

WEF Common Metrics Content Index 2022

Since 2021, Orkla has reported on the work with responsible business practices and sustainability based on the guidelines of the World Economic Forum reporting framework Common Metrics. This is done in addition to reporting on the Global Reporting Initiative (GRI) Standards, see separate content index for the GRI standards.

WEF Topic	Indicator	Page Orkla Annual Report 2022/other references		Comments
<i>Pillar 1 - Principles of Governance</i>		<i>Page (Norwegian Annual Report)</i>	<i>Page (English Annual Report)</i>	
Governing purpose	Setting purpose	7-8	7-8	
Quality and governing body	Governance body composition	9, 49, 50-53, 159, 312-333	9, 51-52, 52-55, 165, 320-341	
Stakeholder engagement	Material issues impacting stakeholders	95-96	99-100	
Ethical behaviour	Anti-corruption	162	168	
Ethical behaviour	Protected ethics advice and reporting mechanisms	162	168	
Risk & opportunity oversight	Integrating risk and opportunity into business processes	90-91	94-95	
Governing purpose	Purpose-led management	7-8, 40, 88-89	7-8, 42, 92-93	
Quality of governing body	Progress against strategic milestones	83-87	87-91	
Quality of governing body	Remuneration	201, 205-209	209, 213-217	
Ethical behaviour	Alignment of strategy and policies to lobbying	-	-	Not covered
Ethical behaviour	Monetary losses from unethical behaviour	138-139, 162	143-144, 168	Partly covered. It is not reported any such unethical behaviour in 2022, and therefore none monetary losses as a consequence
Risk & opportunity oversight	Economic, environmental and societal topics in capital allocation framework	40, 53-54, 249	42, 56-57, 257	

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<i>Pillar 2 - Planet</i>		<i>Page (Norwegian Annual Report)</i>	<i>Page (English Annual Report)</i>	
Climate change	Greenhouse gas (GHG) emissions	148	154	
Climate change	TCFD implementation	83, 98-99, 345	87, 102-103, 352-353	
Nature loss	Land use and ecological sensitivity	100-101	104-105	
Freshwater availability	Water consumption and withdrawal in water-stressed areas	101-103	105-107	
Climate change	Paris-aligned GHG emissions targets	98-99	102-103	
Climate change	Impact of GHG emissions	100	104	Partly covered. Orkla has not estimated the social cost of carbon used

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<i>Pillar 3 - People</i>		<i>Page (Norwegian Annual Report)</i>	<i>Page (English Annual Report)</i>	
Dignity and equality	Diversity and inclusion (%)	158-159	164-165	
Dignity and equality	Pay equality (%)	143-145	148-150	Partly covered. The annual report discloses pay ratio for women to men. Other breakdowns of employee categories are not possible due to current reporting practices
Dignity and equality	Wage level (%)	160	166	
Dignity and equality	Risk for incidents of child, forced or compulsory labour	109, 112, 114, 117	113, 116, 118, 121	
Health and well-being	Health and safety (%)	145-146	150-151	Partly covered. The annual report does not disclose the number of hours worked due to insufficient input data.

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<i>Pillar 4 - Prosperity</i>		<i>Page (Norwegian Annual Report)</i>	<i>Page (English Annual Report)</i>	
Employment and wealth generation	Absolute number and rate of employment	160	166	
Employment and wealth generation	Economic contribution	12-19, 157, 167, 192, 196-197, 201, 205-209	12-19, 163, 174, 200, 204-205, 209, 213-217	
Employment and wealth generation	Financial investment contribution	167, 306	174, 314	
Innovation of better products and services	Total R&D expenses (\$)	157	163	
Community and social vitality	Total tax paid	215-218, 291	223-226, 299	
Employment and wealth generation	Infrastructure investments and services supported	134-136, 157	139-141, 163	
Employment and wealth generation	Significant indirect economic impacts	157, 211, 218	163, 219, 226	
Innovation of better products and services	Social value generated (%)	147	153	
Community and social vitality	Total Social Investment (\$)	157	163	
Community and social vitality	Total tax paid by country for significant locations	218	226	