

Corporate responsibility statement

Social disclosures

Health and safety

Fatalities	Unit of measurement	2018	2017	2016
Consolidated operations ¹⁾				
Employees	Number	1	0	0
Contractors	Number	0	0	1
Third party	Number	0	0	0
Associates ²⁾				
Employees	Number	0	0	0
Contractors	Number	0	0	0
Third party	Number	0	0	0

¹⁾ Activities where Statkraft has > 50% ownership.

²⁾ Activities where Statkraft has 20 - 50% ownership

The fatal accident 2018 occurred 28 April at the Moglicë Project in Albania.

Serious incidents ^{1), 2)}	Unit of measurement	2018	2017	2016
Serious injuries	Number	7	4	5
Incidents with, or with potential for, serious consequences	Number	31	48	40

¹⁾ Includes activities where Statkraft has ≥ 20% ownership.

²⁾ Incidents include accidents and near misses.

Injuries ¹⁾	Unit of measurement	2018	2017	2016
Employees				
Lost-time injuries (LTI) ²⁾	Number	30	40	42
Lost-time injuries per million hours worked	LTI rate	2.9	3.4	3.3
Total recordable injuries (TRI) ³⁾	Number	57	78	71
Total recordable injuries per million hours worked	TRI rate	5.4	6.6	5.6
Contractors				
Lost-time injuries (LTI) ²⁾	Number	29	27	39
Lost-time injuries per million hours worked	LTI rate	3.0	2.2	2.8
Total recordable injuries (TRI) ³⁾	Number	50	46	57
Total recordable injuries per million hours worked	TRI rate	5.2	3.8	4.2
Third parties				
Injuries ⁴⁾	Number	0	0	0
Statkraft, total				
Lost-time injuries per million hours worked	LTI rate	2.9	2.8	3.1
Total recordable injuries per million hours worked	TRI rate	5.3	5.2	4.9

¹⁾ Includes activities where Statkraft has ≥ 20% ownership.

²⁾ Work-related injuries which have resulted in absence extending beyond the day of the injury.

³⁾ Work-related injuries, with and without absence. Includes injuries which resulted in absence, medical treatment or need for alternative work assignments.

⁴⁾ Recorded injuries requiring treatment by a doctor.

Sick leave ¹⁾	Unit of measurement	2018	2017	2016
Sick leave, total	%	3.3	3.5	3.0
Of which short-term absence (16 days or less)	%	1.5	1.5	1.5
Of which long-term absence (more than 16 days)	%	1.8	2.0	1.5

¹⁾ Sick leave due to illness or injuries, as percentage of normal working hours.

Judicial sanctions and fines, health and safety	Unit of measurement	2018	2017	2016
Cases where judicial or administrative sanctions have been applied due to material non-compliance with health and safety legislation	Number	1	1	0
Judicial fines applied due to material non-compliance with health and safety legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with health and safety legislation	NOK million	0.02 ¹⁾	0.05 ²⁾	0

¹⁾ Fine to Devoll Hydropower Moglicë related to fatal accident in 2018.

²⁾ Fine to District Heating related to safety incident.

Labour practices

Employees	Unit of measurement	2018	2017	2016
Employees 31.12	Number	3 557	3 593	3 804
Of which in Norway	Number	2 040	2 241	2 297
Of which in other Nordic countries	Number	212	213	224
Of which in other European countries	Number	713	661	732
Of which in the rest of the world	Number	592	478	551
Full-time employees 31.12	%	95	96	96
Staff turnover rate ¹⁾	%	4.2	5.7	6.6
Service time				
Average service time	Years	11.6	12.0	11.6
Average service time for employees resigned or dismissed ¹⁾	Years	12.4	8.3	9.7
Apprentices employed 31.12	Number	77	77	59
Trainees employed 31.12	Number	3	7	15
Nationalities represented among Statkraft's employees	Number	57	51	43

¹⁾ Excluding retirements, and not including ENEX in Brazil (2016).

Gender equality	Unit of measurement	2018	2017	2016
Percentage of women				
Total	%	25	25	25
In Norway	%	25	27	27
In other Nordic countries	%	18	19	20
In other European countries	%	24	23	24
In the rest of the world	%	25	22	19
In management positions	%	21	22	22
In Norway	%	25	26	25
In other Nordic countries	%	11	9	12
In other European countries	%	18	18	19
In the rest of the world	%	17	18	18
In Corporate Management	%	29	29	29
In Statkraft's Board of Directors	%	44	44	44
Among employees recruited in the reporting year	%	31	22	24
Among managers recruited in the reporting year	%	24	20	19
Among full-time employees	%	23	23	23
Among part-time employees	%	53	57	70

Equal salary	Unit of measurement	2018	2017	2016
Salary ratio among employees ¹⁾	Ratio	0.94	0.93	0.90
In Norway	Ratio	0.97	0.97	0.93
In other Nordic countries	Ratio	1.03	1.00	0.96
In other European countries	Ratio	0.85	0.81	0.76
In the rest of the world	Ratio	0.88	0.92	0.94
Salary ratio among managers ¹⁾	Ratio	0.87	0.92	0.90
In Norway	Ratio	0.95	0.99	0.97
In other Nordic countries	Ratio	0.83	0.90	0.84
In other European countries	Ratio	0.78	0.74	0.73
In the rest of the world	Ratio	0.83	1.04	0.93

¹⁾ Average salary for women in relation to average salary for men.

