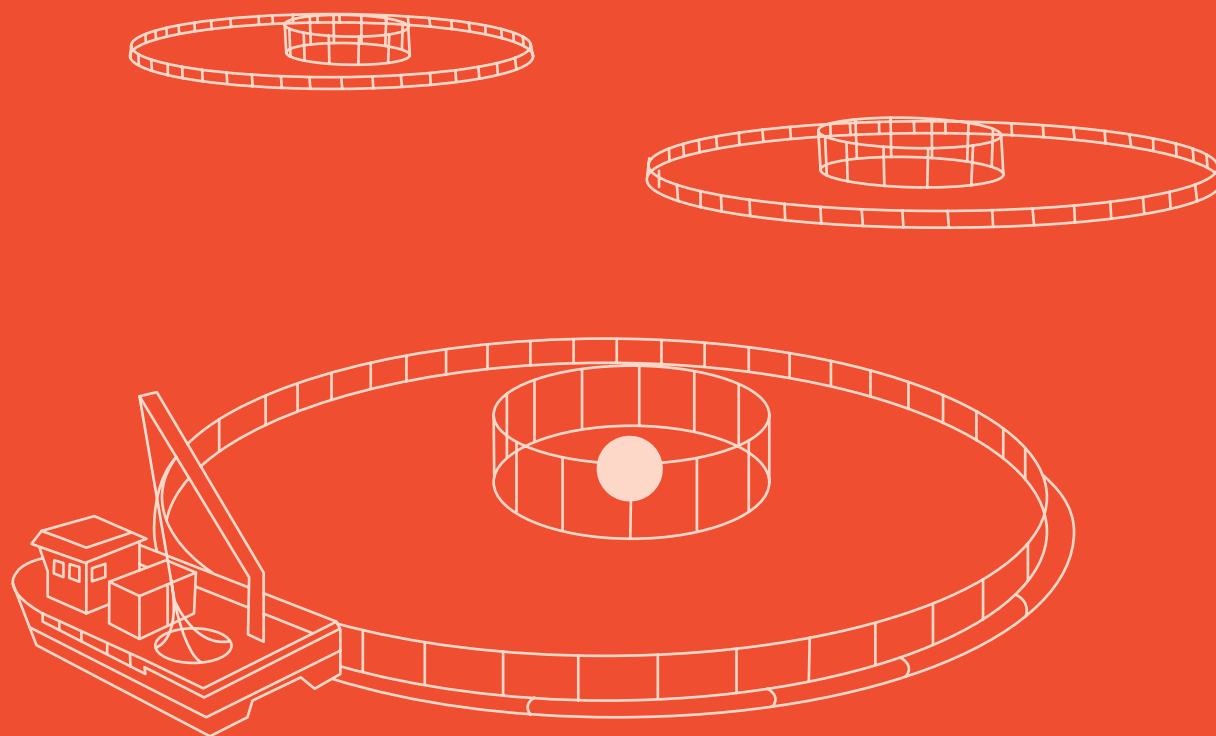


2021

Bærekraftsrapport



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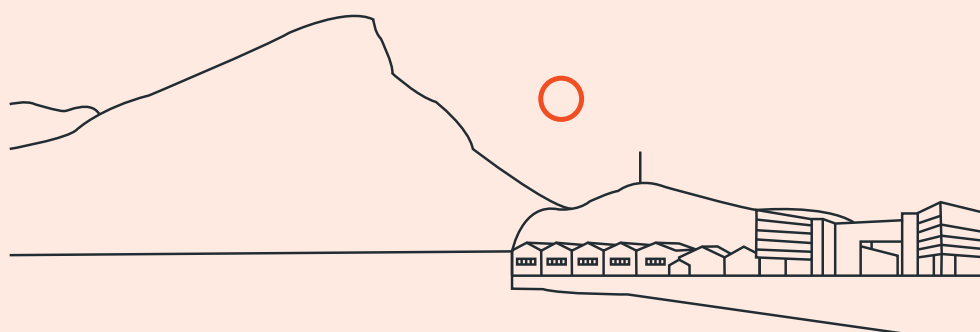
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Brev fra direktøren

Nova Sea skaper jobber og bidrar til samfunnet rundt oss - og vi produserer sunn, næringsrik og klimavennlig sjømat til en voksende verdensbefolkning. Alt dette foregår lokalt på Helgeland.

Her langs kysten på Helgeland er der vi bor og arbeider, og her vil vi bidra til positiv utvikling for oss selv og lokalsamfunnene rundt oss. Lokalt eierskap og vekst, sammen med bærekraftig drift, har alltid vært grunnlaget for Nova Sea. Vi har i løpet av 2021 fått på plass vår bærekraftstrategi, som skal være vår rettesnor i jobben for en balanse mellom miljø, samfunn og økonomi fremover mot 2030 og videre inn i fremtiden.

Verdikjeden vår gir et fotavtrykk som vi aktivt forsøker å begrense. Med vårt sterke engasjement for klima og miljø ønsker vi å ha en ledende posisjon på bærekraft. Helt siden den første laksen kom

til Lovund i 1972, pakket i plastposer ombord i et lite sjøfly, har Nova Sea driftet etter leveregler om ærlighet og nøkternhet i drift, og med søkelys på kvalitet og bærekraft. Likevel ville aldri reisen fra de første 1200 smolt, til over 12 000 000 laks i dag, vært mulig uten kompetente og dedikerte ansatte, støttende lokalmiljø eller rene fjorder.

I denne rapporten forteller vi om alt arbeidet som vi har gjort i løpet av det siste året for å sikre en mer bærekraftig framtid, reduserte klimagassutslipp og et mindre fotavtrykk.

Jeg håper du vil lese rapporten og om de resultatene vi i løpet av det siste året har oppnådd - og ikke minst, om veien videre.

God lesing.



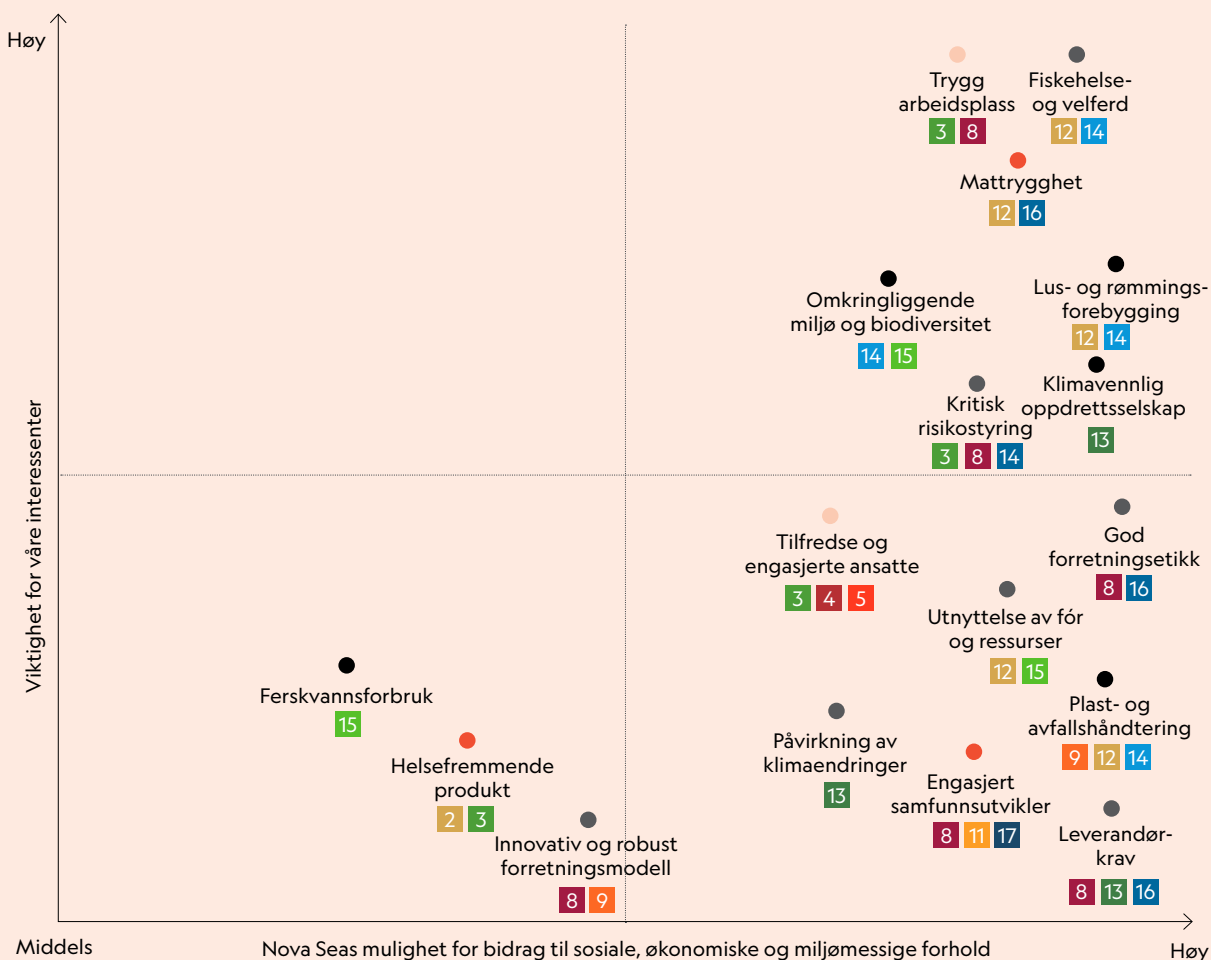
Tom Eirik Aasjord
CEO/Administrerende direktør,
Nova Sea

Introduksjon

Vesentlige tema for oss

Vi har i år gjennomført en intern vesentlighetsanalyse for å se på hvilke områder vi rangerer som viktigst for våre interessenter kombinert med hvilke områder som vi kan påvirke mest innenfor vårt forretningsområde. Frem mot neste års rapport vil vi involvere våre interessenter mer for en grundigere analyse.

Resultatet av analysen ser du i grafen under. Vi har også valgt å bygge opp hele rapporten basert på resultatet og du vil finne igjen temaene under kapittelet Vårt bidrag. For å sikre en strukturert oppbygning av rapporten har vi i tillegg fulgt Global Reporting Initiative (GRI) standard for bærekraftsrapportering. Du vil finne GRI henvisninger over alle temaoverskrifter og som en egen index bakerst i rapporten.



- Klima- og miljøvennlig oppdrettsvirksomhet
- Lokalt samfunnsengasjement og fornøyde kunder
- Våre ansatte
- Effektiv og ansvarlig produksjon og forretningsdrift

FN's bærekraftsmål og andre forpliktelser

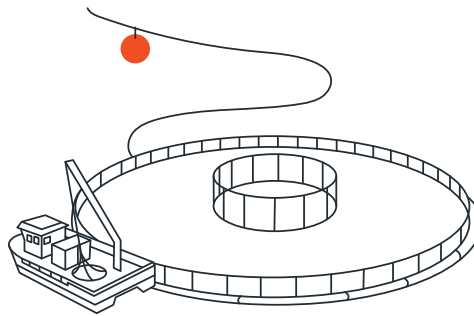


Kaldt, friskt vann og vill, vakker natur - den perfekte balansen.

