

**Global Reporting Initiative**

NORDEN’s Corporate Social Responsibility (CSR) report 2010 is aligned with the Global Reporting Initiative’s (GRI) G3 Sustainability Reporting Guidelines. Performance indicators have been chosen from the G3 Performance Indicators (2000-2006) together with the GRI Logistics and Transportation Sector Supplement (May 2006) Performance Indicators. The CSR report is available at [www.ds-norden.com/profile/csr](http://www.ds-norden.com/profile/csr).

NORDEN has self-declared the reporting to be Application Level C.

Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1-2.10 3.1-3.8, 3.10-3.12 4.1-4.4, 4.14-4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5-4.13, 4.16-4.17	Report Externally Assured	Same as requirements for Level B	Report Externally Assured
	G3 Management Approach Disclosures OUTPUT	Not required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosures for each Indicator Category	
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, including at least one from each of: Economic, Environmental, Human rights, Labour rights, Society, Product Responsibility.		Report on each core G3 and Sector Supplement Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicators or b) explaining the reason for its omission.	

G3 standard disclosures		Where to find information
<b>Strategy and analysis</b>		
1.1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy.	A word from the Board of Management, page 3
<b>Organisational profile</b>		
2.1	Name of the organisation.	Company details and Group structure, page 19
2.2	Primary brands, products, and/or services.	NORDEN in brief, page 2
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	www.ds-norden.com/profile Company details and Group structure, page 19
2.4	Location of organisation's headquarters.	NORDEN in brief, page 2
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	NORDEN in brief, page 2
2.6	Nature of ownership and legal form.	www.ds-norden.com/profile Company details and Group structure, page 19
2.7	Markets served.	NORDEN in brief, page 2
2.8	Scale of the reporting organisation, including - Number of employees; - Net sales or net revenues; - Total capitalisation broken down in terms of debt and equity; and - Quantity of products or services provided.	www.ds-norden.com/profile Annual report 2010 NORDEN in brief, page 2 Economic, page 18
2.9	Significant changes during the reporting period regarding size, structure, or ownership, including - The location of, or changes in operations, including facility openings, closings, and expansions; and - Changes in the share capital structure and other capital formation, maintenance, and alteration operations.	No significant changes occurred during the reporting period.
2.10	Awards received in the reporting period.	1) The Danish Society of Financial Analysts' Information Award 2009 2) The Best Annual Report Award 2010 for listed OMXC20 companies/state-owned companies 3) The Annual Report Award 2010
<b>Report parameters</b>		
3.1	Reporting period for information provided.	UN Global Compact and GRI, page 5
3.2	Date of most recent previous report.	UN Global Compact and GRI, page 5
3.3	Reporting cycle.	UN Global Compact and GRI, page 5
3.4	Contact point for questions regarding the report or its content.	Company details and Group structure, page 19
3.5	Process for defining report content, including - Determining materiality; - Prioritising topics within the report; and - Identifying stakeholders the organisation expects to use the report.	Governance in NORDEN, page 4 UN Global Compact and GRI, page 5
3.6	Boundary of the report.	UN Global Compact and GRI, page 5
3.7	State any specific limitations on the scope or boundary of the report.	UN Global Compact and GRI, page 5 Notes to the reporting figures
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	UN Global Compact and GRI, page 5 Notes to the reporting figures
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reason for such re-statement.	UN Global Compact and GRI, page 5 Notes to the reporting figures
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	UN Global Compact and GRI, page 5
3.12	Table identifying the location of the Standard Disclosures in the report.	This table

G3 standard disclosures		Where to find information
Governance, commitments, and engagement		
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Governance in NORDEN, page 4
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Governance in NORDEN, page 4
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Governance in NORDEN, page 4
4.4	<p>Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. Include reference to processes regarding:</p> <ul style="list-style-type: none"> <li>- The use of shareholder resolutions or other mechanisms for enabling minority shareholders to express opinions to the highest governance body; and</li> <li>- Informing and consulting employees about the working relationships with formal representation bodies such as organisation level 'work councils', and representation of employees in the highest governance body.</li> </ul> <p>Identify topics related to economic, environmental, and social performance raised through these mechanisms during the reporting period.</p>	<p><a href="http://www.ds-norden.com/investor/corporategovernance">www.ds-norden.com/investor/corporategovernance</a></p> <p>Governance in NORDEN, page 4</p>
4.14	List of stakeholder groups engaged by the organisation.	Governance in NORDEN, page 4
4.15	Basis for identification and selection of stakeholders with whom to engage.	Governance in NORDEN, page 4

G3 performance indicators and sector supplement performance indicators		Fulfilment	Where to find information	UN Global Compact principle
<b>Environmental performance indicators</b>				
EN3	Direct energy consumption by primary energy source.	Fully	Environment, page 7	Principle 8
EN4	Indirect energy consumption by primary source.	Fully	Environment, page 7	Principle 8
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Partly	Ballast water management, page 11	Principle 8
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Environment, page 7	Principle 8
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	Environment, page 7	Principle 8
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Reduction of emissions, page 9	Principle 7 and 8 and 9
EN20	NO, SO, and other significant air emissions by type and weight.	Fully	Environment, page 7	Principle 8
EN22	Total weight of waste by type and disposal method.	Partly	Environment, page 7 Disposal of waste, page 11	Principle 8
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	Environment, page 7-12	Principle 7 and 8 and 9
LT2	Breakdown of fleet composition.	Partly	Other emissions to air, page 8 Vetting inspections and PSC, page 11 Economic, page 18	
<b>Labour practices and decent work performance indicators</b>				
LA1	Total workforce by employment type, employment contract, and region.	Fully	Employees off and on shore, page 15	
LA2	Total number and rate of employee turnover by age group, gender and region.	Partly	Employees off and on shore, page 15	Principle 6
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Employees off and on shore, page 15	Principle 1 and 3
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.	Fully	Employees off and on shore, page 15	Principle 1
LA7	Rates of injury, occupational diseases, lost days, absenteeism, and number of workrelated fatalities by region.	Fully	Health and safety at sea, page 13 Employees off and on shore, page 15	Principle 1
<b>Human rights performance indicators</b>				
LT9	Description of policies and programmes to determine working hours and rest hours, rest facilities, and leave for those driving and operating fleets.	Fully	Employees off and on shore, page 15	
LT11	Description of policies and programmes regarding substance abuse.	Fully	Health and safety at sea, page 13	
LT13	List the incidents when ships have been detained by port inspectors, including the following details: - Name of the vessel and International Maritime Organization (IMO) number; - Port of detention; - Reason for detention; and - Duration of detention (include dates).	Fully	Vetting inspection and PSC, page 11	
<b>Society performance indicators</b>				
SO4	Actions taken in response to incidents of corruption.	Fully	Anti-corruption, page 17	Principle 10
<b>Economic performance indicators</b>				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Partly	Economic, page 18	
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Fully	Economic, page 18	Principle 7
LT1	Number of ships controlled by the reporting organisation, broken down by the flag state.	Fully	Economic, page 18	