

GRI INDEX

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	Application Level				Assured by		Global Compact
STANDARD DISCLOSURES PART I: Profile Disclosures							
1. Strategy and Analysis							
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
1.1	Statement from the most senior decision-maker of the organisation.	Fully	Page 4-5				
1.2	Description of key impacts, risks, and opportunities.	Fully	Page 36				
2. Organisational Profile							
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
2.1	Name of the organisation.	Fully	Page 6				
2.2	Primary brands, products, and/or services.	Fully	Page 10				
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Page 6				
2.4	Location of organisation's headquarters.	Fully	Page 6				
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Page 7-9				

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Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
2.6	Nature of ownership and legal form.	Fully	Page 6				
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Page 10				
2.8	Scale of the reporting organisation.	Fully	Page 10				
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Page 10				
2.10	Awards received in the reporting period.	Fully	Page 11-12				
3. Report Parameters							
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Page 28				
3.2	Date of most recent previous report (if any).	Fully	Page 28				
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Page 28				
3.4	Contact point for questions regarding the report or its contents.	Fully	Page 28				
3.5	Process for defining report content.	Fully	Page 28				
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	Page 7-9				
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Page 28				
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 organisations.	Fully	Page 28				

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3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	Page 28				
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).	Fully	Page 28				
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	Page 28				
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	Page 113-126				
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Page 128-129				
4. Governance, Commitments, and Engagement							
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Fully	Page 19				
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Page 18				
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	Page 17				
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Page 24-25				

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4. Governance, Commitments, and Engagement							
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Page 17				
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	Fully	Page 22-23				
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Page 16				
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	Page 20				
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	Page 22-23				
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Fully	Page 29				
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Fully	Page 29				
4.13	Memberships in associations (such as industry associations) and/or national/ international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	Page 25-27				

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4. Governance, Commitments, and Engagement							
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
4.14	List of stakeholder groups engaged by the organisation.	Fully	Page 29-30				
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Page 31-34				
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Page 31				
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Fully	Page 25				
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)							
G3 DMA	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
DMA EC	Disclosure on Management Approach EC	Fully	Page 45				
Aspects	Economic performance	Fully	Page 45-47				
	Market presence	Not			Not applicable	B+ Report	
	Indirect economic impacts	Not					
DMA EN	Disclosure on Management Approach EN	Fully	Page 49-50				
Aspects	Materials	Not			Not applicable	B+ Report	
	Energy	Fully	Page 49-53				
	Water	Not			Not applicable	B+ Report	
	Biodiversity	Fully	Page 56				
	Emissions, effluents and waste	Fully	Page 54				
	Products and services	Not			Not applicable	B+ Report	
	Compliance	Fully	Page 58				
	Transport	Not			Not applicable	B+ Report	
	Overall						
DMA LA	Disclosure on Management Approach LA	Fully	Page 63				

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STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)							
G3 DMA	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
Aspects	Employment	Fully	Page 63-64				
	Labour/management relations	Fully	Page 67				
	Occupational health and safety	Fully	Page 73-75				
	Training and education	Fully	Page 65-67				
	Diversity and equal opportunity	Fully	Page 70-71				
DMA HR	Disclosure on Management Approach HR	Fully	Page 69-71				
Aspects	Investment and procurement practices	Not			Not applicable	B+ Report	
	Non-discrimination	Not					
	Freedom of association and collective bargaining	Not					
	Child labour	Fully	Page 69-70				
	Forced and compulsory labour	Fully	Page 70				
	Security practices	Not			Not applicable	B+ Report	
	Indigenous rights	Not			Not applicable	B+ Report	
DMA SO	Disclosure on Management Approach SO	Fully	Page 77-81				
Aspects	Community	Fully	Page 81-103				
	Corruption	Fully	Page 71				
	Public policy	Not			Not applicable	B+ Report	
	Anti-competitive behavior	Not			Not applicable	B+ Report	
	Compliance	Not			Not applicable	B+ Report	
DMA PR	Disclosure on Management Approach PR	Fully	Page 105				
Aspects	Customer health and safety	Not			Not applicable	B+ Report	
	Product and service labelling	Fully	Page 106				
	Marketing communications	Fully	Page 106-107				
	Customer privacy	Not			Not applicable	B+ Report	
	Compliance	Fully	Page 107				

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	Application Level				Assured by		Global Compact
STANDARD DISCLOSURES PART III: Performance Indicators							
Economic							
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Economic performance							
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	Page 45-46				
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Not			Not applicable	B+ Report	
EC3	Coverage of the organisation's defined benefit plan obligations.	Fully	Page 46-47				
EC4	Significant financial assistance received from government.	Not			Not applicable	B+ Report	
Market presence							
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Not			Not applicable	B+ Report	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Not			Not applicable	B+ Report	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Not			Not applicable	B+ Report	
Indirect economic impacts							
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Page 81-103				
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Not			Not applicable	B+ Report	

