

Responsibility report

Norsk Kylling 2021



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The environment

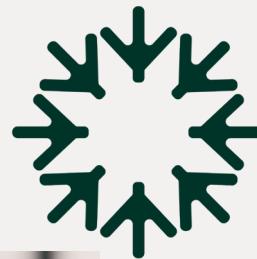
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Kjell Stokbakken on 2021

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The year 2021 will forever be one for the history books at Norsk Kylling, as it's the year we opened our new processing plant at Orkanger. The physical journey from Støren to Orkanger isn't long, but the journey we have made can't be measured in kilometres. We measure it in hours of work, courage, effort, will, and faith in a project that seemed impossible to many. The facility is a sign of things to come. By 2030, Norsk Kylling will be an climate-neutral company. We do what's right, because it's profitable and because the consumers of the future will demand that we as a food producer find new, more responsible ways to make our products. The results we create are the result of every person who fills our value chain with their unique expertise, all based on our shared values. Together, we will create the world's best food production value chain, and I'm excited for our next moves!

Our new facility is more than just a processing plant. Greenhouse gas emissions from our activities are being cut by nearly 100 percent at the new facility. This is enabled through our energy concept with a unique renewable energy mix consisting of waste energy from nearby industry, solar energy, and the use of seawater for all cooling. This is combined with thermal energy storage, smart energy management, and energy production. Furthermore, the industrial plant itself is built at height to minimise its impact while optimising energy consumption within the building. The concept is controlled through our separate energy building, which grants us the ability to share our renewable energy with nearby industry, thus helping to reduce emissions in the local area.

It's important to me that everything we do in Norsk Kylling's value chain is done properly and responsibly, and that we are transparent about everything we do. At Orkanger, we have therefore built a visitors' centre with space for 250 guests to come, see, and learn about Norwegian food production.

In 2021, we also began our transition to the European Chicken Commitment production standard (ECC), which is supported by 36 European animal welfare organisations. Among other things, this commitment entails that all our chickens will be given more space and daylight-spectrum lighting over the course of 2022. To give our chickens more space, we need more farmhouses, and in 2021, 11 new farmhouses were completed. The farmhouses were built with renewable energy sources and leading solutions for the best animal welfare.

Three of the farmhouses are built with viewing solutions, so that we can receive visitors and show how dedicated farmers raise high-quality chickens with good animal welfare. And even though we're boosting our farmhouse area by 28%, we're reducing the total carbon footprint of all our farmhouses by 21%, which amounts to 1400 tons of CO2 each year.

Predictable and sturdy finances for our farmers are a prerequisite for them to be able to contribute to the green transition, and to invest in environmentally friendly solutions in their own operations. Our financial models ensure that farmers that have supply agreements with Norsk Kylling can at least match the income growth in society in general.

We believe that good animal welfare is a prerequisite for sustainable operations. In 2021, we completed a lifecycle analysis of our entire value chain. The analysis shows that the shift to a slower-growing chicken breed gave considerably better animal welfare without increasing the carbon footprint of our value chain.

The lifecycle analysis was conducted to ensure that the initiatives we have implemented have a documentable positive impact on the climate. By 2030, our goal is for the chicken feed in our value chain to be soy-free. We must cut food waste, only use environmentally friendly packaging, using renewable fuels for our vehicles, and protect biodiversity.

Norsk Kylling is the sum of committed and talented people who make good things happen together. The past few years have been challenging and have shown us the importance of meeting to talk together, because cooperation and coordination is what lets us make results.

The products we deliver to Norwegian dinner tables every single day are the result of an emphasis on animal welfare, responsible frameworks for the farmer, efficient industry, and concern for the environment. I'm proud of what we're doing in our value chain, and I look forward a new year in which we'll do even better.



**” Kjell Stokbakken
CEO, Norsk Kylling**



The farmer on 2021

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Safety and security are two key factors that I'm concerned with, and Norsk Kylling lives up to my expectations.

With Norsk Kylling's value chain model, we as farmers and suppliers experience good predictability, considering the unique situation we've grown to live with in the past few years.

As a representative for the farmers in what we call the production board, I have the opportunity to influence our production and finances. I believe we've achieved a good collaboration in which we are taken seriously as farmers, and that our cooperation contributes to good solutions.

It's important to remember that the better us farmers are doing, the better our production becomes. This results in more, better products for Norsk Kylling. I find that Norsk Kylling is interested in giving us the best possible conditions, precisely because it's what's for the best of the value chain.

This cooperation and coordination sets the stage for development. With our value chain, we know how much we will earn, which makes it easier to assess our investments. Like many other farmers in the value chain, I've cut gas heating and switched to wood chip heating. The water-borne heat provides for a better climate in the farmhouse and makes me less dependent on gas prices.

This way, we can create a sustainable food product value chain with a smaller carbon footprint and better animal welfare, which allows for a larger volume of better products.

” Sondre Rikstad
Farmer, Norsk
Kylling



Linn and Sondre Rikstad
Farmers, Norsk Kylling



Norsk Kylling

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Norsk Kylling is a food production company located in Trøndelag. We operate a fully integrated value chain from eggs to shop shelves



Our products are sold under the brand Solvinge, which you can find in the refrigerated and frozen goods displays of your local REMA 1000 supermarket



Norsk Kylling AS is wholly owned by REMA 1000

Our chickens grow more slowly, live longer, and have better lives

New logo from May 2021

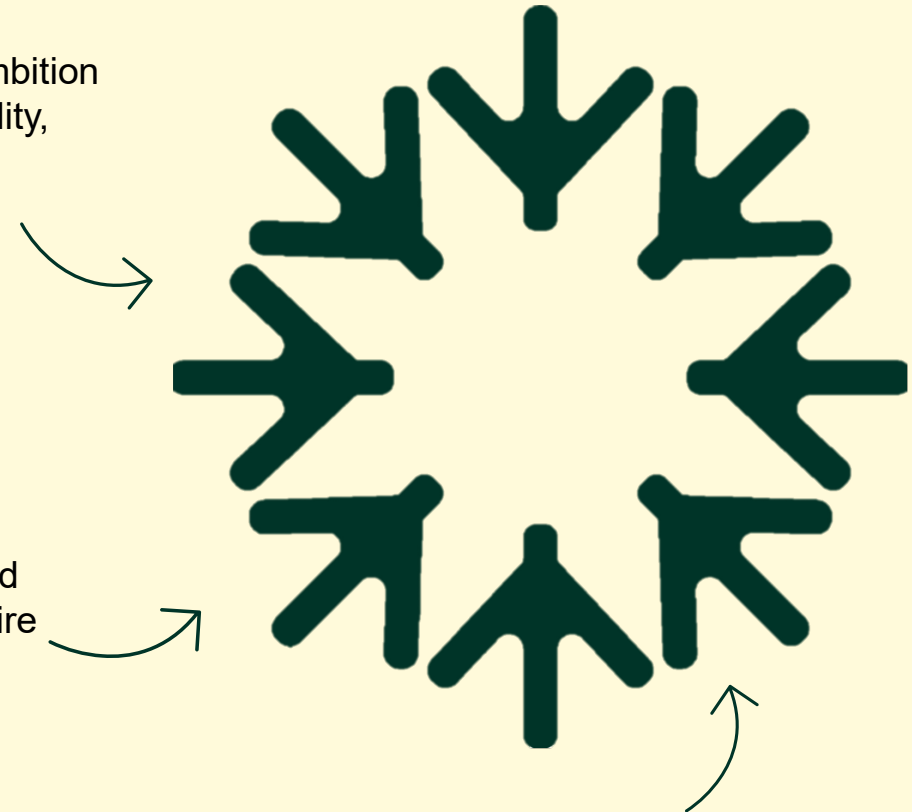
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The logo symbolises our vision of building the world's best food value chain for food production

The star highlights our ambition to lead, to take responsibility, and to be a role model

The tracks show the company's core, animals and animal welfare, and our desire to innovate and forge new paths.



The circular shape represents the company's emphasis on solutions in the circular economy and our fully integrated value chain, while also symbolising trust and unity.

Key figures



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136
farmers

325
employees

~27%
Market share
of chicken

1.24 billion
turnover

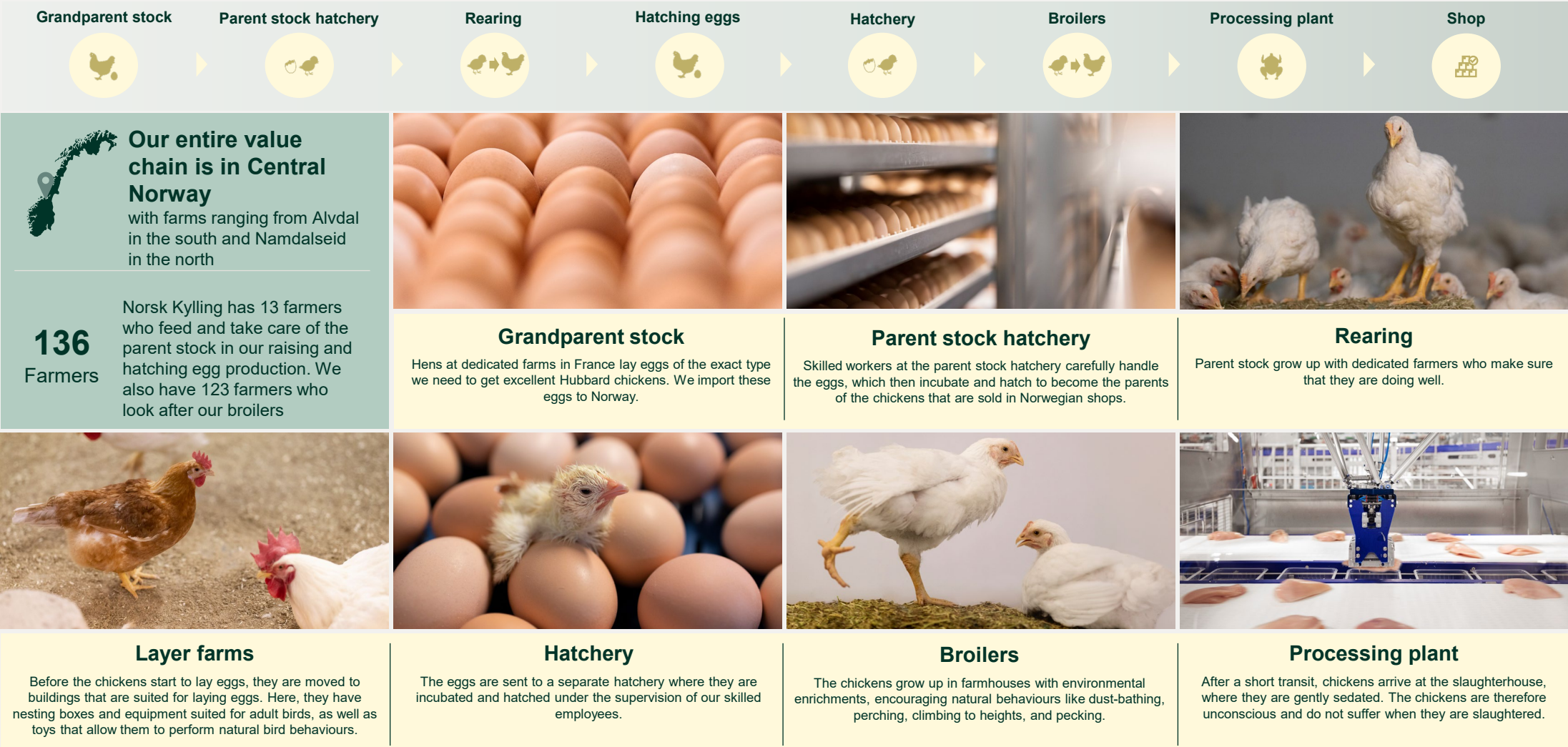
80 million
Dinners
(one 1700g chicken yields 6-7 portions)

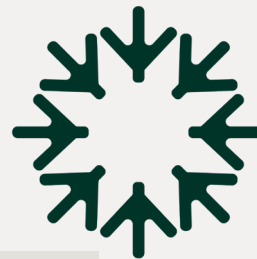


Our value chain

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Our products win awards

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In 2021, we won 4 medals at the Norwegian Meat Product Championship (NM i Kjøttprodukter), as well as the Rising Star Award (Årets Stjerneskudd) for our Taco Kit

Medals 2021



Good craftsmanship is needed to make good products. This is developed over time, and quality at every stage of the production is essential for a good result



Øyvind Andersen
Sausage-maker at Norsk Kylling



Results from the Norwegian Meat Product Awards (NM i Kjøttprodukter)

2020



Bronze for our Chicken Vienna Sausages in the sausage category

2019



Gold for our Chicken Fillet with Basil and Rosemary in the poultry deli meat category



Bronze for Natural Chicken Fillet, Beech-smoked Chicken Fillet, and Chicken Fillet with Peppers in the poultry deli meat category

2018



Gold for Craig's Spicy Hot Dog in the hot snack sausage category



Silver for our Chicken Vienna Sausages in the Vienna sausage category

2017



Silver for our Chicken Fillet with Peppers in the deli meat category



Bronze for our Natural Chicken Fillet and our Chicken Fillet with Basil and Rosemary in the deli meat category

2016



Bronze for our Chicken Vienna Sausages in the sausage category



Our base of responsibility

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Animal welfare



For us, animal welfare always comes first.