Vi driver vår virksomhet i en internasjonal ramme. Laksen produseres lokalt i fellesskapets allmenning i 11 kommuner langs helgelandskysten, den eksporteres og selges til over 30 land over hele verden. Nova Sea arbeider etter FN's bærekraftsmål og vil med vårt sterke engasjement for klima og miljø jobbe for å ha en ledende posisjon innenfor bærekraftig oppdrett.

Vi har gjennom vårt medlemskap i Global Salmon Initiative og FN's Global Compact forpliktet oss til å jobbe for å øke bærekraft innenfor oppdrett.

Fra den første laksen ble satt i merd, har vi hatt én visjon: den perfekte balanse. Denne balansen, mellom personer, biologi og miljø, har lagt grunnlaget for hvordan vi opererer.



Nøkkeltall



22,7

Skader med fravær
(antall per mill arbeidede timer)



51 457

Tonn biomasse
slaktet (sløyd vekt)



83%

Miljøstatus på lokaliteter
(% Score 1 Mom B)



-2%

Redusert klimautslipp
sammenliknet med 2020

CO₂

247 957

Tonn totale
klimautslipp 2021



0,145

Lakselus per fisk
(snitt 2021)



1,3 mill

NOK til lokale lag, organisasjoner
og foreninger



3 014 mill

Omsetning i
millioner NOK



3 fisk

Rømninger

LAKS

Vår hovedutfordring er å gjøre de riktige valg i drift og investeringer, i lys av de til enhver tid eksisterende biologiske forhold og utfordringer, hensynet til de ansatte, bærekraftig ressursbruk, hensynet til etterspørsel og markedspriser, og hensynet til produksjonskostnadene. Vår visjon og våre verdier skal gjenspeile alt vi gjør i Nova Sea. Våre verdier kan oppsummeres i L.A.K.S: Lokal, Ansvarlig, Kompetent og Stolt.

Lokal: Vi har tilhørighet i lokalmiljøene vi operer i. Vi er viktige for våre lokalmiljø og lokalmiljøene er viktige for oss.

Ansvarlig: Vi er ansvarlig ovenfor hverandre, for fisken og miljøet – og skal forvalte dette på best mulig måte.

Kompetent: Vi har god kompetanse innenfor de fagfeltene vi jobber i, vi skal alltid tilegne oss og rekruttere riktig kompetanse innenfor vår verdikjede.

Stolt: Vi er stolt av Nova Sea, vi er stolte av næringen, ringvirkningene vi skaper og vi er stolte av å jobbe med LAKS!

Nova Sea i 2021

Med base på Lovund, rett under polarsirkelen på Helgelandskysten, er Nova Sea AS i dag en av de største nordnorske produsentene av oppdrettslaks. Vi har 33,33 heleide og 4 deleide laksekonsesjoner, og oppdrettsanlegg langs hele Helgelands kysten, fra Vega i Sør til Gildeskål i nord.

Nøkkeltall for Nova Sea og tilsluttede selskaper i 2021

- Produksjon: 53.000 tonn slaktet i 2021
- Ansatte: 325 årsverk i 2021
- Omsetning: 3,0 MRD/3 014 MNOK
- Sertifikater: Global GAP, ASC, HACCP og BRC
- Konsesjoner: 33,33
- Slakteri: N-1041

Lokalt eierskap

- Vigner Olaisen 51,5%
- Mowi 42,50%
- Andre 5,89%

Nova Sea har felles virksomhet med de lokale lakseoppdrettsselskapene i Tomma Laks AS, Vegalaks AS og Vega Sjøfarm AS (Tilsluttede selskaper).

Klima og miljøvennlig oppdrettsvirksomhet

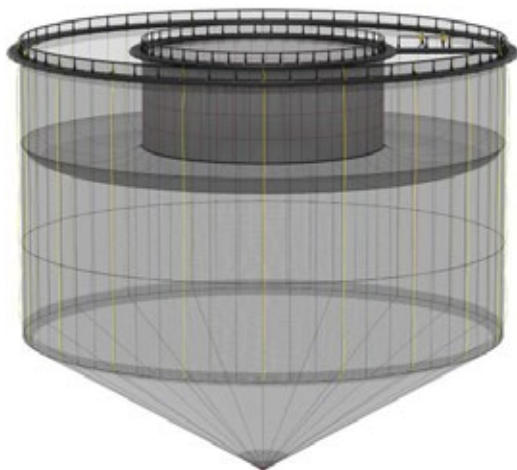
Vi skal være blant landets mest klimavennlige oppdrettsselskap

GRI 304

Lus- og rømmingsforbygging

Nova Sea har de senere år kun benyttet oppdrettet rognkjeks i sine anlegg. Antall rognkjeks har økt betraktelig med tilgangen. I 2019 satte vi ut det desiderts høyeste antallet, mens vi i 2021 har satt ut en del mindre enn årene før. Det planlegges å øke mengden igjen i 2022.

Vi har gjennom 2021 benyttet luseskjørt på vårfisk på enkelte lokaliteter for å dempe påslag av lus. Vi har inn mot 2022 jobbet med alternative produksjonsteknologier for forebygging og vi ser frem til å blant annet teste «tubenot» ıla. 2022.



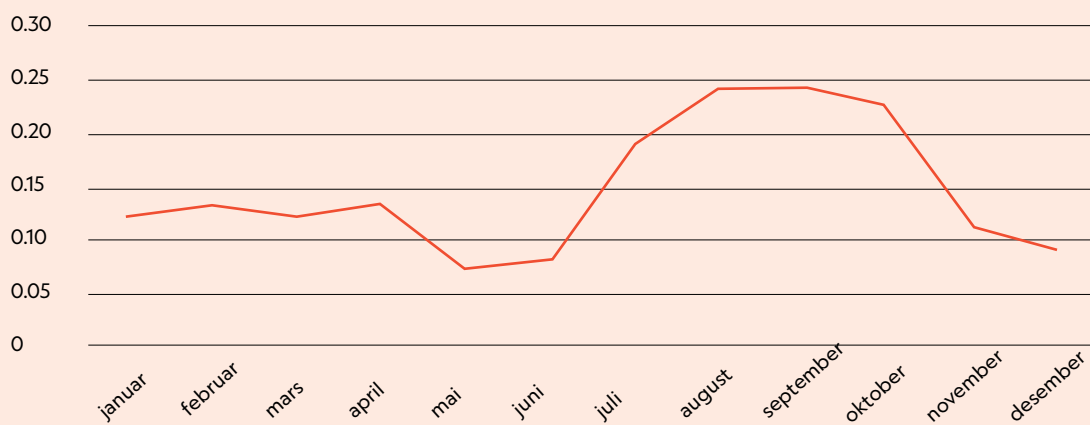
Illustrasjon av tubenot. (Akvagroup Egersund Net)

Et viktig verktøy for å holde lusa under kontroll er tilgangen på effektive og gode behandlingsmetoder mot lakselus. Vi har derfor jobbet hardt gjennom 2021 for å forbedre infrastrukturen for ikke-medikamentelle metoder, som blant annet har resultert i innfasingen av behandlingsfartøyet Bukkholmen gjennom servicebåtselskapet Sleneset Aquaservice, som gir oss mulighet til å være tidligere i posisjon for behandling og dermed sikre forebygging mot for høye lusenivå.

Vi har kontinuerlig fokus på rømmingsforebygging gjennom blant annet risikostyring av kritiske prosesser. Vi har over tid utviklet et godt system for ettersyn og vedlikehold av våre installasjoner på sjø for å begrense rømmingsrisiko. Vi har blant annet krav om filming av hver kvadratmeter not på alle lokaliteter i Nova Sea med maksimum 6 ukers intervall. For å løse denne store oppgaven har vi dedikerte ansatte om bord i fartøyene hos vårt serviceselskap Nova Sea Aquaservice, Nova Master og hos våre viktige eksterne leverandører der Sleneset Aquaservice er sentral.



Gjennomsnitt kjønnsmoden hunnlus per måned



GRI 304

Omkringliggende miljø og biodiversitet

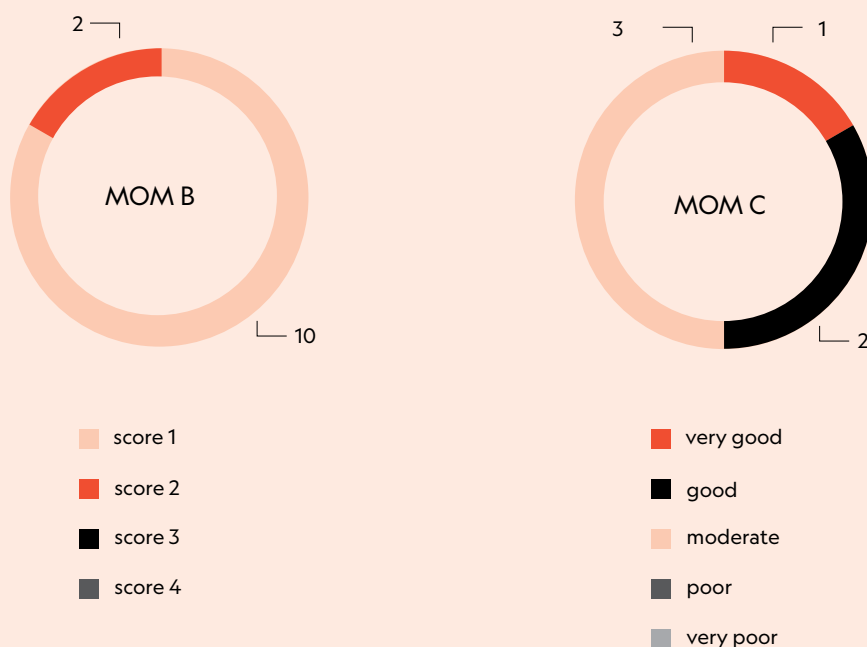
Hovedbelastningen på miljøet er relatert til faeces fra produksjonsdyr, i tillegg medfører lakselusproblematikken miljøbelastning i form av utslipp av lakseluslarver til omkringliggende miljø og villfisk, samt til utslipp av legemidler ved medikamentelle behandlinger mot lakselus. For å kunne oppnå en redusert miljøbelastning i form av lakselusmitte og legemiddelutslipp, så har det vært jobbet med alle ledd fra forebygging, metodikk, behandlinger og overordnet strategi over flere år.

Utfasing av medikamentelle behandlinger og innfasing av ikke-medikamentelle behandlinger mot lakselus ble startet i 2015, og i løpet av de siste seks årene er bruk av IMM (ikke-medikamentelle metoder) blitt en godt implementert metode. Økt satsing på forebyggende tiltak sammen med innfasing av IMM, har over flere år ført til en stor nedgang i bruken av legemidler mot lakselus. I 2021 var 84% av alle merdbehandlinger i Nova Sea gjennomført ved IMM, dette har holdt seg relativt stabilt over de siste årene der utviklingen startet mellom 2016 og 2017. I 2016 var bare 25 % av behandlingene såkalte IMM.

