

Indicator	Sub category GRI	Indicator	Amount/percentage
GRI 102 - 8 Information on employees and other workers			
GRI 102-8	% female of total regional workforce	EMEA	23,0 %
GRI 102-8	% female of total regional workforce	Americas	27,5 %
GRI 102-8	% female of total regional workforce	Asia/Pacific	37,0 %
GRI 102-8	% of total workforce age	<30 years	11,3 %
GRI 102-8	% of total workforce age	30-50 years	44,2 %
GRI 102-8	% of total workforce age	>50 years	44,4 %
GRI 102-8	% men of total workforce	Staff	1,1 %
GRI 102-8	% men of total workforce	Middle management	3,7 %
GRI 102-8	% men of total workforce	Local company management	2,1 %
GRI 102-8	% men of total workforce	Top management (senior management)	0,6 %
GRI 102-8	% women of total workforce	Staff	2,6 %
GRI 102-8	% women of total workforce	Middle management	1,0 %
GRI 102-8	% women of total workforce	Local company management	0,7 %
GRI 102-8	% women of total workforce	Top management (senior management)	0,2 %
GRI 102-8	Total	Temporary employees	9
GRI 102-8	Total	Permanent employees	1094
GRI 102-8 & Tilstand for kjønnslikestilling (årlig)	Employees by employment contract by gender	Temporary employees men	6
GRI 102-8 & Tilstand for kjønnslikestilling (årlig)	Employees by employment contract by gender	Temporary employees woman	3
GRI 102-8	Employees by employment contract by region	Temporary employees total (Norway)	7
GRI 102-8	Employees by employment contract by region	Permanent employees Norway	772
GRI 102-8	Employees by employment contract by region	Temporary employees (USA)	0
GRI 102-8	Employees by employment contract by region	Permanent employees (USA)	159
GRI 102-8	Employees by employment contract by region	Temporary employees (rest of the world)	2
GRI 102-8	Employees by employment contract by region	Permanent employees (rest of the world)	165
GRI 102-8	Part-time/full-time	Part-time workers (all employees)	25
GRI 102-8	Part-time/full-time	Full-time	1078
GRI 102-8	Part-time/full-time	Number of part-time employees woman	16
GRI 102-8	Part-time/full-time	Total full-time employees woman	253
GRI 102-8	Part-time/full-time	Number of part-time employees men	9
GRI 102-8	Part-time/full-time	Total full-time employees men	825
GRI 205 - 2 Anti-corruption training and communication			
GRI 205-2	Total number of percentage of governance body (The Board) members that the organisation policies and procedures have been communicated to	Total employees	100 %
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Europe	22 %
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Asia	4 %
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Americas	4 %
GRI 205-2	Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to	Total employees	100% (1103 employees). We will be working on improving our systems to be able to report on region and employee category.
GRI 205-2	Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to		We will be working on improving our systems to be able to report on this figure in 2021
GRI 205-2	Total number and percentage of governance body members that have received training on anti-corruption	Total employees	100% (30). We will be working on improving our systems to be able to report on region and employee category.
GRI 205-2	Total number and percentage of employees that have received training on anti-corruption	Total employees	95% (1016). We will be working on improving our systems to be able to report on region and employee category.
