

GRI Content Index

(If not specified, the page numbers refers to the 2018 Sustainability report 2018)

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
			Part Omitted	Reason	Explanation
GRI 101: Foundation					
General Disclosures					
	Organizational profile				
	102-1 Name of the organization	Page 2			
	102-2 Activities, brands, products, and services	AR 2018 2.2 Business overview			
	102-3 Location of headquarters	Foultusen 50, 4035 Stavanger, Norway			
	102-4 Location of operations	equinor.com/whereweare ¹			
	102-5 Ownership and legal form	AR 2018 3.4 Equal treatment of shareholders and transactions with close associates; equinor.com/aboutus ²			
	102-6 Markets served	AR 2018 2.2 Business overview; equinor.com/whatwedo ³			
	102-7 Scale of the organization	AR 2018 2.2 Business overview; equinor.com/aboutus ²			
	102-8 Information on employees and other workers	Page 39; equinor.com/aboutus ²			
	102-9 Supply chain	AR 2018 2.2 Business overview; equinor.com/supplychain			
	102-10 Significant changes to the organization and its supply chain	AR 2018 Equinor at a glance			
	102-11 Precautionary Principle or approach	Equinor book ⁴			
	102-12 External initiatives	Page 2, 11, 16, 25, 31, 42, 46, 47, 49			
	102-13 Membership of associations	Page 25, 47, 38			
	Strategy				
	102-14 Statement from senior decision-maker	Page 2			
	102-15 Key impacts, risks, and opportunities	Page 11, 15-17 and throughout the report.			
	Ethics and integrity				
	102-16 Values, principles, standards, and norms of behavior	Page 9, 12, 50 and throughout the report; Equinor book ¹ ; Equinor Code of conduct ¹ ; equinor.com/aboutus ²			
	102-17 Mechanisms for advice and concerns about ethics	Page 50; Equinor book ¹ ; equinor.com/aboutus ²			
	Governance				
	102-18 Governance structure	Page 12-13; equinor.com/aboutus ²			
	102-19 Delegating authority	Page 12; equinor.com/aboutus ²			
	102-20 Executive-level responsibility for economic, environmental, and social topics	Page 12-13, 46; Equinor book ¹ ; equinor.com/aboutus ²			
	102-21 Consulting stakeholders on economic, environmental, and social topics	Page 5, 43, 46-47; Equinor book ¹ ; Equinor Code of conduct ¹ ; equinor.com/aboutus ²			
	102-22 Composition of the highest governance body and its committees	AR 2018 3.8 Corporate assembly, board of directors and management; Equinor book ¹ ; equinor.com/aboutus ²			
	102-23 Chair of the highest governance body	AR 2018 3.8 Corporate assembly, board of directors and management; Equinor book ¹ ; equinor.com/aboutus ²			
	102-24 Nominating and selecting the highest governance body	AR 2018 3.7 Nomination committee; Equinor book ¹ ; equinor.com/aboutus ²			
	102-25 Conflicts of interest	AR 2018 3.9 The work of the board of directors; Equinor book ¹ ; Equinor Code of conduct ¹			
	102-26 Role of highest governance body in setting purpose, values, and strategy	AR 2018 3 Governance; Equinor book ¹ ; equinor.com/aboutus ²			
	102-31 Review of economic, environmental, and social topics	Page 17, 48; Equinor book ¹ ; equinor.com/aboutus ²			
	102-32 Highest governance body's role in sustainability reporting	Page 12			
	102-33 Communicating critical concerns	AR 2018 3 Governance; Equinor book ¹ ; Equinor Code of conduct ¹			
	102-34 Nature and total number of critical concerns	AR 2018 3 Governance			
	102-35 Remuneration policies	AR 2018 3 Governance			
	102-36 Process for determining remuneration	AR 2018 3 Governance			
	102-37 Stakeholders' involvement in remuneration	AR 2018 3 Governance			
	Stakeholder engagement				
	102-40 List of stakeholder groups	Page 7			
	102-41 Collective bargaining agreements	Sustainability data hub: Social performance including workforce			
	102-42 Identifying and selecting stakeholders	Page 7			
	102-43 Approach to stakeholder engagement	Page 7; Equinor book ¹ ; Equinor Code of conduct ¹			
	102-44 Key topics and concerns raised	Page 7 and throughout the report			
	Reporting practice				
	102-45 Entities included in the consolidated financial statements	AR 2018 2.2 Business overview			
	102-46 Defining report content and topic boundaries	Page 5 and 7.			