Miljøundersøkelser blir vurdert ut fra tilstedeværelse/fravær av fauna, sensoriske parameter som lukt og utseende, og kjemiske parameter som pH og Eh. Miljøundersøkelsene gjøres i henhold til NS9410:2016 vurdert til tilstand 1, 2, 3 eller 4, hvor 1 er liten eller ingen påvirkning mens 4 er stor påvirkning. Hver generasjon tas det miljøundersøkelser (MOM B) på maks belastning, og hver tredje produksjonssyklus tas det mer omfattende miljøundersøkelser i et større område rundt lokalitetene (MOM C undersøkelser). Dersom resultater viser til belastning ved og/eller under anlegget tas disse undersøkelsene hyppigere. Oppdaterte rapporter fra disse undersøkelser finnes på våre nettsider (novasea.no).

For lokalitetene som er ASC-sertifisert blir det utført ASC miljøundersøkelser ved maks belastning for hver generasjon.

Resultater miljøundersøkelser 2021 (MOM B og MOM C)



GRI 302/305

Klimavennlig oppdrettsselskap

Vi har i løpet av de siste årene kartlagt og rapportert selskapets energiforbruk og klimautslipp kvartalsvis. Denne kartleggingen har illustrert førets rolle som den største bidragsyteren til vårt CO₂-avtrykk. Derfor har vi det siste året fått på plass tydelige kriterier på før for å sikre kvalitet og miljøpåvirkning. Det har blant annet gitt oss gode effekter på reduksjon av klimautslipp på før sammenlignet med tidligere år og vil stå for det meste av reduksjoner i klimautslipp i 2021. Vi har i tillegg utviklet selskapets bærekraftstrategi i tråd med selskapets hovedstrategi 2020-2025.

I løpet av 2021 har vi 247 957 tonn klimautslipp fra Scope 1, 2 og 3. Det er Scope 3 som gir de desidert høyeste utslippene med rundt 90 % av bidraget. Innenfor Scope 3 er det førbidraget som er det desidert største. Vi har greid å redusere våre totale utslipp med 2 % fra 2020 til 2021 og utslippsintensiteten per kg fisk produsert mengde fisk er redusert med hele 6 %. Mye av årsaken til reduksjon er kriterier til før og arbeidet med omlegging til grønne fremdriftsløsninger og energioptimalisering.



Den ferskeste El-båten vår ved verftet Folla Maritim i trønderlag

Scope 1

Utslipp fra lokal forberening av fossilt drivstoff

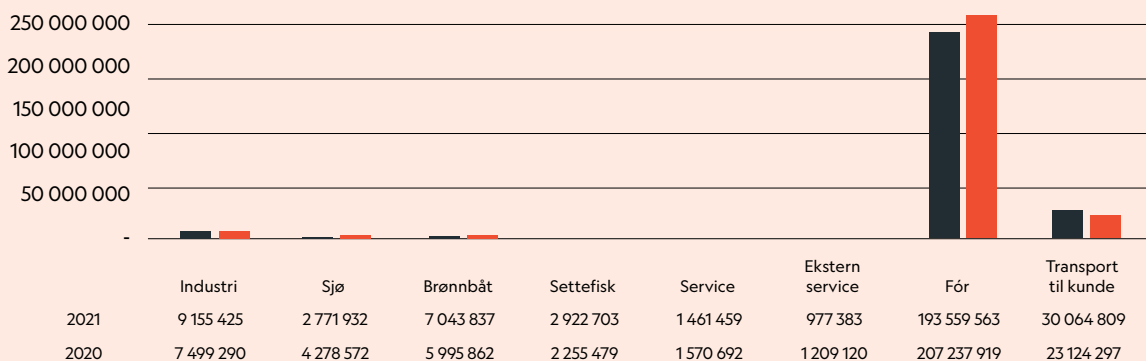
Scope 2

Indirekte utslipp fra bruk av elektrisitet

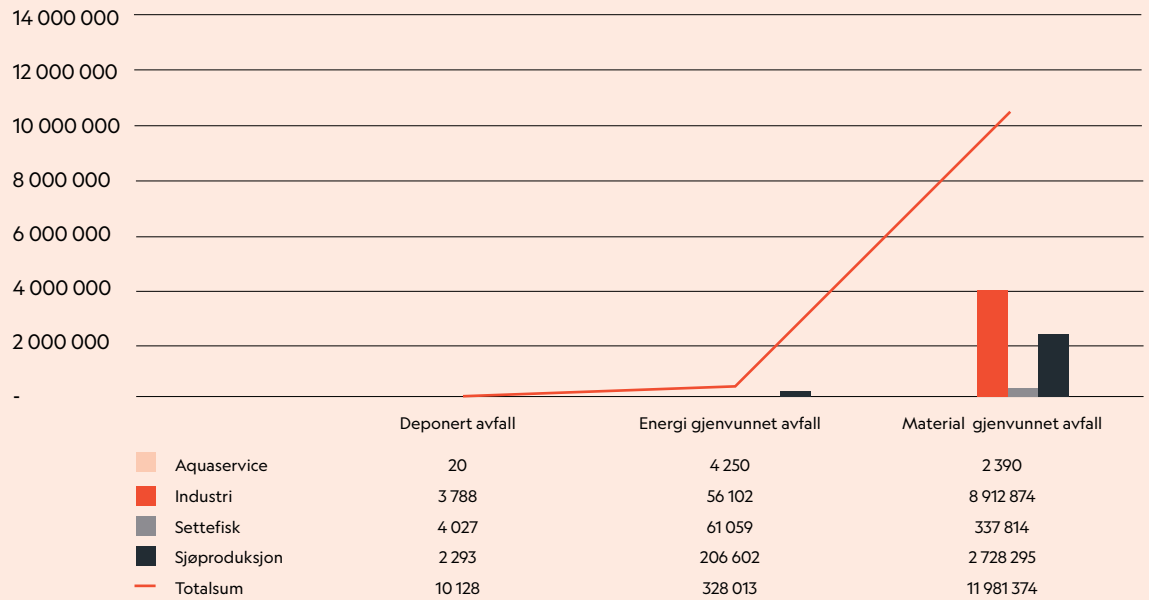
Scope 3

Utslipp generert ved innkjøp av ressurser

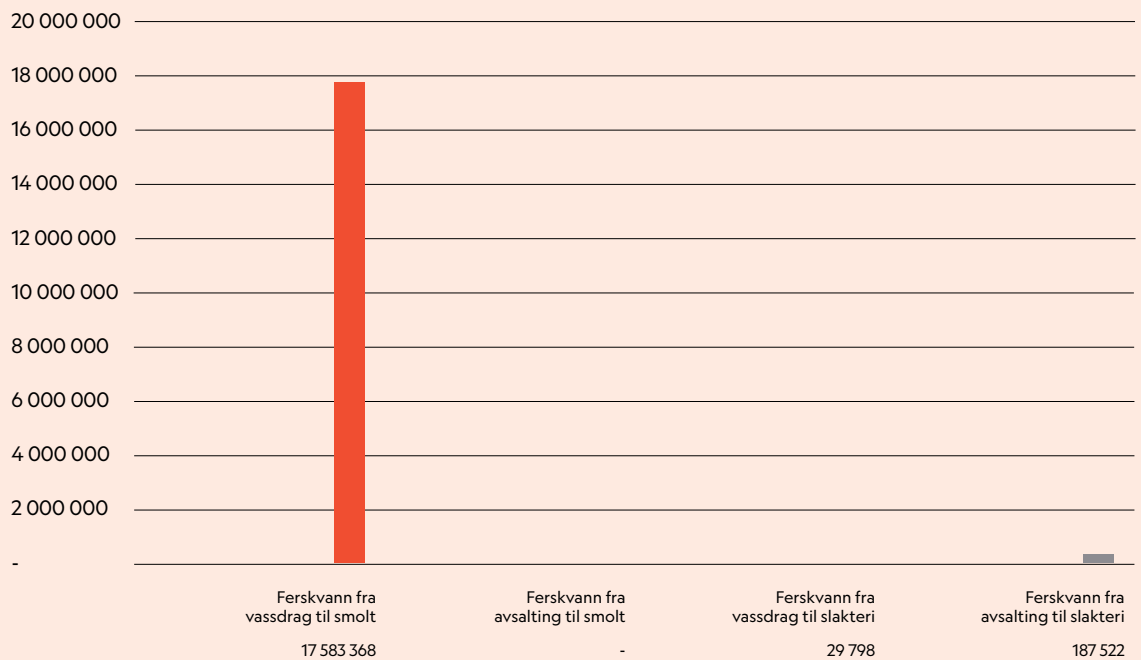
Klimautslipp per område 2020 og 2021



Plast og avfallshåndtering i kg



Ferskvannsforbruk i liter



GRI 306

Plast og avfallshåndtering

Vi har gjennom mange år jobbet med å øke gjenbruk og gjenvinning av plast og andre avfallsfraksjoner fra drifta vår og ellers i den umiddelbare verdikjeden. Den gjennomsnittlige gjenvinningsgraden i selskapet ligger på 92 % i 2021 og dras i hovedsak av materialgjenvinning av biologisk avskjær (slakteri), dødfisk (sjøproduksjon) og produksjonsslam (settefisk).

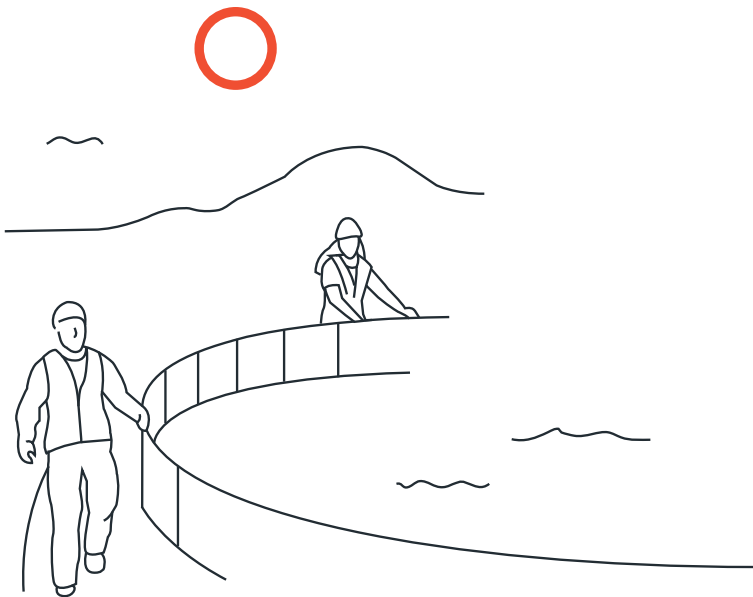
Vi har i løpet av 2021 sendt 395 tonn brukte nøter til materialgjenvinning hos NOFIR. Disse blir i sin helhet til nye produkter. Dette er mulig fordi vi ikke benytter kobber til impregnering av nøter, som er et eksempel på hvordan et valg påvirker andre deler av verdikjeden vår.

GRI 303

Ferskvannsforbruk

Vår ferskvannsbruk er i hovedsak knyttet til settefiskproduksjon og industri. Settefiskanleggene bruker i hovedsak resirkuleringsteknologi for å redusere ferskvannsbehovet. Industrien bruker i hovedsak saltvann i produksjonen, men ferskvann brukes til vask og renhold.

