

GRI Reference Index

Abbreviations

AR- Annual Report 2020

SR- Sustainability Report 2020

GRI Reference Index - General Disclosures

Topic	GRI Standard	GRI Disclosure	Odfjell Drilling reference	Boundary	Omission
GRI 102: General Disclosures 2016					
Organisational profile	102-1	Name of the organisation.	AR page 13 Strategic Report: Worldwide Experience		Group
	102-2	Activities, brands, products, and services.	AR page 12 Strategic Report: Worldwide Experience The Group does not operate in markets where any of its services or products are banned.		Group
	102-3	Location of the organisation's headquarters.	Bergen House, Crawpeel Road, Altens Aberdeen AB12 3LG Scotland, United Kingdom		Group
	102-4	Location of operations.	AR page 12 Strategic Report: Worldwide Experience Significant operations: United Kingdom, Norway and UAE.		Group
	102-5	Ownership and legal form.	AR page 53 Governance: Corporate Governance Report		Group
	102-6	Markets served	AR page 12 Strategic Report: Worldwide Experience		Group
	102-7	Scale of the organisation	i: SR page 5 ii: AR page 11 Operations iii: AR page 93 Financials: Note 7 iv: AR page 77 Financials: Consolidated Statement of Financial Position v: Quantity of services by geographic service income: MODU 3, ENERGY 2, OWS 26		Group
	102-8	Information on employees and other workers.	SR page 32-34 Operations are not affected by seasonal variations. Variations are linked to the number of contracts the Group has at any given time.		Group
	102-9	Supply chain	AR page 41 Strategic Report: Supply Chain		Group
	102-10	Significant changes to the organisation's and its supply chain.	i: Deepsea Aberdeen rig move from the UK to Norway, changes in the organisation both in Norway and UK to adapt to activity. ii: Not applicable iii: Not applicable		Group
	102-11	Precautionary Principle or approach.	AR page 43 Strategic report: How we manage Risk SR page 57		Group
	102-12	External initiatives.	ISO 9001, ISO 14001, ISO 45001, ISO 31000, API (OWS), IADC (OD UK), IOGP, GRI, ILO, United Nations Universal Declaration of Human Rights, Oslo Stock Exchange, Code of Practice for Corporate Governance		Group
	102-13	Memberships of associations	Bergen Næringsråd, Bergens Rederiforening, HR Norge, Innkjøpsforeningen, International Association of Drilling Contractors (USA), Kranteknisk Forening, Lifting Equipment Engineer Association, Maritime CleanTech, NIMA Forbund, Norwegian Shipowners Association, Norwegian Business Travel Association - NBTA, Norwegian-British Chamber of Commerce, Næringsforeningen i Stavanger, Philippine Norway Business Council, UK Drilling Contractors Association, PSA Safety Forum		Group
	Strategy	102-14	Statement from senior decision-maker.	AR page 4-5 Highlights: CEO letter AR page 62-63 Governance: Board of Director's Report	
Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour.	AR page 13 Strategic Report: Worldwide Experience SR page 44-45		Group
Governance	102-18	Governance structure.	AR page 43 Strategic Report: How we manage Risk AR page 50-51 Governance: Audit Committee Report AR page 53 Governance: Corporate Governance Report www.odfjelldrilling.com SR page 6, 46, 57		Group
Stakeholder engagement	102-40	A list of stakeholder groups.	SR page 12		Group
	102-41	Collective bargaining agreements.	SR page 40		Group
	102-42	Identifying and selecting stakeholders.	SR page 12		Group
	102-43	Approach to stakeholder engagement.	SR page 12		Group
Reporting practices	102-44	Key topics and concerns that have been raised.	SR page 11-12		Group
	102-45	Entities included in the organisation's consolidated financial statements.	a: AR Notes to the Consolidated Financial Statements, note 31 b: Not applicable		Group
	102-46	Defining report content and topic Boundaries.	SR page 9		Group
	102-47	List of the material topics.	SR page 11		Group
	102-48	Restatements of information.	Not applicable		Group
	102-49	Changes in reporting.	First reporting of material topics in 2020		Group

Topic	GRI Standard	GRI Disclosure	Odfjell Drilling reference	Boundary	Omission
	102-50	Reporting period.	Calendar year 2020		Group
	102-51	Date of most recent report.	24 April 2019		Group
	102-52	Reporting cycle.	Annual		Group
	102-53	Contact point for questions regarding the report.	Merete Lie Holen, VP Sustainability		Group
	102-54	Claims of reporting in accordance with the GRI Standards.	SR page 9		Group
	102-55	GRI content index.	SR page 9		Group
	102-56	External assurance.	SR page 9		Group

