

GRI index

 Full disclosure

 Partial disclosure

AR: Wilh. Wilhelmsen Holding ASA annual report

SR: Sustainability report

WEB: www.wilhelmsen.com

GENERAL STANDARD DISCLOSURES				
Indicator	Description	Where to find	Omissions	Disclosure
STRATEGY AND ANALYSIS				
G4-1	CEO statement on sustainability	SR p. 12		●
ORGANISATIONAL PROFILE				
G4-3	Organisation name	Wilh. Wilhelmsen Holding ASA		●
G4-4	Primary brands, products, and services	WWH AR pp. 14–28 (directors report, performance of the group) and 128–133 (corporate structure), and WEB		●
G4-5	Location of headoffice	Lysaker, Norway		●
G4-6	Number of countries, significant countries	WWH AR pp. 132–137 (corporate structure), or map on WEB	125 countries with operations, 74 out of these with own offices.	●
G4-7	Nature of ownership and legal form	WWH is listed on the Oslo Stock Exchange. For a list of the 20 largest shareholders, see AR p. 90 or WEB		●
G4-8	Markets served	WWH AR pp. 72–76 (Note 16)		●
G4-9	Scale of organisation	WWH AR pp. 10–11 and p. 32 (income statement), and SR pp. 2 and 4		●
G4-10	Workforce by employment contract, gender, region, etc	SR p. 29 and WEB	Partially due to lack of data on employment type full/part time and supervised workers.	☾
G4-11	Collective bargaining agreements	100% of seafarers. Land based employees are not covered by collective bargaining agreements.		●
G4-13	Significant changes in organisation size	WWH AR p. 14 and SR pp. 6–7		●
G4-14	Addressing the precautionary approach	SR pp. 20–25 (ethics and anti-corruption, risk management) and pp. 38–45 (environment)		●
G4-15	Charters, principles and initiatives	WEB		●
G4-16	Organisation memberships	WEB		●

Indicator	Description	Where to find	Omissions	Disclosure
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	Entities included in financials, and in sustainability report	WWH AR pp. 16–22 (performance of the group), 37 (consolidation policies), and 132–137 (corporate structure). Joint ventures, associated companies and minority interest companies are not covered by the SR.		●
G4-18	Report content process and reporting principles	SR pp. 4–11		●
G4-19	Material Aspects			●
G4-20	Aspect Boundaries in organisation			●
G4-21	Aspect Boundaries outside organisation			●
G4-22	Reasons and effects of restatements	SR p. 32		●
G4-23	Changes in Scope and Aspect Boundaries	SR pp. 4–11		●
STAKEHOLDER ENGAGEMENT				
G4-24	Stakeholder groups	WWH AR p. 27 (stakeholder engagement) and SR p. 10		●
G4-25	Identification of stakeholders			●
G4-26	Approach to stakeholder engagement			●
G4-27	Key topics and concerns raised by stakeholders			●
REPORT PROFILE				
G4-28	Reporting period	Fiscal year 2016		●
G4-29	Date of most recent previous report	Fiscal year 2015 report published 1 April 2016		●
G4-30	Reporting cycle	Annual		●
G4-31	Contact point for questions	Group vice president corporate communications, benedicte.teigen.gude@wilhelmsen.com		●
G4-32	GRI reporting level	In accordance with GRI 4, core level. No external assurance.		●
G4-33	External assurance policy	The report has not been externally assured. DNV GL, accounting auditor PricewaterhouseCoopers AS (PWC) and stakeholder engagement is used for advice and to identify ways to improve. PWC has included the financials of the report in their Auditor report. See WWH AR pp. 98–103		●
GOVERNANCE				
G4-34	Governance structure	WWH AR pp. 108–119		●
ETHICS AND INTEGRITY				
G4-56	Ethics and integrity	WWH AR pp. 108–119 (corporate governance) and SR pp. 20–25 (ethics and anti-corruption)		●

