurement	2020	2019	2018
Employees				
Gross salaries and benefits	NOK million	4 115	3 503	3 198
Lenders/owners				
Interest	NOK million	1 984	669	1 369
Dividend ¹⁾	NOK million	3 673	6 500	8 500
Taxes ²⁾	NOK million	3 197	9 241	9 027
The company				
Change in equity	NOK million	-354	4 411	4 210
Total wealth distributed	NOK million	12 615	24 323	26 303

¹⁾ Includes dividend and Group contribution from Statkraft AS to Statkraft SF.

²⁾ Includes taxes, property tax, licence fees and employers' contribution.

Taxes ¹⁾	Unit of measurement	2020	2019	2018
Total	NOK million	3 412	7 109	7 391
Of which in Norway	NOK million	2 381	6 029	6 857
Of which in other Nordic countries	NOK million	77	246	113
Of which in other European countries	NOK million	948	820	364
Of which in the rest of the world	NOK million	6	14	57

¹⁾ Taxes payable in the statement of financial position.

Business ethics and anti-corruption

Training on anti-corruption ¹⁾	Unit of measurement	2020	2019	2018
Employees that have received training on anti-corruption in the last two years	Percentage	100	100	100
Employees in senior management positions that have received training on anti-corruption in the last two years	Percentage	100	100	100
Statkraft's Board members have received training on anti-corruption in the last two years	Yes/No	Yes	Yes	Yes

¹⁾ This indicator covers the Group, excluding Skagerak Energi.

Incidents of corruption	Unit of measurement	2020	2019	2018
Confirmed breaches of Statkraft's Code of Conduct related to corruption	Number	2 ¹⁾	0	0
Public legal cases regarding corruption ²⁾	Number	0	0	0

¹⁾ The registered two cases are related to third party contractors offering small facilitation payment. The cases did not involve Statkraft employees. Actions were taken and the contracts were terminated.

²⁾ Cases brought against the organisation or its employees.

Judicial sanctions and fines, business ethics ¹⁾	Unit of measurement	2020	2019	2018
Cases where judicial or administrative sanctions have been applied due to material non-compliance with business ethics legislation	Number	0	0	0
Judicial fines applied due to material non-compliance with business ethics legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with business ethics legislation	NOK million	0	0	0

¹⁾ Material judicial sanctions for accounting fraud, corruption, anti-competitive behaviour, anti-trust and monopoly practices.

Reported concerns covering the scope of the Code of Conduct

Reported concerns (whistleblowing) ¹⁾	Unit of measurement	2020	2019	2018
Total number of reported concerns	Number	46	60	55
Of which related to business ethics and anti-corruption	Number	11	28	32
Of which related to discrimination	Number	5	8	2
Investigations initiated by Corporate Audit in the reporting year	Number	5	3	3

¹⁾ The scope of the whistleblowing procedures relates to the full scope of Statkraft's Code of Conduct, e.g. human rights, environment, health and safety, business ethics and anti-corruption.

When a reported concern is received, a risk assessment is done in order to decide how to follow up the concern. Most of the reported concerns are handled by the respective business areas according to Statkraft's procedures for handling of reported concerns. Concerns with potentially high consequences for the Statkraft Group are handled by Corporate Audit. In cases where a formal investigation is required, this is the responsibility of the Head of Corporate Audit.

Impact on watercourses

Protected rivers and rivers with migrating fish impacted by Statkraft's activities