GRI Reference Index - Material Topics

GRI Standard	Number	GRI Disclosure	Odfjell Drilling reference	Boundary	Omission
EMISSIONS					
GRI 103: Management approach 2016	103-1	Explanation of the material topic and its Boundary	SR page 7-9, 16	Operational control	
	103-2	The management approach and its components	SR page 6, 57, 16-17	Operational control	
	103-3	Evaluation of the the management approach	SR page 6, 57, 18	Operational control	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	a: SR page 18	Operational control	
			b: SR page 18		
			c: No biogenic CO ₂ emissions within Group scope 1 emissions d: We have no specific base line year yet for total emissions. We compare current emissions with those from operations when no emission reducing initiatives were implemented per rig, based on Poosmor ATA in anchored operational mode. e: The Group's CO ₂ emissions within the defined Boundary comes from combustion of Marine Gas Oil (MGO) from the engine and boilers on each rig. Conversion factor between MGO and CO ₂ , is retrieved from NOROG 044 v. 19 "Recommended guidelines for emission reporting" and Statistics Norway's "Emission factors used in the estimations of emissions from combustion" f: Operational control g: Fuel consumption is logged in each rig's electronic log book in cubic metres of MGO. The density factor of MGO for the purpose of converting to tonne MGO, is determined by calculation based on average temperature in diesel tanks in the rig fleet, or collected directly from supplier product specification sheets.CO ₂ emission is reported for all rigs, irrespective of ownership and excise tax payment obligation. Conversion factor between tonne MGO and CO ₂ , is retrieved from NOROG 044 v. 19 "Recommended guidelines for emission reporting" and Statistics Norway's "Emission factors used in the estimations of emissions from combustion"		
Own disclosure	Emissions of CO ₂ equivalent	On contract (1000 tonnes) 2018: 126.3 2019: 164.5 2020: 179.2 Off contract (1000 tonnes) 2018: 23.7 2019: 74 2020: 55.8 Per contracted day (tonnes) 2018: 92 2019: 97.5 2020: 123 The same methodology and conversation factors are used as presented for GRI 305-1.	Operational control		
Own disclosure	NO _x emissions	On contract (tonnes) 2018: 1,974 2019: 2,157 2020: 2,319 Off contract (tonnes) 2018: 393 2019: 1,003 2020: 603 Per contracted day (tonnes) 2018: 1.4 2019: 1.2 2020: 1.5 Nitrogen oxide emissions are calculated with conversion factor tonne fuel/kg NOX based on the Norwegian regulations on excise tax	Operational control		
Own disclosure	SO _x emissions	On contract (tonnes) 2018: 42.4 2019: 55.3 2020: 60.2 Off contract (tonnes) 2018: 8 2019: 24.9 2020: 18.2 Per contracted day (tonnes) 2018: 0.03 2019: 0.03 2020: 0.04 Sulphur Oxide emissions are calculated with conversion factor between tonne fuel and kilo SO based on Statistics Norway's "Emission factors used in the estimations of emissions from combustion"	Operational control		
ENERGY					
GRI 103: Management approach 2016	103-1	Explanation of the material topic and its Boundary	SR page 7-9, 20	Operational control	
	103-2	The management approach and its components	SR page 6, 57, 20	Operational control	
	103-3	Evaluation of the the management approach	SR page 6, 57, 20	Operational control	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	a: SR page 21 b: Total fuel consumption within the defined Boundary from renewable sources in joules is zero. c: Within the defined Boundary there is no consumption of energy that is not a product of the fuel consumption reported under 302-1a. d: i. Zero (no electricity sold within the Boundary) ii. Zero (no heating sold within the Boundary) iii. Zero (no cooling sold within the Boundary)	Operational control	

