

GRI appendix 2016



About NCC's GRI Reporting

NCC reports its sustainability work annually as part of the NCC Annual Report. Since 2010, the guidelines of the Global Reporting Initiative (GRI) have been applied for the reporting of sustainability information. Although this year's Sustainability Report, which applies to the 2016 fiscal year, has not been audited by a third party, NCC is of the opinion that the information in the 2016 Annual Report, together with information on the NCC website and in this GRI appendix, fulfils the GRI disclosure requirements for Core. The most recent Annual Report was published on March 18, 2016. Unless otherwise stated, all of the information pertains to the entire NCC Group. In the appended GRI index, references are provided to where in the Annual Report that information about the particular indicator is presented. Clarifying information is also provided in the GRI index for certain indicators. After having reviewed and evaluated the sector-specific supplement for Construction & Real Estate, the assessment has been made that only the indicator CRE8 is relevant for NCC's reporting. In addition, the materiality assessment has been updated and the number of material aspects has been reduced; see page 2. With respect to calculations of emissions, conversion from consumption to emissions has been conducted in accordance with guidance from the Greenhouse Gas Protocol. Starting in 2015, the calculation model "market-based" has been used to calculate greenhouse gas emissions. Information about purchased electricity and heating volumes has been obtained through data provided directly by NCC's suppliers. The Credit360 support system was used to compile the statistics.

NCC supports the UN's Global Compact initiative and has thus taken a stance in relation to issues involving human rights, labor conditions, the environment and anticorruption. NCC also complies with the UN declaration on human rights, the ILO's declaration on fundamental principles and rights at work, the OECD's principles and norms for multinational companies and the Rio declaration on the Precautionary Approach, which entails that NCC undertakes to work preventively and to minimize risks related to environmental issues. In 2016, NCC also initiated an implementation of a selection of the UN Global Goals for Sustainable Development.

Stakeholder dialog and materiality assessment
In order to define the most material sustainability aspects for NCC, internal analyses of strategic issues, drivers in society and the results of stakeholder dialogs are used.

In 2016, a web-based stakeholder survey was conducted to establish NCC's sustainability framework* and provide the stakeholders with the opportunity to give feedback on NCC's most material issues. More than 2,800 stakeholders from Sweden, Norway, Denmark and Finland participated in the survey and jointly represented employees, suppliers, customers, investors and students. The survey results showed the great enthusiasm stakeholders have about NCC's sustainability work and consensus regarding the focus areas defined in the sustainability framework.

To ensure that the material aspects in the sustainability report are aligned with NCC's new strategy and sustainability framework as well as the stakeholders' expectations, the materiality assessment was updated

in 2016. The number of material aspects has been reduced by removing the following aspects: biodiversity, products and services, compliance and equal remuneration. Furthermore, the selection of indicators for energy, emissions, waste and effluents, training and product and service labelling has been revised.

The method for defining these material aspects follows the GRI G4 guidelines and comprises identification, prioritization and validation. Continued regular checks will be carried out with NCC's stakeholders to ensure that NCC's priorities are relevant for the market, society and NCC.

NCC's material aspects

The material aspects can be grouped according to economic, environmental and social responsibility and pervade every link of the value chain. The aspects' material impact in the value chain is presented in the illustration below.

*NCC's sustainability framework is presented on page 37 of the 2016 Annual Report.

MATERIAL ASPECTS AND BOUNDARIES

	Material impact on suppliers	Material impact on NCC's operations	Material impact on customers
ECONOMIC IMPACT			
		Economic performance	
ENVIRONMENTAL IMPACT			
		Materials*	
		Energy	
		Emissions	
		Effluents and waste**	
	Supplier assessment		
SOCIAL IMPACT – OCCUPATIONAL HEALTH AND SAFETY			
		Occupational health and safety	
		Training	
		Diversity and equal opportunity	
	Supplier assessment		
SOCIAL IMPACT – HUMAN RIGHTS			
		Non-discrimination	
	Supplier assessment		
SOCIAL IMPACT – SOCIETY			
	Anti-corruption		
	Anti-competitive behavior		
SOCIAL IMPACT – PRODUCT RESPONSIBILITY			
		Product and service labeling	

*Limited to NCC's industrial operations.

