102-2 Activities, brands, products, and services 102-3 Location of headquarters 102-4 Location of operations	Colour description/Abbreviations SR-Sustainability Report 2019  Equinor reference	Boundary	Assured by third party	Part omitted Reason	Explanation
	AR 3.4 Equal treatment of shareholders and transactions with close associates, page 105	Equinor group Equinor group Equinor group Equinor group Equinor group	Yes, limited assurance		
102-6 Markets served 102-7 Scale of the organization 102-8 Information on employees and other workers Number of permanent employees by region (home country basis) Number of permanent employees per country (home country basis) [1] 102-9 Supply chain 102-10 Significant changes to the organization and its supply chain	AR 2.1 Strategy and market overview, page 15 AR 2.2 Business overview, page 21-27 SR Page 55; AR page 96-98. SPD: Social performance including workforce SPD: Social performance including workforce equinor.com/supply-chain4	Equinor group	Yes, limited assurance		
102-12 External initiatives 102-13 Membership of associations 102-14 Statement from senior decision-maker	SR Page 2	Equinor group Equinor group Equinor group Equinor group Equinor group	Yes, limited assurance		
102-17 Mechanisms for advice and concerns about ethics 102-18 Governance structure 102-19 Delegating authority 102-20 Executive-level responsibility for economic, environmental, and social topics	SR Page 48-49; Equinor book <sup>1</sup> SR Page 12-13  SR Page 12  SR Page 12-13, 44	Equinor group	Yes, limited assurance		
102-23 Chair of the highest governance body 102-24 Nominating and selecting the highest governance body 102-25 Conflicts of interest 102-26 Role of highest governance body in setting purpose, values, and strategy 102-31 Review of economic, environmental, and social topics 102-32 Highest governance body's role in sustainability reporting		Equinor group	Yes, limited assurance		
102-33 Communicating critical concerns 102-34 Nature and total number of critical concerns 102-35 Remuneration policies 102-36 Process for determining remuneration 102-37 Stakeholders' involvement in remuneration	AR 3.10 Risk management and internal control, page 125; SR page 48-49 SR page 49 AR 3.11 Remuneration to the board of directors and corporate assembly, page 125-126 AR 3.12 Remuneration to the corporate executive committee, page 127-130 AR 3.11 Remuneration to the board of directors and corporate assembly, page 125-126 AR 3.12 Remuneration to the corporate executive committee, page 127-130 AR 3.11 Remuneration to the board of directors and corporate assembly, page 125-126	Equinor group Equinor group Equinor group Equinor group Equinor group	Yes, limited assurance		
102-41 Collective bargaining agreements 102-42 Identifying and selecting stakeholders 102-43 Approach to stakeholder engagement 102-44 Key topics and concerns raised	Sustainability data hub: Social performance including workforce SR Page 7 SR Page 7; Equinor book <sup>1</sup> ; Equinor Code of conduct <sup>2</sup> SR Page 7 and throughout the report	Equinor group Equinor group Equinor group Equinor group Equinor group	Yes, limited assurance		
102-46 Defining report content and topic Boundaries 102-47 List of material topics 102-48 Restatements of information 102-49 Changes in reporting 102-50 Reporting period 102-51 Date of most recent report	SR Page 5 and 7.	Equinor group	Yes, limited assurance		
102-53 Contact point for questions regarding the report 102-54 Claims of reporting in accordance with the GRI Standards 102-55 GRI content index 102-56 External assurance  Explanation of the material topic and its Boundary	SR Page 6 SR Page 5 SR Page 5 SR Page 5, 61-62 SR page 16-17, EP page 3-4	Equinor group Equinor group Equinor group Equinor group Equinor group	Yes, limited assurance		
Evaluation of the management approach  Explanation of the material topic and its Boundary  The management approach and its components  Evaluation of the management approach	SR page 13, 16-19 and througout Creating a low-carbon advantage  SR page 50-52  SR page 12-13, 52-54  SR page 13, 55	Equinor group  Equinor group  Equinor group  Equinor group  Equinor group  Equinor group	Yes, limited assurance		
The management approach and its components  Evaluation of the management approach  201-1 Direct economic value generated and distributed  Host government production entitlement	SR page 12-13, 33, 38, 44-46 SR page 13, 36-37, 38, 44, 47  SR page 52; AR 5.4 Report on payments to governments, page 282-296 AR 5.4 Report on payments to governments, page 284-290	Equinor group  Equinor group  Equinor group  Equinor group	Yes, limited assurance Yes, limited assurance Yes, limited assurance Yes, limited assurance		
Total employee costs (including salaries, pensions, payroll tax, other compensations)  New Energy Solutions - gross capital expenditure  R&D expenditure on low-carbon projects (total)  R&D expenditure to new energy solutions and energy efficiency (share of total)  Corporate sponsorships spend  Corporate donations spend	SPD: Economic SPD: Economic SR page 10, 30 SR Page 10, 30 SPD: Economic SPD: Economic	Equinor group Equinor group Equinor group Equinor group Equinor group Equinor ASA Equinor ASA Equinor group	Yes, limited assurance		
