



The SheDil Index Report
 What do Norwegian companies do to promote and protect women's human rights?

Annex: **Reference list**



An assessment of selected Norwegian companies' public policies, commitments, and reporting on the gender dimension of human rights due diligence

This assessment is written and published by Allison A. Wedwaldt, Per N. Bondevik and Alina Karlsen on behalf of FOKUS - Forum for Women and Development in April 2022. The report is financed by Norad.

Introduction

This reference list is an annex to the SheDil Index Report “What do Norwegian companies do to promote and protect women’s human rights?”

According to principle 21 of the UNGP, companies should frequently, sufficiently, and externally communicate their human rights impacts, including their processes for identifying, preventing and mitigating, and tracking. Based on this principle, the SheDil Index Report relied on information that was publicly available from December 2021 through March 2022.

For a company’s own operations, the report relied on company policies and/or CoCs, annual and/or sustainability reports, and company web pages. For a company’s supplier relations, the report relied on supplier CoCs and, though seldom available, due diligence questionnaires. In some instances, the company’s CoC applied to suppliers, so a separate

supplier CoC was not available. For a company’s assessment of and engagement with stakeholders, the report relied on company policies, annual and/or sustainability reports, and company web pages, especially regarding remediation processes. In instances where an annual and/or sustainability report was not available or the annual and/or sustainability report did not include the relevant information, the report relied on the company’s most recent Etisk Handel Responsible Business Conduct report.

The annex below includes the (1) public policy and/or CoC, (2) annual and/or sustainability report, and (3) supplier CoC for each company. N/A means that the document was not publicly available.

AF GRUPPEN

Public policy and/or CoC

- <https://afgruppen.com/globalassets/om-af-gruppen/hensikt-mal-og-verdier---adferdskode/adferdskode-en-080118.pdf>

Annual and/or sustainability report

- https://afgruppen.com/globalassets/investor-engelsk/annual-reports/afgruppen_annual_report2020
- https://afgruppen.com/globalassets/investor-engelsk/other-reports/af---diversity-and-equality_2020_eng_300dpi.pdf
(Diversity and Equality Report)

Supplier CoC

- <https://afgruppen.com/globalassets/af-gruppen-supplier-declaration.pdf>

AKER BP

Public policy and/or CoC

- <https://akerbp.com/wp-content/uploads/2021/02/code-of-conduct-en-version-2-1.pdf>
- <https://akerbp.com/wp-content/uploads/2020/12/aker-bp-human-rights-policy.pdf>
- <https://akerbp.com/wp-content/uploads/2021/05/aker-bp-diversity-and-inclusion-policy.pdf>

Annual and/or sustainability report

- <https://akerbp.com/wp-content/uploads/2021/03/akerbp-annual-report-2020.pdf>
- <https://akerbp.com/wp-content/uploads/2021/03/akerbp-sustainability-report-2020.pdf>

Supplier CoC

- <https://akerbp.com/wp-content/uploads/2021/09/aker-bp-integrity-due-diligence-questionnaire.xlsx>
(Supplier Standards)

AUSTEVOLL SEAFOOD

Public policy and/or CoC

- <https://www.auss.no/media/1309/code-of-conduct-auss.pdf>

Annual and/or sustainability report

- https://www.auss.no/media/1392/austevoll-2020_web.pdf
- https://www.auss.no/media/1384/auss_esg2020_f_v2_2.pdf

Supplier CoC

Same as CoC

BAMA-GRUPPEN

Public policy and/or CoC

- <https://www.bama.no/siteassets/bama/om-bama/jobb-i-bama/etiske-retningslinjer/code-of-conduct.pdf>

Annual and/or sustainability report

- https://www.bama.no/siteassets/bama/om-bama/arsrapport/bama_arsrapport_2020_web.pdf

Supplier CoC

- <https://www.bama.no/siteassets/bama/om-bama/varestrom/code-of-conduct-for-bamas-suppliers-of-goods-and-services.pdf>