GRI Standard	Number	GRI Disclosure	Odfjell Drilling reference	Boundary	Omission
			iv. Zero (no steam sold within the Boundary) e: SR page 21 f: The Group's fuel consumption within the defined Boundary comes from consumption of Marine Gas Oil (MGO) from the engine and boilers in the rig fleet. Fuel consumption is logged in each rig's electronic log book. The density factor of MGO for the purpose of converting to tonne MGO, is determined by calculation based on average temperature in diesel tanks in the rig fleet, or collected directly from supplier product specification sheets. g: Conversion factor between tonne MGO and Joule is retrieved from https://www.ssb.no/energi-og-industri/statistikker/energiregn/aar/2012-11-13?fane=om		
SPILLS (TO SEA AND LAND)					
GRI 103: Management approach 2016	103-1	Explanation of the material topic and its Boundary	SR page 7-9, 22	Operational control	
	103-2	The management approach and its components	SR page 6, 57, 22	Operational control	
	103-3	Evaluation of the the management approach	SR page 6, 75, 23-24	Operational control	
GRI 306: Effluents and waste 2016	306-3	Significant spills	SR page 23-24	Operational control	
	Own disclosure	Segregated waste on site in workshop and office facilities (% in weight)	SR page 27	Operational control	
OCCUPATIONAL HEALTH- AND SAFETY					
GRI 103: Management approach 2016	103-1	An explanation of the material topic and its Boundary.	SR page 7-9, 35	Operational control	
	103-2	The management approach and its components.	SR page 6, 57, 35-36	Operational control	
	103-3	Evaluation of the the management approach.	SR page 6, 57, 36-37	Operational control	
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system.	a: The occupational health and safety management system is in compliance with ISO 45001 Occupational health and safety management systems and ISO 31000 Risk management. b: The Group's management system is applicable to own employees and third parties working on Odfjell Drilling premises (e.g. rig, workshop) and own employees and subcontractors working on client's facilities (e.g. platforms). Bridging documents are established between Odfjell Drilling and clients to ensure a unified list of procedures to follow.	Operational Control	
	403-2	Hazard identification, risk assessment and incident investigation.	a and b: AR page 43 Strategic Report: How we manage Risk, and page 33 and 39 Strategic Report: QHSE c: All employees and suppliers have "stop the job" authority and an obligation to do so if safety is at stake. This is communicated by top management and is addressed in our management system. Employees and third parties are encouraged to report (anonymously, personally or through safety delegates) any hazard, condition, near miss and incident they observe by use of SAFE card or equivalent. Regardless of means of reporting, personnel who reports will not be subject to reprisals. Senior VP QHSE is also designated person according to the ISM Code to ensure the grievance mechanisms. d: AR page 39 -Strategic Report: QHSE Risk assessment facilitators are carried out by personnel trained in the specific method used. Investigation leaders are independent and trained in the specific methods used.	Operational Control	
	403-3	Occupational health services.	Odfjell Drilling has contracted occupational health service to external providers. This service includes consultations, general advice and specific health risk assessments. Regular meetings are held with the occupational health service provider to evaluate the service. Working environment surveys are used to measure well-being. Results from 2020 show an overall good score, even slightly improved, despite the challenging situation with the Covid-10 pandemic.	Operational Control	
	403-4	Worker participation, consultation and communication on occupational health and safety.	a: Worker participation and consultation are secured by: - Hazard identification, risk assessments and determination of controls - Incident investigations - Development and reviews of HSE Policy, objectives and programs - Changes in the occupational health and safety management system b: Workers engagement and participation processes can be direct or through workforce representatives and/or safety committees. Odfjell Drilling has a full time main safety delegate located onshore, who is elected by employees and acts as a link between safety delegates and management. The main safety delegate is involved in all relevant health and safety processes. Working environment committees are established at relevant levels of the organisation and organised under a corporate working environment committee. Responsibilities, meeting frequencies and decision-making authority are described in procedures.	Operational Control	
	403-5	Worker training on occupational health and safety.	SR page 41 Information to employees and third parties is secured during planning, risk assessments, meetings, intranet, e-mails and information board. All employees and third parties are trained in accordance with defined requirements based on legislation, relevant standards and contract requirements. On-the-job training, workplace instructions and risk assessments ensure continuous practising and awareness. Competence is evaluated through recruitment, performance appraisals, practical and theoretical tests and competence assurance programs. Odfjell Drilling UK is accredited by IADC for its Competence Assurance Programme.	Operational Control	
	403-6	Promotion of worker health.	Health care services are available offshore. Some of our onshore office locations also have an available gym for employees. Odfjell Drilling has private insurance solutions (country based) for non-occupational medical and healthcare services for our employees. Due to the home office situation in 2020, several initiatives have been implemented to address mental health and ergonomics.	Operational Control	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	SR page 35-36 AR page 33-39 Strategic report: QHSE	Operational Control	
	403-9	Work related injuries.	a: SR page 36-37 b: SR page 37 c: SR page 36 d: SR page 36, AR page 33, Strategic Report: QHSE e: Rates are calculated based on 1,000,000 working hours f: Onshore employees are not included for MODU and Energy. For non-Odfjell Drilling workers, onshore hired-in personnel	Operational Control	b: Frequencies for number of hours worked for non-Odfjell Drilling workers are not included, Odfjell Drilling does not