Statkraft as employer	Unit of measurement	2018	2017	2016
Organisation and leadership evaluation ¹⁾				
Employee engagement	Scale 0-100	78	72	²⁾
Response rate	%	91	92	²⁾
Employees who have completed the performance and career development review	%	87	97	-
Ranking as preferred employer ³⁾ among				
Business students	Ranking	65	58	60
Engineering students	Ranking	11	6	6
Business professionals	Ranking	45	22	31
Engineering professionals	Ranking	10	13	6

¹⁾ From Statkraft's internal annual organisation and leadership evaluation survey. Statkraft's score can be compared with the Global Employee and Leadership Index Norway 2018 result of 70.

²⁾ Evaluation postponed to 2017.

³⁾ Ranking among final-year students and professionals, as defined and measured in the annual Universum Graduate Survey for Norway and the Universum Professional Survey for Norway.

Human rights

Training on human rights ^{1), 2)}	Unit of measurement	2018	2017
Number of hours devoted to training on human rights in the last two years	Hours	300	200
Employees that have received training on human rights in the last two years	%	13	13
Senior management that have received training on human rights in the last two years	%	100	100

¹⁾ These indicators were introduced in 2017.

²⁾ Human rights training considered here is a specific human rights training and awareness. This number does not cover trainings on human rights aspects such as health and safety, or our report of concern procedures (that are part of our implementation of Pillar 3 of the UN Guiding Principles for Business and Human Rights) for which 100% of employees received training.

Consultations with indigenous peoples	Unit of measurement	2018	2017	2016
Number of projects with ongoing consultations involving rights of indigenous peoples	Number	14	8	10

Incidents of violations involving rights of indigenous peoples ¹⁾	Unit of measurement	2018	2017
Total number of confirmed incidents of violations involving the rights of indigenous peoples during the reporting period	Number	0	0

¹⁾ This indicator was introduced in 2017.

Judicial sanctions and fines, human rights ¹⁾	Unit of measurement	2018	2017	2016
Cases where judicial or administrative sanctions have been applied due to material non-compliance with human rights legislation	Number	0	0	0
Judicial fines applied due to material non-compliance with human rights legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with human rights legislation	NOK million	0	0	0

¹⁾ Material judicial sanctions for discrimination, forced labour, child labour or violations of the freedom of association, indigenous peoples rights or labour rights.

Environmental disclosures

Climate

Greenhouse gas emissions	Unit of measurement	2018	2017	2016
Emissions of CO ₂ equivalents, consolidated activities ¹⁾	Tonnes	485 400	818 000	773 400
Of which from gas power plants (scope 1)	Tonnes	439 000	763 900	722 700
Of which from district heating plants ²⁾ (scope 1)	Tonnes	28 500	23 500	24 900
Of which from SF ₆ emissions (scope 1)	Tonnes	200	900	2 700
Of which halon emissions (scope 1)	Tonnes	0	0	1 000
Of which from fuel consumption ³⁾ (scope 1)	Tonnes	14 900	26 900	19 100
Of which from electricity consumption ⁴⁾ (scope 2)	Tonnes	0	0	-
Of which from business travel ⁵⁾ (scope 3)	Tonnes	2 800	2 800	3 000
Emissions of CO ₂ equivalents from affiliated gas power plants ⁶⁾ (scope 1)	Tonnes	105 000	94 500	85 600
Emissions of CO ₂ equivalents from Heimdal incineration plant ²⁾	Tonnes	74 400	79 800	79 000
Emissions of biogenic CO ₂ from district heating plants	Tonnes	306 500	317 300	-
SF ₆ emissions	kg	28	40	120
Halon emissions	kg	0	0	140

¹⁾ Statkraft's ownership is >50%.

²⁾ Emissions of CO₂ from Heimdal incineration plant is not included in Statkraft's total CO₂ statement, according to established reporting practice for the district heating industry.

³⁾ CO₂ from fuel consumption from the Group's machinery and vehicles.

⁴⁾ 100% of Statkraft's electricity consumption is certified renewable.

⁵⁾ Comprises travel by air and car in the Norwegian operations.

⁶⁾ Statkraft's share.

Greenhouse gas emissions per scope ¹⁾	Unit of measurement	2018	2017
Scope 1: Direct emissions ²⁾	Tonnes	587 600	909 700
Scope 2: Indirect emissions, related to electricity consumption	Tonnes	0	0
Scope 3: Other indirect emissions	Tonnes	2 800	2 800

¹⁾ Reporting of greenhouse gas emissions per scope was introduced in 2017.

²⁾ Includes Statkraft's share of emissions of CO₂ in the jointly controlled power plant Herdecke (Germany).

Relative greenhouse gas emissions	Unit of measurement	2018	2017	2016
CO ₂ -equivalent emissions per MWh power generation, total ¹⁾	kg/MWh	9	14	12
CO ₂ -equivalent emissions per MWh power generation, gas power ¹⁾	kg/MWh	363	390	367
CO ₂ -equivalent emissions per MWh district heating production ²⁾	kg/MWh	26	19	23

¹⁾ Includes Statkraft's share of production and emissions of CO₂ in the jointly controlled power plant Herdecke (Germany).

²⁾ Emissions of CO₂ from Heimdal incineration plant is not included in Statkraft's total CO₂ statement, according to established reporting practice for the district heating industry.

Biodiversity and impact on nature

Impact on watercourses ^{1), 2)}	Unit of measurement	2018	2017	2016
Impacted river courses with:				
Anadromous fish	Number	47	46	46
Catadromous fish	Number	8	6	5
Impacted national salmon rivers	Number	13	13	13
Impacted protected rivers	Number	8	8	8

¹⁾ Impact entails change of waterflow, water levels or other living conditions for fish.

²⁾ More detailed information related to impact on watercourses is presented in the table "Impact on watercourses".

