

# Royal Greenland's Sustainability Programme

## under The North Atlantic Champion

### Targets 2019-2022 / Ambitions for 2030

## Targets and ambitions for The 4 Priorities

Status 2018 is the baseline for targets and ambitions

Scope: Royal Greenland 100%-owned facilities and vessels, and subsidiaries with minimum 50% ownership

### LIFE BELOW WATER

SUSTAINABLE FISHING		Status 2018	Status 2019	Target 2022	Ambition 2030
A. Sustainable raw materials and finished products	Sustainable procurement, cf. RG evaluation	77%	80%	85%	>95%
	Certified raw materials, total	53%	57%	60%	>75%
B. Development of fisheries on the basis of new species and new areas	Commercialisation of minimum one new species from coastal fishing	0	0	1	3

### RESPONSIBLE CONSUMPTION

RESPONSIBLE FOOTPRINT		Status 2018	Status 2019	Target 2022	Ambition 2030
A. Utilisation of fish and shellfish	Utilisation of raw materials at factories and on trawlers	65%	67%	80% of RG's marine re-source potential	Full utilisation of RG's marine resource potential
B.1 Water consumption	All entities in the Group reduction by 5% p.a. and minimum 20% in 2030	38 m³/t FP*	41 m³/t FP*	35 m³/t FP*	Total reduction min. 20% from 2018
	Fresh water, all facilities in the Group with scarce water resources	-	Identification of facilities with scarce resources in Greenland	Development of water resources	Stable water resource
B.2 Energy consumption	Energy consumption in the Group, kWh/tonnes FP reduction by 5% p.a. and minimum 30% in 2030	2693 kWh/t FP*	2660 kWh/t FP*	2300 kWh/t FP*	Total reduction min. 30% from 2018

## RESPONSIBLE CONSUMPTION

RESPONSIBLE FOOTPRINT		Status 2018	Status 2019	Target 2022	Ambition 2030
B.3 Climate footprint	GHG emissions from vessels, measured in tonnes of CO <sub>2</sub> e/t finished products:				
	Prawn and benthic fishing trawlers, longline, offshore	1,54	1,52	No target set for 2022	25% reduction from 2018
	Coastal vessels (trawlers, skiffs, well-boats)	0,77	0,83		
	Pelagic vessels	0,68	0,51		
	Total emission of GHG in Royal Greenland, measured in tonnes of CO <sub>2</sub> equivalents	-	-	Calculation method is determined and status compiled	25% reduction from 2018
B.4 Carbon footprint	Product groups' carbon footprint			Develop and test method	Reduction and commercial dissemination of product groups' carbon footprint
C.1 Plastic in fishing equipment	Fishing tubs and boxes changed to monomaterials and recycled	Initiated	Subject to planning	Full recycling is possible	
	Fish trawls and nets are processed and recycled	Initiated	Subject to planning	Reuse/recycling of most of the trawls and yarns owned by RG	Full recycling of all trawls and yarns owned by RG
C.2 Paper, cardboard and plastic	RG plastic packaging is recyclable	39%	41%	85%	All packaging
	RG packaging, plastic, cardboard and paper are recyclable or based on renewable resources	Initiated	Most of the cardboard and paper is based on FSC	All cardboard and paper is based on FSC	All packaging

\*) FP = Finished product

## DECENT WORK AND ECONOMIC GROWTH

HEALTHY WORKING LIVES		Status 2018	Status 2019	Target 2022	Ambition 2030
A. Physical and psycho-social working environment	Building up and implementing an adjusted working environment/ environmental management system at Group level	Method and standard investigated	Environmental procedures are being compiled	Fully developed system	Fully implemented and functioning working environment and environmental management system

## DECENT WORK AND ECONOMIC GROWTH

HEALTHY WORKING LIVES		Status 2018	Status 2019	Target 2022	Ambition 2030
B. Adjustment of the labour supply to include women, young employees and seniors	Adjustment of the labour supply to include all employee groups, including seniors, young people aged 15-18, the disabled, etc. in relevant job functions	Approximately 1/3 of production employees are women	Focus on heavy lifting, for adjustment of the labour supply	Plan adopted for all defined working groups Min. 40% women at RG's factories in Greenland	Fully implemented procedure
C. Migrant employees	Define specifications and targets for recruitment of external employees, including a minimum standard for housing conditions	Recruitment of migrant employees in accordance with legislation	Recruitment of migrant employees in accordance with legislation	Targets and specifications have been determined and incorporated	Targets and specifications are fully implemented
D. Working conditions and environment in the supply chain	Requirement of third-party certification of resources, ingredients and packaging suppliers from high-risk countries, as a minimum every second year	Approved suppliers sign RG's Supplier Code of Conduct and suppliers from high-risk countries complete a self-assessment for subsequent evaluation	Approved suppliers sign RG's Supplier Code of Conduct and suppliers from high-risk countries complete a self-assessment for subsequent evaluation.	Besides fulfilling RG's supplier management system, all fish and shellfish suppliers from high-risk countries must be third-party audited	Besides fulfilling RG's supplier management system, all fish and shellfish packaging and ingredient suppliers from high-risk countries must be third-party audited

## QUALITY EDUCATION

EDUCATION IN GREENLAND		Status 2018	Status 2019	Target 2022	Ambition 2030
A. Building up competences in Greenlandic society	Number of apprentices and trainees employed in Greenland	41	41	Min. 50/year	Min. 50/year
	"Qaqisa" lower secondary school exchange programme at all factories and facilities in Greenland	Planning together with CSR Greenland and other companies	Qaqisa in Royal Greenland is subject to planning	Qaqisa as inspiration for young people's interest in education implemented	Qaqisa is a standard programme for young people
B. Royal Greenland Academy	"Sulisa+" management development at selected factories and trawlers in Greenland	Initiated	Three large factories	Performed at selected factories	Management development in a fixed system
	Royal Greenland Academy course attendees	321	815	20% of the number of employees	30% of the number of employees
C. Local suppliers	Courses for local fishermen in Greenland	Not initiated	Not initiated	Initiated in min. 5 towns	Part of RGA