

GRI Content Index 2017

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Approach to the GRI

Since 2002, Novozymes has relied on the GRI framework to guide its integrated reporting. We have followed the developments in the GRI Standards (previously known as GRI Guidelines) over the years and use them as a yardstick to measure our sustainability performance.

Reporting specifications

Novozymes refers to GRI Standard 101: Foundation 2016 to inspire its materiality assessment process. Our top material issues have been identified through a robust assessment process, and mapped with relevant GRI Categories and Disclosures.

We refer to GRI 102: General Standard Disclosures 2016 to provide information on organizational profile, strategy, ethics and integrity, governance, stakeholder engagement and reporting practices. This information is reported throughout The Novozymes Report 2017 under relevant report sections.

The GRI 103: Management Approach 2016 guides our reporting on the management approach to material issues. Our disclosure on material issues is contained in the Accounts & performance section of The Novozymes Report 2017. The disclosure on management approach includes information on four aspects:

1. Explanation of material topic and its boundary.
2. Significance of material topic to Novozymes.
3. Management approach, which describes how we manage the issue(s). This may include our strategy, policies, positions, commitments and targets, as well as any specific programs and initiatives in the area.
4. Monitoring and performance, which describes how we evaluate our management approach and our performance in the area.

Furthermore, we have reported topic-specific disclosures for each of the material issues identified under Economic, Environmental and Social categories by referring to the GRI 200 Economic Standard, GRI 300 Environmental Standard and GRI 400 Social Standard respectively.

Legend for reporting symbols

- ✓ Full disclosure
- (✓) Partial disclosure
- Novozymes does not report on this indicator
- NA This indicator is not applicable to Novozymes

The GRI Index provided here serves as a guide to where we can find more detailed information on general and topic-specific information reported throughout The Novozymes Report 2017.

Approach to the GRI

The material issues have been mapped against their relevant GRI Categories and Disclosures to link Novozymes' material issues to the nomenclature used by GRI.

Material Issues	Importance	GRI Category (ies)	Disclosure
Innovation	High	Economic	GRI 201: Economic Performance; GRI 203: Significant Indirect Economic Impact
Profitable growth	High	Economic	GRI 201: Economic Performance
Partnerships & customer engagement	High	Economic and Social	GRI 201: Economic Performance; GRI 416: Customer Health and Safety
Compliance	High	Economic and Social	GRI 307: Environmental Compliance; GRI 419: Socioeconomic Compliance
Climate change & energy	High	Environmental	GRI 305: Emissions; GRI 302: Energy
Business ethics	High	General disclosure and Economic	GRI 102-16 to 102-17: Ethics and Integrity; GRI 205: Anti-Corruption; GRI 206: Anti-Competitive Behavior
Corporate governance	High	General disclosure and Economic	GRI 102-18 to 102-39: Governance; GRI 405: Diversity and Equal Opportunity
Water	High	Environmental	GRI 303: Water
Product stewardship	High	Social	GRI 416: Customer Health and Safety; GRI 417: Marketing and Labeling
Solid capital structure	High	Economic	GRI 201: Economic Performance
Bioethics & biodiversity	High	Environmental	-
Occupational health & safety	High	Social	GRI 403: Occupational Health & Safety
Community engagement & social investment	High	Economic and Social	GRI 413: Local Communities; GRI 203: Significant Indirect Economic Impact
Responsible sourcing	High	Environmental and Social	GRI 308: Supplier Environmental Assessment; GRI 414: Supplier Social Assessment
Labor practices & human rights	High	Social	GRI 401: Employment; GRI 402: Labor Management Relations; GRI 404: Training and Education; GRI 405: Diversity and Equal Opportunity; GRI 407: Freedom of Association and Collective Bargaining; GRI 408: Child Labor; GRI 409: Forced or Compulsory Labor; GRI 414: Supplier Social Assessment; GRI 412: Human Rights Assessment
Waste	Medium	Environmental	GRI 306: Effluents and Waste
Data security	Medium	Economic and Social	GRI 102-29 to 30: Governance
Tax	Medium	Economic	GRI 201: Economic Performance
Animal welfare	Medium	Environmental	GRI 307: Environmental Compliance
Deforestation & land use change	Medium	Environmental	-