In order to achieve our vision of world-leading animal welfare, we changed our breed of chicken to a hybrid that grows more slowly and with naturally strong health, in 2018.

We continuously improve, and in 2021, we therefore began implementation of the international production standard ECC, in order to further improve animal welfare in our value chain. This way, chickens in our value chain are given more space and windows/light in the daylight spectrum.

The environment



We're building a green value chain that sets a new environmental standard for the food industry of the future.

We will cut the use of soy, reduce food wastage, use 100% recyclable packaging, renewable fuel, and protect biodiversity.

We work with specific initiatives that are directly linked to the reduction of our environmental impact.

Social responsibility



We emphasise the working environment, competency, well-being, and safety for our 325 employees in 11 different countries. We have pay and gender equality, as well as three active labour unions.

The farmers are our partners. Our responsibility is to ensure that the necessary standards and financial framework conditions for the farmer provide predictability and security.

This results in good cooperation, trust, and pride in the value chain.

Value management



We will set a new standard for responsible, efficient, and innovative production through a green value chain, thus ensuring that our customers get the highest quality products at the lowest prices in the market.

We think bigger than ourselves, and cooperate on a broad level to develop circular economy solutions.

We believe that responsible and ambitious development efforts are a prerequisite for sustainable growth. Transparency and openness are essential for us to achieve results.

Our base of responsibility contributes to the UN Global Goals.



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The UN's Global Goals make up the world's common to-do list to eradicate poverty, fight inequality, and stop climate change by 2030.

Each sustainable development goal is important, but there are some goals in particular where we can make a contribution.

3 GOD HELSE 	<ul style="list-style-type: none"> - Chicken is a lean, healthy product - We actively work to reduce the use of salt and additives 	10 MINDRE ULIKHET 	<ul style="list-style-type: none"> - We have employees from a broad range of professional backgrounds - We also strongly oppose discrimination of any kind, and contribute to inclusion
4 GOD UTDANNING 	<ul style="list-style-type: none"> - We contribute with training and expertise, including technical and professional fields that are relevant for employment, dignified work, and entrepreneurship 	11 BÆREKRAFTIGE BYER OG SAMFUNN 	<ul style="list-style-type: none"> - We're building an inclusive and diverse value chain that connects the city and the countryside with an emphasis on sustainability
5 LIKESTILLING MELLOM KJØNNENE 	<ul style="list-style-type: none"> - We strongly oppose all forms of gender-based discrimination - As an employer, we have an equal division between the genders in our management group and the organisation in general 	12 ANSVARLIG FORBRUK OG PRODUKSJON 	<ul style="list-style-type: none"> - The initiatives implemented with regard to energy production are based on renewable energy - Reducing food waste and plastic consumption - Utilising residual raw materials and recycling
7 REN ENERGI FOR ALLE 	<ul style="list-style-type: none"> - We will develop a value chain that only uses renewable energy, primarily self-produced or surplus energy 	13 STOPPE KLIMAENDRINGENE 	<ul style="list-style-type: none"> - We have started a number of initiatives to build a green value chain that sets a new environmental standard for the food industry of the future.
8 ANSTENDIG ARBEID OG ØKONOMISK VEKST 	<ul style="list-style-type: none"> - We contribute to improving economic productivity through technological progress and innovation - We place strict requirements on our suppliers with regard to working conditions and responsible operations 	14 LIVET I HAVET 	<ul style="list-style-type: none"> - We have implemented initiatives related to improved fertiliser management to, e.g., prevent run-off from being released to wetlands.
9 INNOVASJON OG INFRASTRUKTUR 	<ul style="list-style-type: none"> - We help reorganise the business community to make it more sustainable - We participate in innovation and research projects to ensure sustainable growth in our value chain 	15 LIV PÅ LAND 	<ul style="list-style-type: none"> - We actively work with measures to ensure biodiversity with regard to our value chain - We will compensate for the use of area in the form of protecting and restoring important nature areas



New facility contributes to increased competitive power and added value

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Production speed

We process four chickens per second at the new facility.



Automation

A high degree of automation has been selected for both production and control processes.



Process flow

The newly established processing plant has given us the ability to design an optimal process flow from scratch.



Quality and food safety

Optimised flow of goods and personnel. Smart energy management of buildings for the right temperature and quality.



Flexibility

Robust capacity allowing for increases in volume.



Added value



Value chain window and knowledge centre for sharing and presentation of Norwegian agriculture and food production



Energy efficiency and 100% renewable energy solutions



Transparency underpins everything we do

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Transparency, knowledge and skill sharing

We've developed a distinct and unique value chain with an emphasis on animal welfare and the farmer as a partner. We're proud of our achievements and are happy to share our results and experiences, and to present Norwegian food production and Norwegian agriculture. Our facility for visitors at Orkanger and the three farmhouses with facilities for visitors are concrete examples of this.

At Orkanger, we've built a visitors' centre with room for 250 guests. Here, school classes, cooperating partners, and others can learn about our sustainable and environmentally friendly value chain. We're proud of Norwegian agriculture and Norwegian food production, and we want to take responsibility and show the work that needs to be done.



Transparency and openness underpin everything we do. We present our entire value chain and share our skills and experiences

”

Kjell Stokbakken
CEO
of Norsk Kylling

Farmhouses with visitors' facilities provide insight into the daily life of the farmer



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The farmers in our value chain deliver world-leading animal welfare every day. It is important to us that everyone gets the opportunity to visit and see how the farmers work.

For this reason, we started a project to build farmhouses with visitors' facilities in cooperation with three farmers in 2020. The buildings were completed in 2021.

The farmhouses are built with visitors' areas where guests can visit, observe, and learn about chicken production.



We're proud of the concept and its development. Our concern for animal welfare and predictable finances makes this job more fun. We're happy to openly show what we do

”

Snorre and Tove Hellesvik
Visitor hosts and farmers
Norsk Kylling



In December 2021, we established the Sustainable Innovation department

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Responsible and sustainable development of the value chain

In recent years, Norsk Kylling has undertaken formidable change. We've taken a stance for animal welfare and responsibility, we lead sustainability efforts through a broad portfolio of green projects, and we've officially opened our climate-neutral processing plant in Orkanger.

In our efforts to create the world's best value chain for food production, many large and exciting challenges still lie ahead of us. We must cut down on food wastage and increase profitability. We must reduce our carbon footprint and protect biodiversity. By 2030, Norsk Kylling will be an climate-neutral company. We must think bigger than ourselves, and we will, because it's responsible, it's profitable, and because we as a food producer owe it to our consumers to find new, ever more responsible ways to produce food.

***We must think bigger
than ourselves, and we
will, because it's
responsible***

”

Hilde Talseth
Director of Sustainable Innovation
at Norsk Kylling





Awards and recognition

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Merete Forseth (Animal Welfare Director) and Norsk Kylling received the Responsibility Award (Ansvarsprisen) from REMA 1000 in 2018 for the efforts to introduce the chicken breed Hubbard, thus improving animal welfare in our value chain.



Norsk Kylling has received the **Renewable Award for October** from Energi Norge for the environmental solutions at our new Orkanger facility.

Norsk Kylling was positioned among the top 3 candidates for Næringslivets Klimapris 2020 (the Business Community's Climate Award 2020) for the development and construction of our new processing plant at Orkanger with its world-leading environmental solutions in the global food industry.



We received the Renewable Award for the opening of our new processing plant

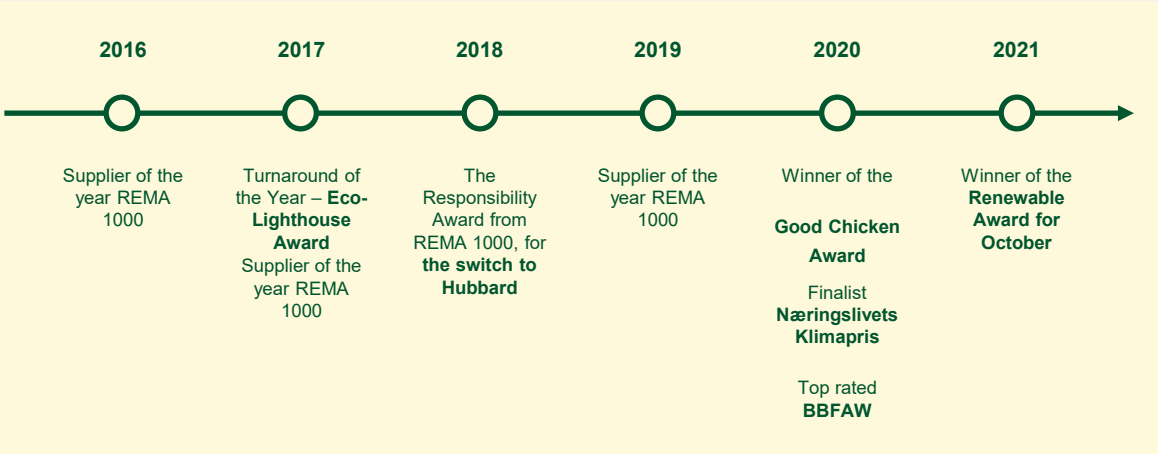


Norsk Kylling became Eco-Lighthouse certified for the first time in 2017, and was at the same time awarded the Eco-Lighthouse award for the **Turnaround of the Year (Årets Snuoperasjon)**, for our major efforts undertaken with an emphasis on pollution and emissions, the working environment, and HSE. In 2020, we were re-certified as an Eco-Lighthouse.



Top BBFAW score
In 2020, Norsk Kylling received the highest possible grade in the BBFAW (Business Benchmark on Farm Animal Welfare), an international ranking that measures the company's emphasis on and commitment to animal welfare.

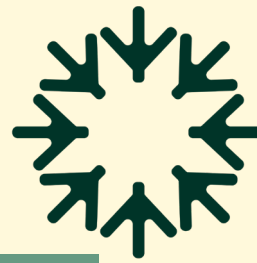
The **GOOD CHICKEN AWARD** is awarded by Compassion in World Farming, the world's leading interest group in agricultural animal welfare. The award is given for efforts to improve animal welfare in chicken production, such as the switch to a chicken breed that grows more slowly.