GRI 401 - Employment			
GRI 401-1	New employees	< 30 years (Sarpsborg)	11
GRI 401-1	New employees	< 30 years (USA)	1
GRI 401-1	New employees	< 30 years (ROW)	1
GRI 401-1	New employees	< 30 years (Total)	12
GRI 401-1	New employees	< 30 years (Woman)	5
GRI 401-1	New employees	< 30 years (Men)	8
GRI 401-1	New employees	30-50 years (Sarpsborg)	13
GRI 401-1	New employees	30-50 years (USA)	9
GRI 401-1	New employees	30-50 years (ROW)	1
GRI 401-1	New employees	30-50 years (Total)	23
GRI 401-1	New employees	30-50 years (woman)	7
GRI 401-1	New employees	30-50 years (men)	16
GRI 401-1	New employees	> 50 years (Sarpsborg)	1
GRI 401-1	New employees	> 50 years (USA)	2
GRI 401-1	New employees	> 50 years (RoW)	1
GRI 401-1	New employees	> 50 years (total)	4
GRI 401-1	New employees	> 50 years (woman)	1
GRI 401-1	New employees	> 50 years (men)	3
GRI 401-1	New employees	Total (Sarpsborg)	25
GRI 401-1	New employees	Total (USA)	12
GRI 401-1	New employees	Total (RoW)	3
GRI 401-1	New employees	Total	40
GRI 401-1	New employees	Total (woman)	13
GRI 401-1	New employees	Total (men)	27
GRI 401-1	Total turnover	< 30 years (Sarpsborg)	8
GRI 401-1	Total turnover	< 30 years (USA)	3
GRI 401-1	Total turnover	< 30 years (ROW)	0
GRI 401-1	Total turnover	< 30 years (Total)	11
GRI 401-1	Total turnover	< 30 years (Woman)	3
GRI 401-1	Total turnover	< 30 years (Men)	8
GRI 401-1	Total turnover	30-50 years (Sarpsborg)	12
GRI 401-1	Total turnover	30-50 years (USA)	7
GRI 401-1	Total turnover	30-50 years (ROW)	11
GRI 401-1	Total turnover	30-50 years (Total)	30
GRI 401-1	Total turnover	30-50 years (woman)	12
GRI 401-1	Total turnover	30-50 years (men)	18
GRI 401-1	Total turnover	> 50 years (Sarpsborg)	21
GRI 401-1	Total turnover	> 50 years (USA)	6
GRI 401-1	Total turnover	> 50 years (RoW)	7
GRI 401-1	Total turnover	> 50 years (total)	34
GRI 401-1	Total turnover	> 50 years (woman)	6
GRI 401-1	Total turnover	> 50 years (men)	28
GRI 401-1	Total turnover	Total (Sarpsborg)	41
GRI 401-1	Total turnover	Total (USA)	16
GRI 401-1	Total turnover	Total (RoW)	18
GRI 401-1	Total turnover	Total	75
GRI 401-1	Total turnover	Total (woman)	21
GRI 401-1	Total turnover	Total (men)	54
GRI 401-3 Parental leave			
GRI 401-3	Parental leave	Total (Sarpsborg)	11
GRI 401-3	Parental leave	Total (USA)	0
GRI 401-3	Parental leave	Total (Germany & UK)	2
GRI 401-3	Parental leave	Total (total)	13

GRI 401-3	Parental leave	Total (men)	8
GRI 401-3	Parental leave	Woman (Sarpsborg)	4
GRI 401-3	Parental leave	Woman (USA)	0
GRI 401-3	Parental leave	Woman (Germany & UK)	1
GRI 401-3	Parental leave	Woman (total)	5
GRI 401-3	Parental leave	Men (Sarpsborg)	7
GRI 401-3	Parental leave	Men (USA)	0
GRI 401-3	Parental leave	Men (Germany & UK)	1
GRI 401-3	Parental leave	Men (total)	8
GRI 404-1 Employee training			
GRI 404-1	Average training hours	USA (average woman)	32,4
GRI 404-1	Average training hours	Germany (average woman)	6,39
GRI 404-1	Average training hours	Norway (average woman)	2,9
GRI 404-1	Average training hours	USA (average men)	66,3
GRI 404-1	Average training hours	Germany (average men)	2,25
GRI 404-1	Average training hours	Norway (average men)	2,7
GRI 405-1 Diversity and gender equality			
GRI 405-1	a. Governance body	Number of women in Board of Directors	43 %
GRI 405-1	a. Governance body	Number of men in Board of Directors	57 %
GRI 405-1	a. Governance body	Number <30 years in Board of directors	0 %
GRI 405-1	a. Governance body	Number between 30-50 years in Board of directors	14 %
GRI 405-1	a. Governance body	Number >50 years in Board of Directors	86,00 %
GRI 405-1	b. Employee category	Percentage of part-time working men	0,81 %
GRI 405-1	b. Employee category	Number of part-time working women	1,45 %
GRI 405-1	b. Employee category	Total full-time working women	22,90 %
GRI 405-1	b. Employee category	Total full-time working men	74,80 %
GRI 405-1	b. Employee category	Part-time employees < 30 years	0 %
GRI 405-1	b. Employee category	Part-time employees between 30-50 years	40 %
GRI 405-1	b. Employee category	Part-time working employees > 50 years	60 %
GRI 405-1	b. Employee category	Full-time working employees <30 years	11,60 %
GRI 405-1	b. Employee category	Full-time working employees between 30-50 years	44,25 %
GRI 405-1	b. Employee category	Full-time working employees > 50 years	44,10 %
Tilstand for kjønnslikestilling (årlig)		Parental leave in amount of weeks, woman	72
Tilstand for kjønnslikestilling (årlig)		Parental leave in amount of weeks, men	68