Hovedkilden til ferskvann på slakteriet er avsaltet sjøvann kombinert med noe kommunalt vann som vist i graf på høyre side. Vi har et eget datterselskap, Djupvatn AS, som avsalter sjøvann til vår produksjon. Som en konsekvens av dette benytter vi oss i veldig liten grad av ferskvannslageret til Lovund for prosessering av laks på vårt slakteri (N-1041).





Lokalt samfunnsengasjement og fornøyde kunder

Vi er opptatt av lokal og regional utvikling. Vi jobber best, når vi jobber sammen for Helgeland.

GRI 204/GRI 413

Engasjert samfunnsutvikler

Vi engasjerer oss i samfunnsutviklinga langs Helgeland og vi har et fokus på utvikling av våre lokale, regionale og nasjonale leverandører og samarbeidspartnere. Vi har fokus på å støtte lokale og regionale lag/foreninger og har i løpet av 2021 tildelt midler til rundt 90 enkeltpersoner, lag og foreninger.

Hele 68 % av våre innkjøp ble gjort gjennom lokale leverandører i Nordland i 2021 og vi delte ut 1,3 millioner kroner til lokale lag og foreninger.

I løpet av 2021 har vi tatt beslutning om utvikling og bygging av nytt slakteri på Lovund. Dette er et milliardprosjekt som skaper store og viktige ringvirkninger lokalt. Vi kommer til å engasjere rundt 90 personer i forbindelse med de mest intense delene av byggefasen. Dette utgjør over 15 % av hele Lovunds befolkning og kommer til å merkes godt for næringslivet i kommunen. Vi gleder oss til å jobbe videre med det neste kapittelet av samfunnsutvikling på Helgeland.



Sørbygd festivalen ble sponset med 20 000 kr i 2021. Et flott lavterskel tilbud for barn, ungdom og voksne i vårt viktige produksjonsområde på Vega.



3D tegning av det nye slakteriet på Lovund som er under oppføring.

GRI 102

Mattrygghet

Vi har stort fokus på mattrygghet gjennom produksjon, slakting, pakking, videreforedling og distribusjon. Gjennom kontroll med grunnforutsetninger for god produksjonshygiene sikrer vi at vår laks er trygg å spise for alle. Dette verifiseres gjennom et ustrakt prøvetakingsregime. En av de viktigste mattrygghetsrelaterte områdene er kontroll med tilstedeværelsen av *Listeria monocytogenes*, en matforgiftningsbakterie som finnes i varierende grad både i sjøvann og jordsmonn, og som kan gi en sjelden, men alvorlig infeksjon hos mennesker. Hvert år tas det ut rundt 15000 prøver som analyseres for tilstedeværelse av *Listeria monocytogenes*, der rundt 2500 er prøver tatt av laksekjøtt. Det er ikke påvist *Listeria* på kjøttprøvene i 2021. Det analyseres også jevnlig på andre relevante matforgiftnings-

bakterier som *E.coli* og *Salmonella* og det er heller ikke påvist tilstedeværelse av disse i prøver tatt i 2021.

Det er over 5 år siden siste positive kjøttprøve (*Listeria*).

GRI 102

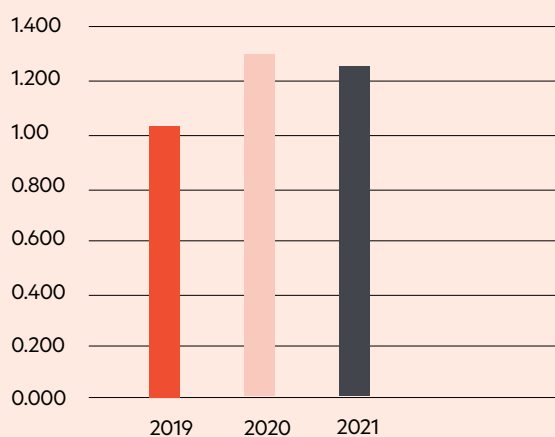
Helsefremmende produkt

Laks er en viktig kilde til Omega 3 fettsyrer i et variert kosthold. Omega 3 nivået i laks har vært utfordret siden 2010. Fra og med april 2021 har vi egne og klare kriterier til Omega 3 innhold i føret vårt, som gjenspeiles i et stabilt høyere nivå av Omega 3 og mer spesifikt EPA og DHA fettsyrer i fisken vår. Basert på eksterne analyser fra 2020 til 2021 ser vi at vi har stabilisert EPA og DHA på et høyere nivå enn tidligere.



Filet på linja vår på slakteriet på Lovund

EPA/DHA i gram/100 gram produkt'



Våre ansatte

Vi skal være en trygg, inkluderende og utviklende arbeidsplass

GRI 403

Trygg arbeidsplass

Vi har satt søkelys på at Nova Sea og tilsluttede selskap skal være en trygg og god arbeidsplass. Selskapet ønsker aktive og velfungerende verneombud. De har en viktig rolle i arbeidet med å bedre arbeidsmiljøet og bedre sikkerheten på arbeidsplassen. Det er dessverre en negativ utvikling av fraværsskader totalt i selskapet, fra 2 skader med fravær i 2019, 9 fraværsskader i 2020 og 16 fraværsskader i 2021. Nova Sea har et høyt fokus på fraværsskader og flere tiltak er implementert i HMS handlingsplan for 2022.

Reduksjon i sykefraværet er et overordnet mål for Nova Sea for perioden 2019-2022. I samsvar med Inkluderende Arbeidslivs (IA) -avtalen er målet å redusere sykefraværet i denne perioden med 10 %, fra 5,24 % til 4,72 %. Sykefraværet i 2021 er 5,58 %, en økning fra 2020 hvor sykefraværet var 4,5 %. Denne negative trenden er noe vi tar på største alvor og jobber fokusert med å forstå og forhåpentligvis endre denne tendensen i 2022 og fremover.

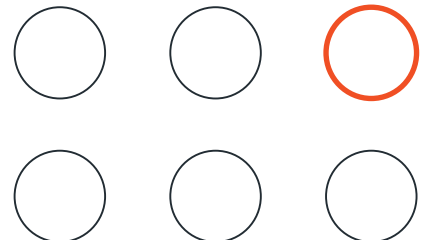
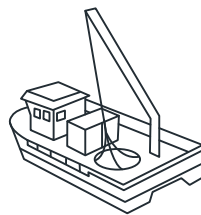
GRI 405

Tilfredse og engasjerte ansatte

De ansatte er Nova Sea sin viktigste ressurs. Nova Sea jobber for å være en arbeidsgiver som tiltrekker seg motiverte søkere med god kompetanse. Nova Sea gjennomfører årlige medarbeidersamtaler med sine ansatte blant annet for å kartlegge trivsel og kompetansebehov. I tillegg gjennomfører vi årlige anonyme medarbeiderundersøkelser for å kartlegge hva vi må jobbe videre med. Undersøkelsen i 2021 ga oss viktig innsikt og retning på hva vi som bedrift må jobbe med fremover.



En av våre dyktige YSK-elever på jobb på Forvik



Effektiv, ansvarlig produksjon og forretningsdrift

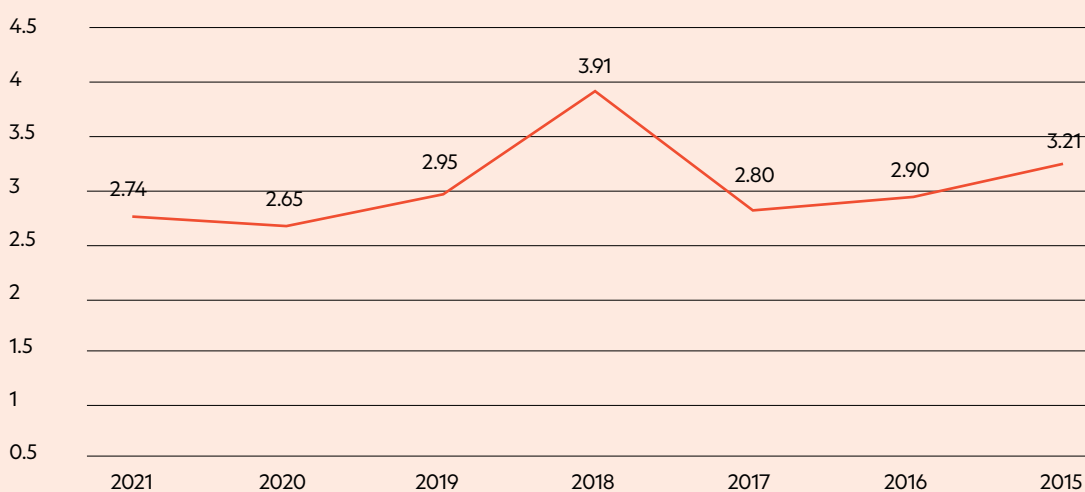
GRI 102

Fiskehelse og velferd

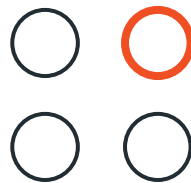
Vi har kompetente ansatte som følger med på fisken vår hver dag hele året, både på merdkanten og via video overvåkning på fôringscentralene våre. De er oppmerksomme og gir input til veterinærer hvis de observerer unormal adferd. Som et preventivt tiltak og i henhold til norsk lov og krav i ASC standarden, så følger veterinær/fiskehelsebiolog opp fisken vår med månedlige intervall for å sjekke helsestatus og gi råd til lokalitetspersonell. Nødvendige prøver tas ut for å utelukke sykdom ved jevne intervall. Basert på erfaringen med fiskegruppa og fiskehelseoppfølgingen etterstreber vi å tilpasse behandlingen av fisken vår for å sikre best mulig fiskevelferd. God fiskevelferd er en av de viktigste faktorene til sunn og god produksjon.

Nova Sea er av den oppfatning at helsen og velferden til rensefisken som brukes i produksjon, er like viktig som for laksen vår. Vi fortsetter derfor å jobbe målrettet mot forbedringer med hensyn til bruk av rensefisk. Et av tiltakene som har blitt utbedret i 2021 er utviklingen av en skånsom og effektiv metode for utfisking av rognkjeks fra merder, for å skåne rognkjeks for unødig påkjenning under operasjoner som avlusning. Målet er å praktisere denne metoden gjennom 2022. I 2021 har vi hatt fokus på å redusere dødeligheten til rognkjeks, og resultatet har vært nesten halvering av dødeligheten fra 2020 på 41,08% til 24,33% i 2021. Dødeligheten er enda for høy, og vi skal fortsette å jobbe målrettet for å minke dødeligheten til rognkjeks i 2022.

% årlig laksedødelighet (% av biomasse)



Tall etter GSI standard: (total antall døde fisk siste år) / (totalt antall fisk ved årslutt + total antall dødfisk + total antall slaktede fisk + total antall destruerte fisk)



GRI 304

Utnyttelse av fôr og ressurser

Vi jobber aktivt med å utnytte fôret til produksjon av fisken vår, dette går helt fra egne kriterier på våre eget vekstfôr til bruken av fôret ute på våre lokaliteter. Vi har dedikerte folk som styrer og overvåker fôring gjennom hele fôringsdagen. Et godt fôr kombinert med gode lokaliteter og god fôringsoppfølging gir oss gode forutsetninger til å oppnå god vekst og fôrutnyttelse på fisken vår.

