



The **She|Dil** Index Report, 2nd ed.
What do Norwegian companies
do to promote and respect
women's human rights?

Annex: **Reference list**



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?” 2nd Edition, 2024.

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 in October and November 2023. Most of the information was found in reports and articles in the companies’ own web-sites, and in some cases also through their public reporting to Ethical Trade Norway as well as documents from other membership-bodies the companies referred to as central in their due diligence approach.

For a company’s own operations, the report relied mainly on company policies and/or CoCs, annual and/or sustainability reports, diversity/inclusion reports and reporting on the Norwegian Transparency Act. 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 whistle-blowing mechanisms and joint initiatives with other actors. The annex below contains the reference list, with valid links as per 15 November 2023, for each company assessed in this report, grouping the documents between policies and CoC on the one hand, and different kinds of reports on the other.

AF GRUPPEN

Policies, CoC

- <https://afgruppen.com/globalassets/om-af-gruppen/hensikt-mal-og-verdier---adferdskode/adferdskode-en-080118.pdf>
- <https://afgruppen.com/2024/disciplines-and-management/>
- <https://afgruppen.com/globalassets/af-gruppen-supplier-declaration.pdf>
- <https://www.achilles.com/supply-chain-due-diligence/>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://afgruppen.se/globalassets/investor-engelsk/other-reports/diversity-and-equality.pdf>
- <https://afgruppen.com/globalassets/investor-engelsk/annual-reports/annual-report-2022.pdf>

AKER BP

Policies, CoC

- <https://akerbp.com/wp-content/uploads/2022/04/human-rights-policy-principles.pdf>
- <https://akerbp.com/wp-content/uploads/2021/02/code-of-conduct-en-version-2-1.pdf>
- <https://akerbp.com/wp-content/uploads/2022/04/diversity-and-inclusion-policy-version-2.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://akerbp.com/wp-content/uploads/2023/03/aker-bp-annual-report-2022.pdf>
- <https://mb.cision.com/Public/1629/3739884/938826d06d79be79.pdf>
- <https://akerbp.com/en/esg/>
- <https://www.akerasa.com/en/about/integrity-channel>

AUSTEVOLL SEAFOOD

Policies, CoC

- <https://www.auss.no/media/1454/auss-policy-diversity-v1-22042022.pdf>
- <https://www.auss.no/media/1451/auss-code-of-conduct-v5-22042022.pdf>
- <https://www.auss.no/media/1458/auss-policy-human-rights-v1-22042022.pdf>
- <https://www.auss.no/media/1461/auss-policy-whistleblowing-v1-22042022.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://ar2022.auss.no/>
- <https://ar2022.auss.no/wp-content/uploads/2023/04/Annual-report-2022-Austevoll-Seafood-ASA.pdf>
- https://www.auss.no/media/1491/auss-esg-2022_spreads_f.pdf
- <https://www.auss.no/media/1527/redegjoerelse-vedr-auss-sitt-arbeid-for-aa-fremme-grunnleggende-mennesker-ettigheter-og-anstendige-arbeidsforhold-under-aapenhetslo.pdf>
- <http://www.auss.no/whistleblowing>

BAMA-GRUPPEN

Policies, CoC

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

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://www.bama.no/globalassets/bama---arp-konsern-2022.pdf>

CERMAQ GROUP

Policies, CoC

- <https://www.cermaq.com/assets/Global/Other-PDFs-policies-etc/Code-of-conduct-ENG-web-23.pdf>
- <https://www.cermaq.com/assets/Global/Other-PDFs-policies-etc/CermaqSupplierCodeofConductupdated2017FINAL.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://www.cermaq.com/assets/Global/PDFs-sustainability/Rev-Cermaq-Sustainability-Report-2022-GRI.pdf>

Cermaq Group AS Annual report with Financial statement 2022 (downloadable for free at www.brreg.no)

- <https://www.cermaq.com/assets/Statement-2023-signed.pdf>
- <https://www.cermaq.com/contact-us/whistleblowing>

Supplier CoC

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

EQUINOR

Policies, CoC

- <https://cdn.equinor.com/files/h61q9gj9/global/da071a7042eae7f529128c6b3676c13d1924a9f5.pdf>
human-rights-policy-norwegian-equinor.pdf
- <https://cdn.equinor.com/files/h61q9gj9/global/0dc51c0793705c544b55c72de099a2520b4a8ef7.pdf>
code-of-conduct-2023-equinor.pdf
- <https://www.equinor.com/en/sustainability/our-approach-to-human-rights.html>
- <https://www.equinor.com/en/about-us/ethics-and-compliance-in-equinor.htm>
- <https://www.equinor.com/en/sustainability/our-approach-to-human-rights.html#human-rights-due-diligence-supply-chain-priorities>
- <https://www.equinor.com/content/dam/statoil/documents/supply-chain/equinor-human-rights-expectations-suppliers.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://cdn.equinor.com/files/h61q9gj9/global/03d92ebc1ab4f124aabe4fa5be40da3dec6e24b4.pdf>?2022-annual-report-equinor.pdf
- <https://www.equinor.com/en/sustainability/our-approach-to-human-rights.html#human-rights-due-diligence-supply-chain-priorities>
- <https://www.equinor.com/en/news/2018-09-24-human-rights.html>
- <https://odanettverk.no/>