Voluntary Contractual obligations 201-2 Financial implications and other risks and opportunities due to climate change NPV effect of International Energy Association (IEA) Stated policies scenario NPV effect of IEA Current policies scenario NPV effect of IEA Sustainable development scenario Minimum internal carbon price	SPD: Economic SPD: Economic SR page 17 SR page 17-19 SR page 17-19 SR page 17-19 SR page 17-19	Equinor group	Yes, limited assurance		
202-2 Proportion of senior management hired from the local community  203-2 Significant indirect economic impacts  204-1 Proportion of spending on local suppliers	SPD Social performance including workforce  SR page 52; AR 5.4 Report on payments to governments, page 282-296	Equinor group  Equinor group  Equinor group	Yes, limited assurance  Yes, limited assurance  Yes, limited assurance  Yes, limited assurance		
205-1 Operations assessed for risks related to corruption	Local: Legally employed and based in the country they are employed in.  Significant locations of operations: Countries where Equinor's total procurement spend is at least 5% of total spend, or number of local employees represents at least 5% of total workforce.  SR page48-49. Significant risks are summarised in AR. page 87, 95 100% of operatons are assessed.	Equinor group  Equinor group	Yes, limited assurance Yes, limited assurance		
Materials used by weight or volume  Hydraulic fracking chemicals use	SR page 43; SPD: Environment and climate	Operational control	Yes, limited assurance	a. Total weight or volume of materials that are used to produce and package the organization's primary Information unavailable products and services during the reporting period, by: i. Non-renewable materials used; ii. Renewable materials used.	Materials are not among the top material issues for Equinor. Thus reporting on this is not readily available on a corporate level. (Based on SASB and IPIECA materiality map Materials are not likely to be material for the sector). Equinor will throughout 2020 investigate how to report applicable parameters for our 2020 or 2021 reporting.
	b. Total fuel consumption within the organization from renewable sources, in joules: Equinor's consumption is zero (interpreted as not to include fuel consumed to generate imported electricity).  d. In joules, watt-hours or multiples, the total: ii. heating sold: Zero (no heating sold from Equinor assets). iii. cooling sold: Zero (no cooling sold from Equinor assets). iv. steam sold: Zero (no steam sold from Equinor assets).	Operational control	Yes, limited assurance	a: Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including Information unavailable fuel types used: - SR Page 31; SPD: Environment and climate - CDP: C8.2c (MWh)  c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption	However, we will for our 2020 reporting specify sub-categories and with appropriate units in alignment with GRI standards  c. In joules, watt-hours or multiples, the total 2018 numbers are reported in Equinor's CDP response: i. electricity consumption: CDP: C8.2e
	e. Total energy consumption within the organization, in joules or multiples: - SR page 31; SPD: Environment and climate.  f. Standards, methodologies, assumptions, and/or calculation tools used: The amount of energy from fuel consumption is calculated by multiplying the quantity of fuels with the lower heating value of the fuel. The gross energy consumption from electricity is derived by back-calculating the electricity consumption to obtain the gross energy content of the fuel(s) required to generate that amount of electricity.			<ul><li>iii. cooling consumption</li><li>iv. steam consumption</li><li>d. In joules, watt-hours or multiples, the total:</li><li>i. electricity sold</li></ul>	<ul> <li>ii. heating consumption: CDP: C8.2e</li> <li>iii. cooling consumption: CDP: C8.2e</li> <li>iv. steam consumption: CDP: C8.2e</li> <li>d. In joules, watt-hours or multiples, the total:</li> <li>i. electricity sold (omitted)</li> <li>2019 numbers will be disclosed in the 2019 CDP response.</li> </ul>
Total gas and liquids production		Equity basis Operational control	Yes, limited assurance Yes, limited assurance		
Renewable energy production Renewables installed capacity Renewable installed capacity  303-1 Water withdrawal by source	SPD: Environment and climate SPD: Environment and climate SR page 24; SPD: Environment and climate  SR page 43. SPD: Environment and climate  Freshwater withdrawal from surface water, ground water and municipal water supplies are merged and reported as 'Total freshwater withdrawal'. Other water sources are not used. Reported numbers are	Equity basis Operational control Equity basis Operational control	Yes, limited assurance	The reporting organization shall report the following information:  a. Total volume of water withdrawn, with a breakdown by the following sources:  i. Surface water, including water from wetlands, rivers, lakes, and oceans;	categories required by GRI. Surface water, ground water and municipal water are reported as one category. Rainwater and waste water from
	based on measured data and number of truck loads, where relevant.  SR page 42	Operational control	Yes, limited assurance	ii. Ground water; iii. Rainwater collected directly and stored by the organization; iv. Waste water from another organization; v. Municipal water supplies or other public or private water utilities.	another organisation are not relevant.  Equinor will consider establishing water reporting in line with GRI 303 (2018) in 2020.