I 2021 hadde vi en samlet biologisk fôrfaktor på slaktet fisk på 1,12 og en økonomisk fôrfaktor på 1,17. Vi oppnådde en VF3 på 3,41. Vi er godt fornøyde med resultatene i 2021, men jobber stadig med å forbedre oss.

Vi krever at alt fôr vi bruker er produsert innenfor ASC kriterier og våre egne fôrkriterier krever en lavere andel konsumfisk index enn ASC krever. Vi går dermed lengre enn ASC i å kreve bærekraftige marine råvarer i fôret.

GRI 102

Høye leverandørkrav

Vi stiller høye krav til våre leverandører. Vi gjennomfører jevnlig leverandørvurderinger og alle leverandører må gjennom en godkjenning. Alle underleverandører som arbeider direkte med fisken vår må inneha en tredje parts Global GAP godkjenning eller må gjennom en leverandør revisjon. Alt fôr må produseres innenfor ASC standarden og våre egne fôrkriterier som har blant de strengeste kravene til klimarapportering.

GRI 102/GRI 419

God forretningsetikk

Vi har i løpet av 2021 utviklet nye retningslinjer innenfor forretningsetikk (Code of Conduct). De nye retningslinjene skal følges av alle våre ansatte, samt våre leverandører.

Utdrag fra våre etiske retningslinjer:

“Våre etiske retningslinjer setter klare forventninger til vår forretningsatferd, etiske standarder og skal hjelper oss å ta de riktige valgene hver dag. Våre etiske retningslinjer gjelder for hver og en i hele organisasjonen, datterselskaper, innleide

konsulenter og andre som opptrer på vegne av selskapet. Vi er ansvarlige for å gjøre Nova Sea til et pålitelig selskap, og våre etiske prinsipper må alltid gjenspeiles i måten vi oppfører oss på og måten vi driver forretning på.”

GRI 102/GRI 302/GRI 305

Innovativ og robust forretningsmodell

I Nova Sea har vi stort fokus på utvikling av drifta vår. Vi har over lang tid brukt ressurser på å teste ut ny teknologi. For eksempel har vi testet ut ny teknologi for lusetelling, luseutvikling, el-båter, alternative drivstoff og plastgjenvinning. Gjennom 2021 har vi brukt mye tid på å utvikle prosjektet “Spidercage” som er et havgående oppdrettskonsept. Gjennom utviklingen har vi tilegnet oss mye kunnskap, men på grunn av stor risiko har vi lagt realiseringen av prosjektet på is. Dette på grunn av totalrisikoen i prosjektet. Vi har gjennom 2021 begynt byggingen av ytterligere 2 arbeidsfartøy med hybrid elektrisk fremdrift. Denne utviklingen er Enova støttet og vil gi oss 2 nye arbeidsfartøy i løpet av 2022.

Gjennom vårt arbeide med energi og klimaeffektivisering ser vi behovet for å effektivisere brønnbåtledet, vi har derfor jobbet sammen med Grønt Skipsfartsprogram for å vurdere hvilke alternative drivstoff som er aktuelle for våre båter fremover. Vi ser også en betydelig utfordring med å øke sirkulariteten i våre avfallstrømmer fremover, vi har derfor jobbet lenge sammen med Sintef for å utrede mulighetene for å etablere en egen terminal for å ta imot plastavfall fra oppdrettnæringen. Vi gleder oss over fremdriften i dette gjennom 2021 og ser frem til fortsettelsen.

All denne aktiviteten har resultert i at vi har brukt 0,82 % av omsetninga til FOU i 2021.

GRI 102/GRI 302/GRI 305

Påvirkning av klimaendringer

Vår virksomhet ligger på kysten og mye av vår produksjon foregår i åpne merder i havet. Det gjør oss utsatt for endringer i vann nivå, temperaturendringer og endringer i værforhold, med flere og sterkere stormer.

Vi planlegger å ferdigstille egne risikovurderinger for hvordan klimaendringer vil påvirke vår egen virksomhet. Dette arbeidet er i gang satt og vil ferdigstilles første gang i 2022. Deretter vil vi oppdatere vurderingene jevnlig i årene som kommer basert på oppdatert erfaring og kunnskap.




GRI 403




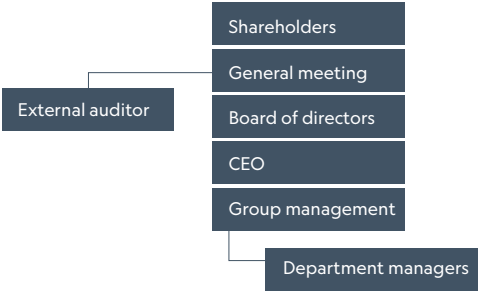
Kritisk risikostyring




Risikoforståelse og evnen til å redusere risiko er viktig for å påvirke utfallet av alle prosesser vi holder på med. Vi har jobbet i flere år med å forstå risiko i våre prosesser gjennom å oppfordre alle våre ansatte til å registrere avvik. Dette har økt forståelsen hos våre ledere rundt hva som kan gå galt og konsekvensen av dette. I 2021 ble det registrert 2437 avvik, som igjen er knyttet inn i våre risikovurderinger. Basert på frekvensen og konsekvensen av avvikene, gjennomføres det årlige risikovurderinger i våre kjerneprosesser blant annet med tanke på HMS, Fiskevelferd og Rømming både sentralt og lokalt på de ulike produksjonsstedene våre. I 2021 har vi blant annet avdekket at arbeid med nokk og kran er spesielt utsatt for uhell og har satt i gang arbeid med å gjøre disse prosessene sikrere.









GRI Content index




Module	Section	Requirements	Description
  	Organizational profile	1	Nova Sea AS
		2	Farming and business to business sales of Atlantic salmon (<i>Salmo salar</i>) under the brand of Nova Sea AS.
		3	Naustholmveien 32, 8764, Lovund, Norway
		4	Nova Sea AS has 25 farms along the coast of the Helgeland region of Norway, from the municipality of Gildeskål in the north to Vega in the south. All of them are within production area 8. Our processing facilities and administrative offices are on the island of Lovund in the municipality of Lurøy.
		5	Nova Sea is a limited company. Majority owner is Vigner Olaisen Ltd (52%). The ultimate parent company is Steinar Olaisen Ltd, who owns 51% of Vigner Olaisen Ltd
		6	<p>i. The principle geographic locations receiving our products are Hong Kong, Singapore, Peoples Republic of China, Taiwan, Vietnam, U.A.E., Thailand, United Kingdom, France, Italy, Germany, Poland, the Netherlands, Norway, the United States of America, Sweden, Lithuania, Denmark, Finland, Spain, Estonia, Ukraine and Canada</p> <p>ii. Businesses interested in the purchase of salmon.</p> <p>iii. Business to business</p>
		7	<p>i. 325 employees</p> <p>ii. Administrative, fish farming and processing facilities</p> <p>iii. MNOK 3 014 062</p> <p>iv. Equity MNOK 3 116 , debt MNOK 700</p> <p>v. 51 457 net tons processed</p>
		8	<p>a. 289 permanent, 16 permanent half-time, 36 hired as full-time substitutes, 17 hired as call-outs.</p> <p>b. Not able to report (our system does not allow us to filter for this metric yet. We will work to be able to achieve this on next year's report).</p> <p>c. Full time: Woman 81, men 244.</p> <p>d. N/A</p> <p>e. Permanent workers are mainly Norwegians, while contracted employees are not.</p> <p>f. The numbers are compiled from the company's payroll system and includes employes of Nova Sea and connected companies (Tomma Laks og Vega Sjøfarm).</p>






Module	Section	Requirements	Description
GRI 102   	Organizational profile	10	i. N/A (no major changes for 2021) ii. N/A (no major changes for 2021) iii. N/A (no major changes for 2021)
		11	Nova Sea AS applies the precautionary principle in multiple ways, but it is most evident via risk assessments, covering the most vital aspects of our operations (fish health / welfare, the environment, escape prevention, food safety, product quality, food fraud, sabotage and HSE). Representatives from the individual departments carry out local risk assessments annually. Teams are established for each risk area that discuss the results of these assessments, identify high and critical risks and plan concrete action to minimize these risks as much as possible in the future. The involvement of company leadership in risk assessment work is crucial, and their responsibilities and involvement are specifically described in our company procedures dictating risk assessments.
		12	Signatories to the Statement of Support for the Cerrado Manifesto and to the UN Global Compact Sustainable Ocean Principles.
		13	Members of the Global Salmon Initiative
		14	See attached CEO statement at the start of this report.
	Strategy	14	See attached CEO statement at the start of this report.
	Ethics and Integrity	16	Nova Sea has developed a policy for HSE, food safety, animal welfare, quality, the environment, energy use and the climate. It covers our ethical approaches to issues from these various categories, can be found in our HSE / quality management system and is available on request.
		18	a. See graphic b. The company follows an authority matrix which says who can decide purchasing based on the amount. Environmental and social topics decided on by various representatives at all levels of the company. <div style="text-align: center; margin-top: 10px;">  <pre> graph TD Shareholders --> General meeting General meeting --> Board of directors Board of directors --> CEO CEO --> Group management Group management --> Department managers External auditor --- General meeting </pre> </div>
	Stakeholder Engagement	40	Municipal authorities where we have farms Customers, Local communities: ASC meetings, beach cleanups, "open days" at our farms Regional / national authorities: FD, MT, KV, etc. Fiskarlaget: local and regional Research organisations / Universities: help with masters thesis, bachelor thesis/work, job placements and research projects.
		41	All employees are allowed to be represented, uninhibited, by the labor union of their choice. This is covered by Norwegian labor laws, it is declared in our company statement "Selverklæring god sosial praksis." This percentage is hypothetically 100% of our employees. We do not have statistics showing what percentage of them actively participates in a labor union, as this information is not something employers normally track in Norway.
		42	Our stakeholders are chosen based on individual evaluations to find individuals or groups that can be affected directly or indirectly by our activities.








