



GRI Index

This report has been prepared in accordance with the 'Core' option of the Sustainability Reporting Standards developed by the Global Reporting Initiative (GRI). Individual exceptions were made in the case of indicators for which reliable data can presently not be gathered.

General GRI Standards

GRI 102: General Disclosures

Organizational profile

GRI disclosure	Name	Reference
102-1	Name of the organization	Company profile
102-2	Activities, brands, products, and services	Company profile
102-3	Location of headquarters	Company profile
102-4	Location of operations	Company profile
102-5	Ownership and legal form	Company profile
102-6	Markets served	Company profile
102-7	Scale of the organization	Company profile, Key figures
102-8	Information on employees and other workers	People, Key figures
102-9	Supply chain	Suppliers
102-10	Significant changes to the organization and its supply chain	About this report
102-11	Precautionary Principle or approach	Compliance and risk management
102-12	External initiatives	CR strategy, Initiatives and associations
102-13	Membership of associations	Initiatives and associations

Strategy

GRI disclosure	Name	Reference
102-14	Statement from senior decision-maker	Foreword

Ethics and integrity

GRI disclosure	Name	Reference
102-16	Values, principles, standards, and norms of behavior	Compliance and risk management

Governance

GRI disclosure	Name	Reference
102-18	Governance structure	Company profile

Stakeholder engagement

GRI disclosure	Name	Reference
102-40	List of stakeholder groups	Materiality analysis
102-42	Identifying and selecting stakeholders	Materiality analysis
102-43	Approach to stakeholder engagement	Materiality analysis
102-44	Key topics and concerns raised	Materiality analysis

Reporting practice

GRI disclosure	Name	Reference
102-45	Entities included in the consolidated financial statements	About this report
102-46	Defining report content and topic boundaries	Materiality analysis
102-47	List of material topics	Materiality analysis
102-48	Restatements of information	About this report
102-49	Changes in reporting	About this report
102-50	Reporting period	About this report
102-51	Date of most recent report	About this report
102-52	Reporting cycle	About this report
102-53	Contact point for questions regarding the report	About this report

102-54	Claims of reporting in accordance with the GRI Standards	About this report
102-55	GRI content index	GRI Index
102-56	External assurance	About this report, Auditors' reports

GRI 103: Management approach

GRI disclosure	Name	Reference
103-1	Explanation of the material topic and its boundary	Customers, Resources, Suppliers, People, Community, Environment
103-2	The management approach and its components	Customers, Resources, Suppliers, People, Community, Environment
103-3	Evaluation of the management approach	Customers, Resources, Suppliers, People, Community, Environment

GRI Standards: Economic topics

Anti-corruption

GRI disclosure	Name	Reference
205-2	Communication and training about anti-corruption policies and procedures	Compliance and risk management

GRI Standards: Environmental topics

Energy

GRI disclosure	Name	Reference
302-4	Reduction of energy consumption	Environment

Emissions

GRI disclosure	Name	Reference
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305-1	Direct (Scope 1) GHG emissions	Environment
305-2	Energy indirect (Scope 2) GHG emissions	Environment
305-3	Other indirect (Scope 3) GHG emissions	Environment
305-4	GHG emissions intensity	Environment
305-5	Reduction of GHG emissions	Environment

Effluents and waste

GRI disclosure	Name	Reference
306-2	Waste by type and disposal method	Environment

Supplier environmental assessment

GRI disclosure	Name	Reference
308-2	Negative environmental impacts in the supply chain and actions taken	Resources

GRI Standards: Social topics

Employment

GRI disclosure	Name	Reference
401-1	New employee hires and employee turnover	People, Key figures
401-3	Parental leave	People, Key figures

Occupational health and safety

GRI disclosure	Name	Reference
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	People

Training and education

GRI disclosure	Name	Reference
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404-2	Programs for upgrading employee skills and transition assistance programs	People
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Child labour

GRI disclosure	Name	Reference
408-1	Operations and suppliers at significant risk for incidents of child labor	Suppliers

Forced or compulsory labour

GRI disclosure	Name	Reference
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Suppliers

Human rights assessment

GRI disclosure	Name	Reference
412-1	Operations that have been subject to human rights reviews or impact assessments	Suppliers

Local communities

GRI disclosure	Name	Reference
413-1	Operations with local community engagement, impact assessments, and development programs	Community

Supplier social assessment

GRI disclosure	Name	Reference
414-1	New suppliers that were screened using social criteria	Suppliers
414-2	Negative social impacts in the supply chain and actions taken	Suppliers

Public policy

GRI disclosure	Name	Reference
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Customer health and safety

GRI disclosure	Name	Reference
416-1	Assessment of the health and safety impacts of product and service categories	Customers

GRI disclosures**Reporting practice**

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