	River with anadromous fish	River with eel population (catadromous fish)	National salmon river	Protected river
NORWAY				
Region North Norway and South America				
Altaelva	X		X	
Beiarelva	X		X	
Bjerkaelva	X			
Engabrevassdraget	X			
Kobbelvassdraget	X			
Målselvassdraget	X		X	X
Ranaelva	X		X	
Røssåga	X			
Skjoma	X			
Vefsna	X		X	
Glomdalselva				X
Region Mid Norway				
Auravassdraget	X			
Bævra	X			
Daleelva	X			
Dalselva	X			
Hopra	X			
Indredalselva	X			
Glutra/Henselva	X			
Jostedalselva	X			
Litledalselva	X			
Nærøydalselva	X		X	
Rauma	X		X	X
Surna	X		X	
Vikja	X		X	
Ytredalselva	X			
Nidelva	X	X	X	
Region South Norway				
Austdøla/Norddøla	X			
Austropollelva	X			
Bondhuselva	X			
Førreåna	X			
Eio/Bjoreio	X			
Jondalselva	X			
Sima	X			
Suldalslågen	X		X	X
Ulla	X			
Øyreselva	X			
Årdalselva	X			
Klebastølåi				X
Gaularvassdraget			X	
Eidselva		X		
Numedalsågen	X	X	X	
Austbygdåi				X
Dagali				X
Skagerak Energi AS				
Siljanvassdraget				X
Kragerøvassdraget		X		
Skienelva	X	X		
SWEDEN				
Skellefteåälven	X			
Gideälven	X			X
Moälven	X			X
Nätraälven	X			
Lagan	X	X		X
Nissan	X	X		
Ångermanälven				X
Indalsälven				X
Ljungan	X			X
GERMANY				
Fulda	X	X		
Werra	X	X		
Weser	X	X		
UK				
Rheidol	X			

GROUP

STATKRAFT AS

SUSTAINABILITY

Red list species (fauna)

Red list species (fauna) with habitat in areas affected by Statkraft's activities

Information for Turkey, Albania, Nepal, Peru, Brazil and Chile is based on 2019 review.

Red list species	Vulnerability not known	Level of vulnerability: IUCN list					Level of vulnerability: National list				
		Critically endangered	Endangered	Vulnerable	Near threatened	Least concern	Critically endangered	Endangered	Vulnerable	Near threatened	Least concern
NORWAY											
Eagle owl						X		X			
Goshawk						X				X	
Red-throated diver						X					X
Black-throated diver						X					X
Willow grouse						X				X	
Rough-legged buzzard						X					X
Eel	X								X		
Pearl mussel			X						X		
Osprey						X				X	
Hare						X				X	
Little bunting						X			X		
Great snipe					X					X	
Common reed bunting						X				X	
Northern lapwing					X			X			
Northern shoveler						X			X		
Black-headed gull						X			X		
Sand martin						X				X	
Gyr Falcon						X				X	
Patch singer						X		X			
Tail tooth						X			X		
Bean goose						X			X		
Horned grebe					X				X		
Ruff						X		X			
Lesser white-fronted goose			X				X				
Rock ptarmigan					X					X	
Rustic bunting				X						X	
Mountain fox						X	X				
Great crested grebe					X						X
Brown bear						X		X			
Lynx						X		X			
Wood warbler						X					X
Corncrake						X	X				
Common tern						X		X			
SWEDEN											
Sea lamprey										X	
Crayfish				X			X				
Otter					X					X	
Golden eagle										X	
Eel	X						X				
Pearl mussel			X					X			
GERMANY											
Eel		X									
Pearl mussel		X									
UK											
Red kite					X						
TURKEY											
Dalmatian pelican					X						
Wild Goat				X							
Lesser horseshoe bat						X					
Mediterranean Horseshoe Bat					X						
Egyptian vulture			X								
Greek tortoise				X							
Euphrates softshell turtle			X								
Central Anatolian Spined Loach			X								
Orontes Spotted Bleak				X							
European sea or Atlantic sturgeon	X										
ALBANIA											
Dalmatian pelican					X						
NEPAL											
Chinese pangolin	X										
Asian small-clawed otter				X							
East Himalayan Yew			X								
Himalayan Musk Deer			X								
Western Tragopan					X						
PERU											
Sechuran fox					X						
BRAZIL											
Mountain Lion						X					
Araucaria Tit-spinetail					X						
Azure Jay					X						

Red list species (fauna) with habitat in areas affected by Statkraft's activities (continued)