CERMAQ GROUP

Public policy and/or CoC

- <https://www.cermaq.com/assets/Global/Other-PDFs-policies-etc/170927BOOKLETENG-CodeofConduct.pdf>

Annual and/or sustainability report

- <https://www.cermaq.com/assets/Cermaq-Group-Annual-Sustainability-Report-2020.pdf>

Supplier CoC

- <https://www.cermaq.com/assets/Global/Other-PDFs-policies-etc/CermaqSupplierCodeofConductupdated2017FINAL.pdf>

DAHL OPTIMERA

Public policy and/or CoC

- https://www.saint-gobain.com/sites/saint-gobain.com/files/media/document/2021-07/PCA%20-%20Juin%202021_FR%20BEN.pdf

Annual and/or sustainability report

- <https://docplayer.me/219662588-Baerekraftsrapport.html>
- https://www.saint-gobain.com/sites/saint-gobain.com/files/ri20_sg_230621_va_bd_0.pdf

Supplier CoC

- https://www.saint-gobain.com/sites/saint-gobain.com/files/ri20_sg_230621_va_bd_0.pdf

DANSKE BANK

Public policy and/or CoC

- <https://danskebank.com/-/media/danske-bank-com/file-cloud/2021/2/code-of-conduct-policy.pdf?rev=9b30c510da2c4ec48f663371bee8778f>
- <https://danskebank.com/-/media/danske-bank-com/file-cloud/2018/9/danske-bank-position-statement-human-rights.pdf>
- <https://danskebank.com/-/media/danske-bank-com/file-cloud/2017/2/diversity-and-inclusion-policy.pdf?rev=7bc85abf2dd1411db1e4a1d03d0ac997#:~:text=We%20aim%20to%20promote%20a,inclusive%20culture%20in%20Danske%20Bank.&text=Essentially%2C%20an%20inclusive%20culture%20is,empowered%20to%20make%20a%20difference>

Annual and/or sustainability report

- <https://danskebank.com/-/media/danske-bank-com/file-cloud/2021/2/annual-report-2020.pdf>
- <https://danskebank.com/-/media/danske-bank-com/file-cloud/2021/2/sustainability-report-2020.pdf?rev=9e97efda94d5437181f320ed84be1ffc&hash=78BA7E911FC96C8C8C4074980AEE0409>

Supplier CoC

- <https://danskebank.com/en-uk/suppliers/Guidelinesandmanuals/Documents/Danske%20Bank%20Supplier%20Code%20of%20Conduct%20June%202020.pdf>

DNB

Public policy and/or CoC

- https://www.dnb.no/portalfront/nedlast/en/about-us/corporate-responsibility/DNB_-_Code_of_Conduct_EN.pdf
- https://www.dnb.no/portalfront/nedlast/en/about-us/corporate-responsibility/2020/Human_Rights_criteria_and_expectations_V3.0_2020.pdf
- https://www.dnb.no/portalfront/nedlast/no/om-oss/samfunnsansvar/2019/Gender_Equality__Diversity_Expectations_final.pdf

Annual and/or sustainability report

- <https://mb.cision.com/Public/167/3304350/9c9b264fe4894651.pdf>

Supplier CoC

- <https://www.dnb.no/portalfront/nedlast/en/about-us/code-of-conduct-suppliers-dnb.pdf>

EQUINOR

Public policy and/or CoC

- <https://www.equinor.com/content/dam/statoil/documents/ethics/equinor-code-of-conduct.pdf>
- <https://www.equinor.com/content/dam/statoil/documents/human-rights/2020/equinor-human-rights-policy-english.pdf>

Annual and/or sustainability report

- <https://www.equinor.com/content/dam/statoil/documents/annual-reports/2020/equinor-2020-annual-report-and-form-20-f.pdf>
- <https://www.equinor.com/content/dam/statoil/documents/sustainability-reports/2020/equinor-sustainability-report-2020.pdf>