Organizational profile

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-1	Name of the organization	<ul style="list-style-type: none"> About the report in The Novozymes Report 2017 	✓
102-2	Activities, brands, products and/or services	<ul style="list-style-type: none"> Novozymes in a nutshell in The Novozymes Report 2017 2017 in brief in The Novozymes Report 2017 Business model in The Novozymes Report 2017 	✓
102-3	Location of organization's headquarters	<ul style="list-style-type: none"> Contact us on Novozymes.com Note 6.8 Group companies in The Novozymes Report 2017 	✓
102-4	Locations of operations	<ul style="list-style-type: none"> Contact us on Novozymes.com Note 6.8 Group companies in The Novozymes Report 2017 Site data in The Novozymes Report 2017 	✓
102-5	Nature of ownership and legal form	<ul style="list-style-type: none"> The Novozymes stock in The Novozymes Report 2017 Corporate governance on Novozymes.com 	✓
102-6	Markets served	<ul style="list-style-type: none"> Novozymes in a nutshell in The Novozymes Report 2017 2017 in brief in The Novozymes Report 2017 	✓
102-7	Scale of the organization	<ul style="list-style-type: none"> Note 2.1 Segments in The Novozymes Report 2017 Note 2.2 Revenue Note 2.3 Employees Note 6.8 Group companies in The Novozymes Report 2017 Site data in The Novozymes Report 2017 	✓

Organizational profile (continued)

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-8	Employee information	<ul style="list-style-type: none"> Novozymes does not disclose proprietary information on total workforce by employment contract Novozymes reports externally on site data, including number of employees, gender distribution, employee turnover, age, seniority and rate of absence Note 2.3 Employees in The Novozymes Report 2017 Note 8.1 Labor practices & human rights in The Novozymes Report 2017 Site data in The Novozymes Report 2017 	(✓)
102-9	Describe the organization's supply chain	<ul style="list-style-type: none"> Novozymes does not report this indicator publicly as this is proprietary information 	-
102-10	Significant changes during the reporting period regarding size, structure, ownership or supply chain	<ul style="list-style-type: none"> 2017 in brief in The Novozymes Report 2017 Materiality in Note 1 Basis of reporting in The Novozymes Report 2017 	✓
102-11	Precautionary principle or approach	<ul style="list-style-type: none"> CEO statement of continued commitment: Biology for a better world in Novozymes' UNGC Communication on Progress 2017 Note 7.7 Product stewardship in The Novozymes Report 2017 	✓
102-12	External initiatives	<ul style="list-style-type: none"> Progress on the Ten Principles in Novozymes' UNGC Communication on Progress 2017 	✓
102-13	Memberships of associations	<ul style="list-style-type: none"> Advocacy and policy engagements in Novozymes' UNGC Communication on Progress 2017 Better together on Novozymes.com 	(✓)

Strategy, ethics and integrity

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> Letter from the CEO: Innovation for greater impact in The Novozymes Report 2017 CEO statement for continued commitment: Biology for a better world in Novozymes' UNGC Communication on Progress 2017 	✓
102-15	Key impacts, risks and opportunities	<ul style="list-style-type: none"> Risk management in The Novozymes Report 2017 Business Model in The Novozymes Report 2017 Notes 7.1 to 8.6 in The Novozymes Report 2017 	✓
102-16	Values, principles, standards and norms of behavior	<ul style="list-style-type: none"> About us on Novozymes.com Position paper on Business integrity on Novozymes.com Note 8.3 Business ethics in The Novozymes Report 2017 	✓
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> Position paper on Business integrity on Novozymes.com Progress on the Ten Principles in Novozymes' UNGC Communication on Progress 2017 Contact us: Novozymes' Whistleblower System on Novozymes.com Note 8.3 Business ethics in The Novozymes Report 2017 	✓