305-1 Direct (Scope 1) GHG emissions	SR Page 31; SPD: Environment and climate. Emissions are reported on operational basis, as verified data on equity basis is not available.  c: No biogenic CO2 emissions within Equinor scope 1 emissions. d: Absolute scope 1 emissions are reported for the current year. Base year for emission reductions is 2017. e:  Most of Equinor's CO2 emissions (about 85%) is from from combustion of gas, either in turbines or as		Yes, limited assurance		
	flared gas. The emissions factors are site-specific and determined from gas composition analyses. About 10% of CO2 emissions are from the combustion of diesel. The emissions factor for diesel is determined by local or national guidelines.  About 60% of our CH4 emissions are from fugitives and cold venting. Depending on local regulations, or whether you are onshore of offshore, these emissions are determined by area measurements, equipment measurements, modelling, flowmeters (for cold vents), OGI leak/no-leak, or using facility level ativity data and standard emissions factors. The rest of the CH4 emissions are from combustion or flare, for the most part determined by using activity data (gas consumed), along with emissions factors as set forth by local and national guidelines. Equinor applies a GWP of 25 for methane.				
CO2 emissions CO2 emissions excl. flaring	f: Equinor reports on both operational control and equity as specified in SR. g: The following main guidelines and standards are applied for determining GHG emissions:  NOROG 044 – Recommended guidelines for emission and discharge reporting  API - GHG Compendium 2009  EPA - Subpart W  ISO 6976 - Natural gas  SR page 31; SPD: Environment and climate  SPD: Environment and climate	Operational control Operational control Operational control	Yes, resonable assurance * Yes, limited assurance Yes, limited assurance		
CO2 emissions from upstream operations  CO <sub>2</sub> emissions from midstream operations  CO <sub>2</sub> emissions from other operations  CH4 emissions  Hydrocarbons flared  Continuous production flaring (share of total)	SPD: Environment and climate SPD: Environment and climate SPD: Environment and climate SR page 31; SPD: Environment and climate SR page 31; SPD: Environment and climate SR page 31; SPD: Environment and climate	Operational control	Yes, limited assurance Yes, limited assurance Yes, limited assurance Yes, limited assurance Yes, resonable assurance Yes, limited assurance Yes, limited assurance Yes, limited assurance		
305-3 Other indirect (Scope 3) GHG emissions CO2 emissions 305-4 GHG emissions intensity  Performance benchmark: IOGP industry average upstream CO2 emissions intensity [2] CH4 intensity [3] Upstream flaring intensity	SR page 31; SPD: Environment and climate. SR page 31; SPD: Environment and climate SR page 22, 30-31 d. For all Equinor reported intensities it is specified which gases are included in calculated. SR page 30; SPD: Environment and climate SR page 31; SPD: Environment and climate SR page 31; SPD: Environment and climate	Equity basis Equity basis Operational control/ Equity basis Operational control Operational control Operational control	Yes, limited assurance		
Net Carbon Footprint (Climate) 305-5 Reduction of GHG emissions	SR page 31; SPD: Environment and climate	Operational control Operational control Operational control	Yes, limited assurance Yes, limited assurance Yes, limited assurance		
Carbon capture, utilisation and storage (CCUS) Energy efficiency and methane reduction Accumulated CO2 emissions reductions 2008-2016 [4] Accumulated CO2 emissions reductions 2017-2030 [4] CO2 emissions captured and stored per year Accumulated CO2 emissions captured and stored	IPIECA. & API. (2007). Oil and natural gas industry guidelines for greenhouse gas reduction projects. SR page 26, SPD: Environment and climate SR page 20-22, 29, 30, SPD: Environment and climate	Operational control	Yes, limited assurance		
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	Operational control	Yes, resonable assurance *	a iii, v, vi and vii Information unavailable	Assumed to be immaterial. Will be investigated for materiality, and then included in 2021 reporting if material.