Supplier CoC

- <https://www.equinor.com/content/dam/statoil/documents/supply-chain/equinor-human-rights-expectations-suppliers.pdf>

FRONTLINE

Public policy and/or CoC

- <https://www.frontline.bm/wp-content/uploads/2021/06/Code-of-Business-Ethics-and-Conduct.pdf>

Annual and/or sustainability report

- <https://www.frontline.bm/wp-content/uploads/2021/06/Frontline-Ltd.-ESG-Report-2020.pdf>

Supplier CoC

N/A

HANDELSBANKEN

Public policy and/or CoC

- <https://www.handelsbanken.com/tron/xgpu/info/contents/v1/document/72-95817>
- <https://www.handelsbanken.com/tron/xgpu/info/contents/v1/document/72-98420>

Annual and/or sustainability report

- <https://www.handelsbanken.com/tron/xgpu/info/contents/v1/document/72-108668>

Supplier CoC

- <https://www.handelsbanken.com/tron/xgpu/info/contents/v1/document/72-91843>

HELLY HANSEN GROUP

Public policy and/or CoC

- https://www.hellyhansen.com/wp-content/uploads/2016/08/COC_6.1.pdf

Annual and/or sustainability report

- <https://etiskhandel.no/wp-content/uploads/2019/10/helly-hansen-20.pdf>
(Etisk Handel Responsible Business Conduct 2020 report)
- <https://www.hellyhansen.com/wp-content/uploads/2020/03/hh-roadmap-published-march-2020.pdf>
(Sustainability roadmap)

Supplier CoC

Same as CoC

KID

Public policy and/or CoC

N/A

Annual and/or sustainability report

- <https://investor.kid.no/media/32537/kid-asa-annual-report-2020-spread-low.pdf>
- <https://investor.kid.no/media/32538/kid-asa-csr-report-2020-spread-low.pdf>

Supplier CoC

- https://www.kid.no/globalassets/kid.no/informasjon/samfunnsansvar/vare-leverandorer/20200420-guidelines-for-suppliers_code-of-conduct.pdf?ref=A48182F066

KLP

Public policy and/or CoC

- <https://www.klp.no/media/samfunnsansvar/Retningslinje%20for%20likestilling%20og%20mangfold.pdf>

Annual and/or sustainability report

- https://prod-wrep-sec-report.imgix.net/293340726677209605/pdf/AnnualReport_2020_KLP_English.pdf

Supplier CoC

- <https://www.klp.no/media/samfunnsansvar/KLPs%20prinsipper%20for%20samfunnsansvarlig%20leverand%C3%B8radferd.pdf>
- <https://www.klp.no/media/samfunnsansvar/Human%20Rights.pdf>
(Human rights policy in exclusion decisions)
- <https://www.klp.no/en/english-pdf/Guidelines%20for%20KLP%20as%20a%20responsible%20investor.pdf>
(Guidelines as a responsible investor)

LERØY SEAFOOD GROUP

Public policy and/or CoC

- <https://www.leroyseafood.com/globalassets/02-documents/code-of-conduct-v.5-february-2020.pdf>
- <https://www.leroyseafood.com/en/sustainability/sustainability-library/policies/>

Annual and/or sustainability report

- <https://www.leroyseafood.com/globalassets/02-documents/english/reports/annual-reports/annual-report-2020.pdf>

Supplier CoC

Same as CoC

- <https://www.leroyseafood.com/en/sustainability/sustainability-library/kpi/kpi-supplier-evaluation/>

MOWI

Public policy and/or CoC

- https://corpsite.azureedge.net/corpsite/wp-content/uploads/2021/11/Mowi-CoC_ENG_nov_21.pdf
- <https://corpsite.azureedge.net/corpsite/wp-content/uploads/2020/02/Mowi-Human-Rights-Policy.pdf>
- <https://corpsite.azureedge.net/corpsite/wp-content/uploads/2020/02/Mowi-Diversity-and-Inclusion-Policy-1.pdf>