Fish cultivation	Unit of measurement	2018	2017	2016
Restocking of fish and smolt ¹⁾	Number	658 900	2 188 400	916 700
Of which in Norway	Number	325 200	1 614 700	485 400
Of which in other Nordic countries	Number	323 000	543 700	403 300
Of which in other European countries	Number	10 700	30 000	28 000
Restocking of juveniles ^{2), 3)}	Number	1 168 800	-	-
Of which in Norway	Number	923 900	-	-
Of which in other Nordic countries	Number	244 900	-	-
Stocking of fish roe ⁴⁾	Number	1 332 800	568 200	471 800

¹⁾ Includes salmon, inland trout, sea trout, grayling and eel.

²⁾ Includes salmon, inland trout, sea trout, grayling and eel. Juveniles is defined as startfed fry, one-year old fry and two-summer old fry.

³⁾ Reporting on restocking of juveniles was introduced in 2018.

⁴⁾ Includes salmon in Norway and eel in Sweden.

Red list species (fauna) ^{1), 2)}	Unit of measurement	2018	2017	2016
Red list species with habitat in areas impacted by Statkraft's operations in:				
Norway	Number	33	32	33
Other Nordic countries	Number	6	6	6
Other European countries	Number	13	13	2
Rest of the world	Number	83	83 ³⁾	23

¹⁾ More detailed information on red list species is presented in the table "Red list species (fauna)".

²⁾ Includes species defined as red list species by either International Union for Conservation of Nature (IUCN) or national authorities.

³⁾ The increase in red list species is mainly due to the inclusion of Brazil in the statement.

Operational sites in, or adjacent to, protected areas ¹⁾	Unit of measurement	2018	2017	2016
Operational sites in, or adjacent to, protected areas	Number	29	27	21
Of which in Norway	Number	18	16	16
Of which in other Nordic countries	Number	6	6	4
Of which in other European countries	Number	5	5	1

¹⁾ Limited to natural parks and nature or wildlife reserves.

Consumption

Electricity consumption	Unit of measurement	2018	2017	2016
Electricity consumption	GWh	1 067	944	918
Of which pumped-storage power	GWh	709	633	566
Of which electric boilers for district heating	GWh	89	65	63
Of which other operations	GWh	269	246	289

Fuel consumption	Unit of measurement	2018	2017	2016
Fossil fuel consumption				
Natural gas, gas power plants	Mill. Nm ³	258	354	349
Fuel gas, district heating plants	Tonnes	7 918	5 750	6 722
Fuel oil, district heating plants	Tonnes	1 674	1 813	1 556
Engine fuel ¹⁾	Tonnes	4 707	8 493	6 039
Other fuel consumption				
Waste for district heating plants	Tonnes	206 800	221 800	219 400
Waste for bio power plants	Tonnes	262 300	265 400	279 200
Bio fuel	Tonnes	188 500	183 900	207 700

¹⁾ Includes consumption of fuel for vehicles and machinery (for example generators).

Use of water ¹⁾	Unit of measurement	2018	2017
Cooling water, gas power plants	m ³	1 731 000	1 900 000
Process water ²⁾	m ³	177 800	251 000
Of which used in gas power plants	m ³	32 000	185 000
Of which used in bio power plants	m ³	83 300	-
Of which used in district heating plants	m ³	62 500	66 000
District heating pipe leakages	m ³	30 200	24 600

¹⁾ This indicator was introduced in 2017.

²⁾ Used for treatment of gas emissions.

Waste

Waste	Unit of measurement	2018	2017	2016
Hazardous waste	Tonnes	21 200	15 400	17 000
Of which from waste incineration plants ¹⁾	Tonnes	4 500	6 900	6 800
Of which from bio power plants	Tonnes	15 800	7 900	9 400
Of which other hazardous waste	Tonnes	900	600	900
Non-hazardous waste	Tonnes	46 400	51 400	50 000
Of which non-hazardous waste separated at source	Tonnes	45 100	49 800	48 600
Of which non-hazardous waste from biopower plants	Tonnes	800	-	-
Of which non-hazardous waste from waste incineration plants	Tonnes	36 500	-	-
Of which residual non-hazardous waste	Tonnes	1 300	1 600	1 300

¹⁾ Consists of filter dust and filter cake.

Environmental incidents

Environmental incidents	Unit of measurement	2018	2017	2016
Serious environmental incidents ¹⁾	Number	0	0	0
Less serious environmental incidents ²⁾	Number	283	187	233

¹⁾ An incident that causes serious or irreversible environmental impact on critical or protected resources.

²⁾ An incident that causes minor or moderate negative environmental impact.

Most of the less serious environmental incidents in 2018 were related to minor breaches of emission regulations for biomass plants and minor oil spills to water and ground with little or no impact on the environment.

Judicial sanctions and fines, environment	Unit of measurement	2018	2017	2016
Cases where judicial or administrative sanctions have been applied due to material non-compliance with environmental legislation	Number	4	1	0
Judicial fines applied due to material non-compliance with environmental legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with environmental legislation	NOK million	0.2 ¹⁾	0,2 ²⁾	0

¹⁾ Breach of concession terms at four hydropower plants in Sweden (occurred in the period 2015-2017).

²⁾ Breach of the concessional terms at Alta hydropower plant.

