

# Social statement

for the period 1 January to 31 December

	2020	2019	2018
<b>Employees</b>			
Employees, total (number)	4,912	4,693	4,617
Employees, own (number)	4,366	4,217	4,214
Employees, hired labour (number)	546	576	403
Employees, men (number)	3,120	3,035	2,982
Employees, women (number)	1,792	1,658	1,635
Number of managers in the Group with responsibility for personnel	498	-	-
<i>Percentage of female managers (%)</i>	17.07	24.38	-
<i>Percentage of male managers (%)</i>	82.93	70.63	-
Percentage of employees who have left the company during the period, turnover (%)	13.64	-	-
<i>Percentage of women who have left the company (%)</i>	41.64	-	-
<i>Percentage of men who have left the company (%)</i>	58.36	-	-
<i>Percentage of employees younger than 30 who have left the company (%)</i>	37.31	-	-
<i>Percentage of employees aged 30-50 who have left the company (%)</i>	48.06	-	-
<i>Percentage of employees older than 50 who have left the company (%)</i>	12.69	-	-
<i>Percentage of employees who have taken out retirement (%)</i>	2.39	-	-
Percentage of new recruits (%)	15.64	-	-
<i>Percentage of new recruits, women (%)</i>	34.77	-	-
<i>Percentage of new recruits, men (%)</i>	65.23	-	-
<i>Percentage of new recruits younger than 30 (%)</i>	40.23	-	-
<i>Percentage of new recruits aged 30-50 (%)</i>	40.23	-	-
<i>Percentage of new recruits older than 50 (%)</i>	7.68	-	-
Percentage of employees with occupational injury insurance (%)	100.00	100.00	100
Members of trade unions (number)	1,635	-	-
Percentage of employees covered by collective wage agreement (%)			
Norway	73.00	77.00	-
Int.	61.00	54.3	-
Response rate to employee survey from GPTW, Great Place To Work (%)	86	82	-
<b>Training and further education</b>			
Employees who took part in training initiatives (number)	4,485	3,489	-
<i>Percentage of training focusing on HSE (%)</i>	12	-	-
<i>Percentage of training as external courses (%)</i>	62	-	-
<i>Percentage of training as in-house mandatory courses (%)</i>	5	-	-
<i>Percentage of training in local language (%)</i>	1	-	-
<i>Percentage of other training (%)</i>	21	-	-
Employees who have received language lessons (number)	100	135	-
Percentage of employees who have received training in business ethics (%)	100	100	100
Apprentices (number)	125	97	-
Trainees (number)	33	30	-
Internships (number)	27	18	-
Certificate of apprenticeship achieved with employer (number)	49	105	-

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<b>HSE</b>			
Sick leave (%)	6.51	5.2	4.96
Short-term sick leave (%)	2.69	2.21	1.93
Long-term sick leave (%)	3.81	2.98	3.02
LTI-H value (%)	17.23	12.2	16.15
Injuries with absence (number)	129	84	90
Injuries without absence (number)	181	169	245
Undesired incidents, Near accidents (number)	652	746	626
Undesired incidents, Safety observations (number)	2,555	2,309	1,839
Fatal accidents (number)	0	0	0
Percentage of companies with working environment committee with employee representatives (%)	56	-	-
Risk assessment completed in relation to risk of employees developing antibiotic resistance	Yes	Yes	Yes
<b>Social responsibility</b>			
Feedback from stakeholders, positive/negative, (number)	27	14	5
Cases involving corruption (number)	0	0	0
Fines (number)	6	4	-
Whistleblowing cases (number)	8	2	-
Audits, supplier (number)	22	11	17
In-house audits (number) <sup>*)</sup>	593	532	356
Non-approved audits (number)	0	0	0
Product recalls (number)	0	0	0
Percentage of factories with GFSI certificate (%)	59.00	54.00	46.00
Markets without market access (number)	1	1	1
Total tax contributions (NOK million)	1,063	1,299	1,364,5
Purchases in Norway, excl. intragroup purchases (NOK billion)	15.1	14.8	16.9
Suppliers in Norway (number)	5,427	4,855	5,948
Municipalities in Norway where purchases are made (number)	304	258	306
Participation in collaborative groups for aquaculture	Yes	Yes	Yes
Participation in collaborative fora for fisheries	Yes	Yes	Yes
Support for humanitarian companies	Yes	Yes	Yes

*\*) Audits related to different certifications, authorities and internal routines.*