Animal welfare

at Norsk Kylling





The foundation for good animal welfare

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The five freedoms

- Freedom from hunger, thirst, and malnutrition
- Freedom from abnormal cold and heat
- Freedom from fear and stress
- Freedom from illness and injury
- Freedom to perform normal behaviour

*The Brambell Commission, 1965**

Norwegian legislation and best practices

“All animals have an inherent value regardless of their use value to humans”

The Animal Welfare Act, Section 3

The animal welfare programme for broilers was developed nationally by the industry, and is a framework for working systematically with documentation and improvement of animal welfare among livestock



We do more for animal welfare

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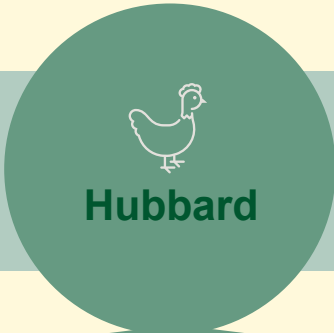
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Farmers

The farmer is responsible for the livestock from the time they arrive at the farmhouse until they are sent on to the next step in the value chain.

Norwegian farmers provide a high level of animal welfare. In our value chain, cooperation and coordination gives us a shared responsibility for ensuring that the farmers have the best conditions to deliver animal welfare in accordance with our vision.



Hubbard

Animal welfare for chickens revolves around how quickly the chickens grow, how much room they have, their bedding and flooring, and how exposed they are to illnesses and other issues. For this reason, the chicken breed is as important as its surroundings.

We are passionate about producing goods in a responsible manner, and good animal welfare is essential to this end.

For this reason, we switched to a new breed in 2018, Hubbard, which grows more slowly and lives longer. This means that we no longer use the conventional chicken that is usually produced in Norway.



ECC

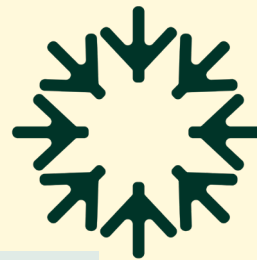
We have pledged to the European Chicken Commitment (ECC), which is a production standard supported by 36 animal welfare organisations. Among other things, it requires a breed of chicken that grows more slowly, more space in chicken farmhouses, environmental enrichment, and lighting in the daylight spectrum.



Technology and expertise

Our processing plant is built using new, world-leading technology to gently handle the chickens. We are expanding the value chain with new farmhouses to give our chickens more room, and our farmers are laying the foundation for the best animal welfare. We're building a new hatchery where chickens will be given access to food and water, the first of its kind in Norway.

We've developed mandatory courses for all farmers in our value chain and production standards.



Our chicken breed Hubbard vs. conventional chickens in Norway

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Hubbard

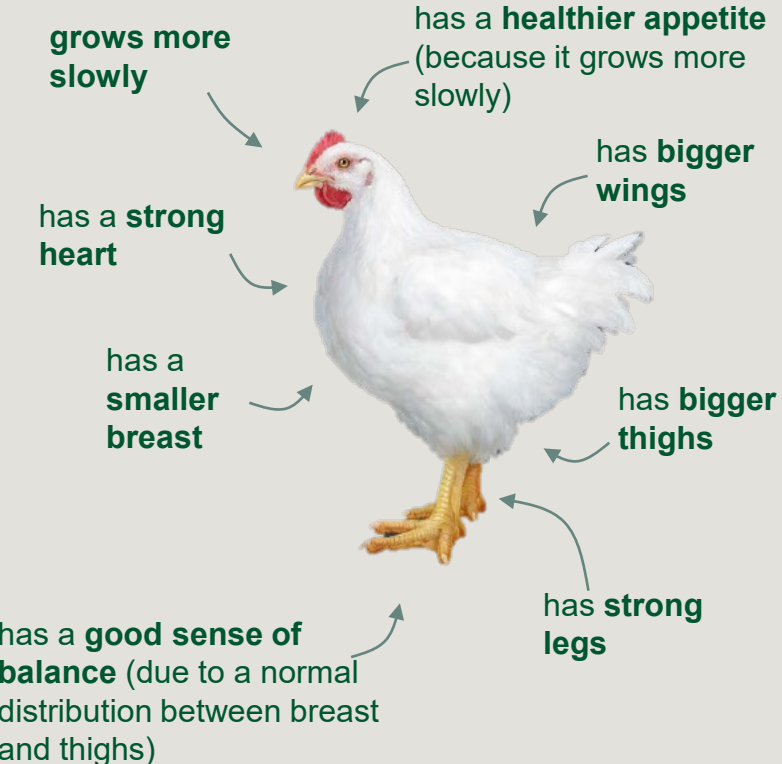
15%
Lower daily growth

41%
Longer lifespan

40%
Lower daily mortality*

67%
Lower transport mortality**

Hubbard is a chicken that gets a better life, because it:



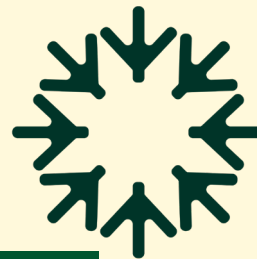
- For the bird, this means
- ✓ **A more active life**
 - ✓ **Naturally good health**
 - ✓ **A longer lifespan**



This is historical, a revolution in Norwegian agriculture, and for the consumer!

Switching to Hubbard is an important tool for improving animal welfare in Norwegian poultry production.

”
Live Kleveland,
Founder and
Communications
Director,
The Norwegian
Animal Protection
Alliance



For us, animal welfare always comes first

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Introduction	 The farmer	The level of the Norwegian poultry farmers is so good that our job is to give them the best possible conditions.
Animal welfare	 We have The right breed	A good chicken life depends on good genes. We must only keep chicken breeds that suit our animal welfare requirements.
The environment	 All our chickens have a Good environment	We place strict requirements on the environment and our handling of animals. This includes having the right lighting, heating, ventilation, and access to feed and water.
	 All our chickens have More space	Chickens need space to play and do their natural behaviour, and we therefore give the chickens more room to play around.
Social responsibility	 All our chickens have Environmental enrichment	To cover the many natural patterns of behaviour (such as pecking, dust-bathing, and climbing up to heights), we have introduced specially designed packs with environmental enrichment and toys.
	 We focus on Gentle transport	Transport may be a source of stress for the chickens, and good conditions are therefore important. Our chickens have extra space and shorter transport times.
	 We have High level of expertise in animal welfare	Knowledge and expertise regarding the animals' needs is essential for good animal welfare. We must therefore maintain a high level of expertise concerning animal welfare across every level of the value chain.

Animal welfare is fundamental to us as a food producer. We therefore have a responsibility to provide the best animal welfare and to always seek new measures to improve further

”

Tor Inge Lien
Upstream Production
Director
Norsk Kylling AS

This is Tor Inge, the director of our animal welfare department and one of 15 agriculturists, veterinarians, and production consultants who make sure our chickens are doing well

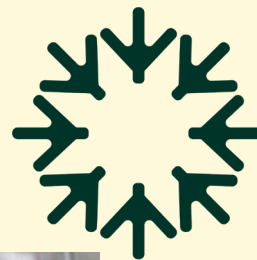


100%

of our farmers are part of our animal welfare programme



[Click here for our Animal Welfare Declaration, where we describe our approach to animal welfare, and commit to the concrete measures we view as being important.](#)



The farmers in our value chain provide the best animal welfare every day

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The farmer on animal welfare

I started working as a supplier for Norsk Kylling in 2005, and it's been an incredible journey over the years. A lot has happened, such as the introduction of environmental enrichments, the switch to Hubbard, and now farmhouses with daylight-spectrum lighting and more room for the chickens.

Being farmers is our lives and our livelihoods, and if we can't deliver on animal welfare, we can't operate. I always say that animal welfare takes the highest priority, because good animal welfare is what gives a good economy.

The initiatives we have implemented together have yielded results. In Hubbard, I see a hardy, healthy chicken with a bone structure suited to its weight. With the introduction of environmental enrichment, being a chicken and being a farmer have both gotten better, and it's good to see a chicken that's always fully active. In 2021, I built a new farmhouse with windows and daylight-spectrum lighting suited for the chicken. The windows have been a revolution, and I'm overjoyed that this was set as a requirement when I was building. In addition, I exclusively chose renewable energy solutions suited for a good indoor climate.

As a farmer, systems and good daily routines are important to me. The routines and guidelines that have been developed in cooperation between us farmers and Norsk Kylling work well precisely because of our cooperation and coordination. This ensures responsible production throughout the whole value chain.

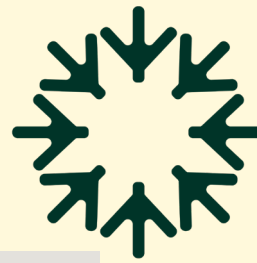
” **Rune Vang,**
farmer

There are many factors that affect the chicken's life at the farm:

✓ Environmental enrichments encourages natural behaviour	✓ Gentle treatment yields calm, safe chicken
✓ The right lighting yields an active chicken	✓ It is important that the chickens have dry, good flooring to walk on
✓ A good indoor climate yields better health	✓ The right amount of feed and water gives chickens energy



The work the farmer does is a prerequisite for good animal welfare



We take animal welfare another step forward and have committed to the ECC

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What is the ECC?*

The European Chicken Commitment (ECC) is a commitment supported by 36 European animal welfare organisations** and is intended to ensure good animal welfare

These are some of the requirements in the commitment:



With Hubbard in 2018, a chicken breed that grows more slowly



Environmental enrichment developed in cooperation with the Norwegian Animal Protection Alliance and Animalia



Third-party inspection to ensure ECC-compliant production



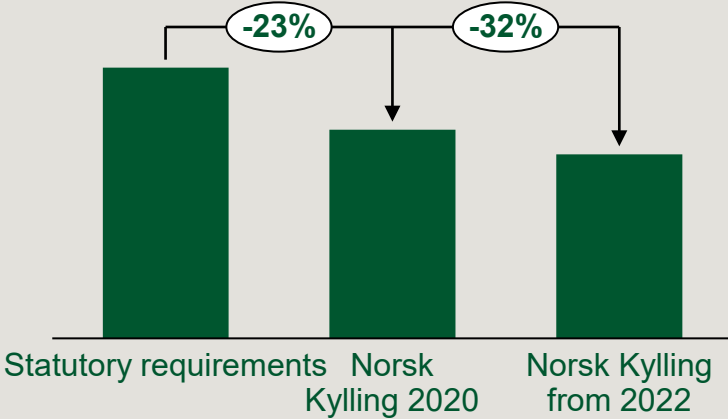
Windows / lighting in the daylight spectrum to be established in all farmhouses over the course of spring 2022



Lower density achieved by building 14 new, environmentally friendly farmhouses, to be completed in spring 2022

Density [chickens/sqm]

Because we care about animal welfare and our chickens doing well, we've given our chickens extra space. Chickens need plenty of space to have the "freedom to practise their natural behaviour".





Active chickens lead better lives

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Environmental enrichments includes toys and climbing frames that allow the chickens their natural behaviour

All our poultry have a **specially customised pack of environmental enrichments** that are developed in cooperation with the Norwegian Animal Protection Alliance and Animalia. The pack consists of a combination of hay bales, pecking blocks, peat baths, perches, and platforms.



Hay bales

Popular climbing fixtures that can also be pecked on, used for shelter, or nibbled at



Pecking stones

Covers the poultry's natural need to peck, in addition to providing essential nutrients



Dust baths

A kind of bathtub filled with peat or bedding that is used for dust-bathing. Some birds choose to just sit on the edge



Perching opportunities

The birds relax properly when they can sit on an edge or loom over the rest of the flock a little



Platforms

Large platforms give the birds the opportunity to get high up and look down over the flock, or seek shelter underneath them



Responsible process at the hatchery and processing plant

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At the hatcheries, we focus on:



Lighting

Rooms with live chickens have daylight-spectrum lighting.