	102-47 List of material topics	Page 7			
	102-48 Restatements of information	Page 27 and 45; Sustainability data hub: Environment and climate			
	102-49 Changes in reporting	Page 7			
	102-50 Reporting period	Page 7			
	102-51 Date of most recent report	14 March 2018			
	102-52 Reporting cycle	1.1.2018 - 31.12.2018			
	102-53 Contact point for questions regarding the report	Page 6			
	102-54 Claims of reporting in accordance with the GRI Standards	Page 5			
	102-55 GRI content index	Page 5			
	102-56 External assurance	Page 5, 58-59			
GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
Material Topics					
200 series (Economic topics)					
Economic Performance					
	103-1 Explanation of the material topic and its Boundary	Page 7, 35			
	103-2 The management approach and its components	Page 35			
	103-3 Evaluation of the management approach	Page 39			
	201-1 Direct economic value generated and distributed	Page 34; AR 2018 5.4 Payments to governments			
	201-2 Financial implications and other risks and opportunities due to climate change	Page 17			
	201-3 Defined benefit plan obligations and other retirement plans	AR 2018 4.1 Consolidated financial statements of the Equinor group			
Market Presence					
	103-1 Explanation of the material topic and its Boundary	Page 7, 35			
	103-2 The management approach and its components	Page 35			
	103-3 Evaluation of the management approach	Page 39			
	202-2 Proportion of senior management hired from the local community	Sustainability data hub: Social performance including workforce			
Indirect Economic Impacts					
	103-1 Explanation of the material topic and its Boundary	Page 7, 35			
	103-2 The management approach and its components	Page 35			
	103-3 Evaluation of the management approach	Page 39			
	203-2 Significant indirect economic impacts	Page 34-35; AR 2018 5.4 Payments to governments			
Procurement Practices					
	103-1 Explanation of the material topic and its Boundary	Page 7, 35			
	103-2 The management approach and its components	Page 35			
	103-3 Evaluation of the management approach	Page 39			
	204-1 Proportion of spending on local suppliers	Sustainability data hub: Economic			
Anti-corruption					
	103-1 Explanation of the material topic and its Boundary	Page 7, 50			
	103-2 The management approach and its components	Page 50-51			
	103-3 Evaluation of the management approach	Page 51			
	205-1 Operations assessed for risks related to corruption	Page 50-51. Significant risks are summarised in AR 2018 page 86, 90-91. 100% of operations are assessed.			
Anti-competitive Behavior					
	103-1 Explanation of the material topic and its Boundary	Page 7, 50-51 (business integrity)			
	103-2 The management approach and its components	Page 50-51			
	103-3 Evaluation of the management approach	Page 51			
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions in 2018.			
300 series (Environmental topics)					
Energy					
	103-1 Explanation of the material topic and its Boundary	Page 7, 41			
	103-2 The management approach and its components	Page 41-43			
	103-3 Evaluation of the management approach	Page 44			
	302-1 Energy consumption within the organization	Page 27; Sustainability data hub: Environment and climate	Breakdown.	Not applicable	We report total energy consumption aligned with industry guidelines.
Water					
	103-1 Explanation of the material topic and its Boundary	Page 7, 41			
	103-2 The management approach and its components	Page 41-43			
	103-3 Evaluation of the management approach	Page 44			
	303-1 Interactions with water as a shared resource	Page 45; Sustainability data hub: Environment and climate	Yes	Not applicable	Only 2.1% of Equinor's production (operated) takes place in areas that are water stressed. The disclosure reflects materiality level.
Biodiversity					
	103-1 Explanation of the material topic and its Boundary	Page 7, 43			
	103-2 The management approach and its components	Page 43			
	103-3 Evaluation of the management approach	Page 44			
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 42-44; equinor.com/sustainability			
Emissions					
	103-1 Explanation of the material topic and its Boundary	Page 7, 41			
	103-2 The management approach and its components	Page 41-43			
	103-3 Evaluation of the management approach	Page 44			
	305-1 Direct (Scope 1) GHG emissions	Page 27; Sustainability data hub: Environment and climate. Emissions are reported on operational basis, as verified data on equity basis is not available.			
	305-2 Energy indirect (Scope 2) GHG emissions	Page 27; Sustainability data hub: Environment and climate			
	305-3 Other indirect (Scope 3) GHG emissions	Page 27; Sustainability data hub: Environment and climate			
	305-4 GHG emissions intensity	Page 21, 26-27; Sustainability data hub: Environment and climate			
	305-5 Reduction of GHG emissions	Page 20-21, 26; Sustainability data hub: Environment and climate			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 45; Sustainability data hub: Environment and climate			
Effluents and Waste					
	103-1 Explanation of the material topic and its Boundary	Page 7, 41			
	103-2 The management approach and its components	Page 41-43			
	103-3 Evaluation of the management approach	Page 44			
	306-2 Waste by type and disposal method	Page 45			
	306-3 Significant spills	Page 32-33; Sustainability data hub: Safety, health and working environment			
400 series (Social topics)					
Employment					
	103-1 Explanation of the material topic and its Boundary	Page 7, 37			
	103-2 The management approach and its components	Page 37			
	103-3 Evaluation of the management approach	Page 38			
	401-1 New employee hires and employee turnover	Page 39; Sustainability data hub: Social performance including workforce; AR 2018 - 2.13 Our people	Yes	Information unavailable	Equinor does not track the rate of new employee hires.