306-2 Waste by type and disposal method	Reused, recycled and recovered (incl. energy recovery) waste is merged and reported as 'waste recovered' in % of the reported total waste generated. Waste other than 'waste recovered' are sent to	Operational control	Yes, limited assurance	Information unavailable a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse	Reporting from our waste contractors and our internal reporting is not broken down into these waste categories. Equinor will consider the feasibility of this in 2020.
	final storage facility or incinerated without energy recovery. The above applies to both hazardous and non-hazardous waste.  Waste generated from US onshore operations is reported as 'Exempt waste generated' and divided into two categories: 'cuttings and solids' which are dispatched to landfill; and 'produced water and flowback' which is dispatched to waste disposal facilities for hydrocarbon removal or deep well injection.  Waste disposal method and numbers are provided by waste contractors.			<ul> <li>ii. Recycling</li> <li>iii. Composting</li> <li>iv. Recovery, including energy recovery</li> <li>v. Incineration (mass burn)</li> <li>vi. Deep well injection</li> <li>vii. Landfill</li> <li>viii. On-site storage</li> <li>ix. Other (to be specified by the organization)</li> <li>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</li> </ul>	
				i. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)	
Number of oil spills Volume of oil spills Number of other spills Volume of other spills Regular discharge of oil to water	SR page 32. SPD: SPD: Safety, health and working environment SR page 33. SPD: SPD: Safety, health and working environment SPD: Safety, health and working environment SPD: Safety, health and working environment SR page 41, 43; SPD: Environment and climate	Operational control Operational control Operational control Operational control Operational control Operational control	Yes, limited assurance Yes, limited assurance Yes, resonable assurance Yes, limited assurance Yes, limited assurance Yes, limited assurance		
a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. total monetary value of significant fines; (fines above USD 100,000)		Operational control  Operational control	Yes, limited assurance  Yes, limited assurance	<ul> <li>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:         <ol> <li>ii. Total number of non-monetary sanctions</li> <li>iii. Cases brought through dispute resolution mechanisms</li> </ol> </li> <li>308-1         <ol> <li>a. Percentage of new suppliers that were screened using environmental criteria</li> </ol> </li> </ul>	consider establishing reporting on this in 2020.
308-2 Negative environmental impacts in the supply chain and actions taken a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental				308-2 a. Number of suppliers assessed for environmental impacts b. Number of suppliers identified as having significant actual and potential negative environmental impacts c. Significant actual and potential negative environmental impacts identified in the supply chain d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment e. Percentage of suplliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	
impacts with which relationships were terminated as a result of assessment, and why.					
Contractor personnel [2] Ranking in Universum Engineering students employer Attractiveness survey (Norway) Apprentices at year end Apprenticeships awarded per year	SR page 55., SPD: Social performance including workforce SPD: Social performance including workforce SR page 55., SPD: Social performance including workforce SPD: Social performance including workforce	Equinor group Equinor group Equinor ASA Equinor group Equinor group	Yes, limited assurance	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region Information unavailable b. Total number and rate of employee turnover during the reporting period, by age group, gender and region	Equinor has not been tracking new hires and turnover by age, gender and region, but will start reporting on these for 2020.
		Equinor group  Equinor group	Yes, limited assurance Yes, limited assurance	<ul> <li>a. Minimum number of weeks' notice typically provided to employees and their representatives         prior to the implementation of significant operational changes that could substantially         affect them.</li> <li>b. For organizations with collective bargaining agreements, report whether the notice period and provisions for</li> </ul>	The information will differ per country. Equinor works to provide this overview in 2020.