Economic disclosures

Power generation and district heating production

Installed capacity per technology and geography	Unit of measurement	2018	2017	2016
Installed capacity power generation	MW	17 831	17 478	17 418
Of which hydropower	MW	14 190	14 099	14 075
Of which wind power	MW	1 203	947	703
Of which gas power ¹⁾	MW	2 390	2 390	2 600
Of which other ²⁾	MW	49	43	40
Installed capacity, district heating	MW	836	835	820
Installed capacity per geography, power generation				
Norway	MW	12 127	11 857	12 041
Other Nordic countries	MW	1 813	1 813	1 606
Other European countries	MW	2 974	2 974	2 971
Rest of the world	MW	917	834	800
Installed capacity per geography, district heating				
Norway	MW	673	671	657
Other Nordic countries	MW	164	164	164

Installed capacity per technology and geography	Unit of measurement	2018	2017	2016
Installed capacity per technology, power generation				
Hydropower	%	79.6	80.7	80.8
Wind power	%	6.7	5.4	4.0
Gas power ¹⁾	%	13.4	13.7	14.9
Other ²⁾	%	0.3	0.2	0.2
Installed capacity per geography, power generation				
Norway	%	68.0	67.8	69.1
Other Nordic countries	%	10.2	10.4	9.2
Other European countries	%	16.7	17.0	17.1
Rest of the world	%	5.1	4.8	4.6
Installed capacity per geography, district heating				
Norway	%	80.5	80.4	80.1
Other Nordic countries	%	19.6	19.6	19.9

Capacity under development per technology and geography ³⁾	Unit of measurement	2018	2017	2016
Capacity under development, power generation	MW	865	718	729
Of which hydropower	MW	292	184	207 ⁴⁾
Of which wind power ⁵⁾	MW	574	520	522
Of which solar power	MW	0	14	0
Capacity under development, district heating	MW	0	0	0
Capacity under development per geography, power generation				
Norway ⁵⁾	MW	559	520	545
Other Nordic countries	MW	0	0	0
Other European countries	MW	23	198	184 ⁴⁾
Rest of the world	MW	282	0	0
Capacity under development per geography, district heating	MW	0	0	0

Capacity under development per technology and geography ³⁾	Unit of measurement	2018	2017	2016
Capacity under development per technology, power generation				
Hydropower	%	33.7	25.6	28,4 ⁴⁾
Wind power ⁵⁾	%	66.3	72.4	71.6
Solar power	%	0	1.9	0
Capacity under development per geography, power generation				
Norway ⁵⁾	%	64.6	72.4	74.8
Other Nordic countries	%	0	0	0
Other European countries	%	2.7	27.6	25,2 ⁴⁾
Rest of the world	%	32.7	0	0

Power generation and district heating production per technology and geography		Enhet	2018	2017	2016
Power generation, total		TWh	61.7	62.6	66.0
Of which hydropower		TWh	57.2	57.4	61.2
Of which wind power		TWh	2.7	2.7	2.3
Of which gas power ¹⁾		TWh	1.5	2.2	2.2
Of which other ²⁾		TWh	0.3	0.3	0.3
District heating		TWh	1.1	1.1	1.1
Renewable power generation ⁶⁾		%	97.6	96.5	96.7
Renewable district heating ⁶⁾		%	89.2	91.6	91.8
Power generation per geography					
Norway		TWh	48.6	48.6	52.8
Other Nordic countries		TWh	6.0	6.6	6.1
Other European countries		TWh	2.8	3.2	3.2
Rest of the world		TWh	4.3	4.2	3.9
District heating per geography					
Norway		TWh	0.9	0.9	0.9
Other Nordic countries		TWh	0.2	0.2	0.2

Power generation and district heating production per technology and geography		Enhet	2018	2017	2016
Power generation per technology					
Hydropower		%	92.7	91.7	92.7
Wind power		%	4.4	4.3	3.5
Gas power ¹⁾		%	2.4	3.6	3.3
Other ²⁾		%	0.5	0.4	0.5
Power generation per geography					
Norway		%	78.8	77.6	80
Other Nordic countries		%	9.7	10.5	9.2
Other European countries		%	4.5	5.1	4.8
Rest of the world		%	7.0	6.8	5.9
District heating per geography					
Norway		%	81.8	79.5	81.8
Other Nordic countries		%	18.2	20.5	18.2

¹⁾ Includes Statkraft's share of the jointly controlled Herdecke (Germany) power plant.

²⁾ Includes bio power and solar power.

³⁾ Includes projects with an investment decision.

⁴⁾ The Cetin project is no longer included in the figures, as it was divested in 2017.

⁵⁾ Includes Statkraft's share of the Fosen project.

⁶⁾ Non-renewable production consists of gas power and share of district heating based on fossil fuel. Production at Heimdal, the incineration plant in Trondheim, is counted as 100% renewable district heating production (aligned with SSB, Statistics Norway, reporting practice).

Contribution to society

Value creation ¹⁾	Unit of measurement	2018	2017
Gross operating revenues	NOK million	55 573	52 883
Unrealised changes in the value of energy contracts	NOK million	-789	1 289
Paid to suppliers for goods and services ²⁾	NOK million	32 087	33 349
Gross value added	NOK million	22 698	20 823
Depreciation, amortisation and impairment	NOK million	3 734	4 162
Net value added	NOK million	18 964	16 661
Gain or loss from divestments	NOK million	5 781	7 122
Financial income	NOK million	1 449	315
Share of profit from associates	NOK million	790	-79
Minority interests	NOK million	680	-94
Values for distribution	NOK million	26 303	24 113

¹⁾ New reporting format for value creation from 2017 due to changed income statement format.

²⁾ Includes energy purchases, transmission costs and operating expenses.

Distribution of value created ¹⁾	Unit of measurement	2018	2017
Employees			
Gross salaries and benefits	NOK million	3 198	3 262
Lenders/owners			
Interest	NOK million	1 369	3 303
Dividend ²⁾	NOK million	8 500	6 100
Taxes ³⁾	NOK million	9 027	5 743
The company			
Change in equity	NOK million	4 210	5 705
Total wealth distributed	NOK million	26 303	24 113

¹⁾ New reporting format for distribution of value created from 2017 due to changed income statement format.

²⁾ Includes dividend and Group contribution from Statkraft AS to Statkraft SF.

³⁾ Includes taxes, property tax, licence fees and employers' contribution.