Governance

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-18	Governance structure	<ul style="list-style-type: none"> Corporate governance in The Novozymes Report 2017 Board of Directors: Composition and responsibilities in The Novozymes Report 2017 Management and Ownership on Novozymes.com 	✓
102-19	Delegating authority	<ul style="list-style-type: none"> The target-setting process at Novozymes ensures top-down approach for delegating authority for economic, environmental and social topics Sustainability governance on Novozymes.com Rules of procedure for the Board of Directors on Novozymes.com 	✓
102-20	Executive-level responsibility for economic, environmental and social topics	<ul style="list-style-type: none"> Sustainability governance on Novozymes.com Corporate governance in The Novozymes Report 2017 	✓
102-21	Consulting stakeholders on economic, environmental and social topics	<ul style="list-style-type: none"> Sustainability governance on Novozymes.com Stakeholder engagement in Novozymes' UNGC Communication on Progress 2017 Materiality in Note 1 Basis of reporting in The Novozymes Report 2017 	✓
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> Corporate governance in The Novozymes Report 2017 Board of Directors: Composition and responsibilities in The Novozymes Report 2017 Executive Leadership Team in The Novozymes Report 2017 	✓
102-23	Chair of the highest governing body	<ul style="list-style-type: none"> Board of Directors and Executive Leadership Team in The Novozymes Report 2017 Management and Ownership on Novozymes.com 	✓
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> Rules of procedure for the Board of Directors on Novozymes.com Board of Directors in The Novozymes Report 2017 	✓
102-25	Conflicts of interest	<ul style="list-style-type: none"> Management and Ownership on Novozymes.com 	(✓)
102-26	Role of highest governance body in setting purpose, values and strategy	<ul style="list-style-type: none"> Note 8.3 Business ethics in The Novozymes Report 2017 Corporate governance on Novozymes.com 	✓

Governance (continued)

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> Sustainability governance on Novozymes.com Charter of the Audit Committee on Novozymes.com 	✓
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> Corporate governance in The Novozymes Report 2017 Charter of the Audit Committee on Novozymes.com 	✓
102-29	Identifying and managing economic, environmental and social topics and their impacts, risks and opportunities	<ul style="list-style-type: none"> Risk management in The Novozymes Report 2017 Materiality in Note 1 Basis of reporting in The Novozymes Report 2017 	✓
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> Risk management in The Novozymes Report 2017 Sustainability governance on Novozymes.com 	✓
102-31	Review of economic, environmental and social topics	<ul style="list-style-type: none"> It is reviewed quarterly Progress on the Ten Principles in Novozymes' UNGC Communication on Progress 2017 Materiality in Note 1 Basis of reporting in The Novozymes Report 2017 	✓
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> The Board of Directors and the Executive Leadership Team review and approve our integrated annual report Charter of the Audit Committee on Novozymes.com 	✓
102-33	Communicating critical concerns	<ul style="list-style-type: none"> Risk management in The Novozymes Report 2017 Corporate governance in The Novozymes Report 2017 Note 8.3 Business ethics in The Novozymes Report 2017 	✓
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> Note 8.3 Business ethics in The Novozymes Report 2017 	(✓)

Governance (continued)

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-35	Remuneration policies	<ul style="list-style-type: none"> Guidelines for the compensation of the Board of Directors and Executive Leadership Team on Novozymes.com Remuneration report in The Novozymes Report 2017 	✓
102-36	Process for determining remuneration	<ul style="list-style-type: none"> Guidelines for the compensation of the Board of Directors and Executive Leadership Team on Novozymes.com 	✓
102-37	Stakeholders' involvement in remuneration	<ul style="list-style-type: none"> Shareholders' meetings on Novozymes.com Guidelines for the compensation of the Board of Directors and Executive Leadership Team on Novozymes.com 	✓
102-38	Annual total compensation ratio	<ul style="list-style-type: none"> Novozymes reports on this indicator at a global level only Remuneration report in The Novozymes Report 2017 	(✓)
102-39	Percentage increase in annual total compensation ratio	<ul style="list-style-type: none"> Novozymes does not report on this indicator 	-

Stakeholder engagement

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-40	List of stakeholder groups	<ul style="list-style-type: none"> Better together on Novozymes.com Stakeholder engagement in Novozymes' UNGC Communication on Progress 2017 	✓
102-41	Collective bargaining agreements	<ul style="list-style-type: none"> Novozymes does not report publicly on this information Novozymes supports employees' rights to join associations and bargain collectively, but we do not register employees' memberships of unions, since this is illegal in several of the countries in which we operate 	-
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> Stakeholder engagement occurs across various functions and departments at Novozymes. We do not publicly disclose our basis for identifying and selecting stakeholders to engage with Communication Policy in Positions & Policies on Novozymes.com Stakeholder engagement in Novozymes' UNGC Communication on Progress 2017 Materiality in Note 1 Basis of reporting in The Novozymes Report 2017 	(✓)
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> Materiality in Note 1 Basis of reporting in The Novozymes Report 2017 for information specific to stakeholder engagement in the materiality assessment process With the exception of stakeholder engagement in the materiality assessment process, we do not report frequency of engagement by type and stakeholder group as this is a continuous process Partnerships and collective action in Novozymes' UNGC Communication on Progress 2017 Stakeholder engagement in Novozymes' UNGC Communication on Progress 2017 Communication Policy in Positions & Policies on Novozymes.com Advocacy and policy engagement in Novozymes' UNGC Communication on Progress 2017 	(✓)
102-44	Key topics and concerns raised	<ul style="list-style-type: none"> Materiality in Note 1 Basis of reporting in The Novozymes Report 2017 Business model in The Novozymes Report 2017 	(✓)

