

GRI content index 2024

Statement of use	Servi Group AS has reported the information cited in this GRI content index for the period 1 January through 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report p. 9
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report p. 12
	2-3 Reporting period, frequency and contact point	Sustainability Report p. 12
	2-6 Activities, value chain and other business relationships	Sustainability Report pp. 18–20
	2-7 Employees	Sustainability Report p. 52
	2-8 Workers who are not employees	Sustainability Report p. 52
	2-9 Governance structure and composition	Sustainability Report pp. 13–14
	2-10 Nomination and selection of the highest governance body	Sustainability Report p. 13
	2-11 Chair of the highest governance body	Sustainability Report p. 13
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report p. 14
	2-13 Delegation of responsibility for managing impacts	Sustainability Report p. 14
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report p. 14
	2-16 Communication of critical concerns	Sustainability Report pp. 17, 24, 53–55, 57–58, 69
	2-20 Process to determine remuneration	Sustainability Report p. 13
	2-22 Statement on sustainable development strategy	Sustainability Report pp. 6–7
	2-23 Policy commitments	Sustainability Report p. 68 servi.no/sustainability
	2-24 Embedding policy commitments	Sustainability Report pp. 14, 68
	2-25 Processes to remediate negative impacts	Sustainability Report pp. 17, 55, 68–69 Statement on Due Diligence Assessments
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report pp. 68–69
	2-27 Compliance with laws and regulations	Sustainability Report pp. 68–69
	2-28 Membership associations	Sustainability Report pp. 8, 41
	2-29 Approach to stakeholder engagement	Sustainability Report pp. 22–23
	2-30 Collective bargaining agreements	Sustainability Report pp. 54–55
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report pp. 22–23
	3-2 List of material topics	Sustainability Report p. 25
	3-3 Management of material topics	Sustainability Report pp. 26–69
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report pp. 28–48
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report p. 68
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report p. 69
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report pp. 31–32
	302-3 Energy intensity	Sustainability Report p. 32
	302-4 Reduction of energy consumption	Sustainability Report p. 31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report p. 33
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report pp. 34–35
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report pp. 37–39
	305-4 GHG emissions intensity	Sustainability Report p. 36
	305-5 Reduction of GHG emissions	Sustainability Report p. 40
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report pp. 56–57
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report pp. 57–59
	403-5 Worker training on occupational health and safety	Sustainability Report pp. 57–58
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report pp. 58–59
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report pp. 63–64
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report p. 64
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report pp. 13, 60
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report p. 69