

SUSTAINABLE DEVELOPMENT GOALS



BY APPOINTMENT TO THE ROYAL DANISH COURT

Royal Greenland®

Data reporting 2019 - 2022

Sustainable fisheries	2019	2020	2021	Goal 2022	2022	Ambition 2030
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Sustainable fisheries and utilisation of resources

Share of sustainable species, cf. Royal Greenland ¹	80%	80%	86%	>85%	93%	>95%
Share of less sustainable species	20%	20%	14%	<15%	7%	<5%
Share of critical species	0%	0%	0%	0%	0%	0%
MSC certification of raw materials	56%	57%	61%	60%	63%	>75%
Commercialisation of new species from coastal fisheries	-	0	0	1	0%	3

Responsible consumption	2019	2020	2021	Goal 2022	2022	Ambition 2030
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Utilisation of resources

Utilisation of resources, processing plants in Greenland ²	67%	67%	67%	-	66%	-
Utilisation of resources, Royal Greenland	-	65%	70%	80% of RG's marine potential	70%	Full utilisation of RG's marine potential

Energy consumption

Energy consumption, all production units and trawlers, GWh ³	307	399	400	-	465	-
Royal Greenland (kWh/tonnes of end-product)	2,660	3,230	2,904	2,300	3,138	Total reduction of 30% from 2018
Greenland processing plants (kWh/tonnes end-product)	1,350	1,560	1,631	-	1,671	-
Vessels (kWh/tonnes end-product) ⁴	4,316	4,784	4,075	-	4,348	-

CO₂e-emissions

GHG emissions from vessels, measured in tonnes of CO₂ e/t catch:

Prawn trawlers, off shore	1,57	1,66	1,71	-	1,92	25% reduction from 2018
Fisketrawlere og langline, udenskærs	1,64	1,46	1,23	-	1,45	-
Coastal vessels (trawlers, cutters, well boats) ⁵	0,76	0,82	0,48	-	0,81	25% reduction from 2018
Pelagic vessels	0,53	0,46	0,34	-	0,32	25% reduction from 2018
Total emissions for Royal Greenland Scope 1, tonnes ⁵		101.691	106.762		116.480	
Total emissions for Royal Greenland, Scope 2, tonnes ⁶		12.625	13.733	-	11.990	25% reduction from 2018
Total Scope 1 and Scope 2		114.316	120.495		128.470	

Total emissions of GHG, including Scope 3, in Royal Greenland, measured in tonnes of CO₂ equivalents

	-	Not calculated	Not calculated	The calculation method is determined and status compiled	Not calculated	
Product groups' Carbon Footprint ⁷	-	Method screened in 2020 for iced prawns	Participation in the PEF EU project	Develop and test method	LCA calculated on four prawn products. Case study according to PEF method	Communication of product groups' carbon footprint and reduction of carbon footprint

Water consumption

Royal Greenland (m ³ /tonnes end-product)	41	48	45	35	47	Total reduction min. 20% from 2018
Greenland processing plants (m ³ /tonnes end-product)	41	49	49	Development of seawater resource	57	Stable water resource

Responsible consumption	2019	2020	2021	Goal 2022	2022	Ambition 2030
Plastic, paper, cardboard						
Fish boxes and tubs changed to monomaterials and recycled	Subject to planning	Substitution has commenced	Substitution from multilayer to monolayer. Testing of reuse of fish boxes	Full recycling is possible	Substitution from multilayer to monolayer. Testing of reuse of fish boxes	Full recycling is possible
Fish trawls and nets are processed and recycled	Subject to planning	Status quo	Trawl recycling project	Reuse/recycling of most of the trawls and gill nets owned by RG	Trawl disposed of to supplier, recyclable components used	Full recycling of all trawl and gill nets owned by RG
RG plastic packaging is recyclable ⁸	41%	73%	73%	85%	80%	All packaging
Paper and cardboard of FSC fibre		100%	100%	100%	100%	100%

Healthy working lives	2019	2020	2021	Goal 2022	2022	Ambition 2030
Number of employees						
Royal Greenland in total	2,200	2,230	2,237	-	2,286	-
Greenland	1,432	1,452	1,388	-	1,390	-
Canada	371	450	465	-	523	-
Denmark	199	165	156	-	152	-
Other countries	198	163	228	-	221	-
Greenland, in %	65%	63%	62%	-	61%	-
Canada, in %	17%	17%	21%	-	23%	-
Denmark, in %	9%	7%	7%	-	6%	-
Other countries, in %	9%	7%	10%	-	10%	-

Diversity						
Board of Directors (w/m)	50%	50%	40% M	50%	50%	50%
Management ⁹ , the under-represented gender, see the gender equality policy	14%	14%	15%	26%	14%	26%
Management ¹⁰ , the under-represented gender	27%	26%	26%	26%	32%	-

Working environment						
"Physical and psychosocial working environment. Building up and implementing an adapted working environment/environmental management system at Group level"	Environmental procedure is being compiled	Environmental procedure is being compiled	Environmental/occupational health and safety management system (OHSMS) being developed	Fully developed system	Environmental/occupational health and safety management system (OHSMS) being developed	Fully implemented and functioning OHSMS and EMS
Adjustment of the labour supply to include women, young employees and seniors	Focus on heavy lifting, for adjustment of the labour supply	Tests have taken place for heavy lifting	Tests have taken place for heavy lifting	Plan adopted for all defined working groups. Min. 40% women at RG's factories in Greenland	On average 38% women at RG's factories in Greenland	Fully implemented procedure
External manpower. Define specifications and targets for recruitment of external employees, including a minimum standard for housing conditions	Recruitment of external manpower in accordance with legislation	Recruitment of external manpower in accordance with legislation	Policy for migrant employees drawn up	Targets and specifications have been determined and incorporated	Rules for recruitment in policy and Supplier Code of Conduct	Targets and specifications are fully implemented