Red list species	Vulnerability not known	Level of vulnerability: IUCN list					Level of vulnerability: National list				
		Critically endangered	Endan-gered	Vulne-rable	Near threate-ned	Least concern	Critically endangered	Endan-gered	Vulne-rable	Near threatened	Least concern
BRAZIL											
Black Spiny-necked Swamp Turtle											
Brazilian Dwarf Brocket				X							
Brazilian Three-banded Armadillo				X							
Canebrake Groundcreeper					X						
Green-throated Euphonia					X						
Helmeted Woodpecker				X							
Black-fronted Piping-guan or <i>Jacutinga</i>			X								
Jaguar					X						
Margay					X						
Neotropical Otter					X						
Ochre-breasted Pipit				X							
Northern Tiger Cat or <i>Oncilla</i>				X							
Pampas Deer					X						
Red Myotis					X						
Sharp-tailed Tyrant				X							
Southern Bristle-tyrant					X						
Southern Long-Nosed Armadillo					X						
Southern Tiger Cat				X							
Straight-billed Reedhaunter					X						
Swallow-tailed Cotinga					X						
Vinaceous-breasted Parrot			X								
White-browed Guan				X							
Wild Common Carp					X						
William's South-American Side-necked	X										
Yellow-browed Woodpecker					X						
Yellow-legged Timanou	X										
Mottled Piculet					X						
Black-capped Piprites				X							
Pinheiro-bravo	X										
Creamy-bellied Gnatcatcher					X						
Argintine Horned Frog (Sapo-de-chifres)	X										
Bare-throated Bellbird				X							
Mantled Hawk					X						
Saffron Toucanet					X						
Black-horned Capuchin					X						
Coypu or <i>Rato-do-banhado</i>						X					
Marsh Tapaculo			X								
Ornate Hawk-eagle				X							
Sporophila melanogaster					X						
Rusty Barred Owl (<i>Strix hylophila</i>)					X						
Solitary Tinamou					X						
Saffron-cowled Blackbird				X							
Black-and-white Monjita				X							
CHILE											
Puye Chico / Inanga	X										
Pejerrey Cauque	X										
Bagre Pintado				X							
Tollo de Agua Dulce			X								
Puye	X										
Pocha del Sur						X					
Pouched Lamprey	X										
Carmelita Común						X					
Peladilla						X					
Perca Trucha						X					
Brown Trout					X						
Atlantic Salmon						X					
Chiloe Island Ground Frog						X					
Rosy Ground Frog						X					
Grey Wood Frog						X					
Chile Four-eyed Frog						X					
Yellow-billed Pintail						X					
Chiloé wigeon						X					
Great White Egret						X					
Cocoi Heron						X					
Churrete	X										
Chacoan Peccary or <i>Tagua</i>			X								
Amazon Kingfisher or <i>Martin Pescador</i>	X										
Neotropic Cormorant or <i>Pato Yeco</i>	X										
Great Grebe or <i>Huala</i>						X					
Pied-billed Grebe or <i>Picurio</i>						X					
White-tufted Grebe or <i>Pimpollo /Hualita</i>						X					
Tollo, Bagre, Tollo de Agua Dulce	X										
Torrent Duck						X					
Andean condor					X						
Guanaco						X					
Mountain Lion						X					

GROUP

STATKRAFT AS

SUSTAINABILITY

Statkraft's GRI index

The GRI Standards represent the global best practice for sustainability reporting. The standards comprise both general disclosures, as well as economic, environmental and social disclosures. Companies can report according to two reporting levels - Core or Comprehensive.

Statkraft's sustainability reporting is based on the GRI Standards, at reporting level Core. Statkraft has engaged Deloitte AS to conduct a review to provide a limited level of assurance on the company's sustainability information in Statkraft's Annual Report 2020. The review is based on the assurance standard ISAE 3000, and the auditor's conclusion is presented in the Auditor's report.

Explanations for the GRI index

Reported = The disclosure is reported according to the GRI Standards.

Partly = The disclosure is partly reported according to the GRI Standards.

GRI alignment in process = A reporting process aligned with the GRI Standards is under development.

