



Data reporting 2018 - 2021

Sustainable fisheries	2018	2019	2020	2021	Goal 2022	Ambition 2030
Sustainable fisheries and utilisation of resources						
Share of sustainable species, cf. Royal Greenland ¹	77 %	80 %	80 %	86%	>85 %	>95 %
Share of less sustainable species	22 %	20 %	20 %	14%	<15 %	<5 %
Share of critical species	<1 %	0 %	0 %	0%	0 %	0 %
MSC certification of raw materials	52 %	56 %	57 %	61%	60 %	>75 %
Commercialisation of new species from coastal fisheries	-	-	0	0	1	3

Responsible consumption	2018	2019	2020	2021	Goal 2022	Ambition 2030
Utilisation of resources						
Utilisation of resources, processing plants in Greenland ²	65 %	67 %	67 %	67 %	-	-
Utilisation of resources, Royal Greenland	-	-	65 %	70 %	80% of RG's marine potential	Full utilisation of RG's marine potential

Energy consumption						
Energy consumption, all production units and trawlers, GWh ³	239	307	399	400	-	-
Royal Greenland (kWh/tonnes of end-product)	2.693	2.660	3.230	2.904	2300 kWh/t FV	Total reduction of 30% from 2018
Greenland processing plants (kWh/tonnes end-product)	1.560	1.350	1.560	1.631	-	-
Vessels (kWh/tonnes end-product) ⁴	6.186	4.316	4.784	4.075	-	-

CO₂e-emissions						
GHG emissions from vessels, measured in tonnes of CO ₂ e/t catch:						
Prawn trawlers, offshore	1,56	1,57	1,66	1,65	-	25% reduction from 2018
Fish trawlers and long-line, offshore	1,36	1,64	1,46	1,23		
Coastal vessels (trawlers, cutters, well boats) ⁵	0,61	0,76	0,82	0,48	-	25% reduction from 2018
Pelagic vessels	0,61	0,53	0,46	0,34	-	25% reduction from 2018
Total emissions for Royal Greenland Scope 1, tonnes ⁵			101.691.161	106.762.065		
Total emissions for Royal Greenland, Scope 2, tonnes ⁶			12.624.621	13.732.682	-	25% reduction from 2018
Total Scope 1 and Scope 2			114.315.782	120.494.747		
Total emissions of GHG, including Scope 3, in Royal Greenland, measured in tonnes of CO ₂ equivalents	-	-	Not calculated	Not calculated	Calculation method is determined and status compiled	
Product groups' Carbon Footprint ⁷	-	-	Method screened in 2020 for iced prawns	Participation in the PEF EU project	Develop and test method	Communication of product groups' carbon footprint and reduction of carbon footprint

Water consumption						
Water consumption, all production units, million m ³	2,5	2,7	2,8	2,9	-	-
Royal Greenland (m ³ /tonnes end-product)	38	41	48	45	35	Total reduction min. 20% from 2018
Greenland processing plants (m ³ /tonnes end-product)	41	41	49	49	Development of seawater resource	Stable water resource

Responsible consumption	2018	2019	2020	2021	Goal 2022	Ambition 2030
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Plastic, paper, cardboard

Fish boxes and tubs changed to monomaterials and recycled	Initiated	Subject to planning	Substitution has commenced	Substitution from multi-layer to monolayer. Testing of reuse of fish boxes	Full recycling is possible	Full recycling is possible
Fish trawls and nets are processed and recycled	Initiated	During planning	Status quo	Trawl recycling project	Reuse/recycling of most of the trawls and gill nets owned by RG	Full recycling of all trawl and gill nets owned by RG
RG plastic packaging is recyclable ^a	39%	41%	73%	73%	85%	All packaging
Paper and cardboard of FSC fibre			100%	100%	100%	100%

Healthy working lives	2018	2019	2020	2021	Goal 2022	Ambition 2030
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Number of employees

Royal Greenland in total	2228	2200	2230	2237	-	-
Greenland	1487	1432	1452	1388	-	-
Canada	375	371	450	465	-	-
Denmark	205	199	165	156	-	-
Other countries	161	198	163	228	-	-
Greenland, in %	67%	65%	63%	62%	-	-
Canada, in %	17%	17%	17%	21%	-	-
Denmark in %	9%	9%	7%	7%	-	-
Other countries, in %	7%	9%	7%	10%	-	-

Diversity

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

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	Fully implemented and functioning OHSMS and EMS
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	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	Policy for migrant employees drawn up	Targets and specifications have been determined and incorporated	Targets and specifications are fully implemented

Employee safety

Occupational injuries ¹¹ per 100 employees in Greenland	9	9	10	9	Developing and implementing an adapted occupational health and safety management system (OHSMS) and environmental management system (EMS)	Fully implemented and functioning OHSMS and EMS
Occupational injuries ³ per 100 employees, Other countries	9	8	11	8		
Occupational injuries ³ with min. one day of absence per 100 employees, Greenland	5	4	5	4		
Occupational injuries ³ with min. one day of absence per 100 employees, Other countries	2	3	3	3		

Employee satisfaction

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

Anti-corruption training, percentage completed among selected participants ¹³	76%	23%	-	Whistleblower system implemented Training postponed until 2022	Training in 2021. Implementation of whistleblower scheme	
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Healthy working lives	2018	2019	2020	2021	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 ¹⁴ , percentage completed among those selected	100%	96%	100%	100%	100%	100%
Suppliers from medium-risk countries, percentage completed among those selected	100%	98%	79%	85%	95%	100%
Suppliers from low-risk countries, percentage completed among those selected	65%	66%	57%	63%	60%	75%

Education in Greenland	2018	2019	2020	2021	Goal 2022	Ambition 2030
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Training and education – Greenland

RG Academy course participants	321	331	285	192	20% of employees	30% of employees
Number of RG Academy course days	1070	1471	732	863	–	–
Number of RG Academy courses	25	21	15	20	–	–
Course participants, other colleges	63	80	17	10	–	–
Number of course days, other colleges	194	620	405	22	–	–
Number of courses, other colleges	5	11	4	3	–	–
Course participants, statutory courses	329	2174	107	109	cf. legislation	cf. legislation
Number of course days, statutory courses	351	294	374	267	–	–
Number of courses, statutory courses	34	22	13	12	–	–
Number of seafarers on statutory courses	32	188	14	–	–	–
Sulisa+ management development at selected factories and trawlers in Greenland	Initiated	Three large processing plants	Three large processing plants	Two large processing plants	Performed at selected processing plants	Leadership 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 was not held, due to Covid-19 restrictions	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	Not commenced	Commenced in min. 5 towns	Part of RGA

Apprentices/trainees and students

Royal Greenland, number of apprentices and trainees	48	47	48	72	>50	>50
Greenland, number of apprentices and trainees	41	41	39	64	50	50
Greenland, attached students taking higher vocational education in Greenland	–	–	25	28	–	–
Royal Greenland, attached students	21	14	16	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.