Reporting practice

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> Note 1 Basis of reporting in The Novozymes Report 2017 Note 6.8 Group companies in The Novozymes Report 2017 	✓
102-46	Defining report content and topic boundaries	<ul style="list-style-type: none"> Note 1 Basis of reporting in The Novozymes Report 2017 	✓
102-47	List of material topics	<ul style="list-style-type: none"> Materiality in Note 1 Basis of reporting in The Novozymes Report 2017 Materiality and value chain assessment in Novozymes' UNGC Communication on Progress 2017 Mapping material issues with GRI Categories and Disclosures in Novozymes' Reporting on the GRI 	✓
102-48	Restatements of information	<ul style="list-style-type: none"> Note 1 Basis of reporting in The Novozymes Report 2017 	✓
102-49	Changes in reporting	<ul style="list-style-type: none"> Note 1 Basis of reporting in The Novozymes Report 2017 Materiality and value chain assessment in Novozymes' UNGC Communication on Progress 2017 	✓
102-50	Reporting period	<ul style="list-style-type: none"> Note 1 Basis of reporting in The Novozymes Report 2017 About the report in The Novozymes Report 2017 	✓
102-51	Date of most recent report	<ul style="list-style-type: none"> February 7, 2018 	✓
102-52	Reporting cycle	<ul style="list-style-type: none"> Novozymes' reporting cycle is annual Note 1 Basis of reporting in The Novozymes Report 2017 	✓
102-53	Contact point for questions regarding the report	<ul style="list-style-type: none"> About the report in The Novozymes Report 2017 	✓

Reporting practice (continued)

GRI DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
102-54	Claims of reporting in accordance with the GRI standards	<ul style="list-style-type: none"> Approach to the GRI in Novozymes' Reporting on the GRI 	✓
102-55	GRI content index	<ul style="list-style-type: none"> Novozymes' Reporting on the GRI 	✓
102-56	External assurance	<ul style="list-style-type: none"> Independent assurance statement on Novozymes' 2017 sustainability reporting and adherence to the AA1000 Accountability principles in The Novozymes Report 2017 Independent auditor's report in The Novozymes Report 2017 	✓

Topic-Specific Disclosures

Economic

GRI STANDARD/DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
GRI 201: Economic Performance			
103	Management approach disclosures	<ul style="list-style-type: none"> • Strategy in The Novozymes Report 2017 • Letter from the Board of Directors: Setting the direction for growth in The Novozymes Report 2017 • Letter from the CEO: Innovation for greater impact in The Novozymes Report 2017 	✓
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> • Novozymes does not disclose proprietary information on donations and community investments • Sales and earnings in The Novozymes Report 2017 • Note 2.3 Employees in The Novozymes Report 2017 • Note 3.1 Intangible assets and impairment test of goodwill in The Novozymes Report 2017 • The big picture in The Novozymes Report 2017 • Business model in The Novozymes Report 2017 	(✓)
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> • Novozymes' disclosure on risks and opportunities related to climate change can be found in our response to the CDP Investor questionnaire on www.cdp.net 	✓
GRI 203: Indirect Economic Impacts			
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> • Targets in The Novozymes Report 2017 • The big picture in The Novozymes Report 2017 • Business model in The Novozymes Report 2017 • Strategic social investment in Novozymes' UNGC Communication on Progress 2017 	✓

Topic-Specific Disclosures

Economic (continued)

