

GRI 2011

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PROFILE		
Strategy and Analysis		
1.1	Statement from the most senior decision maker of the organization	6, 37
1.2	Description of key impacts, risks, and opportunities.	6, 8, 12 36-37,
Organizational Profile		
2.1	Name of the organization	Norske Skogindustrier ASA
2.2	Primary brands, products, and/or services	8
2.3	Operational structure of the organisation	35-36
2.4	Location of organization's headquarters	Oksenøyveien 80, 1326
2.5	Countries where the organization operates	3
2.6	Nature of ownership and legal form	117
2.7	Markets served	8
2.8	Scale of the reporting organisation	2-3, 15, 30-31
2.9	Significant changes in size, structure, or ownership	4-5, 8, 35-36
2.10	Awards received in the reporting period	5 , 21, 37
Report Parameters		
3.1	Reporting period	2011
3.2	Date of most recent previous report (if any)	Norske Skog Annual Report
3.3	Reporting cycle (annual, biennial, etc.)	Annually
3.4	Contact point for questions regarding the report or its content	Cover
3.5	Process for defining report content	32
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, etc).	32, 44
3.7	Limitations on the scope of boundary of the report	32, 44
3.8	Basis for reporting on joint ventures, subsidiaries etc	32, 44
3.9	Data measurements techniques	21, 22 ,32, 44-51
3.10	Effect of any re-statements of information	21, 44-51
3.11	Changes in the scope, boundary, or measurement methods	32, 44
3.12	GRI Index table	32
3.13	External assurance for the report	32, 111
Governance, Commitments and Engagement		
4.1	Governance structure of the organisation	110-117
4.2	Whether the Chair of the highest governance body is also an executive officer	110-111
4.3	For unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	110
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	110-111
4.5	Compensation for the highest governance body, senior managers, and executives	36, 72, 111
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	110-111
4.7	Process for determining the qualifications and expertise of the members of the highest governance body	110-111
4.8	Internally developed statements of mission or values, codes of conduct, and principles	12-15, 110-111, web: steering documents
4.9	Procedures of the highest governance body for overseeing the organization	36, 110-111
4.10	Processes for evaluating the highest governance body's own performance	110-111
4.11	Whether and how the precautionary approach or principles is addressed by the organisation	16, 22
4.12	Externally developed charters, principles, or other initiatives to which the organisation subscribes or endorses	16, 21, 32, 37, 110
4.13	Memberships in associations and/or national/international advocacy organisations	32, 37
4.14	List of stakeholder groups engaged by the organization	36-37, 110-111, 112
4.15	Basis for identification and selection of stakeholders with whom to engage	36-37, 110-111, 112
4.16	Approaches to stakeholder engagement	12-15, 16, 37, 112,114
4.17	Key topics and concerns that have been raised through stakeholder engagement	15