GRI Standard	Number	GRI Disclosure	Odfjell Drilling reference	Boundary	Omission
			are not included. Work related incidents have traditionally only been reported based on offshore operations due to risk. We will re-evaluate this going forward. g: SR page 36-37		separate working hours for non-Odfjell Drilling personnel on corporate level. We will also re-evaluate this going forward.
	Own disclosure	Lost time incident frequency (H1)	AR page 39 Strategic Report: QHSE		Group
	Own disclosure	Total recordable incident frequency (H2)	AR page 39 Strategic Report: QHSE		Group
	Own disclosure	Dropped objects > 40 joule frequency	AR page 39 Strategic Report: QHSE		Group
	Own disclosure	Serious incidents	AR page 39 Strategic Report: QHSE		Group
	Own disclosure	High potential incidents	AR page 39 Strategic Report: QHSE		Group
	Own disclosure	Sickness absence	SR page 39		Group
DIVERSITY AND EQUAL OPPORTUNITIES					
GRI 103: Management approach 2016	103-1	Explanation of the material topic and its Boundary	SR page 7-9, 31		Group
	103-2	The management approach and its components	SR page 6, 57, 31-32		Group
	103-3	Evaluation of the the management approach	SR page 6, 57, 32-34		Group
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees.	SR page 32-34		Group
	Own disclosure	Nationalities distribution group.	SR page 33		Group
	Own disclosure	% of local staff based on nationality on each location.	SR page 33		Group
ANTI-CORRUPTION					
GRI 103: Management approach 2016	103-1	Explanation of the material topic and its Boundary.	SR page 7-9, 48		Group
	103-2	The management approach and its components.	SR page 6, 57, 48-49		Group
	103-3	Evaluation of the the management approach.	SR page 6, 57, 49		Group
GRI 205: Anti Corruption 2016	205-1	Operations assessed for risks related to corruption.	AR page 43 Strategic Report: How we manage Risk AR page 33 Strategic Report: QHSE SR page 48-49 All Business Areas performed risk assessment according to Odfjell Drilling requirements, relevant for anti- corruption risk assessments.		Group
	205-3	Confirmed incidents of corruption and actions taken.	SR page 49		Group
	Own disclosure	Employees undergone anti-corruption training.	SR page 49		Group
RESPONSIBLE AGENTS AND SUPPLIERS					
GRI 103: Management approach 2016	103-1	An explanation of the material topic and its Boundary.	SR page 7-9, 50 AR page 41 -Strategic Report: Supply Chain AR page 45 -Strategic Report: How we engage with Stakeholders		Group
	103-2	The management approach and its components.	SR page 6, 57, 50-51		Group
	103-3	Evaluation of the the management approach	SR page 6, 57, 52		Group
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria.	SR page 50-51 100 % of all new suppliers are screened on environmental criteria		Group
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria.	SR page 50-51 100 % of all new suppliers are screened on social criteria		Group
	Own disclosure	Number of new locations where agent services are provided.	The Group had no new locations where agent services were provided in 2020		Group
GOVERNANCE AND TRANSPARENCY					
GRI 103: Management approach 2016	103-1	An explanation of the material topic and its Boundary.	SR page 7-9, 46		Group
	103-2	The management approach and its components.	AR page 53-60 Governance: Corporate Governance Report SR page 6, 57, 46-47		Group
	103-3	Evaluation of the the management approach.	SR page 6, 57, 47		Group
GRI 102: General Disclosures 2016	102-29	Identifying and managing economic, environmental, and social impacts.	AR page 45 Strategic Report: How we engage with Stakeholders AR page 64, 69-70 Governance: Board of Directors' Report SR page 6, 57		Group
	102-34	Nature and total number of critical concerns	SR page 47		Group
	Own disclosure	Cases reported in whistle-blower portal or other channels	SR page 47		Group