

GRI content index

Ratos's sustainability report covers the calendar year 2022. The figures reported are from 1/1/2022 until 31/12/2022 unless otherwise specified. This report has been prepared with reference to the GRI Sustainability Reporting Standards (GRI Standards). The requirements and principles for the use of GRI Standards (GRI 1) used are GRI 1: Foundation 2021. No GRI sector standard is applicable. This is Ratos's seventh sustainability report using the GRI standards and Ratos intends to report annually.

The reporting of Ratos's material aspects and topic-specific disclosures are largely limited to Ratos's parent company. The disclosures on the management of the topics encompass both the parent company and holdings. All calculations regarding energy and carbon dioxide emissions are comparisons between the financial years 2018 and 2022, the base year for environmental data is 2016. The data is provided by third-party providers, unless specified otherwise. All calculations regarding the environment are based on the GHG Protocol.

Ratos has signed the UN Global Compact (UNGC). This means that Ratos annually reports on its work with the Global Compact's ten principles (Communication on Progress, COP). The COP information is derived from Ratos' Annual Report 2022.

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GRI 2: GENERAL DISCLOSURES 2021				
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2-26	Mechanisms for seeking advice and raising concerns	21, 27-29		
2-27	Compliance with laws and regulations	21, 27-29		

Standard & disclosure		Location	Comment	GC-principle
2-28	Membership associations	GRI index	The Confederation of Swedish Enterprise	
2-29	Approach to stakeholder engagement	140-142		
2-30	Collective bargaining agreements	GRI index	Ratos has not entered into any collective agreements	

Material topics				
Standard & disclosure		Location	Comment	GC-principle
GRI 3: MATERIAL TOPICS 2021				
3-1	Process to determine material topics	140		
3-2	List of material topics	21		
BUILDINGS				
GRI 3: Material Topics 2021				
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CLIMATE CHANGE & ENERGY				
GRI 3: Material Topics 2021				
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GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	31		8
305-2	Energy indirect (Scope 2) GHG emissions	31		8
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305-5	Reduction of GHG emissions	31		8
ECOSYSTEMS				
GRI 3: Material Topics 2021				
3-3	Management of material topics	21		8
GRI 413: Local Communities 2016				
413-2	Operations with significant actual and potential negative impacts on local communities	27		8
WATER				
GRI 3: Material Topics 2021				
3-3	Management of material topics	21		8
MIGRANT WORKERS				
GRI 3: Material Topics 2021				
3-3	Management of material topics	21		1-6

Standard & disclosure	Location	Comment	GC-principle
OCCUPATIONAL HEALTH & SAFETY			
GRI 3: Material Topics 2021			
3-3 Management of material topics	33		1-6
GRI 403: Occupational Health and Safety 2018			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	33		1-6
QUALITY & SAFETY OF PRODUCTS & SERVICES			
GRI 3: Material Topics 2021			
3-3 Management of material topics	21		1-6
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GRI 3: Material Topics 2021			
3-3 Management of material topics	26, 33, 146		1-6
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401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	146		6
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GRI 405: Diversity and Equal Opportunity 2016			
405-1 Diversity of governance bodies and employees	60, 92		6
GRI 406: Non-discrimination 2016			
406-1 Incidents of discrimination and corrective actions taken	29		6
TALENT ATTRACTION & RETENTION			
GRI 3: Material Topics 2021			
3-3 Management of material topics	33-34, 146		
GRI 404: Training and Education 2016			
404-2 Programs for upgrading employee skills and transition assistance programs	146		6
404-3 Percentage of employees receiving regular performance and career development reviews	146		6
COMPLIANCE WITH (NEW) LEGISLATION & POLICIES			
GRI 3: Material Topics 2021			
3-3 Management of material topics	61-64		1-6, 10
GRI 419: Socioeconomic compliance 2016			
419-1 Non-compliance with laws and regulations in the social and economic area	29		1-6, 10
CORRUPTION & BRIBERY			
GRI 3: Material Topics 2021			
3-3 Management of material topics	29		10
GRI 205: Anti-corruption 2016			
205-2 Communication and training about anti-corruption policies and procedures	25, 29		10
205-3 Confirmed incidents of corruption and actions taken	29		10

Standard & disclosure	Location	Comment	GC-principle
DATA SECURITY & INTEGRITY			
GRI 3: Material Topics 2021			
3-3 Management of material topics	27, 62-63		2
IT, AUTOMATION & DIGITALISATION			
GRI 3: Material Topics 2021			
3-3 Management of material topics	21		
SUPPLY CHAIN CONSTRAINTS			
GRI 3: Material Topics 2021			
3-3 Management of material topics	21		