Labor/Management Relations					
	103-1 Explanation of the material topic and its Boundary	Page 7, 37			
	103-2 The management approach and its components	Page 37			
	103-3 Evaluation of the management approach	Page 38			
	402-1 Minimum notice periods regarding operational changes	Not reported	Yes	Information unavailable	The information will differ per country, so information at corporate level is not available.
Occupational Health and Safety					
	103-1 Explanation of the material topic and its Boundary	Page 7, 29			
	103-2 The management approach and its components	Page 30-32			
	103-3 Evaluation of the management approach	Page 32-33			
	403-2 Hazard identification, risk assessment, and incident investigation	Page 32; Sustainability data hub: Safety, health and working environment	Yes	Specific Legal Prohibition	Work-related fatalities by gender is not provided.
	403-9 Work-related injuries	Page 32-33; Sustainability data hub: Safety, health and working environment			
Training and Education					
	103-1 Explanation of the material topic and its Boundary	Page 7, 37			
	103-2 The management approach and its components	Page 37			
	103-3 Evaluation of the management approach	Page 38			
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 31, 37-38, 46, 49-51. All permanent employees receive regular performance and career development reviews through the People@Equinor process.			
Diversity and Equal Opportunity					
	103-1 Explanation of the material topic and its Boundary	Page 7, 37			
	103-2 The management approach and its components	Page 37			
	103-3 Evaluation of the management approach	Page 38			
	405-1 Diversity of governance bodies and employees	Page 39	Yes	Specific Legal Prohibition	The breakdown by age group or minority group membership is not given.
	405-2 Ratio of basic salary and remuneration of women to men	Page 39	Yes	Information unavailable	The breakdown per employee category or significant locations of operations is not provided as Equinor does not track this.
Freedom of Association and Collective Bargaining					
	103-1 Explanation of the material topic and its Boundary	Page 7, 37			
	103-2 The management approach and its components	Page 37			
	103-3 Evaluation of the management approach	Page 38			
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 48-49			
Security Practices					
	103-1 Explanation of the material topic and its Boundary	Page 7, 32			
	103-2 The management approach and its components	Page 32			
	103-3 Evaluation of the management approach	Page 32			
	410-1 Security personnel trained in human rights policies or procedures	Page 32 During 2018 Equinor provided 11 human rights training sessions for security personnel at key global locations.	Yes	Confidentiality Constraints	Not provided for security reasons.
Human Rights Assessment					
	103-1 Explanation of the material topic and its Boundary	Page 7, 46			
	103-2 The management approach and its components	Page 46-47			
	103-3 Evaluation of the management approach	Page 48-49			
	412-1 Operations that have been subject to human rights reviews or impact assessments	Page 11-12, 46-49. 100% of operations are subject to human rights reviews or impact assessments. Human rights is an integrated part of impact assessments. Local community engagement, impact assessment and development programmes (if applicable) are required for all projects and operations. The extent of engagement and assessment will be adjusted based on risks, local context and the stage of the project life cycle.			
Local Communities					
	103-1 Explanation of the material topic and its Boundary	Page 7, 46			
	103-2 The management approach and its components	Page 46-47			
	103-3 Evaluation of the management approach	Page 48-49			
	413-1 Operations with local community engagement, impact assessments, and development programs	Page 47. 100% of operations have this. Local community engagement, impact assessment and development programmes (if applicable) are required for all projects and operations. The extent of engagement and assessment will be adjusted based on risks, local context and the stage of the project life cycle. Impact assessments available at equinor.com.			
Supplier Social Assessment					
	103-1 Explanation of the material topic and its Boundary	Page 7, 46			
	103-2 The management approach and its components	Page 46-47			
	103-3 Evaluation of the management approach	Page 48-49			
	414-1 New suppliers that were screened using social criteria	Page 48-49	Yes	Information unavailable	The information is currently unavailable but Equinor will follow this up for next years report.
Public Policy					
	103-1 Explanation of the material topic and its Boundary	Page 7			
	103-2 The management approach and its components	Page 16			
	103-3 Evaluation of the management approach	Page 16			
	415-1 Political contributions	Page 16			

¹ Equinor book
² Equinor Code of conduct
³ <https://www.equinor.com/en/about-us.html>
⁴ <https://www.equinor.com/en/where-we-are.html>
⁵ <https://www.equinor.com/en/what-we-do.html>