Climate and hygiene

An optimal climate and good hygiene are highly important for newly hatched chicks.



Humane sedation

Ill and injured chickens are immediately sedated and euthanised on hatching days. The sedation is done humanely with the use of CO₂ gas.

At the processing plant, we focus on:



Lighting

We use a blue light at the processing plant as this has a calming effect on the chickens.



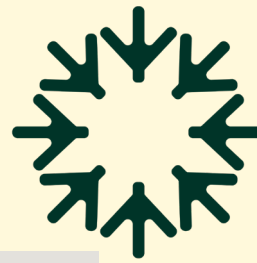
Minimal handling

To avoid making the animals stressed, letting them stay calm as much as possible. The chickens stay in the same transport cage from the time they travel from the farmhouse to when they are sedated.



Humane sedation

We are the first ones in Norway to use a sedation system that sedates the chickens directly in their transport cages. This allows us to avoid handling the chickens before sedation, which is viewed as clearly being the most humane method of sedation. All chickens are sedated before they are euthanised, and everyone who works with live chickens at the processing plant goes through specially customised training and must pass an exam.



We're further strengthening our animal welfare by building a new hatchery

Responsibility Report 2021 | Norsk Kylling

In 2021, we decided to build a new hatchery. We have ambitious goals and animal welfare is our top priority in every decision we make for our new hatchery.



Technology

Market-leading technology that makes an optimal climate for the chickens and reduces stress.



Feed and water

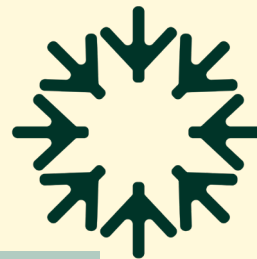
In the new hatchery, the chickens will have access to food and water from the time they are hatched. This is the first hatchery in Norway to feature this solution.



Animal welfare in focus

We are concerned with making sure our chickens hatch in a calm and comfortable environment. All solutions are therefore selected with care to ensure the best possible animal welfare.

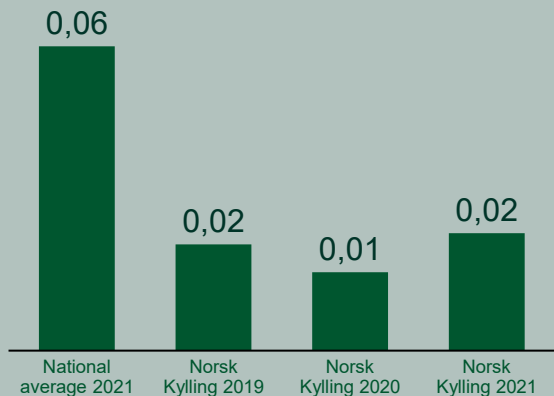
The new hatchery is being built at Støren, on the premises of our former slaughterhouse and processing facility.



Responsible transportation is important for maintaining good animal welfare

Responsibility Report 2021 | Norsk Kylling

Mortality under transport [%]:



Close and tightly knit cooperation with our transportation partner is essential for ensuring good animal welfare during transport

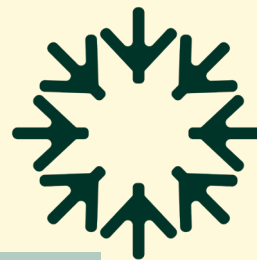
” Thomas Haltland,
Director of Logistics,
Norsk Kylling AS



This is Morten Gildset, Gunvor Gildset and Per Arvid Gildset. Per Arvid is the head of our cooperating partner Gildset Transport

Before and during transport, we focus on:

	Gentle handling	We have a major emphasis on gentle handling. Everyone who is involved in moving the chickens to the transport cages has completed a practical and theoretical course.
	Plenty of space	Our chickens have 19% more space during transport than is required by law.
	Short travel	Our upper limit for transport time is three times stricter than the regulatory requirement. None of our chicken farmers live more than four hours away from the slaughterhouse.
	Climate	In order to give the chickens the best possible travel, we focus on keeping the right temperature and air quality during transport.



Our animal welfare department

Responsibility Report 2021 | Norsk Kylling

- Introduction
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- Social responsibility



The most important thing for us is to maintain a good dialogue with all the farmers, so that we can take preventive measures to promote the health and well-being of our livestock. We make regular visits to all our farmers and are available when needed

” Miriam Bø Garner,
Director of Broiler Unit,
Norsk Kylling AS



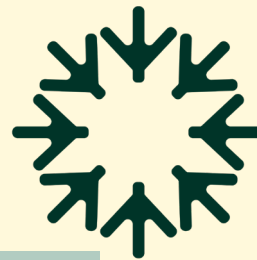
Close follow-up

Our animal welfare team keeps in touch with our farmers daily. Everyone receives at least two annual visits with reviews of the flock and the farm.



Routines and guidelines

We have developed our own guidelines for technical equipment and their use in the farmhouse. We place strict requirements on the environment for the chickens with regard to temperature, humidity, and air quality.



We continuously work towards increased expertise

Responsibility Report 2021 | Norsk Kylling

Good animal welfare isn't possible without expertise and knowledge regarding the animals' needs. Our Chicken School is mandatory for everyone who handles chickens in our value chain.

The Chicken School started in 2018, and over the course of 2019, all our producers had gone through its first part. In 2021, we opened new training premises at Orkanger and in the display farmhouses

Courses for all!

Everyone who is involved in our value chain must complete relevant course modules

Did you know...

That research shows that the farmer's daily care in the farmhouse is a key factor for good animal welfare

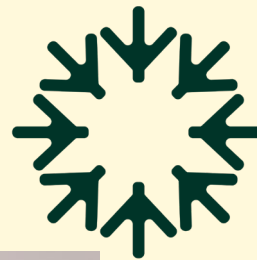


What is the Chicken School (Kyllingskolen)?

Norsk Kylling's own educational programme for raising the level of expertise throughout the whole value chain. The programme is a supplement to the animal welfare programme and national requirements, and is mandatory for all farmers and others who handle the poultry.

Topics we cover:

- The chicken's needs
- The chicken's health
- Feeding
- Lighting
- Climate control
- Flooring
- Environmental enrichment
- Picking
- Transport
- Handling



We're strengthening our expertise in animal welfare, Merete is pursuing a doctorate

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Goals and intentions

Merete's doctorate focuses on open monitoring and assessment of animal welfare among more slowly growing chickens. The goal is to find transparent and reliable methods for monitoring and documenting animal welfare.



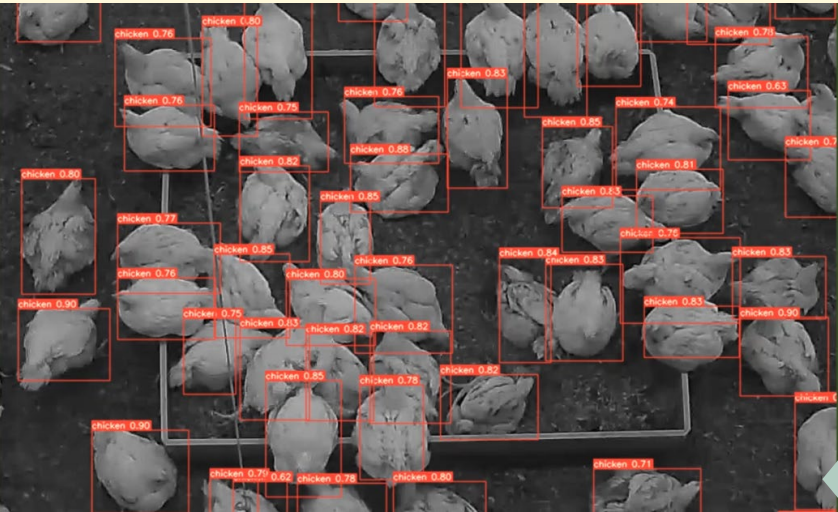
Expanded emphasis on animal welfare

Norsk Kylling seeks to expand its emphasis on animal welfare by continuously measuring positive welfare indicators such as running and playing throughout the chicken's life. This way, we can work even more efficiently by adapting the coops for the chickens' behaviour and further improving animal welfare in the value chain.



Dissertation

Merete started her doctorate in March 2021 and will complete it in March 2024. Her dissertation is titled "Bwell – assessment of Broiler Welfare in a medium-slow growing hybrid".



The camera technology recognises the behaviour of each individual chicken, such as running and playing.



Merete Forseth
Animal Welfare Director, Norsk Kylling
Ph.D. candidate at the Norwegian University of Life Sciences (NMBU)



We conduct an annual review of animal welfare in our value chain

Responsibility Report 2021 | Norsk Kylling

Our goal is to achieve the **top mark, A**, for our ethical accounts at our processing plant and our two hatcheries



What are ethical accounts?

Ethical accounts are a comprehensive survey of factors that may affect animal welfare at the hatchery, in the coop, during transport, and at the processing plant. The accounts are completed with a written report that the company can use in their efforts to improve conditions.

In Norway, the industry organisation Animalia audits such ethical accounts



A

Processing plant,
Ethical account
2020*

A

Parent stock
hatchery,
Ethical account
2021

B

Broiler hatchery,
Ethical account
2021

***We're good, but we're
always working be better***



Merete Forseth
Animal Welfare
Director
Norsk Kylling



The environment

at Norsk Kylling

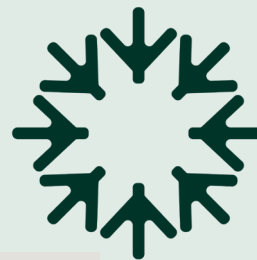
Our ambition

Responsibility Report 2021 | Norsk Kylling



We're building a green value chain that sets a new environmental standard for the food industry of the future





We keep annual climate accounts

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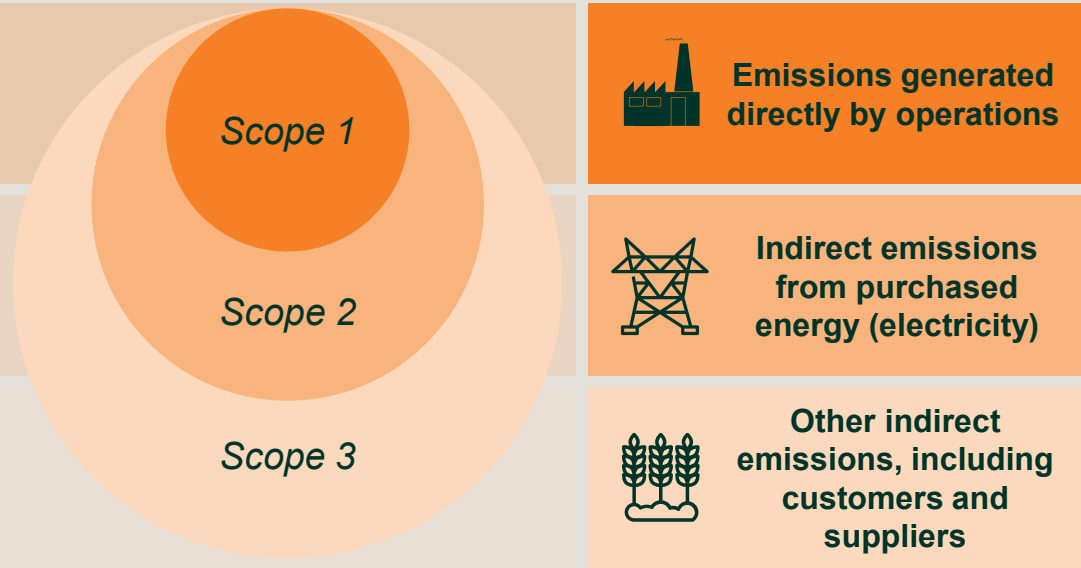
We use climate reporting that covers the whole value chain, including “scope 3”, which refers to indirect emissions related to our customers and suppliers. We measure all factors that affect our carbon footprint



Climate reporting is important to us because:

1. It contributes to transparency
2. It forms the basis for making decisions in connection with climate measures

We not only measure our own emissions, but also emissions linked to the goods and services we buy



We keep annual climate accounts!