Taxes ¹⁾	Unit of measurement	2018	2017	2016
Total	NOK million	7 391	4 010	4 764
Of which in Norway	NOK million	6 857	3 603	4 366
Of which in other Nordic countries	NOK million	113	50	8
Of which in other European countries	NOK million	364	333	293
Of which in the rest of the world	NOK million	57	23	97

¹⁾ Taxes payable in the statement of financial position.

Business ethics and anti-corruption

Training on anti-corruption ¹⁾	Unit of measurement	2018	2017	2016
Employees that have received training on anti-corruption in the last three years	Percentage	100	100	100
Employees in senior management positions that have received training on anti-corruption in the last two years	Percentage	100	100	100
Statkraft's Board members have received training on anti-corruption in the last two years	Yes/No	Yes	Yes	Yes

¹⁾ This indicator covers the Group, excluding Skagerak Energi.

Incidents of corruption ¹⁾	Unit of measurement	2018
Confirmed breaches of Statkraft's Code of Conduct related to corruption	Number	0
Public legal cases regarding corruption ²⁾	Number	0

¹⁾ This indicator was introduced in 2018.

²⁾ Cases brought against the organisation or its employees.

Judicial sanctions and fines, business ethics ¹⁾	Unit of measurement	2018	2017	2016
Cases where judicial or administrative sanctions have been applied due to material non-compliance with business ethics legislation	Number	0	0	0
Judicial fines applied due to material non-compliance with business ethics legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with business ethics legislation	NOK million	0	0	0

¹⁾ Material judicial sanctions for accounting fraud, corruption, anti-competitive behaviour, anti-trust and monopoly practices.

Reported concerns covering the scope of the Code of Conduct

Reported concerns (whistleblowing) ¹⁾	Unit of measurement	2018	2017	2016
Total number of reported concerns	Number	55	57	46
Of which related to business ethics and anti-corruption	Number	32	40	23
Of which related to discrimination ²⁾	Number	2	-	-
Investigations initiated by Corporate Audit in the reporting year	Number	3	5	4

¹⁾ The scope of the whistleblowing procedures relates to the full scope of Statkraft's Code of Conduct, e.g. human rights, environment, health and safety, business ethics and anti-corruption.

²⁾ This indicator was introduced in 2018.

When a reported concern is received, a risk assessment is done in order to decide how to follow up the concern. Most of the reported concerns are handled by the respective business areas according to Statkraft's procedures for handling of reported concerns. Concerns with potentially high consequences for the Statkraft Group are handled by Corporate Audit. In cases where a formal investigation is required, this is the responsibility of the Head of Corporate Audit.

Impact on watercourses

Protected rivers and rivers with migrating fish impacted by Statkraft's activities

	River with anadromous fish	River with eel population (catadromous fish)	National salmon river	Protected river
NORWAY				
Region North Norway & South America				
Altaelva	X		X	
Beiarelva	X		X	
Bjerkaelva	X			
Engabrevassdraget	X			
Kobbelvassdraget	X			
Målselvassdraget	X		X	X
Ranaelva	X		X	
Røssåga	X			
Skjoma	X			
Vefsna	X		X	
Glomdalselva				X
Region Mid Norway				
Auravassdraget	X			
Bævra	X			
Daleelva	X			
Dalselva	X			
Hopra	X			
Indredalselva	X			
Isa/Glutra	X			
Jostedalselva	X			
Litledalselva	X			
Nærøydalselva	X		X	
Rauma	X		X	X
Surna	X		X	
Vikja	X		X	
Ytredalselva	X			
Nidelva	X	X	X	
Region South Norway				
Austdøla/Norrdøla	X			
Austrepollelva	X			
Bondhuselva	X			
Førreåna	X			
Eio/Bjoreio	X			
Jondalselva	X			
Sima	X			
Suldalslågen	X		X	X
Ulla	X			
Øyreselva	X			
Årdalselva	X			
Klebastølåi				X
Gaularvassdraget			X	
Eidselva		X		
Numedalsågen	X	X	X	
Austbygdåi				X
Dagali				X
Skagerak Energi AS				
Daleelven				X
Kragerøvassdraget		X		
Skienelva	X	X		
SWEDEN				
Skellefteåälven	X			
Gideälven	X			
Moälven	X			
Nätraälven	X			
Lagan	X	X		
Nissan	X	X		
Ljungan	X			
GERMANY				
Weser	X	X		
UK				
Rheidol	X			

Red list species (fauna)

Red list species (fauna) with habitat in areas affected by Statkraft's activities

