



## Data reporting 2017 - 2020

Sustainable fishing	2017	2018	2019	2020	Goal 2022	Ambition 2030
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Sustainable fisheries and utilisation of resources						
Share of sustainable species, cf. Royal Greenland <sup>1</sup>	76%	77%	80%	80%	>85%	>95%
Share of less sustainable species	24%	22%	20%	20%	<15%	<5%
Share of critical species	< 1%	<1%	0%	0%	0%	0%
MSC certification of raw materials	46%	52%	56%	57%	60%	>75%
ASC and Global Gap certification of raw materials	2%	<1%	1%	0%	-	-
Commercialisation of new species from coastal fisheries	-	-	-	0	1	3

Responsible consumption	2017	2018	2019	2020	Goal 2022	Ambition 2030
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Utilisation of resources						
Utilisation of resources, processing plants in Greenland <sup>2</sup>	67%	65%	67%	67%	-	-
Utilisation of resources, Royal Greenland	-	-	-	65%	80% of RG's marine potential	Full utilisation of RG's marine potential

Energy consumption						
Energy consumption, all production units and trawlers, GWh <sup>3</sup>	249	239	307	399	-	-
Royal Greenland (kWh/tonnes of end-product)	2,567	2,693	2,660	3,230	2300 kWh/t FV	Total reduction of 30% from 2018
Greenland processing plants (kWh/tonnes end-product)	1,413	1,560	1,350	1,560	-	-
Vessels (kWh/tonnes end-product) <sup>4</sup>	7,157	6,186	4,316	4,784	-	-

CO <sub>2</sub> e-emissions						
GHG emissions from vessels, measured in tonnes of CO <sub>2</sub> e/t end-product						
Prawn and benthic fishing trawlers, longline, offshore <sup>5</sup>	-	1.65	1.72	1.78	-	25% reduction of from 2018
Coastal vessels (trawlers, skiffs, wellboats) <sup>5</sup>	-	1.20	0.86	0.85	-	25% reduction of from 2018
Pelagic vessels	-	0.72	0.54	0.66	-	25% reduction of from 2018
Total emissions for Royal Greenland, scope 1 and scope 2, tonnes <sup>6</sup>	-			100,270	-	25% reduction of from 2018
Total emissions of GHG, including scope 3, in Royal Greenland, measured in tonnes of CO <sub>2</sub> e/tonnes	-	-	-		Calculation method is determined and status compiled	
Product groups' Carbon Footprint <sup>7</sup>	-	-	-	Method screened in 2020 for iced prawns	Develop and test method	Communication of product groups' carbon footprint and reduction of carbon footprint

Water consumption						
Water consumption, all production units, million m <sup>3</sup>	2	3	2	3	-	-
Royal Greenland (m <sup>3</sup> /tonnes end-product)	32	38	41	46	35	Total reduction min. 20% from 2018
Greenland processing plants (m <sup>3</sup> /tonnes end-product)	36	41	41	49	Development of seawater resource	Stable water resource

Responsible consumption	2017	2018	2019	2020	Goal 2022	Ambition 2030
<b>Plastic, paper, cardboard</b>						
Fish boxes and tubs changed to monomaterials and recycled	-	Initiated	Subject to planning	Substitution has commenced	Full recycling is possible	Full recycling is possible
Fish trawls and nets are processed and recycled	-	Initiated	Subject to planning	Status quo	Reuse/recycling of most of the trawl nets owned by RG	Full recycling of all trawl and gill nets owned by RG
RG plastic packaging is recyclable <sup>8</sup>	-	39%	41%	73%	85%	All packaging
Paper and cardboard of FSC fibre	-			100%	100%	100%