Climate accounts are accounts for a company's direct and indirect emission of gases that may lead to an increased greenhouse gas effect. For the sake of comparison, all emissions are converted to CO₂ equivalents (CO₂e).

We group our emissions sources by:

- Stationary combustion
- Transport and travel activity
- Electricity
- Waste management
- Chicken feed
- Packaging
- Water consumption



Our carbon footprint

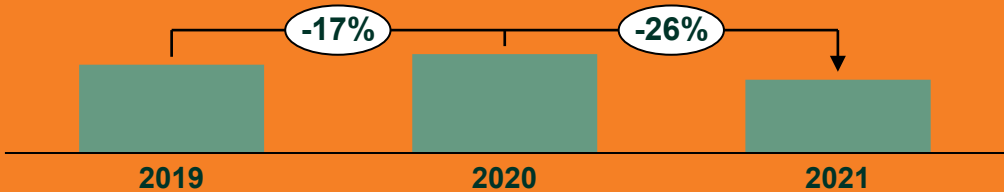
Responsibility Report 2021 | Norsk Kylling

Emissions per Scope for Norsk Kylling

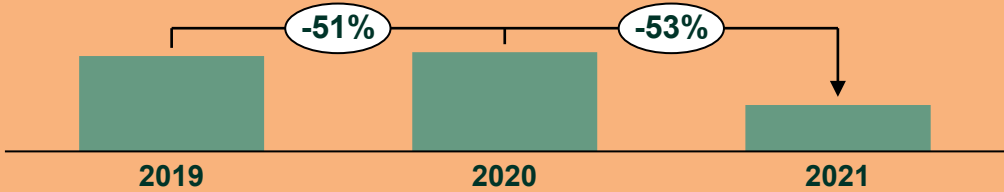
Scope	Category	Emissions [tCO ₂ e]	Share of emissions
Scope 1: Emissions generated directly by operations.	Stationary combustion	1615	2.8%
	Transport	21	0.04%
	Coolants	575	1.0%
Scope 2: Indirect emissions from purchased energy.	Electricity	152	0.27%
	Remote heating	188	0.33%
Scope 3: Other indirect emissions, including customers and suppliers.	Downstream transport and distribution	291	0.51%
	Waste	197	0.34%
	Fuel and energy-related activities	280	0.49%
	Service travel	10	0.02%
	Chicken feed	49,642	86.7%
	Water consumption	273	0.48%
	Packaging	2,712	4.73%
	Upstream transport and distribution	970	1.69%
	Recycling of sold products	366	0.64%

Emissions from Norsk Kylling after the switch to a more slowly growing chicken breed

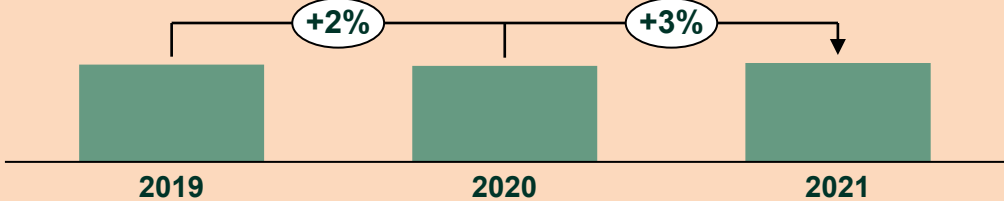
Emissions Scope 1 [kg CO₂ / kg chicken]



Emissions Scope 2 [kg CO₂ / kg chicken]*



Emissions Scope 3 [kg CO₂ / kg chicken]





We've completed a lifecycle analysis of our entire value chain

Responsibility Report 2021 | Norsk Kylling

Our initiatives shall have a positive impact on the carbon footprint of our entire value chain. In addition to our annual climate reporting, we therefore go further in our efforts to ensure that the measures have a documentable, positive impact on the climate.

The analysis is completed in cooperation with Asplan Viak and is externally audited by NIBIO.

The data is based on figures for Norsk Kylling's production in 2020 and relevant climate databases*.

The analysis estimates our carbon footprint and registers our consumption of fresh water and use of area, with a primary focus on greenhouse gas emissions.



The analysis is completed for chicken products from the production of eggs to parent stock production, and up to when the products are delivered to the retailer, in other words, our entire value chain or what is called a “cradle to gate” analysis.



Better animal welfare with no increased carbon footprint

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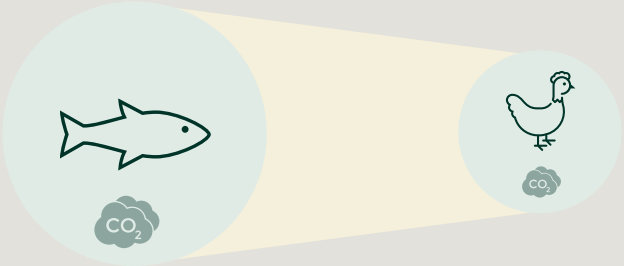
The results of the lifecycle analysis completed in 2021 shows that the carbon footprint for raw chicken products produced by Norsk Kylling in 2020 was 4.1 CO₂ equivalents per kg.

Our chickens have a lower carbon footprint than salmon

Our products have 51% lower emissions than salmon when compared with the same interface.

Norwegian farmed Atlantic salmon

Norsk Kylling



The comparison is done using the following methodology (kgCO₂e / kg boneless meat): Per edible product, mass allocation with the assumption that by-products are not used, comparison upon slaughter, use of area is not included, feed micro-ingredients not included.

The analysis shows changes that occurred as a result of our switch to a chicken breed that grows more slowly



Changes to feed consumption at the broiler level and altered feed composition



Reduced mortality after changing chicken breed

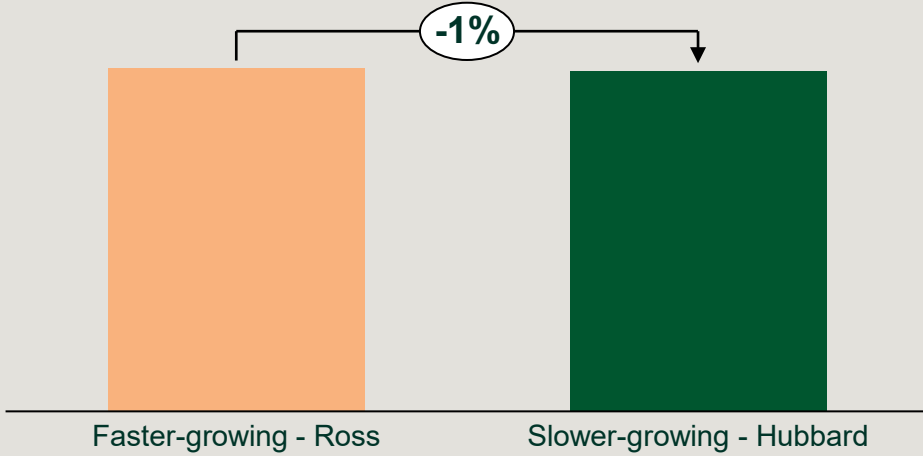


Reduced transport needs as a result of the new chicken breed's increased weight



Lower feed consumption in rearing and layer farm production

Carbon footprint for chicken breeds produced by Norsk Kylling*



*The analysis shows that 82% of the emissions from our raw chicken products are related to the feed the chickens eat. The shares and raw ingredient origins are retrieved from two different feed suppliers. The carbon footprint is taken from Agrifootprint (version 5.0) and Agribalyse, for areas where Agrifootprint does not offer suitable data.

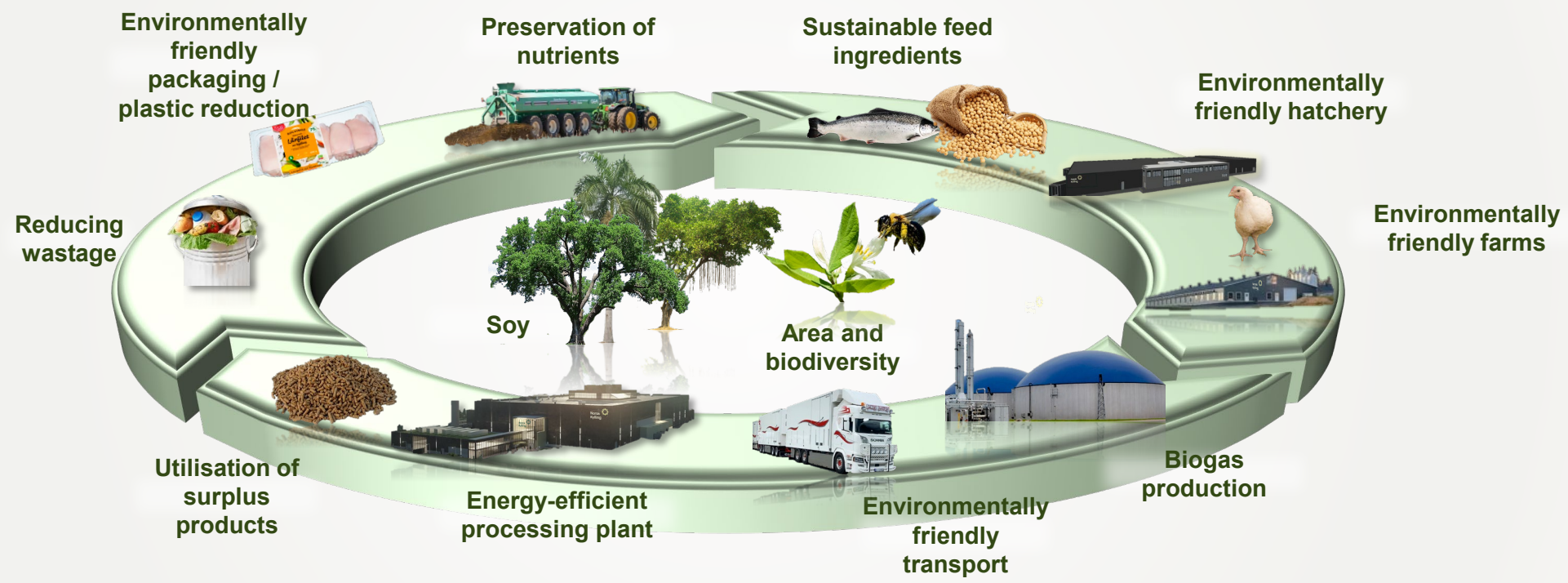


We have implemented initiatives in every part of the value chain

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We actively work at every level of our value chain to find new, innovative, and sustainable environmental solutions. Through a cooperative, circular mindset and close interplay with competent and passionate individuals within and beyond our own organisation, we've succeeded in establishing several promising and measurable sustainability projects

” Kjell Stokbakken,
CEO
Norsk Kylling








We've set concrete, quantifiable targets

Responsibility Report 2021 | Norsk Kylling









Emissions targets for 2025 and 2030*

Annual development in reduction of emissions		 Scope 1	 Scope 2	 Scope 1+2	 Scope 3	 Total
2025	Change to emissions	1 -100%	+30%	-70%	15%	-20%
	Change to emissions per unit	-100%	2 +17%	-73%	23%	28%
2030	Change to emissions	-100%	0%	-80%	30%	3 -35%
	Change to emissions per unit	-100%	-24%	-85%	-47%	-51%

1 The processing plant will be 100% climate-neutral as early as 2021

2 Scope 2 emissions will increase at first, as fossil fuels are replaced by electricity. The net impact of Scope 1 and 2 provide a major reduction

3 Overall, our chicken will be **51% more climate-friendly** to eat in 2030*

Environmental targets		2025	2030
	Soy proportion of feed (kg soy/kg feed)	9%	0%
	Plastic intensity (gram/kg chicken sold)*	-50%	-70%
	Estimated area intensity (m ² /t chicken)*	-20%	-30%
	Proportion of recycled plastic (%)	50%	100%
	Food waste (% of chicken)*	-50%	-75%
	Compensated area use (%)	50%	100%



We will stop using soy by 2030

Responsibility Report 2021 | Norsk Kylling

Why are we cutting soy?

