

Sustainability Report 2021

GRI Standards



GRI 102	GENERAL DISCLOSURES
102-1	Name of the organization
102-2	Activities, brands, products, and services
102-3	Location of headquarters
102-4	Location of operations
102-5	Ownership and legal form
102-6	Markets served
102-7	Scale of the organization
102-8	Information on employees and other workers
102-9	Supply chain
102-10	Significant changes to the organization and its supply chain
102-11	Precautionary Principle or approach
102-12	External initiatives
102-13	Membership of associations
102-14	Statement from senior decision-maker

102-16	Values, principles, standards, and norms of behavior
102-18	Governance structure
102-40	List of stakeholder groups
102-41	Collective bargaining agreements
102-42	Identifying and selecting stakeholders
102-43	Approach to stakeholder engagement
102-44	Key topics and concerns raised
102-45	Entities included in the consolidated financial statements
102-46	Defining report content and topic Boundaries
102-47	List of material topics
102-48	Restatements of information
102-49	Changes in reporting
102-50	Reporting period
102-51	Date of most recent report
102-52	Reporting cycle

102-53	Contact point for questions regarding the report
102-54	Claims of reporting in accordance with the GRI Standards
102-55	GRI content index
102-56	External assurance
GRI 103	MANAGEMENT APPROACH
103-1	Explanation of the material topic and its Boundary
103-2	The management approach and its components
103-3	Evaluation of the management approach

200 - Economic

GRI 201	ECONOMIC PERFORMANCE
201-1	Direct economic value generated and distributed
201-3	Defined benefit plan obligations and other retirement plans
201-4	Financial assistance received from government

GRI 202	MARKET PRESENCE
202-1	Ratios of standard entry level wage by gender compared to local minimum wage
GRI 204	PROCUREMENT PRACTICES
204-1	Proportion of spending on local suppliers
GRI 205	ANTI-CORRUPTION
205-1	Operations assessed for risks related to corruption
205-2	Communication and training about anti-corruption policies and procedures
205-3	Confirmed cases of corruption and actions taken

300 - Environmental

GRI 301	MATERIAIS
301-1	Materials used by weight or volume
301-2	Recycled input materials used

GRI 302	ENERGY 2016
302-1	Energy consumption within the organization
302-3	Energy intensity
GRI 303	WATER 2016
303-1	Interactions with water as a shared resource
303-3	Water withdrawal
303-4	Water discharge
303-5	Water consumption
GRI 304	BIODIVERSITY 2016
304 - 4	IUCN Red List species and national conservation list species with habitats in areas affected by operations
GRI 306	WASTE 2016
306-1	Waste generation and significant waste-related impacts
306-3	Waste generated

GRI 307	ENVIRONMENTAL COMPLIANCE 2016
307-1	Non-compliance with environmental laws and regulations
GRI 308	SUPPLIER ENVIRONMENTAL ASSESSMENT
308-1	New suppliers that were screened using environmental criteria

400 - Social

GRI 401	EMPLOYMENT
401-1	New employee hires and employee turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
401-3	Parental leave
GRI 403	OCCUPATIONAL HEALTH AND SAFETY
403-1	Occupational health and safety management system
403-2	Hazard identification, risk assessment, and incident investigation

403-3	Occupational health services
403-4	Worker participation, consultation, and communication on occupational health and safety
403-5	Worker training on occupational health and safety
403-6	Promotion of worker health
403-8	Workers covered by an occupational health and safety management system
403-9	Work-related injuries
403-10	Work-related ill health
GRI 404	TRAINING AND EDUCATION
404-1	Average hours of training per year per employee
404-2	Programs for upgrading employee skills and transition assistance programs
404-3	Percentage of employees receiving regular performance and career development reviews
GRI 405	DIVERSITY AND EQUAL OPPORTUNITY
405-1	Diversity of governance bodies and employees

GRI 406	NON-DISCRIMINATION
406-1	Incidents of discrimination and corrective actions taken
GRI 408	CHILD LABOR
408-1	Operations and suppliers at significant risk for incidents of child labor
GRI 413	LOCAL COMMUNITIES
413-1	Operations with local community engagement, impact assessments, and development programs