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Environmental							
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Materials							
EN1	Materials used by weight or volume.	Not			Not applicable	B+ Report	
EN2	Percentage of materials used that are recycled input materials.	Not			Not applicable	B+ Report	
Energy							
EN3	Direct energy consumption by primary energy source.	Fully	Page 52-53				8
EN4	Indirect energy consumption by primary source.	Fully	Page 52-53				8
EN5	Energy saved due to conservation and efficiency improvements.	Not			Not applicable	B+ Report	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not			Not applicable	B+ Report	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not			Not applicable	B+ Report	
Water							
EN8	Total water withdrawal by source.	Not			Not applicable	B+ Report	
EN9	Water sources significantly affected by withdrawal of water.	Not			Not applicable	B+ Report	
EN10	Percentage and total volume of water recycled and reused.	Not			Not applicable	B+ Report	
Biodiversity							
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	Page 60				8
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not			Not applicable	B+ Report	
EN13	Habitats protected or restored.	Not			Not applicable	B+ Report	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not			Not applicable	B+ Report	

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Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not			Not applicable	B+ Report	
Emissions, effluents and waste							
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Page 54-56				8
EN17	Other relevant indirect greenhouse gas emissions by weight.	Not			Not applicable	B+ Report	8
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Not			Not applicable	B+ Report	
EN19	Emissions of ozone-depleting substances by weight.	Not			Not applicable	B+ Report	
EN20	NOx, SOx, and other significant air emissions by type and weight.	Not			Not applicable	B+ Report	
EN21	Total water discharge by quality and destination.	Not			Not applicable	B+ Report	
EN22	Total weight of waste by type and disposal method.	Not			Not applicable	B+ Report	
EN23	Total number and volume of significant spills.	Not			Not applicable	B+ Report	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not			Not applicable	B+ Report	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not			Not applicable	B+ Report	
Products and services							
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Not			Not applicable	B+ Report	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not			Not applicable	B+ Report	
Compliance							
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	Page 58				8

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Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Transport							
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Not			Not applicable	B+ Report	
Overall							
EN30	Total environmental protection expenditures and investments by type.	Not			Not applicable	B+ Report	
Social: Labour Practices and Decent Work							
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Employment							
LA1	Total workforce by employment type, employment contract, and region.	Fully	Page 63-64				
LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully	Page 64-65				⑥
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Not			Not applicable	B+ Report	
Labour/management relations							
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Page 67				① ③
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not			Not applicable	B+ Report	
Occupational health and safety							
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	Not			Not applicable	B+ Report	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	Page 74				①

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Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
LA8	Education, training, counseling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	Page 74-75				①
LA9	Health and safety topics covered in formal agreements with trade unions.	Not			Not applicable	B+ Report	
Training and education							
LA10	Average hours of training per year per employee by employee category.	Fully	Page 65-67				
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Not			Not applicable	B+ Report	
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Page 67				
Diversity and equal opportunity							
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Not			Not applicable	B+ Report	
LA14	Ratio of basic salary of men to women by employee category.	Not			Not applicable	B+ Report	
Social: Human Rights							
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Diversity and equal opportunity							
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Not			Not applicable	B+ Report	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Not			Not applicable	B+ Report	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not			Not applicable	B+ Report	

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Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Non-discrimination							
HR4	Total number of incidents of discrimination and actions taken.	Not			Not applicable	B+ Report	
Freedom of association and collective bargaining							
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Not			Not applicable	B+ Report	
Child labour							
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	Fully	Page 69-70				1 2 5
Forced and compulsory labour							
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	Fully	Page 70-71				1 2 4
Security practices							
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Not			Not applicable	B+ Report	
Indigenous rights							
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not			Not applicable	B+ Report	
Social: Society							
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Community							
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully	Page 77-103				

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Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Corruption							
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	Page 71				⑩
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Not			Not applicable	B+ Report	
SO4	Actions taken in response to incidents of corruption.	Not			Not applicable	B+ Report	
Public policy							
SO5	Public policy positions and participation in public policy development and lobbying.	Not			Not applicable	B+ Report	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not			Not applicable	B+ Report	
Anti-competitive behaviour							
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not			Not applicable	B+ Report	
Compliance							
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not			Not applicable	B+ Report	
Social: Product Responsibility							
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Customer health and safety							
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Not			Not applicable	B+ Report	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not			Not applicable	B+ Report	

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Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	
Product and service labelling							
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	Page 105-106				8
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not			Not applicable	B+ Report	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not			Not applicable	B+ Report	
Marketing communications							
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	Page 106-107				
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not			Not applicable	B+ Report	
Customer privacy							
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not			Not applicable	B+ Report	
Compliance							
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	Page 107				