GRI CONTENT INDEX

GRI 1

GRI Standards	Indicators	Page Number	SDG Goal
GRI 2: General Disclosures			
The organization and its reporting practices			
Disclosure 2-1	Organizational details	10-26	
Disclosure 2-2	Entities included in the organization's sustainability reporting	5	
Disclosure 2-3	Reporting period, frequency and contact point	5	
Disclosure 2-4	Restatements of information	5	
Activities and workers			
Disclosure 2-6	Activities, value chain, and other business relationships	10–26, 35–37, 106	
Disclosure 2-7	Employees	154–157, 238–241	8, 10
Disclosure 2-8	Workers who are not employees	238–241	8
Governance			
Disclosure 2-9	Governance structure and composition	33, 74–75	5, 16
Disclosure 2-10	Nomination and selection of the highest governance body	76	5, 16
Disclosure 2-11	Chair of the highest governance body	74, 77	5, 16
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	76	16
Disclosure 2-13	Delegation of responsibility for managing impacts	33, 72	
Disclosure 2-14	Role of the highest governance body in sustainability reporting	72	
Disclosure 2-15	Conflicts of interest	79, 112	16
Disclosure 2-16	Communication of critical concerns	80, 84	
Disclosure 2-17	Collective knowledge of the highest governance body	72, 77	
Disclosure 2-18	Evaluation of the performance of the highest governance body	158	
Disclosure 2-19	Remuneration policies	78, 158	
Disclosure 2-20	Process to determine remuneration	78, 158	
Strategy, policies, and practices			
Disclosure 2-22	Statement on sustainable development strategy	4	
Disclosure 2-23	Policy commitments	34, 78–83, 135, 197	16
Disclosure 2-24	Embedding policy commitments	70, 79, 140	
Disclosure 2-25	Processes to remediate negative impacts	80–85, 143	16

GRI Standards	Indicators	Page Number	SDG Goal
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	80–85, 143	16
Disclosure 2-27	Compliance with laws and regulations	242	
Disclosure 2-28	Membership associations	7, 27, 81	
Stakeholder engagement			
Disclosure 2-29	Approach to stakeholder engagement	38–42, 43–54	
Disclosure 2-30	Collective bargaining agreements	156, 174	8
GRI 3: Material Topics			
Disclosure 3-1	Process to determine material topics	55–59	
Disclosure 3-2	List of material topics	55–59	
Disclosure 3-3	Management of material topics	58-61, 74, 106, 126, 135, 145, 154, 197, 214, 217, 229, 232	
GRI 201: Economic Performance			
Disclosure 201-1	Direct economic value generated and distributed	238	8, 9
Disclosure 201-2	Financial implications and other risks and opportunity due to climate change	91, 227–228	13
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	142, 174	8
GRI 203: Indirect Economic Impacts			
Disclosure 203-1	Infrastructure investments and services supported	14, 188–189, 193–195	5, 9, 11
Disclosure 203-2	Significant indirect economic impacts	188–189, 200, 210–212, 235	8
GRI 204: Procurement Practices			
Disclosure 204-1	Proportion of spending on local suppliers	200	8
GRI 205: Anti-corruption			
Disclosure 205-1	Operations assessed for risks related to corruption	81, 98	16
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	79, 98	16
Disclosure 205-3	Confirmed incidents of corruption and actions taken	85, 238	16
GRI 302: Energy			
Disclosure 302-1	Energy consumption within the organization	217, 219–220, 242	7, 8,12,13
Disclosure 302-4	Reduction of energy consumption	217, 219–220, 242	7, 8,12,13
GRI 303: Water and Effluents			
Disclosure 303-1	Interactions with water as a shared resource	229, 231, 242	6, 12