Healthy working lives	2017	2018	2019	2020	Goal 2022	Ambition 2030
<b>Number of employees</b>						
Royal Greenland in total	2,533	2,228	2,200	2,230	-	-
Greenland	1,363	1,487	1,432	1,452	-	-
Other countries	1,170	741	768	778	-	-
Greenland, in %	54%	67%	65%	65%	-	-
Other countries, in %	46%	33%	35%	35%	-	-
<b>Diversity</b>						
Board of Directors (w/m)	50%	50%	50%	50%	50%	50%
Management <sup>9</sup> , the under-represented gender, see the gender equality policy	13%	15%	14%	14%	26%	26%
Management <sup>10</sup> , the under-represented gender	-	-	27%	26%	-	-

<b>Working environment</b>						
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	Fully developed system	Fully implemented and functioning working environment and environmental management system
Adjustment of the labour supply to include women, young employees and seniors	-	Approximately 1/3 of production employees are women	Focus on heavy lifting, for adjustment of the labour supply	Tests have taken place for heavy lifting	Plan adopted for all defined working groups Min. 40% 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	Recruitment of external manpower in accordance with legislation	Targets and specifications have been determined and incorporated	Targets and specifications are fully implemented

<b>Employee safety</b>						
Occupational injuries <sup>11</sup> per 100 employees in Greenland	9	9	10	9	Building up and implementing an adapted working environment/environmental management system	Fully implemented and functioning working environment and environmental management system
Occupational injuries <sup>3</sup> per 100 employees, Other countries	9	8	11	8		
Occupational injuries <sup>3</sup> with min. one day of absence per 100 employees, Greenland	5	4	5	4		
Occupational injuries <sup>3</sup> with min. one day of absence per 100 employees, Other countries	2	3	3	3		

<b>Employee satisfaction</b>						
Job satisfaction <sup>12</sup> , score for Royal Greenland in Greenland, max. 100	79	-	81	-	Takes place every second year	

<b>Anti-corruption</b>						
Anti-corruption training, percentage completed among selected participants <sup>13</sup>	-	76%	23%	-	Training in 2021. Implementation of whistleblower scheme	

Healthy working lives	2017	2018	2019	2020	Goal 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	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	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 <sup>14</sup> , percentage completed among those selected	100%	100%	96%	100%	100%	100%
Suppliers from medium-risk countries, percentage completed among those selected	100%	100%	98%	79%	95%	100%
Suppliers from low-risk countries, percentage completed among those selected	59%	65%	66%	57%	60%	75%

Education - Greenland	2017	2018	2019	2020	Goal 2022	Ambition 2030
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## Training and education - Greenland

RG Academy course participants	426	321	815	209	20% of employees	30% of employees
Number of RG Academy course days	54	107	148	19		
Number of RG Academy courses	23	25	28	10		
Course participants, other colleges	177	63	80	17	-	-
Number of course days, other colleges	82	88	95	95	-	-
Number of courses, other colleges	23	5	11	4	-	-
Course participants, statutory courses	150	244	294	227	cf. legislation	cf. legislation
Number of course days, statutory courses	44	51	191	88	-	-
Number of courses, statutory courses	41	24	22	26	-	-
Number of course participants in total	753	628	1,189	453	-	-
"Sulisa+" management development at selected factories and trawlers in Greenland	-	Initiated	Three large factories	Three large factories	Performed at selected factories	Management development in a fixed system
"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 completed	Qaqisa as inspiration for young people's interest in education implemented	Qaqisa 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	Part of RGA

## Apprentices/trainees and students

Royal Greenland, number of apprentices and trainees	51	48	47	48	>50	>50
Greenland, number of apprentices and trainees	36	41	41	39	50	50
Greenland, attached students taking higher vocational education in Greenland	20	21	14	16	-	-
Royal Greenland, attached students	-	-	-	25	-	-

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

<sup>2</sup> 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.

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

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

<sup>5</sup> The English DEFRA database is used as the calculation basis.

<sup>6</sup> All departments of the organisation are included in the calculation. Publicly recognised databases are used (UK DEFRA 2020) as a basis for calculating CO<sub>2</sub>.

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

<sup>8</sup> Monomaterials can be recirculated.

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

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

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

<sup>12</sup> The employee satisfaction survey is conducted by an external analysis agency.

<sup>13</sup> Anti-corruption training takes place as e-learning.

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