It's important to us that our decisions take a complete view and are based in facts. In addition to our annual climate reporting, we therefore conducted a lifecycle analysis of our entire value chain in 2021. All sustainability goals we initiate must have a documentable impact and help us achieve our goals.

Our climate reporting shows that about 80% of the carbon footprint of our value chain comes from the feed for our chickens. In addition to the carbon footprint of the feed, we will need more food in the future. The UN has concluded that we will need 70% more food in 2050 due to population growth*.

Although all the soy in our value chain is 100% traceable and deforestation-free, we see a need to innovate. The demand for new raw protein ingredients will increase going forward, and we will have to set ambitious goals to contribute as much as we can. For this reason, we actively strive to find short-travelled, sustainable feed ingredients with an emphasis on building up circular solutions that contribute to increased national value creation.



“Food security exists when all people, at all times, have physical, social and economic access to sufficient, safe and nutritious food to meet dietary needs for a productive and healthy life.”

- The UN's definition of food security





We actively strive to add sustainable ingredients in our feed

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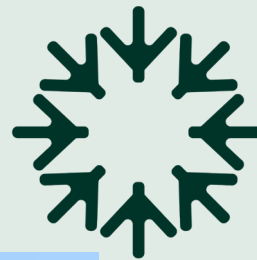
Our ambition to gain new raw ingredients matches the sustainability goals

	Maintain good animal welfare		
	Contribute to good public health		
	Protect the rainforest		
	Reduce the use of human food		
	Increase the use of local raw ingredients		
	Support local associated farmers		
	Compete on price and quality		

In 2021, we went from a development phase to a testing phase in several of our projects

Ingredients	Local	Area	Animal welfare	Public health
We will likely need more ingredients to achieve our goal of using soy-free feed. In 2021, we have tested new ingredients and are working with multiple research and development projects.	We are working on the development of ingredients that can be produced locally, ideally near us. The goal is to contribute to the establishment of circular and local value chains.	The ingredients must have a minor impact on the land area. We seek circular production methods with low area intensity and a minor carbon footprint.	We seek ingredients that further improve our animal welfare. Veterinarians contribute to research design and follow-up, and we perform analyses to improve animal welfare parameters.	Our goal is to use ingredients that will not go directly into human consumption. New ingredients can also have properties that result in even healthier chicken meat.





Flower fields to preserve biodiversity in Central Norway

Responsibility Report 2021 | Norsk Kylling

Project for strengthened biodiversity in Central Norway



Cooperation with farmers, NIBIO, and Felleskjøpet

In 2021, 16 of the farmers in our value chain planted flower fields around their grain fields to give pollinating insects better places to live in Central Norway



15 football fields of flowers

We planted 10 square kilometres of flower fields around the processing plant. Each farmer also planted about 6 square kilometres of flower fields

Pollinating bees are crucial for sustainable food production. This project is a key step in these efforts.

”

Annette Bär, NIBIO
researcher, Dr. rer. nat. landscape
ecology



Jeg
inneholder
fremtidig
liv.



Norsk
Kylling

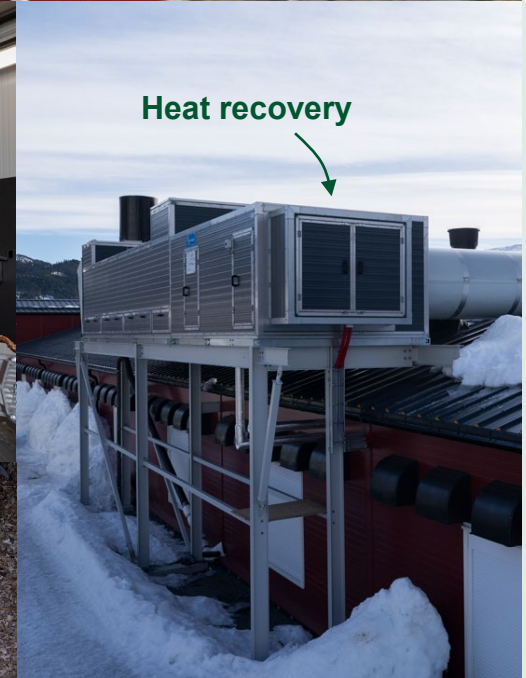


Along with our farmers, we are switching to renewable and energy-saving solutions

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This means that even though we are increasing our farmhouse area by 28%, we're reducing our carbon footprint for heating by 21%. This equals 1400 tons of CO2 per year.

Several of the farmers have installed renewable energy sources such as solar cells and wood chip heating. They are also reducing energy needs through the use of heat recovery.





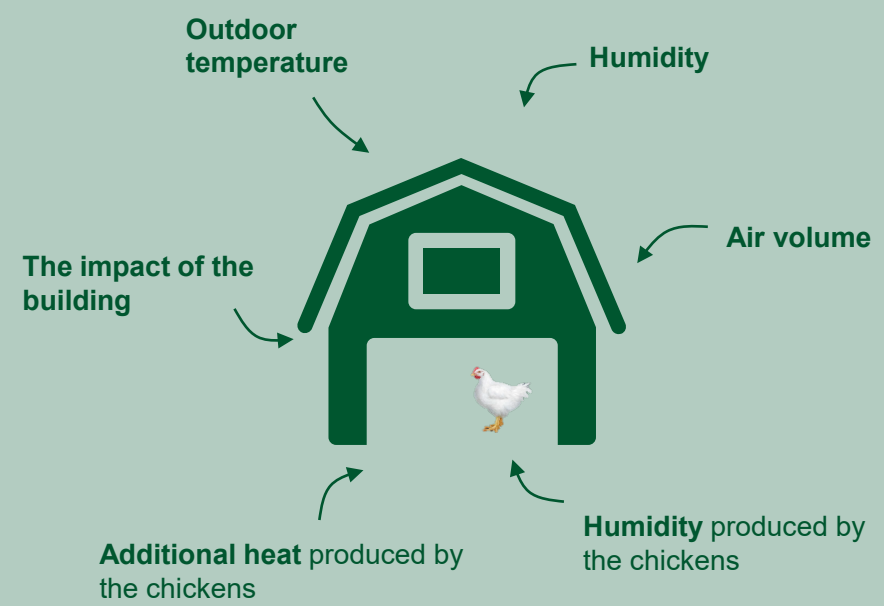
We're developing predictable and environmentally friendly operations alongside the farmer

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In 2021, we began a measurement project* in cooperation with the farmers. We will find more renewable and energy-efficient solutions

To find the best initiatives, we measure all parameters



How we work



Heat recovery

Good air quality is essential for good animal welfare in a chicken farmhouse, it is therefore important to have the right air volume and the right temperature. Ever more of our farmers have now installed heat recovery units to recover 50-70% of heat from the air.



Measurement and management

Skilled farmers control their buildings using multiple production parameters, such as the amount and the uniformity of ventilation. We wish to improve and develop management systems that will allow us to optimise farmhouse management for energy consumption and animal welfare.



Renewable energy

Innovative and pioneering farmers have ensured that we've already considerably increased our share of green energy solutions in recent years. With our measurement project, we will find more renewable options that also ensure the farmer's economy through predictable and environmentally friendly operations.

*Cooperation with Glitre Energi, which installs measuring devices in farmers' farmhouse

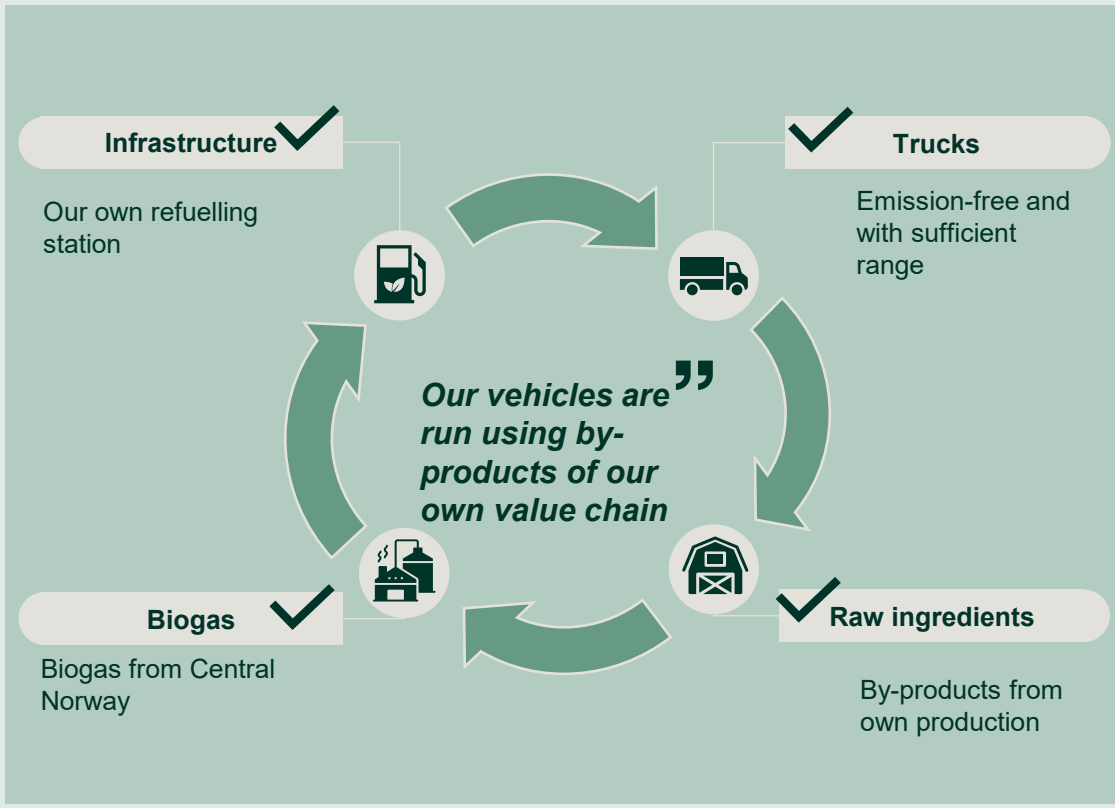


Environmentally friendly transport shall cut transport emissions

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We've developed a circular economy solution to introduce the use of biogas



In 2020, our Enova application for biogas trucks was granted **ENOVA**



In 2021, we ordered three new trucks that run on biogas

Three new biogas vehicles will be used to transport eggs and chickens in our value chain in 2022. With biogas as a fuel and battery solution for heating the storage room, our vehicles use 100% renewable energy!