EU = Specific disclosure for the energy utilities sector.

DISCLOSURES	REFERENCE / RESPONSE	STATUS
GENERAL DISCLOSURES: ORGANISATIONAL PROFILE		
102-1 Name of the organisation	Statkraft AS	Reported
102-2 Activities, brands, products and services	Statkraft at a glance Report from the Board of Directors Oslo, Norway	Reported
102-3 Location of headquarters	Statkraft at a glance	Reported
102-4 Location of operations	State-owned limited company	Reported
102-5 Ownership and legal form	Statkraft at a glance	Reported
102-6 Markets served	Report from the Board of Directors	Reported
102-7 Scale of the organisation	Key figures Statkraft at a glance	Reported
102-8 Information on employees and other workers	Sustainability statement: Labour practices	Reported
102-9 Supply chain	Social disclosures: Supply chain management	Reported
102-10 Significant changes to the organisation and its supply chain	Report from the Board of Directors Note 5: Business combinations and other transactions	Reported
102-11 Precautionary principle or approach	Sustainability management Environmental disclosures: Biodiversity Environmental disclosures: Climate change Economic disclosures: Water management	Reported
102-12 External initiatives	Sustainability management Corporate governance	Reported
102-13 Membership of associations	Sustainability management	Reported
GENERAL DISCLOSURES: STRATEGY		
102-14 Status from senior decision-maker	Letter from the CEO Report from the Board of Directors	Reported
GENERAL DISCLOSURES: ETHICS AND INTEGRITY		
102-16 Values, principles, standards and norms of behaviour	Report from the Board of Directors Sustainability management Economic disclosures: Business ethics Corporate governance	Reported
GENERAL DISCLOSURES: GOVERNANCE		
102-18 Governance structure	Corporate governance	Reported
GENERAL DISCLOSURES: STAKEHOLDER ENGAGEMENT		
102-40 List of stakeholder groups	Sustainability management	Reported
102-41 Collective bargaining agreements	Social disclosures: Labour practices	Reported
102-42 Identifying and selecting stakeholders	Sustainability management	Reported
102-43 Approach to stakeholder engagement	Sustainability management	Reported
102-44 Key topics and concerns raised	Sustainability management Social disclosures: Human rights Economic disclosures: Water management	Reported
GENERAL DISCLOSURES: REPORTING PRACTICE		
102-45 Entities included in the consolidated financial statements	Note 39: Consolidated companies	Reported
102-46 Defining report content and topic boundaries	Sustainability management	Reported
102-47 List of material topics	Sustainability management	Reported
102-48 Restatements of information	Sustainability statement	Reported
102-49 Changes in reporting	Sustainability statement	Reported
102-50 Reporting period	2020	Reported
102-51 Date of most recent report	Statkraft's Annual Report 2019	Reported
102-52 Reporting cycle	Annual	Reported
102-53 Contact point for questions regarding the report	info@statkraft.com	Reported
102-54 Claims of reporting in accordance with the GRI Standards	The sustainability information has been prepared in accordance with the GRI Standards: Core option	Reported
102-55 GRI content index	Statkraft's GRI index	Reported
102-56 External assurance	Sustainability management Auditor's statement	Reported