Module	Section		Description
GRI 102   	Stakeholder Engagement	43	<p>Municipal authorities: ASC meetings (one per certified farm per year), when applying for new farms / changes to current farms (biomass or area).</p> <p>Local communities: ASC meetings (one per certified farm per year), when applying for new farms / changes to current farms (biomass or area), ""open days"" at our farms (approx. 6 farms per year), sponsorship of local athletes or events.</p> <p>Fishermans unions: ASC meetings (one per certified farm per year), when applying for new farms / changes to current farms (biomass or area), Occasional meetings between our company and the central organization in Bodø (last done in 2017). All changes that effects fishermen will be communicated through Nordland fylkesfiskarlag (NFF).</p> <p>Customers: An ongoing basis, via consultations with sales representatives / other company employees.</p> <p>Regional authorities: ASC meetings (one per certified farm per year), when applying for new farms / changes to current farms (biomass or area), occasional meetings between our company and the regional authorities (County governor in 2017 and sporadically through NCE activities, FD in 2021 (yearly dialogue meeting)).</p>
		44	<p>All concerns have been raised through local open meetings in each of the communities where we operate or through meetings we have had one on one or in groups with stakeholders.</p> <p>Local communities / municipal governments: Positive effect of our operations on the local community, in the job market and through direct spending. A general desire for an increase in our operations locally (construction of more smolt / processing facilities, more farms, etc.).</p> <p>Our response: We have policies and a desire to employ locally, and thereby do our best to support the local workforce in the community. Expansions / construction of projects for smolt, farms, etc., have always taken place within the Helgeland region, and we will continue to invest only in this local region in the near future. Local communities: Area conflicts regarding zoning, or the use of areas that were designated differently previously. Our response: These conflicts are covered in the application process for new farms or changes to current ones. We hold meetings in the local community in regards to both of these, and contact stakeholders who will be potentially effected, both to hear their concerns and to attempt to work with them to minimize conflicts through for example changes to the placement or outlay of the farms.</p> <p>Local communities: Desire to see us involved in community projects such as sponsorship and beach cleaning efforts. Our response: We have been directly involved extensively in beach cleanups in 2018, 2019 and 2021, including organizing an effort in Vevelstad kommune. No beach cleanups organized in 2020 due to the covid-19 situation, however we did collect garbage from a local small cleanup in Træna during 2020. We have direct partnerships with the waste processing companies of HAF and SHMIL whereby we deliver rubbish from beaches to these companies for disposal/recycling.</p> <p>Customers: Concerns about how we follow up environmental impacts as a result of our farming. Our response: The majority of our farms are certified with the ASC salmon standard, a standard with a strong environmental focus. All of our farms are GlobalGap certified. Our customers are welcome to (and many do) visit / audit us directly.</p> <p>Local fishermans unions: Area conflicts based on a need for both of us to use the same locations. Concerns about the effects of our operations, through effluents and parasiticide use, on shrimp.</p> <p>Our response: Fishermans unions representatives are invited to meetings in local communities every year. We inform them ahead of planned changes to farms / applications for new farms, to gather input on how the changes can be done in a way that will negate or minimize difficulties / impediments for their operations. We inform them ahead of time in the event that a medicinal treatment is planned, allowing them to be aware of any unintentional side-effects or to let us know if there are any circumstances to be aware of that should make us reconsider.</p> <p>Anglers: Concerns about the effects of our farms (lice, sickness, escapes) on wild salmon stocks. Our response: We are participants in Nordland 2023, a forum for meeting with local anglers unions / land owners / river owners. Dialogue in this group is focused on minimizing impacts from salmon farming on wild stocks, and looking for opportunities to collaborate through research or funding of local groups. We are involved in numerous research projects (Sila and Flostrand, Insight, Beiarelv regionen, etc.) looking at wild fish stocks in rivers in our region and effects from farming or climate on them.</p> <p>Regional government (Statsforvalteren): Concerns about the effects of our farms on wildlife (wild salmon, sensitive species and seabirds).</p> <p>Our response: Assessments on this are carried out as a part of the application process for new farms or changes to existing ones. All predator mortalities are treated as deviations and followed up as such.</p>













Module	Section	Requirements	Description
GRI 102   	Reporting Practice	45	<p>a. Nova Sea Ltd >20% ownership: Tomma Laks Ltd Vega Sjøfarm Ltd Vegalaks Ltd Nova Sea Aquaservice Ltd Nova Master Ltd Djupvatn Ltd Helgeland Smolt Ltd Lax Expo Ltd Hamnholmvalen Eiendom Ltd Nova Sea Service Ltd Nordnorsk stamfisk Ltd Viewpoint Seafarm Ltd Tomma Rensefisk Ltd Nordland Rensefisk Ltd Jacobsen mekaniske verksted Ltd</p> <p>b. For the most part Nova Sea AS and companies under operational control data is reported. Some sections contain data from the other companies where it is deemed important (for example: CO2 emissions from external service fleet involved in delousing operations).</p>
		46	<p>a. The process for defining the material topics for the report was based on previous reporting methodology, interactions with and feedback from stakeholders and consensus with members of the energy and climate leadership group.</p> <p>b. The four reporting principles for defining report content were included various ways. As previously mentioned, feedback from both employees on all levels in the company and stakeholders from the local community were vital.</p> <p>It was also important to include as much information that is audited (via certification schemes) as possible, and to ensure that the metrics that are included reflect the areas most impacted (positively, as well as negatively) by our production of salmon.</p>
		47	<p>1. Fish health and welfare a) Sea lice b) Preventative measures against sea lice c) Fish health</p> <p>2. People and communities a) Community engagement b) HSE</p> <p>3. Sustainability a) Feed and sustainability b) Waste management c) Certifications</p> <p>4. Environment a) Sediment testing b) Biodiversity c) Escape prevention</p>
		48	No restatements
		49	No significant changes
		50	Reporting period is a calendar year. For the 2021 report this will be 1.1.21 -31.12.21
		51	Nova Sea has released a sustainability report annually via the company webpage since 2012 ("Sustainability report 2011-2020"). This year's report (Sustainability report 2021) will be the third to be in accordance with the GRI Standard.
		52	Calendar year. For the 2021 report this will be 1.1.21 31.12.21.
		53	Stian Berge Amble, Head of Feed and Sustainability, stian@novasea.no, +47 974 66 342
		54	i. This report has been prepared in accordance with the GRI Standards: Core option






Module	Section		Description
GRI 102   	Reporting Practice	55	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. The GRI content Index can be found on pages 22-32 of the report b. All disclosures that were used are listed in the GRI content index i. The number for the disclosure reported is listed in the GRI content index ii. Where applicable, page numbers are given referencing other locations in the report where information can be found. iii. In the event of omissions, these have been described in the appropriate sections in the GRI content index.
		56	<ul style="list-style-type: none"> a. The report in its entirety will not be externally assured. We are positive to having this done in the future, but are realistic in what is feasible given that this is the second year we will be publishing in accordance with the GRI standard. b. Some data from the report will be externally assured via our GSI sustainability report (DNV/GL). A letter of assurance (from DNV/GL) is available upon request. <ul style="list-style-type: none"> i. A letter of assurance (from DNV/GL) is available upon request. ii. No conflicts of interest (externally assured) iii. External assurance of the GSI sustainability report was approved by the head of the quality department and the CEO



Module	Section	Requirements	Description
GRI 201   	Economic Performance	1	<p>. Numbers for 2021, all numbers in 1000 NOK</p> <p>i. 3 014 062</p> <p>ii. 2 219 304</p> <p>iii. 794 758</p> <p>b. N/A</p>
		2	<p>a. i-iv. Feed: Feed used in the production of our salmon consist primarily of soy, fish meal and fish oil. All three of these ingredients can be negatively affected by climate change. Higher temperatures leading to unfavorable conditions for either soy production or fish stocks would inevitably mean more scarcity and therefore higher production costs for farmers. Purchasing responsibly sourced soy (deforestation free) is a way to partially manage this risk, as soy farmed in deforested areas of the Amazon biome is a driver of climate change. Reducing our own GHG-emissions is a way to mediate the risk for the climate as a whole; however this needs to be a global effort.</p> <p>Extreme weather events: The IPCC has written extensively about the connection between anthropogenic driven climate change and an increase in extreme weather including droughts, floods, extreme sea levels, waves and the ElNiño-Southern Oscillation among other events. While changes to El Niño have been discussed previously (regarding fish stocks and soy production), the other events are of more importance for local production on our farms. Extreme storms, with more than normal water levels and powerful waves, can lead to extensive damage to our sea cages or our smolt facilities (placed near sea level on the shore). Storm events can also lead to negative effects for fish health and welfare, increasing stress, injuries and even mortality in severe instances. Finally, stormy conditions at sea are a safety risk for our employees in what is already Norway's second most dangerous industry.</p> <p>Extreme droughts are not projected to be an issue in Norway (current climate modelling projects increases in precipitation), but localized events have happened previously (like the drier than average winter leading to water rationing in the Bergen area in 2010). Rationing or a lack of access to freshwater would have significant impacts on smolt production and could also inadvertently have impacts on access to electricity for our smolt facilities, processing facilities and feeding barges (the vast majority of electricity in Norway comes from hydroelectric power). More extreme weather could put pressure on the regulatory side of our production as well. There is already a regulatory push to move salmon farms out of the fjords and further from the coast to avoid area and possible environmental conflicts. Stronger than average weather conditions might have the opposite effect and require the placement of farms in more sheltered areas along the coast.</p> <p>Source: Seneviratne, S.I., N. Nicholls, D. Easterling, C.M. Goodess, S. Kanae, J. Kossin, Y. Luo, J. Marengo, K. McInnes, M. Rahimi, M. Reichstein, A. Sorteberg, C. Vera, and X. Zhang, 2012: Changes in climate extremes and their impacts on the natural physical environment. In: <i>Managing the Risks of Extreme Events and Disasters to Advance Climate Change Adaptation</i> [Field, C.B., V. Barros, T.F. Stocker, D. Qin, D.J. Dokken, K.L. Ebi, M.D. Mastrandrea, K.J. Mach, G.-K. Plattner, S.K. Allen, M. Tignor, and P.M. Midgley (eds.)]. A Special Report of Working Groups I and II of the Intergovernmental Panel on Climate Change (IPCC). Cambridge University Press, Cambridge, UK, and New York, NY, USA, pp. 109-230.</p> <p>Increased sea temperatures: The recently completed project Climefish looked at climate modelling coupled with production data from farms for different types of aquaculture (we were a stakeholder in the project and provided data from our farms for the NE Atlantic salmon study). The results from the project showed increases in production in the more northern areas of Norway (in area 8 where our farms are located for example) on account of increases in sea temperature leading to more favorable conditions for farming. However, reflection is given in the study to other effects of warming temperatures (increases in disease, increases in sea lice outbreaks), and when these are taken into account (reductions in feeding due to illness, loss of feeding due to de-licing operations) any hypothetical gains in production due to warmer sea temperatures are lost. Increases in sea temperatures would therefore have a hypothetical net-neutral impact for our farms. During 2020 we decided to actively contribute in a project that builds on the Climefish project to produce knowledge regarding fish health and the effects by climate change (the project is called Insight and is EU funded).</p> <p>Source: https://climefish.eu/</p> <p>Regulation: Apart from the previously mentioned hypotheticals regarding regulation and spatial planning, the majority of risks associated with regulatory issues resulting from climate change are related to GHG-emissions and costs of purchased electricity or diesel. A carbon tax on GHG emissions from our company could have significant economic consequences. Likewise, increased taxes on diesel or electricity coming from non-renewable sources could lead to a significant surge in production costs. We are attempting to mitigate these consequences through our Energy management group, which is tasked with collecting detailed data on GHG-emissions and fuel use and the creation of concrete goals to reduce consumption and emissions on a company-wide basis.</p> <p>v. We have not yet calculated the costs of management / risk planning related to climate change. But are planning to pursue risk assessments related to climate change in the years to come.</p>