Red list species	Vulnerability not known	Level of vulnerability: IUCN list					Level of vulnerability: National list				
		Critically endangered	Endangered	Vulnerable	Near threatened	Least concern	Critically endangered	Endangered	Vulnerable	Near threatened	Least concern
NORWAY											
Eagle owl						X		X			
Goshawk						X			X		
Red-throated diver						X					X
Black-throated diver						X					X
Willow grouse						X			X		
Rough-legged buzzard						X					X
Eel	X							X			
Pearl mussel		X						X			
Osprey						X			X		
<i>Mycetochara obscura</i> (beetle)								X			
Arctic warbler						X		X			
<i>Stagetus borealis</i> (beetle)									X		
<i>Dolichocis laricinus</i> (beetle)									X		
<i>Mycetophagus multipunctatus</i> (beetle)									X		
<i>Acerbia alpina</i> (moth)									X		
<i>Exodontha dubia</i> (fly)									X		
<i>Trypophloeus alni</i> (beetle)									X		
<i>Phiaris heinrichana</i> (butterfly)									X		
Dune tiger beetle								X			
<i>Hypnoidus consobrinus</i> (beetle)									X		
<i>Denticollis borealis</i> (beetle)								X			
<i>Fleutiauxellus maritimus</i> (beetle)									X		
<i>Bledius denticollis</i> (beetle)									X		
Hare						X			X		
Little bunting						X			X		
Great snipe				X					X		
Common reed bunting						X			X		
Northern lapwing				X				X			
Northern shoveler						X			X		
Black-headed gull						X			X		
Sand martin						X			X		
Gyrfalcon						X			X		
Crayfish								X			
SWEDEN											
Sea lamprey						X			X		
Crayfish			X				X				
Otter				X					X		
Golden eagle						X			X		
Eel	X						X				
Pearl mussel		X					X				
GERMANY											
Eel	X										
Pearl mussel	X										
UK											
Red kite					X						
TURKEY											
Dalmatian pelican					X						
Wild Goat			X								
Lesser horseshoe bat					X						
Mediterranean Horseshoe Bat					X						
Egyptian vulture			X								
Greek tortoise					X						
Euphrates softshell turtle			X								
Central Anatolian Spined Loach			X								
Orontes Spotted Bleak					X						
European sea or Atlantic sturgeon	X										
ALBANIA											
Dalmatian pelican					X						
NEPAL											
Chinese pangolin	X										
Asian small-clawed otter			X								
East Himalayan Yew			X								
Himalayan Musk Deer			X								
Western Tragopan					X						
PERU											
Sechuran fox or <i>zorro</i>					X						
BRAZIL											
Puma, Mountain Lion					X						
Araucaria Tit-spinetail					X						
Azure Jay					X						

Red list species (fauna) with habitat in areas affected by Statkraft's activities (continued)

Red list species	Vulnerability not known	Level of vulnerability: IUCN list					Level of vulnerability: National list				
		Critically endangered	Endangered	Vulnerable	Near threatened	Least concern	Critically endangered	Endangered	Vulnerable	Near threatened	Least concern
BRAZIL											
Black Spiny-necked Swamp Turtle											
Brazilian Dwarf Brocket				X							
Brazilian Three-banded Armadillo				X							
Canebrake Groundcreeper					X						
Green-throated Euphonia					X						
Helmeted Woodpecker				X							
Black-fronted Piping-guan or <i>Jacutinga</i>			X								
Jaguar					X						
Margay					X						
Neotropical Otter					X						
Ochre-breasted Pipit				X							
Northern Tiger Cat or <i>Oncilla</i>				X							
Pampas Deer					X						
Red Myotis					X						
Sharp-tailed Tyrant				X							
Southern Bristle-tyrant					X						
Southern Long-Nosed Armadillo					X						
Southern Tiger Cat				X							
Straight-billed Reedhaunter					X						
Swallow-tailed Cotinga					X						
Vinaceous-breasted Parrot			X								
White-browed Guan				X							
Wild Common Carp					X						
William's South-American Side-necked	X										
Yellow-browed Woodpecker					X						
Yellow-legged Timanou	X										
Mottled Piculet					X						
Black-capped Piprites				X							
Pinheiro-bravo	X										
Creamy-bellied Gnatcatcher					X						
Argentine Horned Frog (<i>Sapo-de-chifres</i>)	X										
Bare-throated Bellbird				X							
Mantled Hawk					X						
Saffron Toucanet					X						
Black-horned Capuchin					X						
Coypu or <i>Rato-do-banhado</i>						X					
Marsh Tapaculo			X								
Ornate Hawk-eagle				X							
Sporophila melanogaster					X						
Rusty Barred Owl (<i>Strix hylophila</i>)					X						
Solitary Tinamou					X						
Saffron-cowled Blackbird				X							
Black-and-white Monjita				X							
CHILE											
Puye Chico / Inanga	X										
Pejerrey Cauque	X										
Bagre Pintado				X							
Tollo de Agua Dulce			X								
Puye	X										
Pocha del Sur						X					
Pouched Lamprey	X										
Carmelita Común						X					
Peladilla						X					
Perca Trucha						X					
Brown Trout					X						
Atlantic Salmon						X					
Chiloe Island Ground Frog						X					
Rosy Ground Frog						X					
Grey Wood Frog						X					
Chile Four-eyed Frog						X					
Yellow-billed Pintail						X					
Chiloé wigeon						X					
Great White Egret						X					
Cocoi Heron						X					
Churrete	X										
Chacoan Peccary or <i>Tagua</i>			X								
Amazon Kingfisher or <i>Martin Pescador</i>	X										
Neotropic Cormorant or <i>Pato Yeco</i>	X										
Great Grebe or <i>Huala</i>						X					
Pied-billed Grebe or <i>Picurio</i>						X					
White-tufted Grebe or <i>Pimpollo /Hualita</i>						X					
Tollo, Bagre, Tollo de Agua Dulce	X										
Torrent Duck						X					
Andean condor					X						
Guanaco						X					
Puma, Mountain Lion						X					

Statkraft's GRI index

The GRI Standards represent the global best practice for sustainability reporting. The standards comprise both general disclosures, as well as economic, environmental and social disclosures. Companies can report according to two reporting levels - Core or Comprehensive.

Statkraft's corporate responsibility reporting is based on the GRI Standards, at reporting level Core. Statkraft has engaged Deloitte AS to conduct a review to provide a limited level of assurance on the company's corporate responsibility information in Statkraft's Annual Report 2018. The review is based on the assurance standard ISAE 3000, and the auditor's conclusion is presented in the Auditor's report.

Explanations for the GRI index

Reported = The disclosure is reported according to the GRI Standards.

Partly = The disclosure is partly reported according to the GRI Standards.

GRI alignment in process = A reporting process aligned with the GRI Standards is under development.

EU = Specific disclosure for the energy utilities sector.