	Generally, our mgt system is designed to meet internal and external requirements. National legal requirements are adhered to locally and presented as additions to the internal ones.  Risk management is regulated through our global risk management process RM100 Manage risk. RM100	Equinor group	Yes, limited assurance	consultation and negotiation are specified in collective agreements. This can be solved by omission.	
	reflects the international standard ISO 31000 Risk management.  All employees are covered by our management system, while coverage related to non-employees varies depending on their type of delivery. For example, drilling activities performed by contractors at our facilities are covered, while workers at construction yards may be excluded.  The operational asset's organisation (line) has the final saying in classification of incidents. Details of our management system approach: SR page: 12				
	SR page 33, 35 SPD Serious incidents, Personal health and safety, health and working environment, process safety SPD, internal info: We report environmental data for our operated assets, facilities and vessels, including	Operational control	Yes, limited assurance		
	subsidiaries and operations where we are the technical service provider. In addition, we include contracted drilling rigs, floatels and vessels, projects and modifications and the transportation of personnel and products, using a risk based approach. We apply a framework of minimum requirements for recording safety and environmental data for operations within our control. In addition, we apply a business risk-based approach to data recording, extending our sphere of influence beyond what is considered to be within our operational control. Hazard identification and assessment of risks is regulated through our global risk management process RM100 Manage risks and associated processes. RM100 reflects the international standard ISO 31000 Risk management.				
	Reporting of hazards and hazardous situations in Synergi; a company-wide tool, is available to all through our corporate network.  Our I am Safety initiative launched in January 2017 explicitly address the right and obligation to stop unsafe behavior and activities.  The primary purpose of investigations following SSU incidents is to identify experience that can contribute to learning, as well to prevent recurrence. The most severe incidents are investigated by Corporate Audit (COA) in accordance with INV101, our internal process for investigation of serious incidents. Less severe				
403-3 Occupational health services	Occupational health services that contribute to managment of hazard and risk are executed according to the following internal work processes:	Equinor group	Yes, limited assurance		
	SF301 - Establish worksite and occupational healthcare SF304 - Handle work related illness case SF305 - Health and international travel SF303 - Perform risk-based health assessment SF312 - Personal protective equipment SF306 - Prevention and handling/treatment of malaria  The governing documents and the occupational health services are provided by subject matter experts and medical professionals overseen by the Chief Medical Officer.				
		Equinor group			
403-4 Worker participation, consultation, and communication on occupational health and safety	The governing documents are available globally through our corporate network.  SR page 33 deatils our way of working The company has group level processes for worker participation and consultation according to national laws and regulations. Currently that includes: Group working environment committee covering Norwegian activities in accordance with arbeidsmiljøloven § 7-2 and a safety delegate service according to the Norwegian Working Environment Act.		Yes, limited assurance		
403-4 Worker participation, consultation, and communication on occupational health and safety  403-5 Worker training on occupational health and safety	The governing documents are available globally through our corporate network.  SR page 33 deatils our way of working The company has group level processes for worker participation and consultation according to national laws and regulations. Currently that includes: Group working environment committee covering Norwegian activities in accordance with arbeidsmiljøloven § 7-2 and a safety delegate service according to the Norwegian Working Environment Act.  Generally, our management system is open for improvement proposals from all. Prior to major changes of requirements and principles, these are sent to relevant stakeholders for hearing.  The governing documents, support material and relevant information on health and working environment is available globally through our corporate network.  SR page 34  Our SSU Academy delivers occupational health and safety training, including class room and web-based courses (e.g. First aid, noise, safe use of chemicals, travel awareness medical, psychosocial working		Yes, limited assurance  Yes, limited assurance		
403-4 Worker participation, consultation, and communication on occupational health and safety  403-5 Worker training on occupational health and safety  403-6 Promotion of worker health	The governing documents are available globally through our corporate network.  SR page 33 deatils our way of working The company has group level processes for worker participation and consultation according to national laws and regulations. Currently that includes: Group working environment committee covering Norwegian activities in accordance with arbeidsmiljøloven § 7-2 and a safety delegate service according to the Norwegian Working Environment Act.  Generally, our management system is open for improvement proposals from all. Prior to major changes of requirements and principles, these are sent to relevant stakeholders for hearing.  The governing documents, support material and relevant information on health and working environment is available globally through our corporate network.  SR page 34  Our SSU Academy delivers occupational health and safety training, including class room and web-based courses (e.g. First aid, noise, safe use of chemicals, travel awareness medical, psychosocial working environment and prevention of major accidents).  Compulsory training courses is decided locally based on national laws and regulations and discipline specific needs.  The full range of courses is available globally through our corporate network				