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ECONOMIC PERFORMANCE INDICATORS		
	Management Approach	6, 12, 112,
EC1	Direct economic value generated and distributed	2, 14, 40-41, 113
EC2	Financial implications and other risks and opportunities due to climate change.	16, 21, 37
EC3	Coverage of the organization's defined benefit plan obligations.	75-77
EC4	Significant financial assistance received from government.	Not reported
EC6	Spending on locally-based suppliers at significant location of operation.	Not reported
EC7	Procedures for local hiring proportion of senior management	Not reported
EC8	Infrastructure investments and services provided primarily for public benefit	Not reported
ENVIRONMENTAL PERFORMANCE INDICATORS		
	Management Approach	12, 16, 22, 32, 37, web: steering documents
EN1	Materials used by weight or volume	17-18, 16, 22, 30-31
EN2	Percentage of materials used that are recycled input materials	17-18, 16, 22, 30-31
EN3	Direct energy consumption by primary energy source	20, 22, 30-31
EN4	Indirect energy consumption by primary source	Not reported
EN5*	Energy saved due to conservation and efficiency improvements	20, 28
EN6*	Initiatives for energy-efficiency and renewable energy-based products and services	20, 28
EN8	Total water withdrawal by source	22, 24, 30-31
EN11	Location and size of land in areas of high biodiversity value outside protected areas	Not reported
EN12	Impacts on biodiversity in protected areas and areas of high biodiversity	Not reported
EN13	Habitats protected or restored	Not reported
EN14	Managing impacts on biodiversity	17-18
EN16	Total direct and indirect greenhouse gas emissions by weight	21, 22, 30-31
EN17	Other relevant indirect greenhouse gas emissions by weight	Not reported
EN18*	Initiatives to reduce greenhouse gas emissions and reductions achieved	16, 21, 28
EN19	Emissions of ozone-depleting substances by weight	Not reported
EN20	NOx, SOx, and other significant air emissions by type and weight	22, 26-27
EN21	Total water discharge by quality and destination	22, 26-27, 30-31
EN22	Total weight of waste by type and disposal method	22, 26-27, 30-31
EN23	Total number and volume of significant spills	26-27, 37
EN26	Environmental impacts of products and services, and extent of impact mitigation	Not reported
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	17-18
EN28	Significant fines and sanctions for non-compliance with environmental laws and regulations	26-27, 37
EN29*	Environmental impacts of transporting products, materials, and members of the workforce	21, 28
EN30*	Total environmental protection expenditures and investments by type	28

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SOCIAL PERFORMANCE INDICATORS		
Labor Practices and Decent Work		
	Management Approach	6, 12-16, 36-37, web: steering documents
LA1	Total workforce by employment type, employment contract, and region	15
LA2	Employee turnover by age group, gender, and region	15
LA4	Percentage of employees covered by collective bargaining agreements	12-16, 36
LA5	Minimum notice period(s) regarding operational changes	Not reported
LA6*	Formal joint management-worker health and safety committees	12-16
LA7	Injuries, occupational diseases, lost days, absenteeism, and work-related fatalities	12, 36
LA8	Education, training, prevention, and risk-control programs in place regarding serious diseases	Not reported
LA9*	Health and safety topics covered in formal agreements with trade unions	12-16, web: steering documents
LA10	Average hours of training per year per employee by employee category	15
LA13	Diversity within governance bodies and employee categories	15, 36
LA14	Ratio of basic salary of men to women by employee category	Not reported
Human Rights		
	Management Approach	12-16, 32, 36-37, web: steering documents
HR1	Human rights clauses or screening related to investment agreements	Not reported
HR2	Screening of suppliers and contractors regarding human rights	Not reported
HR4	Total number of discrimination and actions taken	Not reported
HR5	Freedom of association and collective bargaining	12-15, 36, web: steering documents
HR6	Child labor, and measures taken to contribute to the elimination of child labor	12-15, 36, web: steering documents
HR7	Forced or compulsory labor	12-15, 36, web: steering documents
Society		
	Management Approach	12-15, 36-37
SO1	Impacts of operations on communities, including entering, operating, and exiting	12-15
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not reported
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Not reported
SO4	Actions taken in response to incidents of corruption.	No incidents recorded
SO5	Public policy positions and participation in public policy development and lobbying	Not reported
SO6	Contributions to political parties, politicians, and related institutions	No incidents recorded
SO7	Legal actions for anticompetitive behaviour, antitrust, and monopoly practices.	No incidents recorded
SO8	Fines and non-monetary sanctions for non-compliance with laws and regulations	No incidents recorded
Product Responsibility		
	Management Approach	16, 17-18
PR1	Health and safety impacts of products and services assessed for improvement	Not reported
PR3	Product and service subject to information requirements	Not reported
PR6	Adherence to laws, standards, and voluntary codes related to marketing communications	Not reported
PR7*	Non-compliance with regulations and voluntary codes concerning marketing communications	No incidents recorded
PR8*	Complaints regarding breaches of customer privacy and losses of customer data	No incidents recorded
PR9	Fines for non-compliance with laws and regulations concerning provision and use of products	No incidents recorded

* GRI Additional Performance Indicator