Annual and/or sustainability report

- https://corpsite.azureedge.net/corpsite/wp-content/uploads/2021/03/Mowi_Integrated_Annual_Report_2020.pdf

Supplier CoC

- <https://mowi.com/it/wp-content/uploads/sites/16/2021/01/Code-of-conduct-for-suppliers.pdf>

NOR TEKSTIL

Public policy and/or CoC

- <https://static1.squarespace.com/static/519ce8ace4b097f309cb51dd/t/6213ae015d7f377474a9e0b4/1645456898143/Nor+Tekstil+B%C3%A6rekraftpolicy+TQM.pdf>

Annual and/or sustainability report

- <https://static1.squarespace.com/static/519ce8ace4b097f309cb51dd/t/60d03155b1a5255f464ee656/1624256869773/Nor+Tekstil+B%C3%A6rekraftrapport+2020.pdf>

Supplier CoC

Included in Sustainability policy

NORSK HYDRO

Public policy and/or CoC

- <https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-us.pdf>
- <https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/hydros-human-rights-policy.pdf>
- <https://www.hydro.com/en-NO/sustainability/our-approach/social/diversity-inclusion-belonging/>

Annual and/or sustainability report

- <https://www.hydro.com/globalassets/download-center/investor-downloads/ar20/annual-report-2020-new.pdf>

Supplier CoC

- <https://www.hydro.com/globalassets/download-center/supplier-code-of-conduct/hydro-supplier-code-of-conduct2.pdf>

NORTURA

Public policy and/or CoC

N/A

Annual and/or sustainability report

- https://www.nortura.no/assets/documents/Nortura_aarsmelding_2020_print.pdf

Supplier CoC

- <https://www.nortura.no/nyheter/minimumskrav-for-%C3%A5-bli-vurdert-som-leverand%C3%B8r>

ODFJELL

Public policy and/or CoC

- <https://d3grzk40ejrt1i.cloudfront.net/1616668119/code-of-conduct-v16-framed-1.pdf>

Annual and/or sustainability report

- <https://d3grzk40ejrt1i.cloudfront.net/1616608924/2020-annual-report-odfjell-se.pdf>

Supplier CoC

- <https://d3grzk40ejrt1i.cloudfront.net/1603880405/corporate-supplier-conduct-principles-2020.pdf>

ORKLA

Public policy and/or CoC

- <https://www.orkla.com/sustainability/orklas-corporate-responsibility/code-of-conduct/>
- <https://www.orkla.com/sustainability/orklas-corporate-responsibility/human-rights-policy/>

Annual and/or sustainability report

- https://annualreport2020.orkla.com/assets/orkla/pdfs/2020/en/Orkla_AnnualReport_2020_UK.pdf

Supplier CoC

- <https://www.orkla.com/app/uploads/sites/4/2018/06/Orkla-Supplier-Code-of-Conduct.pdf>

PRINCESS

Public policy and/or CoC

- <https://www.princessbutikken.no/steg-i-riktig-retning/ieh>

Annual and/or sustainability report

N/A

Supplier CoC

Included in Sustainability policy

SALMAR

Public policy and/or CoC

- <https://www.salmar.no/en/ethical-guidelines/>

Annual and/or sustainability report

- <https://ml-eu.globenewswire.com/Resource/Download/3a869ed4-be25-4ad7-b1c1-39e901bb207f>

Supplier CoC

N/A

SCATEC SOLAR

Public policy and/or CoC

- <https://scatec.com/wp-content/uploads/sites/7/2021/07/Scatec-Code-of-Conduct.pdf>
- <https://scatec.com/wp-content/uploads/sites/7/2019/11/Global-Human-Rights-Policy-2019.pdf>
- https://scatec.com/wp-content/uploads/sites/7/2021/03/Diversity__Inclusion_policy_Scatec2021.pdf