GRI Standards	Indicators	Page Number	SDG Goal
Disclosure 303-2	Management of water discharge-related impacts		6
Disclosure 303-3	Water withdrawal	229, 231, 242	6
Disclosure 303-4	Water discharge	229, 231, 242	6
Disclosure 303-5	Water consumption	229, 231, 242	6
GRI 305: Emissions			
Disclosure 305-1	Direct (Scope 1) GHG emissions	217, 220, 242	3, 12, 13, 14, 15
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	217, 220, 242	3, 12, 13, 14, 15
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	217, 220, 242	3, 12, 13, 14, 15
Disclosure 305-5	Reduction of GHG emissions	217, 220, 242	3, 12, 13, 14, 15
GRI 306: Waste			
Disclosure 306-1	Waste generation and significant waste-related impacts	233–237, 242	3, 6, 11, 12
Disclosure 306-2	Management of significant waste-related impacts	233–237, 242	3, 6, 8, 11, 12
Disclosure 306-3	Waste generated	233–237, 242	3, 6, 11, 12, 15
Disclosure 306-4	Waste diverted from disposal	233–237, 242	3, 11, 12
Disclosure 306-5	Waste directed to disposal	233–237, 242	3, 6, 11, 12, 15
GRI 308: Suppler Environmental Assessment			
Disclosure 308-1	New suppliers that were screened using environmental criteria	106, 111, 114	5, 8, 16
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken	106, 111, 119	5, 8, 16
GRI 401: Employment			
Disclosure 401-1	New employee hires and employee turnover	239	5, 8, 10
Disclosure 401-2	Benefits provided to full-time employees that are not provide to temporary or part-time employees	174–175	3, 5, 8
Disclosure 401-3	Parental leave	174, 239-240	5, 8

GRI Standards	Indicators	Page Number	SDG Goal
GRI 403: Occupational Health and Safety			
Disclosure 403-1	Occupational health and safety management system	145–153, 241	8
Disclosure 403-2	Hazard identification, risk assessment and incident investigation	145–153, 241	8
Disclosure 403-3	Occupational health services	145–153, 241	8
Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	145–153, 241	8, 16
Disclosure 403-5	Worker training on occupational health and safety	145–153, 241	8
Disclosure 403-6	Promotion of worker health	145–153, 241	3
Disclosure 403-8	Worker covered by an occupational health and safety management system	145–153, 241	8
Disclosure 403-9	Work-related injuries	145–153, 241	3, 8, 16
Disclosure 403-10	Work-related ill health	145–153, 241	3, 8, 16
GRI 404: Training and Education			
Disclosure 404-1	Average hours of training per year per employee	159, 161, 240	4, 5, 8, 19
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	159, 161, 240	8
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	159, 161, 240	5, 8, 10
GRI 405: Diversity and Equal Opportunity			
Disclosure 405-1	Diversity of governance bodies and employees	76-77, 171-172, 238-239	5, 8
GRI 406: Non-discrimination			
Disclosure 406-1	Incidents of discrimination and corrective actions taken	140, 241	5, 8
GRI 407: Freedom of Association and Collective Bargaining			
Disclosure 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	142, 241	8
GRI 408: Child Labor			
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labor	108, 142, 241	5, 8, 16
GRI 409: Forced or Compulsory Labor			
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	108, 142, 241	5, 8
GRI 410: Security Practices			
Disclosure 410-1	Security personnel trained in human rights policies or procedures	143	16

GRI Standards	Indicators	Page Number	SDG Goal
GRI 411: Rights of Indigenous Peoples			
Disclosure 411-1	Incidents of violations involving rights of indigenous peoples	241	10, 16
GRI 413: Local Communities			
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	188–191, 200	11
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	188, 221, 243	11
GRI 414: Supplier Social Assessment			
Disclosure 414-1	New suppliers that were screened using social criteria	106, 124	5, 8, 16
Disclosure 414-2	Negative social impacts in the supply chain and actions taken	111, 119	5, 8, 16
GRI 415: Public Policy			
Disclosure 415-1	Political contributions	166	16
GRI 418: Customer Privacy			
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	85, 238	16