SPECIFIC STANDARD DISCLOSURES				
Indicator	Description	Where to find	Omissions	Disclosure
WILHELMSSEN AND THE ENVIRONMENT				
G4-EN3	Energy consumption	SR pp. 38-45	Missing data for energy consumption on land. However, electricity/fuel consumption on land is insignificant compared to that of the fleet.	◐
G4-EN15	Reduction of Greenhouse Gas emissions	SR pp. 38-45	Missing data for land-based operations. However, emissions on land is insignificant compared to that from the fleet.	◐
G4-EN21	NO _x , SO _x , and other significant air emissions	SR pp. 38-45	Missing data for land-based operations. However, emissions on land is insignificant compared to that from the fleet.	◐
WILHELMSSEN AND THE COMMUNITY				
G4-DMA	Disclosure on management approach	SR p. 17		●
G4-EC1	Direct economic value generated and distributed	WWH AR pp. 32-97 (accounts and notes), in particular p. 32 (income statement), p. 42 (note 1), pp. 49-51 (note 4), pp. 54-56 (note 6), pp. 57-59 (note 8), and SR p. 17	Most of the figures are reported, however not set up as required by GRI due to business complexity and lack of reporting of local breakdown	◐
G4-EC3	Coverage of the organisation's benefit plan obligations	WWH AR p. 40 (pension obligations), pp. 43-48 (note 2) and pp. 57-59 (note 8)		●
G4-EC7	Development and impact of infrastructure and services supported	SR p. 17 and WEB		●
OUR EMPLOYEES				
G4-DMA	Disclosure on Management Approach	WWH AR pp. 108-119 (corporate governance) and SR pp. 28-35		●
G4-EC6	Proportion of senior management hired locally	80% are hired locally (35 of 44)		●
	Definition of 'senior management'	Senior management is defined as the four highest layers of management hierarchy from group CEO and group and central management teams down to business stream and regional vice presidents		
	Definition of 'local'	Defined as hired on a local contract		
	Definition of 'significant locations of operation'	Headoffice and regional headoffices		

Indicator	Description	Where to find	Omissions	Disclosure
OUR EMPLOYEES				
G4-LA1	New employee hires and turnover	SR pp. 28-35 and WEB		☾
G4-LA4	Minimum notice periods	According to local rules and regulations. According to standard CBA for seafarers.		●
G4-LA9	Average hours of training	Four days in average for land-based employees.	Much training is directly linked to work field and position and not recorded centrally. The figures reported is substantially lower than the actual time spent on personal and professional development for each employee. Missing numbers for training per gender.	☾
		Seafarers have extensive training throughout the year in order to be in compliance with rules and regulation and best practice.	Our systems are built to ensure proper certificates and competences for the seafarers, and not for collecting quantitative statistics such as number of training hours/days. We are therefore not able to report on the average number of training hours per year for seafarers.	
G4-LA11	Performance and development reviews	SR pp. 28-35	Performance appraisal for fiscal year 2016 to be conducted first quarter 2017. Not completed before this report is published.	●
HEALTH AND SAFETY				
G4-DMA	Disclosure on Management Approach	SR pp. 32-35		●
G4-LA6	Injuries, diseases, fatalities	SR pp. 32-35	Partially due to lack of group level system for registering/collecting global health and safety issues.	☾
G4-LA8	Health and safety topics in trade union agreements	For collective bargaining agreements conducted for seafarers, refer to e.g. the Norwegian Shipowners' Association website rederi.no .		●

GENERAL STANDARD DISCLOSURES				
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ETHICS AND ANTI-CORRUPTION				
G4-DMA	Disclosure on Management Approach	SR pp. 20-25		●
G4-S03	Operations assessed for risk	SR pp. 20-25	All business areas conducts risk analysis on compliance. However, we are not currently able to provide the percentage of operations which have been assessed.	◐
G4-S04	Communication and training on anti-corruption policies and procedures	SR pp. 20-25 . Completed trainings in Wilhelmsen Business Standards: 98.5% of all land based employees, 99% of all seafarers. All geographical regions are covered.	We have not yet reported on employee category and region. Those not having a company email are excluded (typically personnel working at a warehouse in a production line environment)	◐
G4-S05	Confirmed incidents of corruption and actions taken	SR pp. 20-25		●
G4-S07	Legal actions and their outcomes	AR p. 18 (update on antitrust investigation)		●
G4-S08	Significant fines and sanctions	AR p. 18 (update on antitrust investigation)		●
SUPPLY CHAIN				
G4-12	Describe the organisation's supply chain.	SR p. 48-49	Since not all the business segments yet have a global procurement system, we are not able to monitor and report in a satisfactory way. Consequently, we are not able to report in accordance with the GRI standards on a group level.	◐