

## GRI Index

Item	Indicator [Self-declared GRI application level C]	Report page
<b>1. Strategy and Analysis</b>		
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	3–4
<b>2. Organizational Profile</b>		
2.1	Name of the organization.	5
2.2	Primary brands, products, and/or services.	5, 15
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	5
2.4	Location of organization's headquarters.	5
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	13
2.6	Nature of ownership and legal form.	5, 15
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	5
2.8	Scale of the reporting organization, including: Number of employees; Net sales (for private sector organizations) or net revenues (for public sector organizations); Total capitalization broken down in terms of debt and equity (for private sector organizations); and Quantity of products or services provided.	5
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: The location of, or changes in operations, including facility openings, closings, and expansions; and Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	N/A
2.10	Awards received in the reporting period.	6
<b>3. Report Parameters</b>		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	2
3.2	Date of most recent previous report (if any).	2
3.3	Reporting cycle (annual, biennial, etc.).	2
3.4	Contact point for questions regarding the report or its contents.	2
3.5	Process for defining report content, including: determining materiality; prioritizing topics within the report; and identifying stakeholders the organization expects to use the report.	2
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	2
3.7	State any specific limitations on the scope or boundary of the report.	2
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	N/A
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	N/A
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	2
3.12	Table identifying the location of the Standard Disclosures in the report.	33
<b>4. Governance, Commitments, and Engagement</b>		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	18
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	18
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	18
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	18
4.14	List of stakeholder groups engaged by the organization.	1
4.15	Basis for identification and selection of stakeholders with whom to engage.	1
<b>Economic</b>		
ES6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	16
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement.	17
<b>Environmental</b>		
EN4	Indirect energy consumption by primary source.	24, 29
EN5	Energy saved due to conservation and efficiency improvements.	25, 29
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	9–11
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	25, 29
EN8	Total water withdrawal by source.	24, 29
EN16	Total direct and indirect greenhouse gas emissions by weight.	24, 29
EN22	Total weight of waste by type and disposal method.	24, 30
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	9–11, 31
<b>Social Performance Indicators</b>		
<b>Labor Practices and Decent Work</b>		
LA1	Total workforce by employment type, employment contract, and region.	20
LA2	Total number and rate of employee turnover by age group, gender, and region.	20
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	20–21
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region.	22
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	22
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	22