Employee safety						
Occupational injuries ¹¹ per 100 employees in Greenland	9	10	9	Developing and implementing an adapted occupational health and safety management system (OHSMS) and environmental management system (EMS)	7.0	Fully implemented and functioning OHSMS and EMS
Occupational injuries ³ per 100 employees, Other countries	8	11	8		6.4	
Occupational injuries ³ with min. one day of absence per 100 employees, Greenland	4	5	4		2.3	
Occupational injuries ³ with min. one day of absence per 100 employees, Other countries	3	3	3		3.2	

Employee satisfaction						
Job satisfaction ¹² , score for Royal Greenland in Greenland, max. 100	81	-	82	Held every second year	Held every second year	

Anti-corruption						
Anti-corruption training, percentage completed among selected participants ¹³	23%	-	Whistleblower system implemented Training postponed until 2022	Training in 2021. Implementation of whistleblower scheme	Training in 2022 for 212 leading employees, corresponding to 98%	

Healthy working lives	2019	2020	2021	Goal 2022	2022	Ambition 2030
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Ethical supply chain management

Working conditions and environment in the supply chain. Requirement of third-party certification of raw materials, ingredients and packaging suppliers from high-risk countries, as a minimum every second year	Signature on RG's Supplier Code of Conduct. Suppliers from high-risk countries complete a self-assessment	Signature on RG's Supplier Code of Conduct. Suppliers from high-risk countries complete a self-assessment	Signature on RG's Supplier Code of Conduct. Suppliers from high-risk countries complete a self-assessment	Besides fulfilling RG's supply chain management system, all fish and shellfish suppliers from high-risk countries must be third-party audited	Signature on RG's Supplier Code of Conduct. Suppliers from high-risk countries complete a self-assessment	Besides fulfilling RG's supply chain management system, all fish and shellfish suppliers from high-risk countries must be third-party audited
Suppliers from high-risk countries ¹⁴ , percentage completed among those selected	96%	100%	100%	100%	100%	100%
Suppliers from medium-risk countries, percentage completed among those selected	98%	79%	85%	95%	100%	100%
Suppliers from low-risk countries, percentage completed among those selected	66%	57%	63%	60%	60%	75%

Education in Greenland	2019	2020	2021	Goal 2022	2022	Ambition 2030
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Training and education – Greenland

RG Academy course participants	331	285	192	20% of employees	245	30% of employees
Number of RG Academy course days	1471	732	863	-	691	-
Number of RG Academy courses	21	15	20	-	18	-
Course participants, other colleges	80	17	17	-	26	-
Number of course days, other colleges	620	405	405	-	172	-
Number of courses, other colleges	11	4	4	-	21	-
Course participants, statutory courses	2174	107	109	cf. legislation	155	cf. legislation
Number of course days, statutory courses	294	374	267	-	334	-
Number of courses, statutory courses	22	13	12	-	22	-
Number of seafarers on statutory courses	188	14	120	-	136	-
Total courses	2773	423	438	-	562	-
<i>Sulisa</i> + management development at selected factories and trawlers in Greenland	Three large processing plants	Three large processing plants	Two large processing plants	Performed at selected processing plants	Four large processing plants	Leadership development in a fixed system
<i>Qaqisa</i> lower secondary school exchange programme at all factories and facilities in Greenland	<i>Qaqisa</i> in Royal Greenland is subject to planning	<i>Qaqisa</i> completed	<i>Qaqisa</i> was not held, due to Covid-19 restrictions	<i>Qaqisa</i> as inspiration for young people's interest in education implemented	<i>Qaqisa</i> not held	<i>Qaqisa</i> is a standard programme for young people
Courses for local fishermen in Greenland as suppliers	Not commenced	Not commenced	Not commenced	Commenced in min. 5 towns	Not commenced	Part of RGA

Apprentices/trainees and students

Royal Greenland, number of apprentices and trainees	47	48	72	>50	62	>50
Greenland, number of apprentices and trainees	41	39	64	50	50	50
Greenland, attached students taking higher vocational education in Greenland	-	25	28	-	22	-
Royal Greenland, attached students	14	16	9	-	9	-

¹ Royal Greenland's assessment is based on assessment of the stock, fishing method and management.

² Resource utilisation is calculated as the difference between intake of raw materials and output of end-product. Cooking and dripping losses have not been taken into account.

³ In 2019, 2020 incl. ocean-going and coastal vessels owned by RG and associated companies under RG's management (kWh/tonne catch)

⁴ In 2019, 2020 incl. ocean-going and coastal vessels owned by RG and associated companies under RG's management (kWh/tonne catch)

⁵ The English DEFRA database is used as the calculation basis.

⁶ All departments of the organisation are included in the calculation. Publicly recognised databases are used (UK DEFRA 2020) as a basis for calculating CO₂.

⁷ Iced prawn product screened according to several methods, including ISO14067, PAS2050 and PEF.

⁸ Monomaterials can be recirculated.

⁹ Percentage of the under-represented gender (women) in the management, as defined in the policy (in addition to the Board of Directors).

¹⁰ Percentage of the under-represented gender (women) in the top four management levels (in addition to the Board of Directors).

¹¹ Definition: A sudden, unexpected adverse event that results in the registration of personal injury, calculated per 100 employees.

¹² The employee satisfaction survey is conducted by an external analysis agency.

¹³ Anti-corruption training takes place as e-learning.

¹⁴ Suppliers in the system are included when their deliveries in annual terms exceed a fixed minimum level.