

GRI content index 2023

Statement of use	PURO Hotels has reported the information cited in this GRI content index for the period 01.01.2023- 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021



GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-2 Entities included in the organization's sustainability reporting	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-3 Reporting period, frequency and contact point	ESG Report
	2-4 Restatements of information	n/a
	2-5 External assurance	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-6 Activities, value chain and other business relationships	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-7 Employees	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-8 Workers who are not employees	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-9 Governance structure and composition	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-10 Nomination and selection of the highest governance body	Share-holder's agreement
	2-11 Chair of the highest governance body	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-12 Role of the highest governance body in overseeing the management of impacts	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-13 Delegation of responsibility for managing impacts	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-14 Role of the highest governance body in sustainability reporting	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-15 Conflicts of interest	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-16 Communication of critical concerns	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-17 Collective knowledge of the highest governance body	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-18 Evaluation of the performance of the highest governance body	n/a
	2-19 Remuneration policies	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-20 Process to determine remuneration	n/a
	2-21 Annual total compensation ratio	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-22 Statement on sustainable development strategy	Environmental protection
	2-23 Policy commitments	Corporate information – PURO Hotels
	2-24 Embedding policy commitments	Supplier Policy
	2-25 Processes to remediate negative impacts	n/a
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblow policy
	2-27 Compliance with laws and regulations	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-28 Membership associations	GRI Reporting Framework PURO Hotels Holding AS 2023
	2-29 Approach to stakeholder engagement	n/a
	2-30 Collective bargaining agreements	GRI Reporting Framework PURO Hotels Holding AS 2023

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	GRI Reporting Framework PURO Hotels Holding AS 2023
	3-2 List of material topics	GRI Reporting Framework PURO Hotels Holding AS 2023
	3-3 Management of material topics	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	GRI Reporting Framework PURO Hotels Holding AS 2023
	201-2 Financial implications and other risks and opportunities due to climate change	GRI Reporting Framework PURO Hotels Holding AS 2023
	201-3 Defined benefit plan obligations and other retirement plans	GRI Reporting Framework PURO Hotels Holding AS 2023
	201-4 Financial assistance received from government	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	n/a
	202-2 Proportion of senior management hired from the local community	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	n/a
	203-2 Significant indirect economic impacts	n/a
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Code of Conduct
	205-2 Communication and training about anticorruption policies and procedures	Code of Conduct
	205-3 Confirmed incidents of corruption and actions taken	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0 cases
GRI 207: Tax 2019	207-1 Approach to tax	GRI Reporting Framework PURO Hotels Holding AS 2023
	207-2 Tax governance, control, and risk management	GRI Reporting Framework PURO Hotels Holding AS 2023
	207-3 Stakeholder engagement and management of concerns related to tax	GRI Reporting Framework PURO Hotels Holding AS 2023
	207-4 Country-by-country reporting	GRI Reporting Framework PURO Hotels Holding AS 2023 / n/a
GRI 301: Materials 2016	301-1 Materials used by weight or volume	n/a
	301-2 Recycled input materials used	n/a
	301-3 Reclaimed products and their packaging materials	n/a
GRI 302: Energy 2016	302-1 Energy consumption within the organization	GRI Reporting Framework PURO Hotels Holding AS 2023
	302-2 Energy consumption outside of the organization	n/a
	302-3 Energy intensity	GRI Reporting Framework PURO Hotels Holding AS 2023
	302-4 Reduction of energy consumption	GRI Reporting Framework PURO Hotels Holding AS 2023
	302-5 Reductions in energy requirements of products and services	GRI Reporting Framework PURO Hotels Holding AS 2023

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	303-1 Interactions with water as a shared resource	GRI Reporting Framework PURO Hotels Holding AS 2023
	303-2 Management of water discharge-related impacts	GRI Reporting Framework PURO Hotels Holding AS 2023
	303-3 Water withdrawal	GRI Reporting Framework PURO Hotels Holding AS 2023
	303-4 Water discharge	n/a
	303-5 Water consumption	n/a
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	not relevant
	304-2 Significant impacts of activities, products and services on biodiversity	not relevant
	304-3 Habitats protected or restored	not relevant
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	not relevant
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	n/a
	305-2 Energy indirect (Scope 2) GHG emissions	n/a
	305-3 Other indirect (Scope 3) GHG emissions	n/a
	305-4 GHG emissions intensity	n/a
	305-5 Reduction of GHG emissions	n/a
	305-6 Emissions of ozone-depleting substances (ODS)	n/a
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	n/a
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	GRI Reporting Framework PURO Hotels Holding AS 2023
	306-2 Management of significant waste-related impacts	GRI Reporting Framework PURO Hotels Holding AS 2023
	306-3 Waste generated	GRI Reporting Framework PURO Hotels Holding AS 2023
	306-4 Waste diverted from disposal	n/a
	306-5 Waste directed to disposal	n/a
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	GRI Reporting Framework PURO Hotels Holding AS 2023
	308-2 Negative environmental impacts in the supply chain and actions taken	n/a
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	GRI Reporting Framework PURO Hotels Holding AS 2023
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI Reporting Framework PURO Hotels Holding AS 2023
	401-3 Parental leave	GRI Reporting Framework PURO Hotels Holding AS 2023

GRI STANDARD	DISCLOSURE	LOCATION
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	n/a
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	GRI Reporting Framework PURO Hotels Holding AS 2023
	403-2 Hazard identification, risk assessment, and incident investigation	GRI Reporting Framework PURO Hotels Holding AS 2023
	403-3 Occupational health services	GRI Reporting Framework PURO Hotels Holding AS 2023
	403-4 Worker participation, consultation, and communication on occupational health and safety	n/a
	403-5 Worker training on occupational health and safety	GRI Reporting Framework PURO Hotels Holding AS 2023
	403-6 Promotion of worker health	GRI Reporting Framework PURO Hotels Holding AS 2023
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	n/a
	403-8 Workers covered by an occupational health and safety management system	n/a
	403-9 Work-related injuries	GRI Reporting Framework PURO Hotels Holding AS 2023
	403-10 Work-related ill health	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	GRI Reporting Framework PURO Hotels Holding AS 2023
	404-2 Programs for upgrading employee skills and transition assistance programs	n/a
	404-3 Percentage of employees receiving regular performance and career development reviews	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	GRI Reporting Framework PURO Hotels Holding AS 2023
	405-2 Ratio of basic salary and remuneration of women to men	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	n/a
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Modern Slavery and Human Trafficking Policy
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	n/a
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	n/a
	413-2 Operations with significant actual and potential negative impacts on local communities	GRI Reporting Framework PURO Hotels Holding AS 2023

GRI STANDARD	DISCLOSURE	LOCATION
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	GRI Reporting Framework PURO Hotels Holding AS 2023
	414-2 Negative social impacts in the supply chain and actions taken	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 415: Public Policy 2016	415-1 Political contributions	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	GRI Reporting Framework PURO Hotels Holding AS 2023
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Reporting Framework PURO Hotels Holding AS 2023
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	n/a
	417-2 Incidents of non-compliance concerning product and service information and labeling	n/a
	417-3 Incidents of non-compliance concerning marketing communications	n/a
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI Reporting Framework PURO Hotels Holding AS 2023