

Statement of use	Saferoad Group has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No sector standard is available yet

Resources:

- [Annual Report 2022](#)
- [Supplier Code of Conduct](#)
- [Code of Conduct](#)
- [Other ethics and compliance documents](#)

GRI STANDARD	DISCLOSURE	LOCATION / INFORMATION	OMISSION			SECTOR STANDARD REF. NO.	OTHER REFERENCES	
			REQUIREMENT(S)	REASON	EXPLANATION		UN SDGs	UNGC PRINCIPLES
General disclosures								
GRI 2: General Disclosures 2021	2-1 Organizational details	[A-D] See our Annual Report 2022, p.4 and 53.				A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	[A-B] Financial and sustainability reporting covers Saferoad Holding AS and its subsidiaries. See our Annual Report 2022, p.119. [C] Our Annual Report 2022 consolidates data from all our operational entities for the 2022 fiscal year, reflecting our sustainability performance across the Group.						
	2-3 Reporting period, frequency and contact point	[A-B] 1 January 2022 to 31 December 2022, reported annually. [C] Financial and sustainability report published 3 May 2023 [D] Oscar Sandell, Group CHRO						
	2-4 Restatements of information	No restatements.						
	2-5 External assurance	[A] Financial reporting has been approved by the Board of Directors and externally verified. [B] Our sustainability reporting has not been externally verified.						
	2-6 Activities, value chain and other business relationships	[A] Construction and materials. [B] See our Annual Report 2022 p.4, 7-11, 38.	2-6-c 2-6-d	Information unavailable/incomplete	Information not available at present time.			
	2-7 Employees	[A] See our Annual Report 2022, p.4, 25-26. [C] Full-time equivalent (FTE).	2-7-b 2-7-d 2-7-e	Information unavailable/incomplete	Information not available at present time.			
	2-8 Workers who are not employees		2-8	Information unavailable/incomplete	Information not available at present time.			
	2-9 Governance structure and composition	[A-C] See our Annual Report 2022, p.28-31.	2-9-c-iv 2-9-c-vi 2-9-c-vii	Information unavailable/incomplete	Information not available at present time.			
	2-10 Nomination and selection of the highest governance body	[A-B] See our Annual Report 2022, p.31.	2-10-b-i 2-10-b-ii	Information unavailable/incomplete	Information not available at present time.			
	2-11 Chair of the highest governance body	[A] See our Annual Report 2022, p.28-31. The Chairman is not a senior executive in the organization.	2-11-b	Not applicable	The Chairman is not a senior executive in the organization.			
	2-12 Role of the highest governance body in overseeing the management of impacts	[A-B] See our Annual Report 2022, p.31. [C] The Board reviews the Annual and sustainability report on an annual basis, in addition to regular meetings throughout the year where relevant topics are discussed and reviewed.						
	2-13 Delegation of responsibility for managing impacts	[A] See our Annual Report 2022, p.12-14 and 31. [B] See our Annual Report 2022, p.31.						
	2-14 Role of the highest governance body in sustainability reporting	[A] Group management and the board of directors are sent the annual sustainability report and review it before publication. See our Annual Report 2022, p. 31.	2-14-b	Not applicable	The board of directors review the reported information.			
	2-15 Conflicts of interest	[A] See our Code of Conduct, pt.3 and 6.8	2-15-b	Not applicable	Not applicable			
	2-16 Communication of critical concerns	[A] See our Code of Conduct, pt.7 [B] See our Annual Report 2022, p.45.						
	2-17 Collective knowledge of the highest governance body	Sustainability is a topic that is regularly discussed in the board of directors and group management. Sustainability targets are approved by the board of directors on an annual basis and performance against targets is reported at each board meeting.						

	2-18 Evaluation of the performance of the highest governance body	[A] No evaluation	2-18-b	Not applicable	No evaluation.			
	2-19 Remuneration policies	[A] See our Annual Report 2022, p.31 and 70-71. [B] Planning a new KPI linked to the Group management team where reductions in greenhouse gas emissions in line with SBTi will affect remuneration.						
	2-20 Process to determine remuneration	[A] See our Annual Report 2022, p. 70-71.						
	2-21 Annual total compensation ratio	[A] See our Annual Report 2022, p. 70.	2-21-b 2-21-c	Information unavailable/incomplete	Information not available at present time.			
	2-22 Statement on sustainable development strategy	[A] See our Annual Report 2022, p.15-16 and 33-34.						
	2-23 Policy commitments	[A-B] See our Annual Report 2022, p.33-34. [C] See our UNGC Communication on Progress. [D] Board of directors. [E] Applies to the Group. [F] Saferoad Group UN Global Compact						
	2-24 Embedding policy commitments	[A] See our Annual Report 2022, p.12-16, 31, 33-34 and 44-45.						
	2-25 Processes to remediate negative impacts		2-25	Information unavailable/incomplete	Information not available at present time.			
	2-26 Mechanisms for seeking advice and raising concerns	[A] See our Code of Conduct, pt.7.						
	2-27 Compliance with laws and regulations	[A] See our Annual Report 2022, p. 26 and 100.						
	2-28 Membership associations	[A] The organization significantly participates in various associations at local entity level, but not at Group level.						
	2-29 Approach to stakeholder engagement	[A] See our Annual Report 2022, p.36.						
	2-30 Collective bargaining agreements		2-30	Information unavailable/incomplete	Information not available at present time.			
Material topics								
GRI 3: Material Topics 2021	3-1 Process to determine material topics	[A-B] See our Annual report 2022, p. 36-38	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.					
	3-2 List of material topics	[A] See our Annual report 2022, p. 39-40 [B] No changes compared to previous reporting period.						
1 - Increasing circularity and reducing climate impact								
GRI 3: Material Topics 2021	3-3 Management of material topics	[A- B] See our Annual Report 2022, p. 36-38 and 41. [C] See our Annual Report 2022, p. 15-16 and 33-34. [D-E] See our Annual Report 2022, p.41	3-3-f	Information unavailable/incomplete	No stakeholder engagement since current ESG strategy was set.			
KPI 1a: Circular operations								
GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1	Information unavailable/incomplete	Information not available at present time.		8 12	
	301-2 Recycled input materials used		301-2	Information unavailable/incomplete	Information not available at present time.		8 12	
	301-3 Reclaimed products and their packaging materials		301-3	Information unavailable/incomplete	Information not available at present time.		8 12	
	306-1 Waste generation and significant waste-related impacts		306-1	Information unavailable/incomplete	Information not available at present time.		3 12	