This is the path forward for environmentally friendly transport

- In 2022, we're receiving three biogas vehicles. We are replacing diesel in several light trucks with biogas, made from by-products in our own value chain
- In 2021, we put to use seven top-of-the-line modern trucks that release 77-80% less NOx. This equals an annual reduction of 630 tons of CO2!
- Swapping out all vehicles in association with NKH's activities with emission-free vehicles
- In 2021, we started a pre-project in cooperation with NTNU to find the best way to process chicken waste for biogas production







Our new facility sets a new environmental standard for global food production

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Zero emissions

Compared to our old processing plant, greenhouse gas emissions are cut by 100%

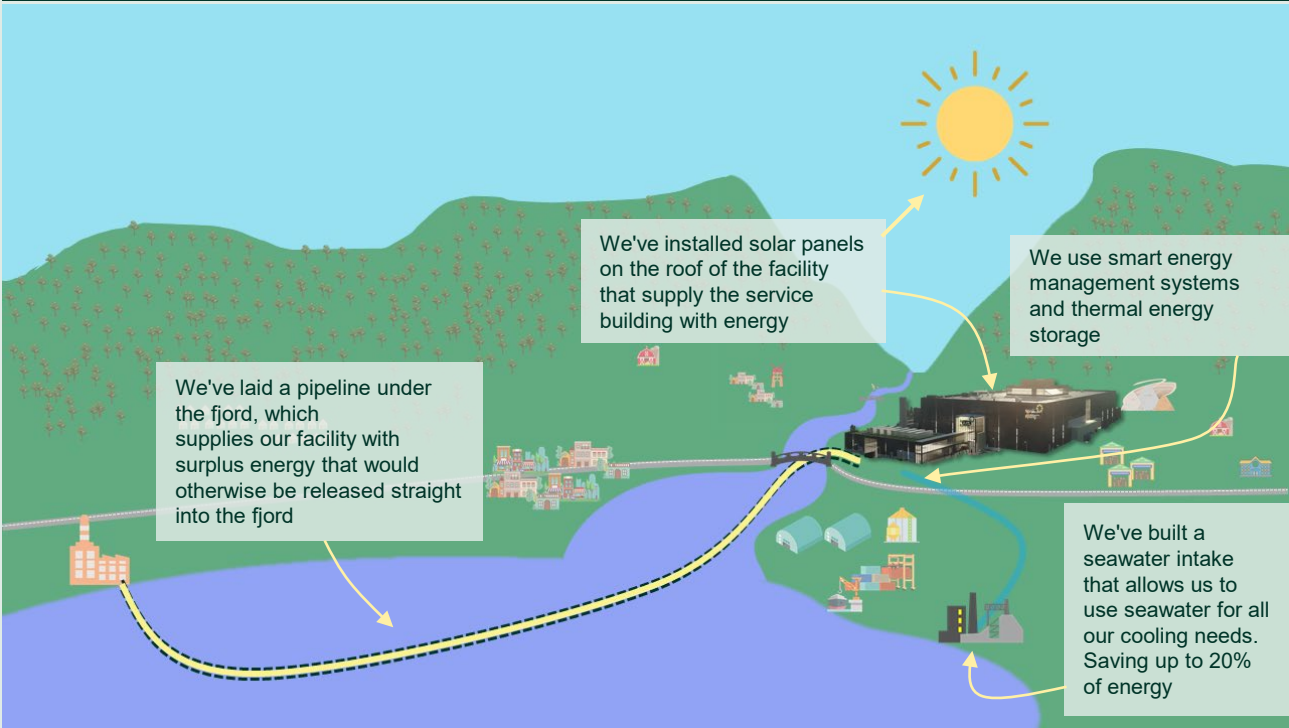
-  • Waste energy from adjacent industry
-  • Electrification and solar cells
-  • Innovative energy storage solutions
-  • Seawater cooling and smart management

The solutions are developed in cooperation with partners who have heavy industrial expertise



Kunnskap for en bedre verden

Circular economy in practice



The energy concept - thinking bigger than ourselves

The concept for sharing our renewable energy with nearby industries



Continuous emphasis on finding better packaging solutions

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Environmentally friendly packaging

By 2030, 100% of our plastic packaging will be made from recycled materials. We will do this without having it affect quality, food safety, nor the risk of increased food wastage.

Reduced plastic consumption 2021

32,000 kg

reduction in annual plastic consumption

In 2021, we began our transition to recycled materials

The plastic material we use is called PET. This is the same material used for recycled mineral water bottles in Norway. The material is made from recycled plastic and can be further recycled after use.



In 2021, 35% of the plastics in our packaging was made from recycled materials.



Since 2019, we've made the Plastics Promise each year

The Plastics Promise was launched by Green Dot Norway, and through it, we are obligated to increase our use of recycled plastics, reduce unnecessary plastics consumption, and design for recycling.



We reduce food wastage

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We've signed onto agreements to reduce food wastage, in which the authorities and food industry stakeholders are obligated to halve food wastage in Norway by 2030, in accordance with the UN Global Goals.



Food wastage is one of Norway's biggest eco-challenges

We contribute to Food Banks Norway with surplus food from our production. In 2021, we donated 25 pallets, or 5700 kilograms of food. This provided Food Banks Norway with 11,500 meals

We reduce food wastage for the consumer and in our own value chain:

✓ **Effective packaging solutions** can extend the shelf life of our products.

✓ **Appropriate packaging sizes** make it easier for consumers to reduce their own food wastage.

✓ **In 2021 we sold approximately 2.8 million products** in packaging suited for smaller households.

Throw away less with Keep-it



In collaboration with the company Keep-it, REMA 1000 has introduced a shelf life indicator that is placed on the pack when the food product is made. As an integrated part of REMA 1000, Norsk Kylling was the first to use this key measure for reduced food wastage.



Keep-it on natural Solvinge products help the consumer assess shelf life. Uncertainty concerning date marking is the most common reason we throw away food.



Picture: REMA



Did you know...
Roughly 450,000 tons of fully edible food is thrown away in Norway each year



We take care of every resource in our value chain

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We use every part of the chicken

Surplus products are remaining products from production that do not end up at the dinner table, such as bones, entrails, blood, and feathers.

16,800

Tons of surplus product

was used in the production of pet food in 2021

685

Tons of surplus product

was used for energy production 2021



Social responsibility

at Norsk Kylling





People at Norsk Kylling

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We have 325 employees at Norsk Kylling



with broad expertise from 20 different expert fields



and from 11 different countries





This is what social responsibility means to us

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Health, safety, and the environment



The farmer as our partner



Skill development



Safe, healthy food



Local responsibility



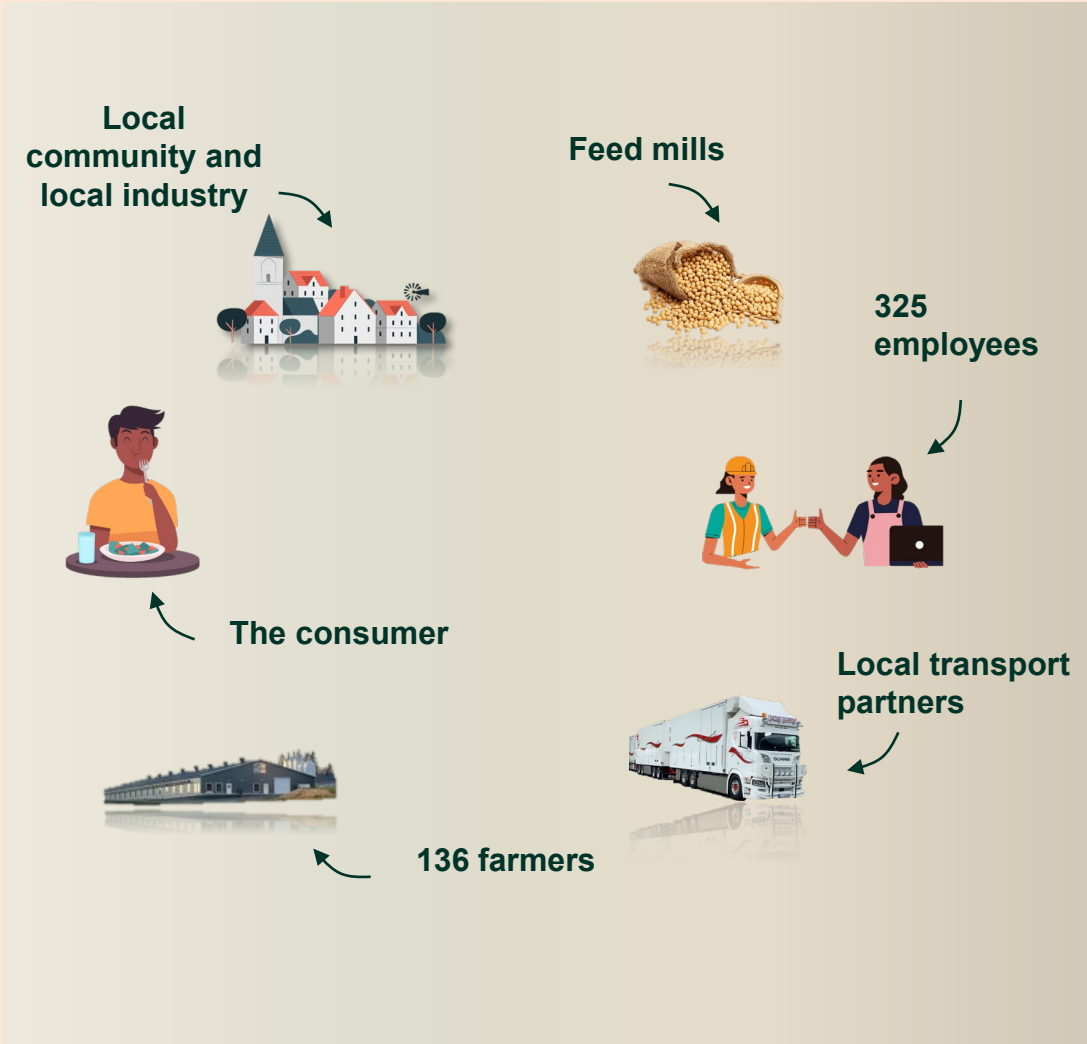
Norsk Kylling shall be a workplace that promotes health and development for everyone who works here



Openness and transparency to the customer and to society

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Transparency in everything we do

Our customers, employees, and cooperating partners must trust that we are acting responsibly.

In our agreements, we have ethical guidelines that will ensure dignified working conditions and that everyone associated with our value chain operates with respect for human rights.

We will operate ethical commerce and take responsibility for our entire value chain.





Transparency throughout the entire value chain

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We promote exchange of knowledge

We have an auditorium with room for 250 visitors. We welcome everyone from kindergartens to different expert communities to provide more insight and knowledge surrounding chicken production.



We've built 3 farmhouses with facilities where we receive visitors to show how our chickens are doing. Here, visitors can get a complete look into the chicken coop.



We have a visitors' centre at our processing plant that is set up to allow visitors to visit and gain an understanding of our value chain.



Well-being at our workplace

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Our shared workplace – our shared responsibility

”

Gøril Kvernmo
Organisational Director,
Norsk Kylling



This is what a good workplace means to us



The opportunity to develop
and build expertise
alongside the company



A safe and
responsible workplace



Nobody shall be
discriminated against or
treated differently



An inclusive workplace
where everyone can speak
openly
with each other



Health, safety, and the environment

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The working environment is the foundation of our business. We systematically work to ensure that HSE is upheld.