403-4 Worker participation, consultation, and communication on occupational health and safety  403-5 Worker training on occupational health and safety  403-6 Promotion of worker health	The governing documents are available globally through our corporate network.  SR page 33 deatils our way of working The company has group level processes for worker participation and consultation according to national laws and regulations. Currently that includes: Group working environment committee covering Norwegian activities in accordance with arbeidsmiljøloven § 7-2 and a safety delegate service according to the Norwegian Working Environment Act.  Generally, our management system is open for improvement proposals from all. Prior to major changes of requirements and principles, these are sent to relevant stakeholders for hearing.  The governing documents, support material and relevant information on health and working environment is available globally through our corporate network.  SR page 34  Our SSU Academy delivers occupational health and safety training, including class room and web-based courses (e.g. First aid, noise, safe use of chemicals, travel awareness medical, psychosocial working environment and prevention of major accidents).  Compulsory training courses is decided locally based on national laws and regulations and discipline specific needs.  The full range of courses is available globally through our corporate network	Equinor group	Yes, limited assurance	A description of the organization's approach to preventing or mitigating significant negative occupational health. Information unavailable and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	include all activities operated/ controlled by the company and certain activities operated/ controlled by business relationships. Business
403-4 Worker participation, consultation, and communication on occupational health and safety  403-5 Worker training on occupational health and safety  403-6 Promotion of worker health  403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business	The governing documents are available globally through our corporate network.  SR page 33 deatils our way of working The company has group level processes for worker participation and consultation according to national laws and regulations. Currently that includes: Group working environment committee covering Norwegian activities in accordance with arbeidsmiljøloven § 7-2 and a safety delegate service according to the Norwegian Working Environment Act.  Generally, our management system is open for improvement proposals from all. Prior to major changes of requirements and principles, these are sent to relevant stakeholders for hearing.  The governing documents, support material and relevant information on health and working environment is available globally through our corporate network.  SR page 34  Our SSU Academy delivers occupational health and safety training, including class room and web-based courses (e.g. First aid, noise, safe use of chemicals, travel awareness medical, psychosocial working environment and prevention of major accidents).  Compulsory training courses is decided locally based on national laws and regulations and discipline specific needs.  The full range of courses is available globally through our corporate network  SR page 54  Health insurance was implemented in Equinor ASA effective from January 2019. The health insurance scheme, supplementing public health services, offers access to private specialists, medical examinations	Equinor group	Yes, limited assurance	and safety impacts that are directly linked to its operations, products or services by its business relationships,	include all activities operated/ controlled by the company and certain activities operated/ controlled by business relationships. Business relationships comprise non-operated joint ventures, non-controlled companies and supply chain activities. Evaluation of whether health and safety impacts directly linked to our operations and activities through our business relationships shall be included in our scope of ongoing risk management, incident registration, verification work, follow-up and implementation of mitigating actions is decided on a case by case basis:  - For non-operated Joint Venture (JV) a strategy for follow-up is established for each JV
403-4 Worker participation, consultation, and communication on occupational health and safety  403-5 Worker training on occupational health and safety  403-6 Promotion of worker health  403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business	The governing documents are available globally through our corporate network.  SR page 33 deatils our way of working The company has group level processes for worker participation and consultation according to national laws and regulations. Currently that includes: Group working environment committee covering Norwegian activities in accordance with arbeidsmiljøloven § 7-2 and a safety delegate service according to the Norwegian Working Environment Act.  Generally, our management system is open for improvement proposals from all. Prior to major changes of requirements and principles, these are sent to relevant stakeholders for hearing.  The governing documents, support material and relevant information on health and working environment is available globally through our corporate network.  SR page 34  Our SSU Academy delivers occupational health and safety training, including class room and web-based courses (e.g. First aid, noise, safe use of chemicals, travel awareness medical, psychosocial working environment and prevention of major accidents).  Compulsory training courses is decided locally based on national laws and regulations and discipline specific needs.  The full range of courses is available globally through our corporate network  SR page 54  Health insurance was implemented in Equinor ASA effective from January 2019. The health insurance scheme, supplementing public health services, offers access to private specialists, medical examinations	Equinor group	Yes, limited assurance	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:  i. the number and percentage of all employees and workers who are not employees but whose work and/or	include all activities operated/ controlled by the company and certain activities operated/ controlled by business relationships. Business relationships comprise non-operated joint ventures, non-controlled companies and supply chain activities. Evaluation of whether health and safety impacts directly linked to our operations and activities through our business relationships shall be included in our scope of ongoing risk management, incident registration, verification work, follow-up and implementation of mitigating actions is decided on a case by case basis:  - For non-operated Joint Venture (JV) a strategy for follow-up is established for each JV  - Our supply chain activites are either fully included in scope of recording, reporting and follow-up of incidents or handled according to our Human rights policy <sup>3</sup> . For example we may follow-up and influence supply chain activities at construction yards by having safety ambassadors on site and see to that non-safe working practices are changed.  All employees are covered by our management system, while the number and percentage of non-employees covered varies depending on their type of delivery. We register hours worked on behalf of us, ref