GRI STANDARD/DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
GRI 205: Anti-corruption			
103	Management approach disclosures	• Note 8.3 Business ethics in The Novozymes Report 2017	✓
205-1	Operations assessed for risks related to corruption	• Note 8.3 Business ethics in The Novozymes Report 2017 • Position paper on Business integrity in Positions & Policies on Novozymes.com	(✓)
205-2	Communication and training about anti-corruption policies and procedures	• Note 8.3 Business ethics in The Novozymes Report 2017 • Position paper on Business integrity in Positions & Policies on Novozymes.com	(✓)
GRI 206: Anti-competitive Behavior			
103	Management approach disclosures	• Note 8.3 Business ethics in The Novozymes Report 2017	✓
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	• Note 8.3 Business ethics in The Novozymes Report 2017	✓

Topic-Specific Disclosures

Environmental

GRI STANDARD/DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
GRI 302: Energy			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 7.2 Energy in The Novozymes Report 2017 	✓
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> Note 7.2 Energy in The Novozymes Report 2017 	✓
302-3	Energy intensity	<ul style="list-style-type: none"> Our organization-specific metric for energy intensity is called energy efficiency. We report on relative annual improvement in energy efficiency, compared with the base year (2014). Energy efficiency is measured as a ratio of net energy consumption and gross profit Note 7.2 Energy in The Novozymes Report 2017 	✓
302-4	Reduction in energy consumption	<ul style="list-style-type: none"> We report reduction in energy consumption in terms of improvement in energy efficiency achieved (compared with 2014 baseline) as this is more relevant to us Environmental data in The Novozymes Report 2017 Note 7.2 Energy in The Novozymes Report 2017 	(✓)
GRI 303: Water			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 7.3 Water in The Novozymes Report 2017 	✓
303-1	Water withdrawal by source	<ul style="list-style-type: none"> Novozymes reports water withdrawal by type (such as drinking water, industrial water and steam), but does not disclose withdrawal by source Note 7.3 Water in The Novozymes Report 2017 	(✓)
303-3	Water recycled and reused	<ul style="list-style-type: none"> Note 7.3 Water in The Novozymes Report 2017 	(✓)

Topic-Specific Disclosures

Environmental (continued)

GRI STANDARD/DISCLOSURE	REFERENCES AND COMMENTS	REPORTING EXTENT	
GRI 305: Emissions			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 7.1 Climate change in The Novozymes Report 2017 	✓
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Note 7.1 Climate change in The Novozymes Report 2017 Our disclosure on emissions adheres to Novozymes' accounting policies and follows an operational control approach Novozyymes' disclosure on biogenic emissions can be found in our response to the CDP Investor questionnaire on www.cdp.net 	✓
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> Note 7.1 Climate change in The Novozymes Report 2017 Our disclosure on emissions adheres to Novozymes' accounting policies and follows an operational control approach 	✓
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> Note 7.1 Climate change in The Novozymes Report 2017 	(✓)
305-4	GHG emissions intensity	<ul style="list-style-type: none"> Our organization-specific metric for GHG emission intensity is called CO2 intensity. We report on relative annual improvement in CO2 intensity, compared with the base year (2014) Environmental performance in The Novozymes Report 2017 Note 7.1 Climate change in The Novozymes Report 2017 	✓
305-5	Reduction in GHG emissions	<ul style="list-style-type: none"> Note 7.1 Climate change in The Novozymes Report 2017 Environmental performance in The Novozymes Report 2017 	✓
GRI 306: Effluents and Waste			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 7.3 Water in The Novozymes Report 2017 Note 7.4 Waste in The Novozymes Report 2017 	✓
306-1	Total water discharge by quality and destination	<ul style="list-style-type: none"> Novozyymes does not report on the quality of the water or the treatment methods, because different sites apply different treatment methods and measures based on local requirements Note 7.3 Water in The Novozymes Report 2017 	(✓)

Topic-Specific Disclosures

Environmental (continued)

GRI STANDARD/DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
306-2	Waste by type and disposal method	<ul style="list-style-type: none"> Environmental performance in The Novozymes Report 2017 Note 7.4 Waste in The Novozymes Report 2017 The waste disposal method is site specific and determined in line with local requirements 	✓
306-3	Significant spills	<ul style="list-style-type: none"> There were no significant spills in 2017 	✓
GRI 307: Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> Novozymes did not receive any significant fines or nonmonetary sanctions related to noncompliance with environmental laws and regulations in 2017 Environmental performance in The Novozymes Report 2017 Note 7.5 Environmental compliance, etc. in The Novozymes Report 2017 	✓
GRI 308: Supplier Environmental Assessment			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 8.6 Responsible sourcing in The Novozymes Report 2017 	✓
308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> Note 8.6 Responsible sourcing in The Novozymes Report 2017 	(✓)