Annual and/or sustainability report

- <https://scatec.com/wp-content/uploads/sites/7/2021/03/Scatec-Sustainability-Report-2020.pdf>
- <https://scatec.com/wp-content/uploads/sites/7/2021/03/Statement-on-equality-and-non-discrimination-2020.pdf>

Supplier CoC

Same as CoC

- <https://scatec.com/wp-content/uploads/sites/7/2020/04/Customer-IDD-Questionnaire.pdf>

SKANSKA NORGE

Public policy and/or CoC

- <https://codeofconduct.skanska.com/our-commitment-at-our-workplace/diversity-and-inclusion/>
- <https://group.skanska.com/sustainability/responsibility/embrace-diversity/>

Annual and/or sustainability report

- <https://group.skanska.com/siteassets/investors/reports-publications/annual-reports/2020/annual-and-sustainability-report-2020.pdf>

Supplier CoC

- <https://group.skanska.com/4a01fc/siteassets/about-us/code-of-conduct/supplier-code-us-eng.pdf>

STATSBYGG

Public policy and/or CoC

- <https://www.mercell.com/m/file/GetFile.ashx?id=138206308&version=0>

Annual and/or sustainability report

<https://dok.statsbygg.no/wp-content/uploads/2021/03/Arsrapport-2020.pdf>

Supplier CoC

Same as CoC

- <https://dok.statsbygg.no/wp-content/uploads/2020/06/reviderteSeriositetsbestemmelserHandverkere2019.pdf>

STOLT-NIELSEN

Public policy and/or CoC

- <https://www.stolt-nielsen.com/en/about-us/code-of-business-conduct/>
- <https://www.stolt-nielsen.com/en/our-businesses/stolthaven-terminals/sustainability-policy/>

Annual and/or sustainability report

- https://ar.stolt-nielsen.com/2020/documents/Stolt-Nielsen_AR_2020.pdf

Supplier CoC

N/A

STOREBRAND

Public policy and/or CoC

- https://www.storebrand.no/en/sustainability/sustainability-library/_/attachment/inline/b4f0b615-aac7-412a-b0ce-86dec47b0171:5c9dfc31e5bc64695626c06d5d261dc7cb4ff2f9/19116-Etiske-regler-Storebrand_ENG.pdf
- https://www.storebrand.no/en/sustainability/sustainability-library/_/attachment/download/65dfd90e-3296-4fa5-b66e-5856b85dccb2:69632b51afa910e70b2bc727803076b3934e887f/45470a%20Human%20rights%20policy.pdf
- https://www.storebrand.no/en/sustainability/sustainability-library/_/attachment/inline/634d904e-35e0-4db3-a41e-9ff41cd855c2:87f18443281efcc21374ab4b19a62188bb2f480c/19195%20Diversity%20and%20Equal%20Opportunities.pdf

Annual and/or sustainability report

- https://www.storebrand.no/en/investor-relations/annual-reports/_/attachment/inline/b28ec244-9627-495c-9379-3e14ed862cf2:6eeb60974de8dcd7b0dee43924bab5748629aa7a/2020-annual-report-storebrand-asa.pdf
- https://www.storebrand.no/en/sustainability/sustainability-library/archives/_/attachment/download/0303923c-171c-4341-87e7-20e20af5a200:d47f3405f183bf8a84fa53d6592714b7385cf125/Gender%20Pay%20Indicators%202020.pdf

Supplier CoC

Same as CoC

- https://www.storebrand.no/en/sustainability/sustainable-operations/sustainable-procurement/_/attachment/inline/c83eec5f-7fab-4b72-b1cb-cf6fe56b86e7:6de85fa3a3ece88c8a47051fc95a3522acab422d/Procurement%20Policy_per%20May%202019.pdf

SUBSEA 7 NORWAY

Public policy and/or CoC

- https://www.subsea7.com/content/dam/subsea7-corporate2018/Documents/Code_of_Conduct/Subsea%207%20Code%20of%20Conduct_English.pdf
- https://www.subsea7.com/content/dam/subsea7-corporate2018/Documents/Ethics/Human%20Rights%20Statement%202020_English.pdf