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403-6 Worker participation postulation and communication of occupations health and safety  403-6 Worker training on occupational health and safety  403-6 Prevention and entigration of occupational realth and safety impacts directly invest by business realthous the control of the control of the control of the control of the control occupational front hand safety impacts directly invest by business realthous the control occupational front hand safety impacts directly invest by business realthous the control of the control occupation occupa	The governing documents are available gobally throughout comported network Se pages 35 would not very of volunting The company has gob and processor for over one to righter and consistent according to relove the company has gob and processor for company that got and the service of the company has gob and the service of the company and the company and the service of the company and the company that and entry the service of the company and the company a	Equinor group  Equinor group  Coperational control  Operational control  Coperational control  Coperational control  Coperational control  Operational control	Yes, limited assurance  Yes, resonable assurance  Yes, limited assurance	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:  i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system:  ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system:  ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited:  iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited:  iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.  b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.  c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	include all activities operated/ controlled by the company and certain activities operated/ controlled by business relationships. Business relationships comprise non-operated joint ventures, non-controlled companies and supply chain activities. Evaluation of whether health and safety impacts directly linked to our operations and activities through our business relationships shall be included in our scope of ongoing risk management, incident registration, verification work, follow-up and implementation of mitigating actions is decided on a case by case basis:  - For non-operated Joint Venture (JV) a strategy for follow-up is established for each JV  - Our supply chain activites are either fully included in scope of recording, reporting and follow-up of incidents or handled according to our Human rights policy <sup>3</sup> . For example we may follow-up and influence supply chain activities at construction yards by having safety ambassadors on site and see to that non-safe working practices are changed.  All employees are covered by our management system, while the number and percentage of non-employees covered varies depending on their type of delivery. We register hours worked on behalf of us, ref SPD. But we do not split between hours delivered by non-employees at their own promises (e.g. yards) and hours delivered on our installations (e.g. drilling activities performed by contractor). We plan to disclose this information in 2020.
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432 4 Victor participation of coupalitization and communication on coupalitization with and safety  432 4 Production of coupalitization at the control of coupalitization and coupalitizat	The good variable control of the con	Equinor group  Equinor group  Equinor group  Equinor group  Equinor group  Operational control  Equinor ASA employees  Operational control  Coperational control  Operational control  Equinor group (Equinor employees)  Equinor group  Equinor	Yes, limited assurance  Yes, resonable assurance  Yes, limited assurance  Yes, resonable assurance  Yes, limited assurance	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:  i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system:  ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system:  ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited:  iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited:  iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.  b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.  c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	include all activities operated controllated by sharins realizations operated controllated by sharins realizations realizations are considered to the controllate compenies and supply chain activities treatment heat and safety impacts directly insert out spenitrons and activities frough an activities the controllate of the controllate compenies and supply chain activities the controllate and implementation of mitigating activities over the controllate of controllated or non-operated John Members are either fully included in scope of recording receiving and follows up of incidents or named according to our Human rights policy? For example, the controllate according to our Human rights policy? For example, and the controllate according to our Human rights policy? For example, and the controllate according to our Human rights policy? For example, and the controllate according to our Human rights policy? For example, and the controllate of the controllate of the controllate working practices are changed. All emphysises are covered by our management system while the number and percentage of non-emphysises covered varies depending on their type of delivery. We register four working of the coverent hours delivered by non-emphysics at the partition of the coverent hours delivered by non-emphysics at the partition of the coverent hours delivered by non-emphysics at the partition of the coverent hours delivered by non-emphysics at the partition of the coverent hours delivered by non-emphysics and evaluated for the SA 2020.  The current structuring of the respiriting reflects the controllate of the coverence
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