Topic-Specific Disclosures

Social

GRI STANDARD/DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
GRI 401: Employment			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	✓
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> Note 8.1 Labor practices & human rights and Note 2.3 Employees in The Novozymes Report 2017 Social and governance performance in The Novozymes Report 2017 Site data in The Novozymes Report 2017 	(✓)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> Employee benefits, including life insurance, healthcare, disability/invalidity coverage, maternity/paternity leave, retirement provision and others are provided to full-time employees of Novozymes as a minimum, as required by law. Temporary and part-time employees (including interns) are entitled to a number of employee benefits, as per the national regulations and industry standards of the regions in which we operate 	✓
GRI 403: Occupational Health and Safety			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 8.2 Occupational health & safety in The Novozymes Report 2017 	✓
403-2	Type and rates of injuries, occupational diseases, lost days and absenteeism, and total number of work-related fatalities	<ul style="list-style-type: none"> Note 8.2 Occupational health & safety in The Novozymes Report 2017 Site data in The Novozymes Report 2017 	(✓)
GRI 404: Training and Education			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	✓
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> Targets: ENABLE in The Novozymes Report 2017 Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	(✓)

Topic-Specific Disclosures

Social (continued)

GRI STANDARD/DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
GRI 405: Diversity and Equal Opportunity			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	✓
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> Novozyymes reports on percentage of women by job category, but not on minority groups because registration of ethnic origin is illegal in many of the regions in which we operate Competency profile of the Board of Directors on Novozymes.com Note 2.3 Employees in The Novozymes Report 2017 Target: ENABLE in The Novozymes Report 2017 Corporate governance in The Novozymes Report 2017 	(✓)
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> Novozyymes recognizes the right to organize and negotiate. This has led to various arrangements in countries where this right is not recognized in local legislation. Novozymes supports employees' rights to join associations and bargain collectively, but we do not register employees' memberships of unions, since this is illegal in several of the countries in which we operate. Position paper on Human rights and labor standards on Novozymes.com Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	(✓)
GRI 408: Child Labor			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	✓
408-1	Operations and suppliers identified at significant risk for incidents of child labor	<ul style="list-style-type: none"> Position paper on Human rights and labor standards on Novozymes.com Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	(✓)

Topic-Specific Disclosures

Social (continued)

GRI STANDARD/DISCLOSURE		REFERENCES AND COMMENTS	REPORTING EXTENT
GRI 409: Forced and Compulsory Labor			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	✓
409-1	Operations and suppliers identified at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> Position paper on Human rights and labor standards on Novozymes.com Note 8.1 Labor practices & human rights in The Novozymes Report 2017 	(✓)
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments and development programs	<ul style="list-style-type: none"> Novozymes does not report quantitatively on this indicator. However, we have programs implemented with local communities in regions of significant operations Note 8.4 Community engagement in The Novozymes Report 2017 ESG integration on Novozymes.com Strategic social investment in Novozymes' UNGC Communication on Progress 2017 	(✓)
GRI 414: Supplier Social Assessment			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 8.6 Responsible sourcing in The Novozymes Report 2017 	✓
414-1	New suppliers that were screened using social criteria	<ul style="list-style-type: none"> Note 8.6 Responsible sourcing in The Novozymes Report 2017 Position paper on responsible sourcing on Novozymes.com 	(✓)

Social (continued)

GRI STANDARD/DISCLOSURE	REFERENCES AND COMMENTS	REPORTING EXTENT	
GRI 416: Customer Health and Safety			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 7.7 Product stewardship in The Novozymes Report 2017 	✓
416-1	Assessment of health and safety impacts of products and services	<ul style="list-style-type: none"> 100% of our significant product and service categories are assessed for health and safety impacts Novozymes' Quality and Product Safety Policy on Novozymes.com Enzyme and safety on Novozymes.com ESG integration on Novozymes.com Safety material on Novozymes TV 	✓
GRI 417: Marketing and Labeling			
103	Management approach disclosures	<ul style="list-style-type: none"> Note 7.7 Product stewardship in The Novozymes Report 2017 	✓
417-1	Requirements for product and service information and labeling	<ul style="list-style-type: none"> 100% of our significant product and service categories are covered by and assessed for compliance with labeling and regulatory requirements Regulatory compliance on Novozymes.com 	✓