Annual and/or sustainability report

- https://www.subsea7.com/content/dam/subsea7-corporate2018/annual-report-2020/Subsea7_Annual-Report-2020.pdf
- https://www.subsea7.com/content/dam/subsea7-corporate2018/annual-report-2020/Subsea7_Sustainability-Report-2020.pdf

Supplier CoC

- https://www.subsea7.com/content/dam/subsea7-corporate2018/Documents/Code_of_Conduct/Subsea%207%20Code%20of%20Conduct%20for%20Suppliers.pdf

UNIL

Public policy and/or CoC

- <https://www.norgesgruppen.no/globalassets/dette-er-norgesgruppen/code-of-conduct-eng.pdf>

Annual and/or sustainability report

- <https://online.flippingbook.com/view/469034458/>

Supplier CoC

- <https://unil.no/globalassets/vedlegg/krav-og-retningslinjer/unils-quality-requirements-to-supplier-and-product-.pdf>

VARNER GROUP

Public policy and/or CoC

- <https://varner.com/globalassets/sustainability/policies-and-statements/varner-code-of-conduct.pdf>

Annual and/or sustainability report

- https://varner.com/globalassets/sustainability/policies-and-statements/varner-sustainability-report-2020-mid_res_compressed.pdf

Supplier CoC

<https://varner.com/globalassets/sustainability/policies-and-statements/varner-supplier-code-of-conduct-2021.pdf>

VEIDEKKE

Public policy and/or CoC

- <http://veidekke.com/en/incoming/article37062.ece/binary/Code%20of%20conduct%2020210630.pdf>
- <http://veidekke.com/en/incoming/article20138.ece/binary/Ethical%20Guidelines%20-%20Veidekke%20ASA.pdf>
- <http://veidekke.com/en/incoming/article37013.ece/binary/Diversity%20and%20gender%20equality%20policy.pdf>

Annual and/or sustainability report

- <https://mb.cision.com/Public/17348/3314590/aae163d54e4d0470.pdf>

Supplier CoC

Same as Ethical guidelines

VINMONOPOLET

Public policy and/or CoC

- <https://www.vinmonopolet.no/code-of-conduct>

Annual and/or sustainability report

- https://issuu.com/kristine.sanne/docs/vinmonopolet_rs-_og_gri-rapport_2020

Supplier CoC

Same as CoC

WALLENIUS WILHELMSSEN

Public policy and/or CoC

<https://www.walleniuswilhelmsen.com/storage/images/3.-Code-of-Conduct-Guide-English.pdf>

Annual and/or sustainability report

- https://www.walleniuswilhelmsen.com/storage/images/Wallenius-Wilhelmsen_Annual-Report-2020.pdf
- <https://annualreport.walleniuswilhelmsen.com/2019/wp-content/uploads/sites/9/2020/04/Wallenius-Wilhelmsen-Sustainability-Report-2019.pdf>

Supplier CoC

- <https://www.walleniuswilhelmsen.com/storage/downloads/Supplier-Code-of-Conduct-2021.pdf>

YARA INTERNATIONAL

Public policy and/or CoC

- <https://www.yara.com/siteassets/ethics-and-compliance/policies/code-of-conduct/code-of-conduct-english.pdf/>
- <https://www.yara.com/this-is-yara/ethics-and-compliance/policies/>

Annual and/or sustainability report

- <https://www.yara.com/siteassets/investors/057-reports-and-presentations/annual-reports/2020/yara-sustainability-report-2020-web.pdf/>

Supplier CoC

- <https://www.yara.com/siteassets/ethics-and-compliance/policies/code-of-conduct-for-business-partners/code-of-conduct-for-yaras-business-partners---english.pdf/>

**Assess
your company's
performance on the
gender dimension of
human rights due
diligence today
at shedil.org.**