GRI G4 GUIDELINES: UTILITIES SECTOR			
G4-EU1	Installed capacity	Sustainability statement: Power generation and district heating production	Reported
G4-EU2	Net energy output	Sustainability statement: Power generation and district heating production	Reported
G4-EU3	Number of different customer accounts	See customer related information under: www.statkraft.com www.skagerakerenergi.no www.statkraftvarme.no	Partly
G4-EU25	Injuries and fatalities to the public involving company assets	Sustainability statement: Health and safety	Reported
ECONOMIC DISCLOSURES: ECONOMIC PERFORMANCE			
103: 1-3	Management approach for economic disclosures	Report from the Board of Directors Sustainability management Corporate governance	Reported
201-1	Direct economic value generated and distributed	Sustainability statement: Contribution to society	Reported
201-2	Financial implications and other risks and opportunities due to climate change	Report from the Board of Directors Environmental disclosures: Climate change Economic disclosures: Water management	Partly
201-3	Defined benefit plan obligations and other retirement plans	Note 17: Pensions	Reported
ECONOMIC DISCLOSURES: INDIRECT ECONOMIC IMPACTS			
203-1	Infrastructure investments and services supported	Social disclosures: Human rights	Partly
203-2	Significant indirect economic impacts	Statkraft's contribution	Partly
ECONOMIC DISCLOSURES: ANTI-CORRUPTION			
205-1	Operations assessed for risks related to corruption	Economic disclosures: Business ethics	Reported
205-2	Communication and training about anti-corruption policies and procedures	Economic disclosures: Business ethics Sustainability statement: Business ethics and anti-corruption	Reported
205-3	Confirmed incidents of corruption and actions taken	Economic disclosures: Business ethics Sustainability statement: Business ethics and anti-corruption	Reported
ECONOMIC DISCLOSURES: TAX			
207-4	Country-by-country reporting	Sustainability statement: Taxes	Partly
ENVIRONMENTAL DISCLOSURES: ENERGY			
103: 1-3	Management approach for environmental disclosures	Report from the Board of Directors Sustainability management	Reported
302-1	Energy consumption within the organisation	Sustainability statement: Consumption	Reported
ENVIRONMENTAL DISCLOSURES: WATER AND EFFLUENTS			
303-3	Water withdrawal	Sustainability statement: Consumption	Reported
ENVIRONMENTAL DISCLOSURES: BIODIVERSITY			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability statement: Biodiversity and impact on nature	Reported
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental disclosures: Biodiversity Economic disclosures: Water management Sustainability statement: Biodiversity and impact on nature	Reported
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability statement: Biodiversity and impact on nature Sustainability statement: Red list species	Reported
ENVIRONMENTAL DISCLOSURES: EMISSIONS			
305-1	Direct GHG emissions (scope 1)	Sustainability statement: Climate	Reported
305-2	Energy indirect GHG emissions (scope 2)	Sustainability statement: Climate	Reported
305-3	Other indirect GHG emissions (scope 3)	Sustainability statement: Climate	Reported
305-4	GHG emissions intensity	Sustainability statement: Climate	Reported
ENVIRONMENTAL DISCLOSURES: EFFLUENTS AND WASTE			
306-2	Waste by type and disposal method	Sustainability statement: Waste	Reported
306-3	Significant spills	Sustainability statement: Environmental incidents	Reported
ENVIRONMENTAL DISCLOSURES: COMPLIANCE			
307-1	Non-compliance with environmental laws and regulations	Sustainability statement: Environmental incidents	Reported
ENVIRONMENTAL DISCLOSURES: SUPPLIER ENVIRONMENTAL ASSESSMENT			
308-1	New suppliers that were screened using environmental criterias	Sustainability management Social disclosures: Supply chain management	Reported
SOCIAL DISCLOSURES: EMPLOYMENT			
103: 1-3	Management approach on social disclosures	Report from the Board of Directors Sustainability management Social disclosures: Health and safety, Security, Human rights, Labour practices, Supply chain management	Reported
401-1	New employee hires and employee turnover	Sustainability statement: Labour practices	Reported

