

# Targets for foundational sustainability topics

## Foundational topics

### Environmental

Reduce **water and energy consumption** and intensity in own operations

### Social

Pay **adequate wage** to all employees.  
No work-related **fatalities and serious injuries**, and steady low rate of work-related injuries

**40% representation** of each gender among portfolio companies BoDs, management teams\*\*\* and employees

**No serious product safety** incidents

Demonstrate continuous efforts in **improving health profile** of the company's portfolio

### Governance

Demonstrate continuous efforts in promoting a **culture of integrity** and commitment to **Orkla's business conduct compliance program**

Demonstrate continuous efforts in **adequate third-party risk management**

\*\*\* Orkla ASA and portfolio companies top management teams