HELLY HANSEN GROUP

Policies, CoC

- <https://www.hellyhansen.com/content/dam/sustainability/Helly-Hansen-and-Musto-COC-v3.pdf>
- <https://www.hellyhansen.com/content/dam/sustainability/Helly-Hansen-and-Musto-Policy-on-Responsible-Business-Conduct.pdf>
- <https://s3.eu-west-1.amazonaws.com/www-php-media-files.prd.amfori-services.k8s.amfori.org/09/amfori-bsci-code-of-conduct-english-december-2021-v2-2-1.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://www.hellyhansen.com/content/dam/sustainability/Helly-Hansen-2022-Annual-Due-Diligence-Report.pdf>
- <https://www.hellyhansen.com/sustainability/manufacturing/suppliers>

KID

Policies, CoC

- <https://investor.kid.no/media/36543/20200421-policy-for-responsible-business-conduct.pdf>
- <https://www.kid.no/globalassets/kid.no/supplier/3-hemtex-management-codes-and-policies-2023.pdf?ref=993FB66B0>

Annual and/or sustainability report

- <https://investor.kid.no/media/36545/kid-asa-annual-report-2022.pdf>
- <https://www.kid.no/globalassets/othercontent/sustainability/kid-asa---esg-report-2022.pdf?ref=F163A94955>
- <https://www.kid.no/barekraft/bokhari>

LERØY SEAFOOD GROUP

Policies, CoC

- <https://www.leroyseafood.com/en/sustainability/sustainability-library-2022/policies/#anchor-section-policy:-diversity-and-inclusion>
- <https://www.leroyseafood.com/en/about-us/code-of-conduct/>
- <https://www.leroyseafood.com/globalassets/leroy-seafood/contact-us/supplier/supplier-code-of-conduct-lsg-2023.pdf>
- <https://www.leroyseafood.com/en/sustainability/sustainability-library-2022/policies/policy-whistleblowing/>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://www.leroyseafood.com/en/investor/reports-and-webcast/transparency-act-report/>
- <https://www.leroyseafood.com/en/investor/reports-and-webcast/equality-non-discrimination-and-gender-pay-report/>
- <https://www.leroyseafood.com/en/investor/reports-and-webcast/annual-report-2022/>
- <https://www.leroyseafood.com/en/sustainability/sustainability-library-2022>
- <https://www.leroyseafood.com/no/om-leroy/nyheter/arets-havbedrift/>
- <https://www.leroyseafood.com/en/contact/reporting-of-concerns/>

MOWI

Policies, CoC

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

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://mowi.com/wp-content/uploads/2023/03/Mowi-Integrated-Annual-Report-2022.pdf>
- <https://mowi.com/wp-content/uploads/2022/03/Mowi-Human-Rights-Program.pdf>
- <https://mowi.com/wp-content/uploads/2023/03/Gender-Equality-report-Mowi-ASA-2022.pdf>
- <https://mowi.com/wp-content/uploads/2023/03/Supply-Chain-Due-Dilligence-Drocess-2022.pdf>

NOR TEKSTIL

Policies, CoC

- <https://static1.squarespace.com/static/519ce8ace4b097f309cb51dd/t/6213bbbeb0c9025fb7227a03/1645460415390/Retningslinjer+for+Etisk+Handel+Nor+Tekstil+AS.pdf>
- <https://static1.squarespace.com/static/519ce8ace4b097f309cb51dd/t/6213ae015d7f377474a9e0b4/1645456898143/Nor+Tekstil+B%C3%A6rekraftpolicy+TQM.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://static1.squarespace.com/static/519ce8ace4b097f309cb51dd/t/6454d438f1004769293df69d/1683280962099/Nor+Tekstil+B%C3%A6rekraftsrapport+2022%5B58%5D.pdf>
- <https://report.etiskhandel.no/var/pdf/2022/nor-tekstil-as-1410-1681891772.pdf>

NORSK HYDRO

Policies, CoC

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

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/jenincharge22/annual-report-2022eng2.pdf>
- <https://www.hydro.com/globalassets/05-careers/norway/diversity-report-for-norwegian-subsiidiaries.pdf>
- https://ee.hydro.com/l/422852/2023-04-25/58h77g/422852/1682441301CZoOTri0/Extrusion_Europe_Sustainability_Report_2022.pd
- <https://www.hydro.com/en-BR/sustainability/our-approach/social/community-development-and-csr2/sustainable-barcarena-initiative/>