SOCIAL DISCLOSURES: OCCUPATIONAL HEALTH AND SAFETY			
403-8	Workers covered by an occupational health and safety management system	Social disclosures: Health and safety Social disclosures: Labour practices	Reported
403-9	Work related injuries	Social disclosures: Health and safety Sustainability statement: Health and safety	Reported
SOCIAL DISCLOSURES: TRAINING AND EDUCATION			
404-2	Programs for upgrading employee skills and transition assistance programs	Social disclosures: Labour practices	Partly
404-3	Percentage of employees receiving regular performance and career development reviews	Social disclosures: Labour practices Sustainability statement: Labour practices	Reported
SOCIAL DISCLOSURES: DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	Sustainability statement: Labour practices	Reported
405-2	Ratio of basic salary and remuneration of women to men	Sustainability statement: Labour practices	Reported
SOCIAL DISCLOSURES: NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	Sustainability management Sustainability statement: Reported concerns covering the scope of the Code of Conduct	Reported
SOCIAL DISCLOSURES: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability management Social disclosures: Labour practices Social disclosures: Supply chain management	GRI alignment in process
SOCIAL DISCLOSURES: CHILD LABOUR			
408-1	Operations and suppliers at significant risk for incidents of child labour	Sustainability management Social disclosures: Labour practices Social disclosures: Supply chain management	GRI alignment in process
SOCIAL DISCLOSURES: FORCED OR COMPULSORY LABOUR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sustainability management Social disclosures: Labour practices Social disclosures: Supply chain management	GRI alignment in process
SOCIAL DISCLOSURES: RIGHTS OF INDIGENOUS PEOPLES			
411-1	Incidents of violations involving rights of indigenous peoples	Social disclosures: Human rights Sustainability statement: Human rights	Reported
SOCIAL DISCLOSURES: HUMAN RIGHTS ASSESSMENT			
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability management Social disclosures: Human rights	GRI alignment in process
412-2	Employee training on human rights policies and procedures	Social disclosures: Human rights Sustainability statement: Human rights	Reported
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sustainability management Social disclosures: Human rights Social disclosures: Supply chain management	GRI alignment in process
SOCIAL DISCLOSURES: LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments and development programs	Social disclosures: Human rights Economic disclosures: Water management	GRI alignment in process
413-2	Operations with significant actual and potential negative impacts on local communities	Social disclosures: Human rights Economic disclosures: Water management	GRI alignment in process
SOCIAL DISCLOSURES: SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria	Sustainability management Social disclosures: Supply chain management	Reported
SOCIAL DISCLOSURES: SOCIOECONOMIC COMPLIANCE			
419-1	Non-compliance with laws and regulations in the socioeconomic area	Sustainability statement: Business ethics and anti-corruption Sustainability statement: Human rights	Reported

Statkraft's Global Compact index

Global Compact comprises ten fundamental principles relating to human rights, labour rights, protection of the environment and combating corruption. Companies that endorse Global Compact commit to support and respect the principles and report their performance in the various areas annually.

HUMAN RIGHTS

PRINCIPLE	DESCRIPTION	REFERENCE
1	Business should support and respect the protection of internationally proclaimed human rights, and	Report from the Board of Directors Sustainability management Social disclosures, Human rights
2	make sure that they are not complicit in human rights abuses.	Sustainability management Social disclosures, Human rights

LABOUR

PRINCIPLE	DESCRIPTION	REFERENCE
3	Business should uphold the freedom association and the effective recognition of the right to collective bargaining,	Sustainability management Social disclosures, Labour practices
4	the elimination of all forms of forced and compulsory labour,	Sustainability management Social disclosures, Labour practices
5	the effective abolition of child labour, and	Sustainability management Social disclosures, Labour practices
6	the elimination of discrimination in respect of employment and occupation.	Sustainability management Social disclosures, Labour practices

ENVIRONMENT

PRINCIPLE	DESCRIPTION	REFERENCE
7	Business should support a precautionary approach to environmental challenges,	Report from the Board of Directors Sustainability management Environmental disclosures, Biodiversity Environmental disclosures, Climate change Economic disclosures, Water management
8	undertake initiatives to promote greater environmental responsibility, and	Environmental disclosures, Biodiversity Environmental disclosures, Climate change Economic disclosures, Water management
9	encourage the development and diffusion of environmentally friendly technologies.	Statkraft's contribution Environmental disclosures, Biodiversity Environmental disclosures, Climate change Economic disclosures, Water management

ANTI-CORRUPTION

PRINCIPLE	DESCRIPTION	REFERENCE
10	Business should work against corruption in all its forms, including extortion and bribery.	Report from the Board of Directors Sustainability management Economic disclosures, Business ethics