GRI 306: Waste 2020	306-2 Management of significant waste-related impacts		306-2	Information unavailable/incomplete	Information not available at present time.		3 8 12	
	306-3 Waste generated		306-3	Information unavailable/incomplete	Information not available at present time.		3 12	
	306-4 Waste diverted from disposal		306-4	Information unavailable/incomplete	Information not available at present time.		3 12	
	306-5 Waste directed to disposal		306-5	Information unavailable/incomplete	Information not available at present time.		3 12	
KPI 1b: GHG emissions reporting								
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	[A] See our Annual Report 2022, p. 41					3 12	
	305-2 Energy indirect (Scope 2) GHG emissions	[A] See our Annual Report 2022, p. 41					3 12	
	305-3 Other indirect (Scope 3) GHG emissions	[A] See our Annual Report 2022, p. 41					3 12	
KPI 1c: ISO 14001 certification								
Own indicator	ISO 14001 certification	See our Annual Report 2022, p. 41					9	7-9
2 - Sustainable products								
GRI 3: Material Topics 2021	3-3 Management of material topics	[A- B] See our Annual Report 2022, p. 36-38 and 42. [C] See our Annual Report 2022, p. 15-16 and 33-34. [D-E] See our Annual Report 2022, p.42	3-3-f	Information unavailable/incomplete	No stakeholder engagement since current ESG strategy was set.			
KPI 2a: Environmentally friendly products								
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	[A] See our Annual Report 2022, p. 37-38.					9	7 8 9
KPI 2b: Environmental Product Declarations (EPDs)								
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	[A] See EPD Norge for information.	417-1-b	Information unavailable/incomplete	Information not available at present time.		12	7 8
3 - Ensuring health, safety, and satisfaction of own employees								
GRI 3: Material Topics 2021	3-3 Management of material topics	[A- B] See our Annual Report 2022, p. 36-38 and 43. [C] See our Annual Report 2022, p. 15-16 and 33-34. [D-E] See our Annual Report 2022, p.43	3-3-f	Information unavailable/incomplete	No stakeholder engagement since current ESG strategy was set.			
KPI 3a: ESG leadership								
Own indicator	Steps taken towards ESG leadership in our industry	See our Annual Report 2022, p. 43						1-10
KPI 3b: Lost time incident rate								
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	[A] See our Annual Report 2022, p. 43					3 8	
KPI 3c: Employee NPS								
Own indicator	Ensuring a satisfied work force	See our Annual Report 2022, p. 43						1-6
4 - A transparent and sustainable supply chain								
GRI 3: Material Topics 2021	3-3 Management of material topics	[A- B] See our Annual Report 2022, p. 36-38 and 44. [C] See our Annual Report 2022, p. 15-16 and 33-34. [D-E] See our Annual Report 2022, p.44	3-3-f	Information unavailable/incomplete	No stakeholder engagement since current ESG strategy was set.			

KPI 4a: Supply chain management								
Own indicator	Yearly screening of all major suppliers	See our Annual Report 2022, p 44.					8	1-5 8-10
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	[A] See our Annual Report 2022, p 44.					8	10
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	[A] See our Annual Report 2022, p 44.					8	7-9
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	[A] See our Annual Report 2022, p 44.					8	1-6
KPI 4b: Supplier Code of Conduct								
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	[C] See our Annual Report 2022, p 44.					8	10
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	[B] See our Annual Report 2022, p 44.					8	3
GRI 409: Forced or Compulsory Labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour.	[B] See our Annual Report 2022, p 44.					8	4
KPI 4c: Supplier self assessment								
Own indicator	Selv assessment by critical suppliers	See our Annual Report 2022, p. 44.					8	1-7
5 - Ensuring ethical business conduct								
GRI 3: Material Topics 2021	3-3 Management of material topics	[A- B] See our Annual Report 2022, p. 36-38 and 45. [C] See our Annual Report 2022, p. 15-16 and 33-34. [D-E] See our Annual Report 2022, p. 45.	3-3-f	Information unavailable/incomplete	No stakeholder engagement since current ESG strategy was set.			
KPI 5a and 5b: ESG and Cyber awareness training								
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	[A] See our Annual Report 2022, p. 45.					8	6
KPI 5c: Whistleblower channels								
Own indicator	Electronic whistleblower access for internals and externals	See our Annual Report 2022, p. 45.					8	1-6 10