Module	Section	Requirements	Description
GRI 204 	Procurement Practices	1	The reporting organization shall report the following information: a. 68,0 % b. Suppliers with legal address in Nordland county. c. All Nova Sea fish farming locations, including Head office and processing facility on Lovund. Incorporate sales are excluded.
GRI 301  	Materials	1	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. 56 394 060 kg product in styropor packaging, 266 616 kg product packed in cardboard packaging. ii. 0 kg
		2	a. 100% virgin materials used in processing of isopor containers, meaning 0% of recycled input materials.
		3	a. We reclaim 0% from customers. Waste disposal is their responsibility. Questionnaire that was sent to European customers in 2020 revealed that Styropor packaging was recycled. We are currently looking at other packaging options. b. Data for 301-1 collected from internal accounting systems, 301-2 through conversations with our supplier (Atlantic Styro).
GRI 302  	Energy	1	See section Energy use and CO2 Emissions, pages 11.
		2	a. Energy consumption outside of the organization, in joules or multiples. b. We base our reporting on a production approach, trying to include all factors contributing to the fish produced all the way from hatching throughout the production until the factory gate (loading for transport to customer). This covers energy consumption from: Hatchery/Smolt (Controlled by Nova Sea), Wellboat (Nova Sea is shareholder) Service wessels, (controlled by Nova Sea), Sea production (owned by Nova Sea) and Industry (owned by Nova Sea) c. Included in our energy leadership report, available upon request.
		3	a. Energy intensity ratio for the organization. b. This is reported via quarterly reporting. The energy intensity ratios reported are from electricity and diesel. The following energy intensity ratios are calculated: Energy use per produced ton (GJ / ton LWE produced farms and smolt) Processing facilities (LWE processed total) Farms (LWE produced) Wellboats (lwe produced) Smolt (LWE produced) Service boats (LWE produced) External service (LWE produced) c. Electricity use and diesel d. Takes into account energy use for Scope 1 and 2.
		4	a. Reductions shown is included Energy and climate report for 2021. b. Electricity and diesel c. 2019 is the basis year for 2021 reports (Scope 1 and 2) d. Included in our energy management report, available upon request.

Module	Section	Requirements	Description
GRI 304  	Biodiversity	2	<p>i. N/A</p> <p>ii. Effluent from farming operations, followed up via sediment testing (MOM B, MOM C, ASC). Release of parasiticides to the environment, followed up via sediment testing.</p> <p>iii. Sea lice numbers monitored on farms, reported on the company website for ASC farms and for all farms on "Barentswatch". We only produce salmon, naturally occurring species. Pathogens monitored on farms, OIE - related illnesses reported by the Food Safety Authority (Mattilsynet) and on the company webpage for ASC farms.</p> <p>iv. Predator interactions are logged on all farms. Reporting of these on company webpage for ASC farms.</p> <p>v. N/A</p> <p>vi. N/A</p> <p>i. Many species affected positively by the farms (regarding input of feed and nutrients). Negatively affected species are some local benthic organisms (followed up via sediment testing), individuals in predator interactions (limited, local), speculative effects on wild salmon populations (followed up via research projects and risk assessments).</p> <p>ii. Very localized (<1 km from the farms). Described on many farms via AZE modelling / MOM C models.</p> <p>iii. Limited. Farms fallow at a minimum of two months between production cycles, and longer at farms where sediment testing shows it is necessary.</p> <p>iv. All our farms can be removed in their entirety and any effected local areas will return to their natural state in a short period of time.</p>
		4	<p>a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p> <p>i. 0</p> <p>ii. 0</p> <p>iii. 7</p> <p>iv. 13</p> <p>v. 5</p>
GRI 305     	Emissions	1	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. Only CO2 equivalents</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent is not included. System in development through the GSI initiative.</p> <p>d. 2019 (scope 1 and 2), 2020 (Scope 3)</p> <p>i. The year we began with our wellboat Steinar Olaisen (a major CO2 emitter) and including external service vessels as well as many other Scope 3 contributions (like feed).</p> <p>ii. Emissions in the base year; 2019: 21 505 tons CO2eq (Scope 1 and 2) and 2020: 242 304 tons CO2eq (Scope 3).</p> <p>iii. We have well established factors for Scope 1 and 2. Scope 3 emission factors are under development (feed and transport to customer is covered).</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used</p>

Module	Section	Requirements	Description
GRI 305     	Emissions	2	a. Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. CO2 d. 2019 i. The year we adjusted production contribution for smolt (77%) ii. Emissions in the base year; 11 941 iii. N/A: Emissions factors in place for Scope 2. Adjusted to NVE guidelines (market approach). e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Operational control. g. Standards, methodologies, assumptions, and/or calculation tools used
		4	a. CO2 emissions (kg) per kg produced (CO2-eqv / kg lwe produced sea and smolt) b. kg lwe produced sea and smolt c. Scope 1, 2 and 3 d. Gases as CO2eq based on emission factors
GRI 306   	Effluent and Waste	2	See section Waste Management page 12 and 13.
		3	a. 0 in 2021 b. N/A i. N/A ii. N/A iii. N/A c. N/A
GRI 307    	Environmental Compliance	1	a. 0 in 2021 i. N/A ii. N/A iii. N/A b. The organization has not identified any non-compliance with environmental laws and/or regulations.

Module	Section	Requirements	Description
GRI 403  	Occupational Health and Safety	1	<p>a. Nova Sea uses Landax as an occupational quality / HSE system. We also use Meng with is a comparable system for our boats. The quality / HSE system is implemented to ensure that our employees health and safety is cared for, as well as the environment and other materials. Landax contains a number of modules for planning, a document library, detailed archives per farm, etc. It also contains a deviance system where non-compliances can be followed up, and a system for risk assessments (previously mentioned under 102-11 describing our application of the precautionary principle.</p> <p>i. Norwegian law stipulates that each organization is responsible for the planning and implementation of self-monitoring within the organization, and that this is done in cooperation with employees and their representatives. Organizations are allowed to define the scope of self-monitoring and the way in which these systems are planned and implemented.</p> <p>ii. The system for dealing with non-compliances within Landax is used to actively improve risk management. The risk points are updated and adjusted based on reported non-compliances, and the dialogue / work done by various representatives from each department as well as other employee representatives. This system is based on the requirements in ISO 31 000.</p> <p>b. Employees are involved in annual local risk assessments (HSE, environment, fish health, etc.). Risk assessments are carried out for new and unknown activities (SJA). All departments and employees are covered by the risk assessments.</p>
		2	<p>a. Nova Sea has developed a methodology for risk assessments which describes our approach to the subject. This can be found within our quality / HSE system and is available on request.</p> <p>i. The document "methodology for risk assessments" is regularly updated. Risk assessments are updated annually. The HSE advisor for Nova Sea creates new risk assessments together with the HSE risk team.</p> <p>ii. Risks are classified as low, medium and high via risk evaluations. We work following the ALARP principle and attempt where possible to reduce "red" risks down to an acceptable level.</p> <p>b. Our employees have received training in how to register non-compliances, how to carry out root-analysis on them and how to treat / prevent them. Our company policies dictate that employees cannot be reprimanded for registering non-compliances.</p> <p>c. HSE courses are carried out annually. An important point that is reiterated in the HSE courses that are carried out annually is the ability that all employees or their supervisors have to stop any work operation at any time when it is judged to be unsafe. This is also named in the risk assessments that are carried out prior to any critical work operations. This shows partially the duty of contribution that each employee has according to Norwegian law regarding self-monitoring (internkontrollforskriften). Employees will not be reprimanded if work operations are stopped due to HSE concerns.</p> <p>d. Adverse events leading to absenteeism are investigated. An investigation team is established consisting of the HSE advisor, the relevant manager, safety delegates and the employees that were involved. An investigation report is written. The report includes a timeline of events, root cause, corrective action and lessons to be learned from the incident. This is attached to the non-conformity and distributed to the other employees in the organization so that the organization as a whole can learn from the incident.</p>
		3	<p>a. Nova Sea is affiliated with the corporate health service Stamina Health Department Helgeland (Stamina Helse bedriftshelsetjenesten avd. Helgeland). The HSE service is consulted during processes in the business resulting in changes that involve risk. As an example, the occupational health service was included in cases where line tails (equipment) were to be introduced on our boats. Occupational health services have also participated in, for example, planning measures against the Corona virus outbreak that is currently underway in 2021. All employees are informed about the occupational health service and how they can be reached via HSE courses and the personnel handbook.</p>
GRI 405   	Diversity and Equal Opportunity	1	<p>The reporting organization shall report the following information:</p> <p>a. Board of directors i. 7 men and 3 women ii. 1 persons < 30 years , 6 persons 30-50 years , 3 persons >50 years iii. N/A</p> <p>b. Employees i. 70 % men, 30 % women ii. 30 % < 30 yeras , 45 % 30-50 years and 25 % > 50 years iii. N/A</p>

Module	Section	Requirements	Description
GRI 413 	Local Communities	1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> i. Not carried out. ii. Sediment testing at farms, projects for monitoring of wild salmon / trout (145, 198), MON project (165) iii. All of our most recent sediment tests (MOM B, C, ASC) are on the company webpage. Lice data, predator interactions, disease outbreaks, escape data etc. is available for all ASC farms on the company webpage (>70% of our production). Working with web developers to expand this even more to include other environmental and testing data (O2, information about red-listed species, results from research in the area regarding wild salmon, etc.) iv. Involved in a number of sponsorship programs for athletes, NGOs, youth clubs, etc. v. Local meetings annually in every community where we have farms or other operations (smolt production, etc.) vi. Indigenous representatives invited to meetings. vii. We have an HSE representative in the company, workers unions, etc. These are not involved in environmental impacts specifically, more via risk assessment teams. viii. We have a procedure which describes our approach.
GRI 419 	Socioeconomic Compliance		<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: <ul style="list-style-type: none"> i. 0 NOK ii. 0 iii. 0 b. N/A c. No fines received.

GRI Standard description

(Appendix 1)

102: General Disclosures

1. Organizational profile

These disclosures provide an overview of an organization's size, geographic location, and activities. This contextual information is important to help stakeholders understand the nature of the organization and its economic, environmental and social impacts.

Disclosure 102-1 Name of the organization

The reporting organization shall report the following information:

a. Name of the organization.

Disclosure 102-2 Activities, brands, products, and services

The reporting organization shall report the following information:

- a. A description of the organization's activities.
- b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.

Disclosure 102-3 Location of headquarters

The reporting organization shall report the following information:

a. Location of the organization's headquarters.

Disclosure 102-4 Location of operations

The reporting organization shall report the following information:

a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.

Disclosure 102-5 Ownership and legal form

The reporting organization shall report the following information:

a. Nature of ownership and legal form.

Disclosure 102-6 Markets served

The reporting organization shall report the following information:

- a. Markets served, including:
 - i. geographic locations where products and services are offered;
 - ii. sectors served;
 - iii. types of customers and beneficiaries.

Disclosure 102-7 Scale of the organization

The reporting organization shall report the following information:

- a. Scale of the organization, including:
 - i. total number of employees;
 - ii. total number of operations;
 - iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity;
 - v. quantity of products or services provided.