Our hatcheries are celebrating **6 years** with no injuries causing absence

The occupational health service is our most important cooperating partner for our HSE efforts



We cooperate with Akan to prevent and handle issues related to addiction



How we work



We encourage the reporting of non-conformities to both ensure continuous improvement and to avoid undesired incidents



We perform regular safety inspections and an active safety organisation with 16 safety representations



We shall facilitate a good partnership between the company and employee representatives. Our cooperation shall be characterised by trust, transparency, and participation



The working environment is the foundation of our business

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We have fixed cooperation meetings between employee representatives, senior safety representatives, and management

We encourage all employees to organise and facilitate a good partnership marked by:

The safety organisation



Active safety organisation with 16 safety representatives with regular safety inspections in their areas of responsibility



Trust



Transparency



Participation

The Working Environment Committee

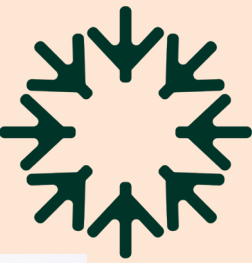


Ensures that all departments are active in working environment issues and that all employees are taken care of



We have a company sports team that arranges various activities and trips for our employees





The farmer is our partner

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Conditions

Predictability

Our agreements, our economic model, and our form of partnership with the farmer provides for predictability in operations and finances at every stage

Standards

We've developed standards alongside the farmer that ensure equality of conditions and practice across all of the farmers associated with us

Security

We focus on giving the farmer pride and security in financial, operational, and animal welfare terms

Cooperation

We value the farmer's knowledge and passion. We work with a high degree of communication and participation in every decision



The farmers are the foundation of our value chain



Ensuring good animal welfare



Taking responsibility for the green transition



Ensuring safe, Norwegian food



We're proud of the results we achieve together



Equal opportunities

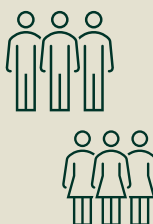
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We oppose all forms of discrimination. Norsk Kylling recruits independently of background, ethnicity, or orientation, and our goal is to have an equal gender distribution in our organisation



Kjell Stokbakken
CEO, Norsk Kylling



The executive management group consists of 3 women and 3 men

Our gender distribution is more equal than **the industry average**



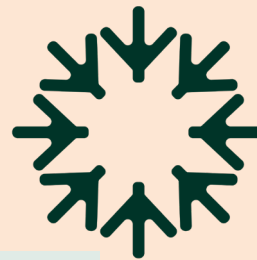
50% women
24%



50% men
76%

Eleven different countries are represented through our diverse labour force





Equality and gender balance

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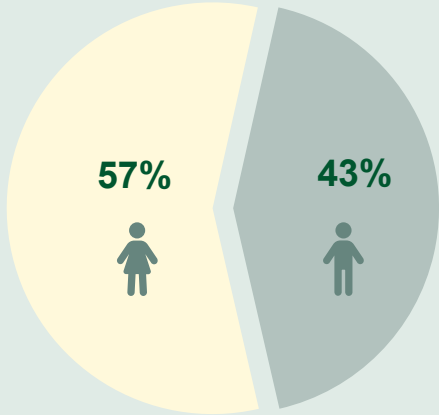
Social responsibility

Gender and pay distribution Norsk Kylling 2021

Employee group	Women	Men	Pay distribution*
Management group	43%	57%	86%
Extended management group	35%	65%	71%
Middle management	35%	65%	102%
Employees in administration	68%	32%	89%
Employees in production	49%	51%	89%
Total	50%	50%	89%

*Women's pay proportionate to men's pay, in percentages

Gender distribution in the board of Norsk Kylling





We are a place for learning and development

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We have 325 employees with broad expertise in different areas of expertise. It is important to us that we give employees the opportunity to develop and build expertise alongside the company.



We have employees with expertise in:

- Technical fields
- Quality
- IT
- Food technology
- Office, administration, and service fields
- Industrial food production
- Cleaning
- Finance
- HR
- Technical production fields
- Veterinary fields
- Management
- HSE
- Agronomics
- Food production, including making sausages and cooking
- Sales and marketing
- Electrical engineering
- Communication
- Logistics
- Engineering



Each year, we have employees who complete diplomas that are relevant to their roles at Norsk Kylling.

Represented here by Lubos Vahulic, who completed a diploma in Industrial Food Production in 2021.





Together for a shared working language

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A shared workplace language is important to us for multiple reasons:



HSE



The working environment



Culture and community



Social inclusion

Our shared workplace language is our shared responsibility

We shall be a workplace that promotes language development, and as part of this, we began providing our employees with Norwegian classes during working hours in 2021.

We collaborate with multiple stakeholders to provide our employees with Norwegian classes



**KOMPETANSE
NORGE**



ESCALA
Utvikling og muligheter
i arbeidslivet



A separate classroom for Norwegian classes and other training



Work-oriented language training using Capeesh

Responsibility Report 2021 | Norsk Kylling

In 2021, we implemented the game-based app Capeesh

We saw a need for work-oriented language training. In order to provide this, we entered a collaboration with Capeesh. Together, we've developed our own courses and made work-oriented language training more accessible to our employees.



105 employees at Norsk Kylling
have in total spent

12,392

minutes in the app
since its launch in 2021

We find solutions that uphold the needs of our organisation

Accessible language training

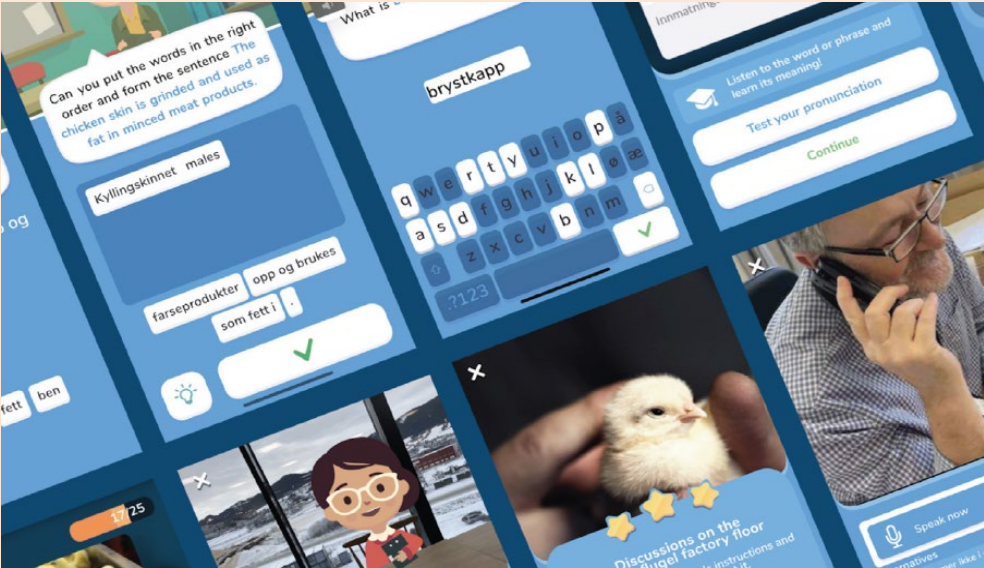
Collaboration with the game-based app
Capeesh

Specific and relevant Norwegian classes

Developing our own courses,
customised for Norsk Kylling

Work-oriented language training

Developing our own games where
employees can train for actual situations
they encounter during their workday





Safe, high-quality food

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Our quality department consists of talented workers with special expertise that ensures safe food for our customers



This is Solfrid. She's a quality coordinator and is part of our quality department, consisting of 5 quality engineers and 2 quality coordinators

How we work



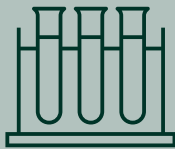
We cooperate with the Norwegian Food Safety Authority every day



All employees complete a hygiene course every year



We follow strict regulations for inspection and food safety



We test and analyse products daily



We make continuous assessments of sensor parameters



White meat is healthy meat

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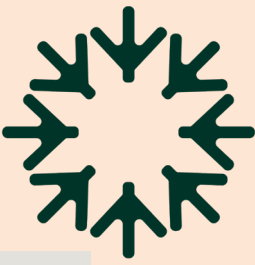
Chicken meat
is recommended by
the Norwegian
Directorate of Health



Meat is a key part of our diet

- ✓ Large amount of protein
- ✓ Lean, healthy fats
- ✓ Key vitamins





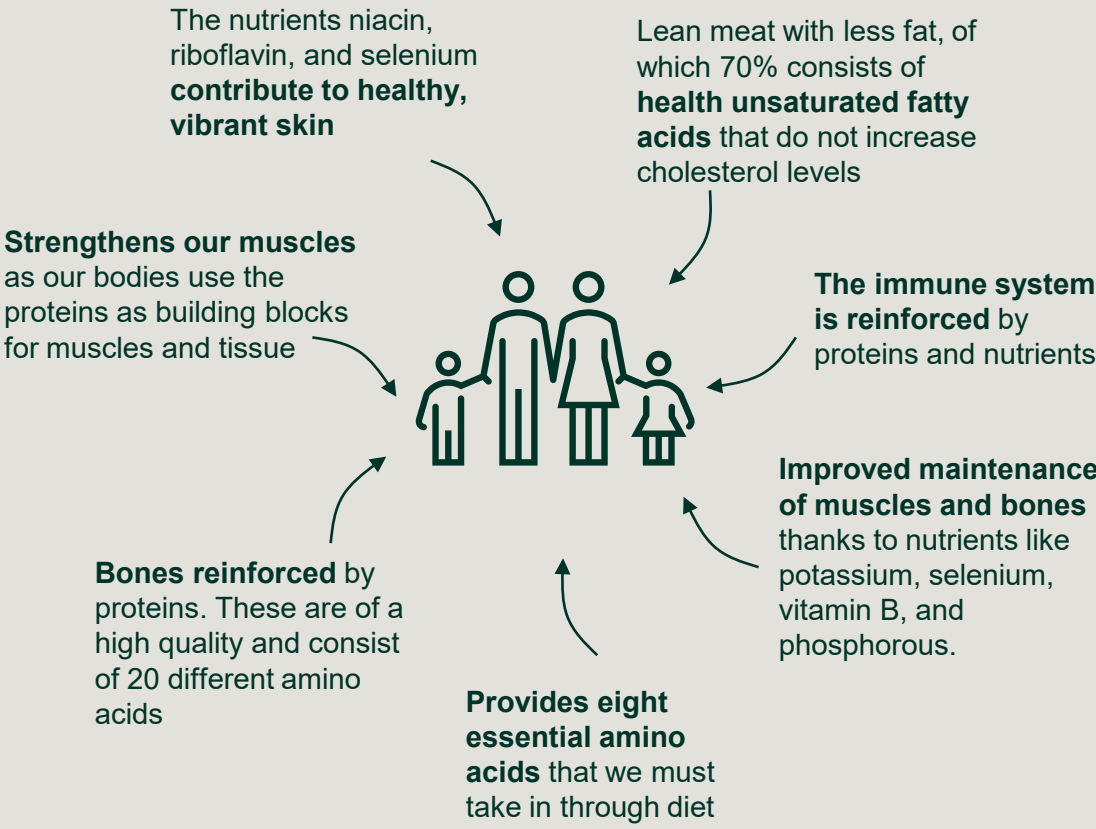
Our healthy products

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In addition to their great taste, there are many positive effects of eating white meat *





Healthy, responsible products

Responsibility Report 2021 | Norsk Kylling

46%

of our products
are marked with the
keyhole label

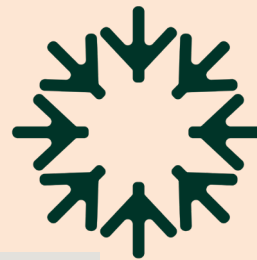
The keyhole is an official
labelling scheme for
healthier food goods. If
you choose keyhole-
labelled food goods, you're
eating less fat, sugar, and
salt, and more fibre and
whole grain.



100% of our
products are
lactose-free

100%* of
our products
are gluten-
free





The local community is important to us

Responsibility Report 2021 | Norsk Kylling

We wish to include the local community in everything we do, and sent invitations for the opening ceremony of our processing plant in October

We have a good cooperation with Orkland Municipality, and mayor Oddbjørn Bang held a speech during our opening



We were greatly assisted by local chefs and cooking school students to prepare and serve food to our guests at the opening



A marching band from Orkland played music for our guests



Guests from the local community had a nice afternoon with our employees, as well as plenty of good food and entertainment





We contribute to the community

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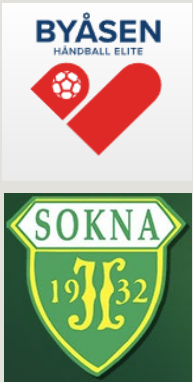
We support and are visible in our community



Gisle Ranum
Sales and Product
Development Director



These are some of the organisations we supported in 2021



Each year, we support Hospital Clowning and the Salvation Army in their important efforts



Any questions?

Contact us as at
www.norsk-kylling.no/forbrukerkontakt

Responsibility Report

Norsk Kylling 2021