DISCLOSURES		REFERENCE / RESPONSE	STATUS
GENERAL DISCLOSURES: ORGANISATIONAL PROFILE			
102-1	Name of the organisation	Statkraft AS	Reported
102-2	Activities, brands, products and services	Statkraft at a glance Report from the Board of Directors	Reported
102-3	Location of headquarters	Oslo, Norway	Reported
102-4	Location of operations	Statkraft at a glance	Reported
102-5	Ownership and legal form	State-owned limited company	Reported
102-6	Markets served	Statkraft at a glance Report from the Board of Directors	Reported
102-7	Scale of the organisation	Key figures Statkraft at a glance	Reported
102-8	Information on employees and other workers	CR statement: Labour practices	Reported
102-9	Supply chain	Management of corporate responsibility	Reported
102-10	Significant changes to the organisation and its supply chain	Report from the Board of Directors Note 5: Business combinations and other transactions	Reported
102-11	Precautionary principle or approach	Management of corporate responsibility Economic disclosures: Water management	Reported
102-12	External initiatives	Economic disclosures: Climate change Corporate governance	Reported
102-13	Membership of associations	Management of corporate responsibility Management of corporate responsibility	Reported
GENERAL DISCLOSURES: STRATEGY			
102-14	Status from senior decision-maker	Letter from the CEO Report from the Board of Directors	Reported
GENERAL DISCLOSURES: ETHICS AND INTEGRITY			
102-16	Values, principles, standards and norms of behaviour	Report from the Board of Directors Corporate governance Management of corporate responsibility Economic disclosures: Business ethics	Reported
GENERAL DISCLOSURES: GOVERNANCE			
102-18	Governance structure	Corporate governance	Reported
GENERAL DISCLOSURES: STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	Management of corporate responsibility	Reported
102-41	Collective bargaining agreements	Social disclosures: Labour practices	Reported
102-42	Identifying and selecting stakeholders	Management of corporate responsibility	Reported
102-43	Approach to stakeholder engagement	Management of corporate responsibility	Reported
102-44	Key topics and concerns raised	Management of corporate responsibility Social disclosures: Human rights	Reported
GENERAL DISCLOSURES: REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	Note 38: Consolidated companies	Reported
102-46	Defining report content and topic boundaries	Management of corporate responsibility	Reported
102-47	List of material topics	Management of corporate responsibility	Reported
102-48	Restatements of information	Corporate responsibility statement	Reported
102-49	Changes in reporting	Corporate responsibility statement	Reported
102-50	Reporting period	2018	Reported
102-51	Date of most recent report	Statkraft's corporate responsibility report 2017	Reported
102-52	Reporting cycle	Annual	Reported
102-53	Contact point for questions regarding the report	info@statkraft.com	Reported
102-54	Claims of reporting in accordance with the GRI Standards	The corporate responsibility information has been prepared in accordance with the GRI Standards: Core option	Reported
102-55	GRI content index	Statkraft's GRI index	Reported
102-56	External assurance	Management of corporate responsibility Auditor's statement	Reported

GRI G4 GUIDELINES: UTILITIES SECTOR

G4-EU1	Installed capacity	CR statement: Power generation and district heating production	Reported
G4-EU2	Net energy output	CR statement: Power generation and district heating production	Reported
G4-EU3	Number of different customer accounts	See customer related information under: www.statkraft.com www.skagerakenergi.no www.statkraftvarme.no	Partly
G4-EU25	Injuries and fatalities to the public involving company assets	CR statement: Health and safety	Reported

ECONOMIC DISCLOSURES: ECONOMIC PERFORMANCE

103: 1-3	Management approach for economic disclosures	Report from the Board of Directors Corporate governance Management of corporate responsibility	Reported
201-1	Direct economic value generated and distributed	CR statement: Contribution to society	Reported
201-2	Financial implications and other risks and opportunities due to climate change	Report from the Board of Directors Economic disclosures: Climate change Economic disclosures: Water management	Reported
201-3	Defined benefit plan obligations and other retirement plans	Note 16: Pensions	Reported

ECONOMIC DISCLOSURES: INDIRECT ECONOMIC IMPACTS

203-1	Infrastructure investments and services supported	Social disclosures: Human rights	Partly
203-2	Significant indirect economic impacts	Statkraft's contribution	Partly

ECONOMIC DISCLOSURES: ANTI-CORRUPTION

205-1	Operations assessed for risks related to corruption	Economic disclosures: Business ethics	Reported
205-2	Communication and training about anti-corruption policies and procedures	Economic disclosures: Business ethics CR statement: Business ethics and anti-corruption	Reported
205-3	Confirmed incidents of corruption and actions taken	Economic disclosures: Business ethics CR statement: Business ethics and anti-corruption	Reported

ENVIRONMENTAL DISCLOSURES: ENERGY

103: 1-3	Management approach for environmental disclosures	Report from the Board of Directors Management of corporate responsibility	Reported
302-1	Energy consumption within the organisation	CR statement: Consumption	Reported

ENVIRONMENTAL DISCLOSURES: WATER WITHDRAWAL BY SOURCE

303-1	Water withdrawal by source	CR statement: Consumption	Partly
303-2	Water sources significantly affected by withdrawal of water	Economic disclosures: Water management CR statement: Biodiversity and impact on nature CR statement: Impact on watercourses	Reported

ENVIRONMENTAL DISCLOSURES: BIODIVERSITY

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	CR statement: Biodiversity and impact on nature	Reported
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental disclosures: Biodiversity Economic disclosures: Water management CR statement: Biodiversity and impact on nature	Reported
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	CR statement: Biodiversity and impact on nature CR statement: Red list species (fauna)	Reported