Disclosure 102-8 Information on employees and other workers

- a. Total number of employees by employment contract (permanent and temporary), by gender.
- b. Total number of employees by employment contract (permanent and temporary), by region.
- c. Total number of employees by employment type (full-time and part-time), by gender.

d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.

e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).

f. An explanation of how the data have been compiled, including any assumptions made.

Disclosure 102-9 Supply chain

The reporting organization shall report the following information:

a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.

Disclosure 102-10 Significant changes to the organization and its supply chain

The reporting organization shall report the following information:

a. Significant changes to the organization's size, structure, ownership, or supply chain, including:

- i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;
- ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);
- iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.

Disclosure 102-11 Precautionary

Principle or approach

The reporting organization shall report the following information:

a. Whether and how the organization applies the Precautionary Principle or approach.

Disclosure 102-12 External initiatives

The reporting organization shall report the following information:

a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.

Disclosure 102-13 Membership of associations

The reporting organization shall report the following information:

a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.

2. Strategy

Disclosure 102-14 Statement from senior decision-maker

The reporting organization shall report the following information:

a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.

3. Ethics and integrity

Disclosure 102-16 Values, principles, standards, and norms of behavior

The reporting organization shall report the following information:

a. A description of the organization's values, principles, standards, and norms of behavior.

4. Governance

Disclosure 102-18 Governance structure

The reporting organization shall report the following information:

- a. Governance structure of the organization, including committees of the highest governance body.
- b. Committees responsible for decision-making on economic, environmental, and social topics.

5. Stakeholder engagement

Disclosure 102-40 List of stakeholder groups

The reporting organization shall report the following information:

- a. A list of stakeholder groups engaged by the organization.

Disclosure 102-41 Collective bargaining agreements

The reporting organization shall report the following information:

- a. Percentage of total employees covered by collective bargaining agreements.

Disclosure 102-42 Identifying and selecting stakeholders

The reporting organization shall report the following information:

- a. The basis for identifying and selecting stakeholders with whom to engage.

Disclosure 102-43 Approach to stakeholder engagement

The reporting organization shall report the following information:

- a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

Disclosure 102-44 Key topics and concerns raised

The reporting organization shall report the following information:

- a. Key topics and concerns that have been raised through stakeholder engagement, including:
 - i. how the organization has responded to those key topics and concerns, including through its reporting;
 - ii. the stakeholder groups that raised each of the key topics and concerns.

6. Reporting practice

Disclosure 102-45 Entities included in the consolidated financial statements

The reporting organization shall report the following information:

- a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.
- b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.

Disclosure 102-46 Defining report content and topic Boundaries

The reporting organization shall report the following information:

- a. An explanation of the process for defining the report content and the topic Boundaries.
- b. An explanation of how the organization has implemented the Reporting Principles for defining report content.

Disclosure 102-47 List of material topics

The reporting organization shall report the following information:

- a. A list of the material topics identified in the process for defining report content.

Disclosure 102-48 Restatements of information

The reporting organization shall report the following information:

- a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.

Disclosure 102-49 Changes in reporting

The reporting organization shall report the following information:

- a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.

Disclosure 102-50 Reporting period

The reporting organization shall report the following information:

- a. Reporting period for the information provided.

Disclosure 102-51 Date of most recent report

The reporting organization shall report the following information:

- a. If applicable, the date of the most recent previous report.

Disclosure 102-52 Reporting cycle

The reporting organization shall report the following information:

- a. Reporting cycle.

Disclosure 102-53 Contact point for questions regarding the report

The reporting organization shall report the following information:

- a. The contact point for questions regarding the report or its contents.

Disclosure 102-54 Claims of reporting in accordance with the GRI Standards

The reporting organization shall report the following information:

- a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either:
 - i. 'This report has been prepared in accordance with the GRI Standards: Core option';
 - ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.

Disclosure 102-55 GRI content index

The reporting organization shall report the following information:

- a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.
- b. For each disclosure, the content index shall include:
 - i. the number of the disclosure (for disclosures covered by the GRI Standards);
 - ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;
 - iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.

Disclosure 102-56 External assurance

The reporting organization shall report the following information:

- a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.
- b. If the report has been externally assured:
 - i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;
 - ii. The relationship between the organization and the assurance provider;
 - iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.

GRI 201: Economic Performance

Disclosure 201-1 Direct economic value generated and distributed

The reporting organization shall report the following information:

- a. Direct economic value generated and distributed (EVG&D) on

an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:

- i. Direct economic value generated: revenues;
- ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.

b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

Disclosure 201-2 Financial implications and other risks and opportunities due to climate change

The reporting organization shall report the following information:
a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:

- i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;
- ii. a description of the impact associated with the risk or opportunity;
- iii. The financial implications of the risk or opportunity before action is taken;
- iv. the methods used to manage the risk or opportunity;
- v. the costs of actions taken to manage the risk or opportunity.

GRI 204: Procurement Practices

Disclosure 204-1 Proportion of spending on local suppliers

The reporting organization shall report the following information:

- a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).
- b. The organization's geographical definition of 'local'.
- c. The definition used for 'significant locations of operation'.

GRI 301: Materials

Disclosure 301-1 Materials used by weight or volume

The reporting organization shall report the following information:
a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:

- i. non-renewable materials used;
- ii. renewable materials used.

Disclosure 301-2 Recycled input materials used

The reporting organization shall report the following information:

- a. Percentage of recycled input materials used to manufacture the organization's primary products and services.

Disclosure 301-3 Reclaimed products and their packaging materials

The reporting organization shall report the following information:

- a. Percentage of reclaimed products and their packaging materials for each product category.
- b. How the data for this disclosure have been collected.

GRI 302: Energy

Disclosure 302-1 Energy consumption within the organization

The reporting organization shall report the following information:

- a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
- b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
- c. In joules, watt-hours or multiples, the total:

- i. electricity consumption
- ii. heating consumption
- iii. cooling consumption
- iv. steam consumption
- d. In joules, watt-hours or multiples, the total:

- i. electricity sold
- ii. heating sold
- iii. cooling sold
- iv. steam sold

e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used.

g. Source of the conversion factors used.

Disclosure 302-2 Energy consumption outside of the organization

The reporting organization shall report the following information:

- a. Energy consumption outside of the organization, in joules or multiples.
- b. Standards, methodologies, assumptions, and/or calculation tools used.
- c. Source of the conversion factors used.

Disclosure 302-3 Energy intensity

The reporting organization shall report the following information:

- a. Energy intensity ratio for the organization.
- b. Organization-specific metric (the denominator) chosen to calculate the ratio.
- c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.
- d. Whether the ratio uses energy consumption within the organization, outside of it, or both.

Disclosure 302-4 Reduction of energy consumption

The reporting organization shall report the following information:

- a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d. Standards, methodologies, assumptions, and/or calculation tools used.

GRI 304: Biodiversity

Disclosure 304-2 Significant impacts of activities, products, and services on biodiversity

The reporting organization shall report the following information:

a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:

- i. Construction or use of manufacturing plants, mines, and transport infrastructure;
- ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);
- iii. Introduction of invasive species, pests, and pathogens;
- iv. Reduction of species;
- v. Habitat conversion;
- vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).

b. Significant direct and indirect positive and negative impacts with reference to the following:

- i. Species affected; ii. Extent of areas impacted;
- iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.

Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

The reporting organization shall report the following information:

- a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:
 - i. Critically endangered
 - ii. Endangered
 - iii. Vulnerable
 - iv. Near threatened
 - v. Least concern

GRI 305: Emissions

Disclosure 305-1 Direct (Scope 1)

GHG emissions

The reporting organization shall report the following information:

- a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

Disclosure 305-2 Energy indirect (Scope 2) GHG emissions

The reporting organization shall report the following information:

- a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

Disclosure 305-4 GHG emissions intensity

The reporting organization shall report the following information:

- a. GHG emissions intensity ratio for the organization.
- b. Organization-specific metric (the denominator) chosen to calculate the ratio.
- c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

GRI 306: Effluents and Waste Disclosure 306-2 Waste by type and disposal method

The reporting organization shall report the following information:

- a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:
 - i. Reuse
 - ii. Recycling
 - iii. Composting
 - iv. Recovery, including energy recovery
 - v. Incineration (mass burn)
 - vi. Deep well injection
 - vii. Landfill
 - viii. On-site storage
 - ix. Other (to be specified by the organization)
- b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:
 - i. Reuse
 - ii. Recycling
 - iii. Composting
 - iv. Recovery, including energy recovery
 - v. Incineration (mass burn)
 - vi. Deep well injection
 - vii. Landfill
 - viii. On-site storage
 - ix. Other (to be specified by the organization)
- c. How the waste disposal method has been determined:
 - i. Disposed of directly by the organization, or otherwise directly confirmed
 - ii. Information provided by the waste disposal contractor
 - iii. Organizational defaults of the waste disposal contractor

Disclosure 306-3 Significant spills

The reporting organization shall report the following information:

- a. Total number and total volume of recorded significant spills.
- b. The following additional information for each spill that was reported in the organization's financial statements:
 - i. Location of spill;
 - ii. Volume of spill;
 - iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).
- c. Impacts of significant spills.

GRI 307: Environmental Compliance

Disclosure 307-1 Non-compliance with environmental laws and regulations

The reporting organization shall report the following information:

- a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:
 - i. total monetary value of significant fines;
 - ii. total number of non-monetary sanctions;
 - iii. Cases brought through dispute resolution mechanisms.
- b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.

GRI 403: Occupational Health and Safety

1. Management approach disclosures

Disclosure 403-1 Occupational health and safety management system

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A statement of whether an occupational health and safety man-

agement system has been implemented, including whether:

- i. the system has been implemented because of legal requirements and, if so, a list of the requirements;
 - ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.
- b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.

Disclosure 403-2 Hazard identification, risk assessment, and incident investigation

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:
 - i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;
 - ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.
- b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.
- c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.
- d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.

Disclosure 403-3 Occupational health services

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.

GRI 405: Diversity and Equal Opportunity

Disclosure 405-1 Diversity of governance bodies and employees

The reporting organization shall report the following information:

- a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
 - i. Gender;
 - ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
 - iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
- b. Percentage of employees per employee category in each of the following diversity categories:
 - i. Gender;
 - ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
 - iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

GRI 413: Local Communities

Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs

The reporting organization shall report the following information:

- a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:
 - i. social impact assessments, including gender impact assessments, based on participatory processes;
 - ii. environmental impact assessments and ongoing monitoring;
 - iii. public disclosure of results of environmental and social impact assessments;
 - iv. local community development programs based on local communities' needs;
 - v. stakeholder engagement plans based on stakeholder mapping;
 - vi. broad based local community consultation committees and processes that include vulnerable groups;
 - vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;
 - viii. formal local community grievance processes.

GRI 419: Socioeconomic Compliance

Disclosure 419-1 Non-compliance with laws and regulations in the social and economic area

The reporting organization shall report the following information:

- a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i. total monetary value of significant fines;
 - ii. total number of non-monetary sanctions;
 - iii. cases brought through dispute resolution mechanisms.
- b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
- c. The context against which significant fines and non-monetary sanctions were incurred.