NORTURA

Policies, CoC

- <https://www.nortura.no/attachments/Etiske-retningslinjer.pdf>
- <https://www.nortura.no/attachments/Etiske-retningslinjer-for-leverandorer.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://www.nortura.no/attachments/B%C3%A6rekraftsrapport/Nortura-baerekraftsrapport-2022.pdf>
- <https://www.nortura.no/attachments/Aktsomhetsvurderinger/Redegjorelse-for-aktsomhetsvurderingene-2022.pdf>

ORKLA

Policies, CoC

- <https://www.orkla.se/wp-content/uploads/sites/2/2022/03/Orkla-Human-and-Labour-Rights-Policy.pdf>
- <https://www.orkla.com/sustainability/orklas-corporate-responsibility/code-of-conduct/>
- <https://www.orkla.no/wp-content/uploads/sites/2/2023/03/Orkla-Supplier-Code-of-Conduct.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- https://www.orkla.com/wp-content/uploads/sites/3/2023/06/230614_Orkla_Annual-Report_FINAL.pdf
- <https://www.orkla.com/whistleblowing/>

PRINCESS

Policies, CoC

- <https://www.princessbutikken.no/ieh>
- <https://www.amfori.org/en/knowledge-centre/resources?search=&from=&to=&topic=&resourceType=codeOfConduct&language=en&audience=>
- <https://bettercotton.org/wp-content/uploads/2019/05/Better-Cotton-Principles-Criteria-V2.1.pdf>
- <https://www.sedex.com/app/uploads/2022/12/Sedex-corporate-brochure-2022-PDF.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://report.etiskhandel.no/var/pdf/2022/princess-gruppen-as-1336-1678703167.pdf>

SAINT-GOBAIN DISTRIBUTION NORWAY

Policies, CoC

- https://www.saint-gobain.com/sites/saint-gobain.com/files/media/document/2021-07/PCA%20-%20Juin%202021_FR%2BEN.pdf
- <https://www.saint-gobain.com/en/be-inclusive-promoting-equal-opportunities>
- https://www.saint-gobain.com/sites/saint-gobain.com/files/media/document/2021-07/sg_suppliers_charter_english_french_1.pdf
- <https://www.saint-gobain.com/sites/saint-gobain.com/files/media/document/AntiharassmentPolicy.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://www.optimera.no/globalassets/saint-gobain-distribution-norway-barekraftrapport-2022.pdf>
- <https://www.optimera.no/globalassets/footer/apenhetsloven/redegjorelse-rapporteringsaret-2022---aktsomhetsvurderinger-iht.-apenhetsloven.pdf/download>
- <https://www.saint-gobain.com/sites/saint-gobain.com/files/media/document/RAI-Saint-Gobain-2022-2023-ENG.pdf>

SALMAR

Policies, CoC

- <https://www.salmar.no/investor/corporate-governance/ethical-guidelines/>
- https://salmar.extend.no/export/salmar/Policy/docs/doc_7827/index.html
- https://salmar.extend.no/export/salmar/Policy/docs/doc_7831/index.htm
- https://salmar.extend.no/export/salmar/Policy/docs/doc_7833/index.html

Annual, Sustainability or Diversity/Inclusion reports or other

- https://www.salmar.no/wp-content/uploads/2023/06/Gender_Equality_Report_FINAL.pdf
- <https://ml-eu.globenewswire.com/Resource/Download/a1b33242-6c5a-4ebf-96d6-e6870f9d8994>
- <https://www.salmar.no/en/sustainability/people-and-society/transparency-act/>
- <https://www.salmar.no/en/sustainability/people-and-society/whistleblowing/>

SCATEC SOLAR

Policies, CoC

- <https://annualreport2022.scatec.com/wp-content/uploads/sites/11/2023/03/Human-Rights-Policy.pdf>
- <https://scatec.com/wp-content/uploads/sites/7/2020/03/Scatec-Solar-Code-of-Conduct.pdf>
- <https://annualreport2022.scatec.com/wp-content/uploads/sites/11/2023/03/Diversity-Equity-Inclusion-and-Belonging-DEIB-Policy.pdf>
- <https://scatec.com/wp-content/uploads/sites/7/2019/03/Code-of-conduct-and-IFC-Anti-corruption-guidelines.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- https://annualreport2022.scatec.com/wp-content/uploads/sites/11/2023/03/Scatec-Annual-Report_2022.pdf
- <https://scatec.com/wp-content/uploads/sites/7/2023/03/Scatec-Statement-on-equality-and-non-discrimination-2022.pdf>
- <https://annualreport2022.scatec.com/wp-content/uploads/sites/11/2023/03/Scatec-ESG-Performance-Report-2022.pdf>
- <https://annualreport2022.scatec.com/sustainability/>