ENVIRONMENTAL DISCLOSURES: EMISSIONS

305-1	Direct GHG emissions (scope 1)	CR statement: Climate	Reported
305-2	Energy indirect GHG emissions (scope 2)	CR statement: Climate	Reported
305-3	Other indirect GHG emissions (scope 3)	CR statement: Climate	Reported
305-4	GHG emissions intensity	CR statement: Climate	Reported

ENVIRONMENTAL DISCLOSURES: EFFLUENTS AND WASTE

306-2	Waste by type and disposal method	CR statement: Waste	Reported
306-3	Significant spills	CR statement: Environmental incidents	Reported

ENVIRONMENTAL DISCLOSURES: COMPLIANCE

307-1	Non-compliance with environmental laws and regulations	CR statement: Environmental incidents	Reported
-------	--	---------------------------------------	----------

ENVIRONMENTAL DISCLOSURES: SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1	New suppliers that were screened using environmental criterias	Management of corporate responsibility	Reported
-------	--	--	----------

SOCIAL DISCLOSURES: EMPLOYMENT

103: 1-3	Management approach on social disclosures	Report from the Board of Directors Management of corporate responsibility Social disclosures: Health and safety Social disclosures: Security Social disclosures: Human rights Social disclosures: Labour practices	Reported
401-1	New employee hires and employee turnover	CR statement: Labour practices	Reported

SOCIAL DISCLOSURES: OCCUPATIONAL HEALTH AND SAFETY			
403-1	Workers representation in formal joint management-worker health and safety committees	Social disclosures: Health and safety Social disclosures: Labour practices	Partly
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Social disclosures: Health and safety CR statement: Health and safety	Reported
SOCIAL DISCLOSURES: TRAINING AND EDUCATION			
404-2	Programs for upgrading employee skills and transition assistance programs	Social disclosures: Labour practices	Partly
404-3	Percentage of employees receiving regular performance and career development reviews	Social disclosures: Labour practices CR statement: Labour practices	Reported
SOCIAL DISCLOSURES: DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	CR statement: Labour practices	Reported
405-2	Ratio of basic salary and remuneration of women to men	CR statement: Labour practices	Reported
SOCIAL DISCLOSURES: NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	Management of corporate responsibility CR statement: Reported concerns covering the scope of the Code of Conduct	Reported
SOCIAL DISCLOSURES: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Management of corporate responsibility Social disclosures: Labour practices	GRI alignment in process
SOCIAL DISCLOSURES: CHILD LABOUR			
408-1	Operations and suppliers at significant risk for incidents of child labour	Management of corporate responsibility	GRI alignment in process
SOCIAL DISCLOSURES: FORCED OR COMPULSORY LABOUR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Management of corporate responsibility Social disclosures: Labour practices	GRI alignment in process
SOCIAL DISCLOSURES: RIGHTS OF INDIGENOUS PEOPLES			
411-1	Incidents of violations involving rights of indigenous peoples	Social disclosures: Human rights CR statement: Human rights	Reported
SOCIAL DISCLOSURES: HUMAN RIGHTS ASSESSMENT			
412-1	Operations that have been subject to human rights reviews or impact assessments	Management of corporate responsibility Social disclosures: Human rights	Partly
412-2	Employee training on human rights policies and procedures	Social disclosures: Human rights CR statement: Human rights	Reported
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Management of corporate responsibility Social disclosures: Human rights	Partly
SOCIAL DISCLOSURES: LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments and development programs	Social disclosures: Human rights Economic disclosures: Water management	Partly
413-2	Operations with significant actual and potential negative impacts on local communities	Social disclosures: Human rights Economic disclosures: Water management	Partly
SOCIAL DISCLOSURES: SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria	Management of corporate responsibility	Reported
SOCIAL DISCLOSURES: SOCIOECONOMIC COMPLIANCE			
419-1	Non-compliance with laws and regulations in the socioeconomic area	CR statement: Business ethics and anti-corruption CR statement: Human rights	Reported

Statkraft's Global Compact index

Global Compact comprises ten fundamental principles relating to human rights, labour rights, protection of the environment and combating corruption. Companies that endorse Global Compact commit to support and respect the principles and report their performance in the various areas annually.

HUMAN RIGHTS

PRINCIPLE	DESCRIPTION	REFERENCE
1	Business should support and respect the protection of internationally proclaimed human rights, and	Report from the Board of Directors Management of corporate responsibility Social disclosures, Human rights
2	make sure that they are not complicit in human rights abuses.	Management of corporate responsibility Social disclosures, Human rights

LABOUR

PRINCIPLE	DESCRIPTION	REFERENCE
3	Business should uphold the freedom association and the effective recognition of the right to collective bargaining,	Management of corporate responsibility Social disclosures, Labour practices
4	the elimination of all forms of forced and compulsory labour,	Management of corporate responsibility Social disclosures, Labour practices
5	the effective abolition of child labour, and	Management of corporate responsibility Social disclosures, Labour practices
6	the elimination of discrimination in respect of employment and occupation.	Management of corporate responsibility Social disclosures, Labour practices

ENVIRONMENT

PRINCIPLE	DESCRIPTION	REFERENCE
7	Business should support a precautionary approach to environmental challenges,	Report from the Board of Directors Management of corporate responsibility Environmental disclosures, Biodiversity Economic disclosures, Water management Economic disclosures, Climate change
8	undertake initiatives to promote greater environmental responsibility, and	Environmental disclosures, Biodiversity Economic disclosures, Water management Economic disclosures, Climate change
9	encourage the development and diffusion of environmentally friendly technologies.	Statkraft's contribution Environmental disclosures, Biodiversity Economic disclosures, Water management Economic disclosures, Climate change

ANTI-CORRUPTION

PRINCIPLE	DESCRIPTION	REFERENCE
10	Business should work against corruption in all its forms, including extortion and bribery.	Report from the Board of Directors Management of corporate responsibility Economic disclosures, Business ethics