**Limited to NCC's construction operations.

GENERAL STANDARD DISCLOSURES	Description	Reference	Comments
Strategy and analysis			
G4-1	Statement from the organization's most senior decision-maker concerning the relevance of sustainability and the organization's strategy for managing sustainability	pp. 4–5	
G4-2	Description of key impacts, risk and opportunities	pp. 8–9, 51–53	
Organizational profile			
G4-3	Name of the organization	p. 116	
G4-4	Primary brands, products and/or services	pp. 18–35	
G4-5	Location of the organization's head office	p. 97	
G4-6	Countries where the organization operates, and names of countries where the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	p. 3	
G4-7	Nature of ownership and legal form	pp. 16–17, 106–107	
G4-8	Markets served by the organization (including geographic breakdown, sectors served and types of customers/beneficiaries)	pp. 3, 21, 25, 30, 35, 48	
G4-9	Scale of the organization	pp. 9, 102–105	
G4-10	Total number of employees	p. 72	
G4-11	Percentage of total employees covered by collective bargaining agreements	p. 39	
G4-12	The organization's supply chain	GRI appendix p. 2	
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership and supply chain	pp. 46–47	
G4-14	Whether and how the precautionary approach is addressed by the organization	GRI appendix p. 1	NCC's Code of Conduct and sustainability policy are available at www.ncc.group
G4-15	List of externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	pp. 38,41, GRI appendix p. 1	
G4-16	Memberships of associations and national or international advocacy organizations	pp. 44, 45	
Identified material aspects and boundaries			
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents if these are not covered by the report	GRI appendix p. 1	
G4-18	Process for defining the report content and the aspect boundaries, and how the organization has implemented the reporting principles for defining report content	GRI appendix p. 2	
G4-19	Material aspects identified in the process for defining report content	GRI appendix p. 2	
G4-20	For each material aspect, report the aspect boundary within the organization	GRI appendix p. 2	
G4-21	For each material aspect, report the aspect boundary outside the organization	GRI appendix p. 2	
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	GRI appendix p. 2	
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	GRI appendix p. 2	

GENERAL STANDARD DISCLOSURES	Description	Reference	Comments
Stakeholder engagement			
G4-24	List of stakeholder groups engaged by the organization	pp. 9, 37, GRI appendix p. 2	
G4-25	Basis for identification and selection of stakeholders with whom to engage	pp. 9, 37, GRI appendix p. 2	
G4-26	Organization's approach to stakeholder engagement and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	pp. 9, 37, GRI appendix p. 2	
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to these key topics	pp. 9, 37, GRI appendix p. 2	
Report profile			
G4-28	Reporting period	GRI appendix p. 1	
G4-29	Date of most recent report	GRI appendix p. 1	
G4-30	Reporting cycle	GRI appendix p. 1	
G4-31	Contact information for questions regarding the report and its contents	p. 38	
G4-32	"In accordance" option chosen by the organization and GRI content index for the chosen option	GRI appendix p. 1	
G4-33	The organization's policy and current practice with regard to seeking external assurance for the report	GRI appendix p. 1	The Group's reporting of carbon emissions is examined by PwC.
Governance			
G4-34	Governance structure of the organization, including committees of the highest governance body, and any committees responsible for decision-making on economic, environmental and social impacts	pp. 106–107	
Ethics and integrity			
G4-56	The organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	pp. 38, 44	
SPECIFIC STANDARD DISCLOSURES	Description	Reference	Comments
ECONOMIC IMPACT			
Economic performance			
G4-DMA	Disclosures on management approach	pp. 106–111	
G4-EC1	Direct economic value generated and distributed	p. 9	
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	pp. 8, 52	
G4-EC3	Coverage of the organization's defined benefit plan obligations	pp. 50, 72–75	
ENVIRONMENTAL IMPACT			
Materials			
G4-DMA	Disclosures on management approach	pp. 41	
G4-EN2	Percentage of materials used that are recycled input materials	pp. 41	