SKANSKA NORGE

Policies, CoC

- <https://www.skanska.no/hvem-vi-er/barekraft/inkludering-og-mangfold/>
- <https://group.skanska.com/49d98c/siteassets/about-us/code-of-conduct/supplier-code-us-eng.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://group.skanska.com/493785/siteassets/investors/reports-publications/annual-reports/2022/annual-and-sustainability-report-2022.pdf>
- <https://www.skanska.no/49eef2/siteassets/redegjorelse-apenhetsloven-skanska-norge-periode-juli-des-2022.pdf>
- <https://codeofconduct.skanska.com/how-to-report-a-concern/>

STATSBYGG

Policies, CoC

No relevant documents found

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://dok.statsbygg.no/wp-content/uploads/2023/06/aarsrapport2022.pdf>
- <https://dok.statsbygg.no/wp-content/uploads/2023/03/baerekraftsRapport2022.pdf>
- <https://report.etiskhandel.no/var/pdf/2022/statsbygg-1472-1681724062.pdf>
- <https://www.statsbygg.no/kontakt/varsling>

UNIL

Policies, CoC

- <https://unil.no/globalassets/vedlegg/krav-og-retningslinjer/appendix-4---united-nordic-code-of-conduct-210325.pdf>
- <https://unil.no/unil-tar-ansvar/slik-jobber-vi/risikovurdering/>
- <https://unil.no/globalassets/vedlegg/krav-og-retningslinjer/unils-krav-og-retningslinjer-til-leverandor-og-produkt.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://unil.no/globalassets/vedlegg/unil-baerekraftsrapport-2022-originalfil.pdf>
- <https://unil.no/globalassets/vedlegg/redegjorelse-rapporteringsaret-2022-unil.pdf>
- <https://unil.no/unil-tar-ansvar/ansvarlig-verdikjede/prosjekt-for-risbonder-i-pakistan>

VARNER GROUP

Policies, CoC

- <https://varner.com/globalassets/sustainability/policies-and-statements/varner-code-of-conduct-2023.pdf>
- <https://varner.com/globalassets/sustainability/policies-and-statements/supplier-code-of-conduct-v.2023.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://varner.com/globalassets/sustainability/varner-sustainability-report-2022-original.pdf>
- <https://varner.com/globalassets/sustainability/public-varner-factory-list-07.2023.xlsx>

VEIDEKKE

Policies, CoC

- <https://www.veidekke.com/siteassets/om-veidekke/styrende-dokumenter/engelsk/code-of-conduct-20210630.pdf>
- <https://www.veidekke.com/siteassets/om-veidekke/styrende-dokumenter/engelsk/diversity-and-gender-equality-policy.pdf>
- <https://www.veidekke.com/siteassets/om-veidekke/styrende-dokumenter/engelsk/global-rammeavtale-2023-engelsk.pdf>
- https://www.veidekke.com/siteassets/om-veidekke/styrende-dokumenter/engelsk/no-po-01-03-policy-for-respekt-for-menneskerettigheter_en.pdf
- <https://www.veidekke.com/siteassets/om-veidekke/styrende-dokumenter/engelsk/po23001-policy-for-sustainability-and-social.pdf>
- <https://www.veidekke.com/siteassets/om-veidekke/styrende-dokumenter/engelsk/etiske-retningslinjer-for-leverandorer-engelsk-7.4.22.pdf>

Annual, Sustainability or Diversity/Inclusion reports or other

- <https://mb.cision.com/Main/17348/3740648/1941181.pdf>
- <https://www.veidekke.com/sustainability/hse/reporting-irregular-activities-whistleblowing>

VINMONOPOLET

Policies, CoC

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

Annual, Sustainability or Diversity/Inclusion reports or other

- https://www.vinmonopolet.no/medias/sys_master/images/images/h97/hb7/9837642285086/vinmonopolet-a-rsrapport-2022-web-oppslag.pdf?attachment=true
- https://www.vinmonopolet.no/medias/sys_master/images/images/h73/h48/9834973265950/likestillingsredegjorelse-2022-as-vinmonopolet.pdf?attachment=true
- <https://www.vinmonopolet.no/varslingskanal>

YARA INTERNATIONAL

Policies, CoC

- <https://www.yara.com/siteassets/this-is-yara/suppliers/supplier-requirements/yara-sustainable-procurement-policy.pdf>
- <https://www.yara.com/siteassets/ethics-and-compliance/policies/code-of-conduct-for-business-partners/code-of-conduct-for-yaras-business-partners---english.pdf>

Annual, Sustainability or Diversity/Inclusion reports, articles

- <https://www.yara.com/siteassets/investors/057-reports-and-presentations/annual-reports/2022/yara-sustainability-report-2022.pdf>

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gender dimension of
human rights due
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at shedil.org.**