

Appendix 1: 2021 Hurtigruten Group GRI Index

Statement of use: Hurtigruten Group has reported in accordance with the GRI Standards for the period from 1 January 2021 to 31 December 2021

GRI Standard	Disclosure	Page number / or link
General Disclosures		
GRI 2	2-1 Organizational details	Hurtigruten Group AS is a privately owned company, headquartered in Oslo and London. Hurtigruten Group and its subsidiaries have operations in Norway, UK, USA, Estonia, Germany, France and Australia
	2-2 Entities included in the organization's sustainability reporting	p. 7, 59-60
	2-3 Reporting period, frequency and contact point	p. 3, 59-60, The report is published May 2nd 2022
	2-4 Restatements of information	Not applicable, this our first comprehensive ESG report
	2-5 External assurance	Not applicable
	2-6 Activities, value chain and other business relationships	p. 7, 42, 53
	2-7 Employees	p. 23-25, 36-37
	2-8 Workers who are not employees	p. 42-47, 59, 60
	2-9 Governance structure and composition	p. 10
	2-10 Nomination and selection of the highest governance body	The Board of Directors represent the shareowners in Hurtigruten Group
	2-11 Chair of the highest governance body	Chair of the Board of Directors is not a senior executive in the organisation
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 10
	2-13 Delegation of responsibility for managing impacts	p. 10
	2-14 Role of the highest governance body in sustainability reporting	p. 10, 59-60
	2-15 Conflicts of interest	
	2-16 Communication of critical concerns	p. 34, We also encourage our Sustainability Advisory Board and ESG Committee to raise any concerns related to ESG directly to our executive management teams
	2-17 Collective knowledge of the highest governance body	p. 10
	2-18 Evaluation of the performance of the highest governance body	See Hurtigruten Group Annual Report 2021, note on Remuneration of the Board of Directors and Executive Management
	2-19 Remuneration policies	See Hurtigruten Group Annual Report 2021, note on Remuneration of the Board of Directors and Executive Management
	2-20 Process to determine remuneration	See Hurtigruten Group Annual Report 2021, note on Remuneration of the Board of Directors and Executive Management
	2-21 Annual total compensation ratio	p. 36-37
	2-22 Statement on sustainable development strategy	p. 4-5
	2-23 Policy commitments	Hurtigruten Group has a set of policies and procedures which include commitments related to responsible business conduct and/or respect of human rights: Public available policies are presented at: https://www.hurtigruten.com/group/sustainability/reports/esg/
2-24 Embedding policy commitments	See each Systematic Approach box in all chapters, as well as description of how we are working with each topic.	
2-25 Process to remediate negative impacts	p. 10, 33 (Whistleblower mechanism, Hurtigruten Group ESG Committee)	
2-26 Mechanisms for seeking advice and raising concerns	p. 34, We also encourage our Sustainability Advisory Board and ESG Committee to raise any concerns related to ESG directly to our executive management teams	
2-27 Compliance with laws and regulations	p. 33, 36-37	
2-28 Membership associations	p. 42, 53	
2-29 Approach to stakeholder engagement	p. 62-64	
2-30 Collective bargaining agreements	p. 24-25, 36-37	

GRI 3: Material topics 2021

GRI 3: Material topics 2021	3-1 Process to determine material topics	p. 59-60
	3-2 List of material topics	p. 59-60

GRI 2

GRI 204 Procurement practices	3-3 Management of material topics	p. 33-35
	204-1 Proportion of spending on local suppliers	p. 33-35, 37

GRI 3

GRI 303: Water and Effluents 2018	3-3 Management of material topics	p. 17-19
	303-1 Interactions with water as a shared resources	p. 17-19
	303-2 Management of water discharge-related impacts	p. 17-19
	303-3 Water withdrawal	
	303-4 Water discharge	
GRI 305: Emissions 2016	303-5 Water consumption	
	3-3 Management of material topics	p. 13-15, Offsets are not used and hence not a part of the calculations in this report
	305-1 Direct (Scope 1) emissions	p. 13-15, 36-37, 2018 used as baseline year as most recent year of normal operating year
	305-2 Energy indirect (Scope 2) GHG emissions	p. 13-15, 36-37
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	p. 13-15, 36-37
	305-5 Reduction of GHG emissions	p. 13-15
	305-6 Emissions of ozone-depleting substances (ODS)	
	305-7 Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions	

GRI Standard	Disclosure	Page number / or link
GRI 306 Waste 2020	3-3 Management of material topics	p. 17-19
	306-1 Waste generation and significant waste-related impacts	p. 17-19
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
GRI 308: Supplier Environmental Assessment 2016	"306-5 Waste directed to disposal (See examples template for presenting information for 306-3, 306-4, 306-5)"	
	3-3 Management of material topics	p. 33-35
	Report how it manages supplier environmental assessment using GRI 3: 3-3	p. 33-35
GRI 308-1 New suppliers that were screened using environmental criteria	308-1 New suppliers that were screened using environmental criteria	
	308-2 Negative environmental impacts in the supply chain and actions taken	
GRI 4		
GRI 401 Employment 2016	3-3 Material topics	p. 23-24
	401-1 New employee hires and employee turnover	p. 36, 37
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer a range of benefits to employees in different employees categories, there are different benefit schemes in each business units: Hurtigruten Group, Hurtigruten Norway, Hurtigruten Expeditions and Hurtigruten Svalbard
GRI 403: Occupational Health and Safety 2016	401-3 Parental leave	p. 36, 37
	403-1 Occupational Health and Safety Management System	p. 28-29
	403-2 Hazard identification, risk assessment, and incident investigation	p. 28-29
	403-3 Occupational Health services	p. 28-29
	403-4 Worker participation, consultation and communication on occupational health and safety	p. 28-29
	403-5 Worker training on occupational health and safety	p. 28-29
	403-6 Promotion of worker health	p. 28-29
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 28-29
	403-8 Workers covered by an occupational health and safety management system	p. 28-29
	403-9 Work-related injuries	p. 28-29
403-10 Work-related ill health		
GRI 404: Training and education 2016	3-3 Material topics	p. 23-24
	404-1 Average hours of training per year per employee	p. 36-37
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 23-24
GRI 405: Diversity and Equal Opportunity 2016	404-3 Percentage of employees receiving regular performance and career development reviews	
	3-3 Material topics	p. 26-27
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 26-27, 37
	405-2 Ratio of basic salary and remuneration of women to men	p. 37
GRI 418 Customer Privacy 2016	3-3 Material topics	p. 35
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 35, 37