SPECIFIC STANDARD DISCLOSURES	Description	Reference	Comments
ENVIRONMENTAL IMPACT			
Energy			
G4-DMA	Disclosures on management approach	pp. 42–43	
G4-EN3	Energy consumption within the organization	p. 43	NCC responds annually to the CDP's "Climate change program," in which additional details about the Group's energy consumption are reported.
G4-EN6	Reduction of energy consumption	p. 43	NCC responds annually to the CDP's "Climate change program," in which additional details about the Group's energy consumption are reported.
Emissions			
G4-DMA	Disclosures on management approach	pp. 13, 42–43	
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	p. 42	NCC responds annually to the CDP's "Climate change program," in which additional details about the Group's energy consumption are reported.
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	p. 42	NCC responds annually to the CDP's "Climate change program," in which additional details about the Group's energy consumption are reported.
G4-EN18	Greenhouse gas (GHG) emissions intensity	pp. 13, 42	NCC responds annually to the CDP's "Climate change program," in which additional details about the Group's energy consumption are reported.
G4-EN19	Reduction of greenhouse gas (GHG) emissions	pp. 13, 42	NCC responds annually to the CDP's "Climate change program," in which additional details about the Group's energy consumption are reported.
Effluents and waste			
G4-DMA	Disclosures on management approach	p. 41	
G4-EN23	Total weight of waste by type and disposal method	GRI appendix p. 7	
Supplier assessment			
G4-DMA	Disclosures on management approach	p. 44	NCC's Code of Conduct is available at www.ncc.group
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	p. 44	
SOCIAL IMPACT – OCCUPATIONAL HEALTH AND SAFETY			
Occupational health and safety			
G4-DMA	Disclosures on management approach	pp. 13, 39	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	pp. 39, GRI appendix p. 7	By following up all accidents and their causes, the most common reasons can be identified (such as slips and slides, eye injuries and the use of handheld equipment) and actions are taken. Three high-risk areas have been identified as focus areas in order to secure access to competencies, support and procedures in line with NCC's zero vision for accidents: working at heights, heavy lifts by construction cranes and work in heavily trafficked environments.
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	—	Three high-risk areas for illness have been identified: working with asbestos, strain injuries and working with silica dust.
Training			
G4-DMA	Disclosures on management approach	pp. 39–40	
G4-LA9	Average hours of training per year per employee by gender, and by employee category	p. 39	Only reported for Sweden.

SPECIFIC STANDARD DISCLOSURES	Description	Reference	Comments
SOCIAL IMPACT – OCCUPATIONAL HEALTH AND SAFETY			
Diversity and equal opportunity			
G4-DMA	Disclosures on management approach	pp. 14, 40	
G4-LA12	Composition of governance bodies and break-down of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	pp. 14, 40, 72–74	
Supplier assessment			
G4-DMA	Disclosures on management approach	p. 44	NCC's Code of Conduct is available at www.ncc.group
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	p. 44	
SOCIAL IMPACT – HUMAN RIGHTS			
Non-discrimination			
G4-DMA	Disclosures on management approach	p. 44	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	—	No reported incidents during 2016.
Supplier assessment			
G4-DMA	Disclosures on management approach	p. 44	NCC's Code of Conduct is available at www.ncc.se
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	p. 44	
SOCIAL IMPACT – SOCIETY			
Anti-corruption			
G4-DMA	Disclosures on management approach	pp. 14, 44	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	pp. 44	By means of an analysis based on the risk of non-compliance with NCC's Code of Conduct, three areas have been identified as being of particular importance: Bribery & corruption, Competition law and Conflicts of interest.
G4-SO4	Communication and training on anti-corruption policies and procedures	pp. 44	
G4-SO5	Confirmed incidents of corruption and actions taken	pp. 14	
Anti-competitive behavior			
G4-DMA	Disclosures on management approach	pp. 14, 44	
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	pp. 14, 44	
SOCIAL IMPACT – PRODUCT RESPONSIBILITY			
Product and service labeling			
G4-DMA	Disclosures on management approach	p. 45	
CRE 8	Type of sustainability certification, number and levels achieved in surveys	p. 45	

G4- EN23 WASTE BY DISPOSAL METHOD, TOTAL WEIGHT*

Metric tons	2016	%
Separation (Mixed waste)	14,186	21
Waste to landfill	3,546	5
Combustion/energy recycling	11,575	17
Specific treatment (hazardous waste)	8,011	12
Reuse/material recycling	31,190	46
Total waste	68,508	

*Information has been collected from NCC's waste disposal partners. Historical data is unavailable.

G4-LA6 WORK-RELATED INJURIES, ACCIDENTS AND INCIDENTS

		Sweden	Norway	Finland	Denmark	Total, NCC
Injuries	Number of injuries resulting in one day or more of sickness absence	159	24	24	39	246 (202)
Claims frequency	Number of injuries per million worked hours	9.6 (6.9)	7.1 (4.9)	6.6 (8.5)	9.1 (9.0)	8.8 (7.2)
Work-related fatalities	Number, own employees and subcontractors	1 (0)	2 (0)	0 (0)	0 (2)	3 (2)
Close calls and observations	Number					33,815 (23,500)

Figures for 2015, excl. Bonava, within parentheses