## **Sustainability Report**

## **GRI Content Index** =

GRI Standards	Disclosure	Page Reference					
ORGANISATIONAL PROFILE							
GRI 102-1	Name of the organisation	Front cover, Back cover					
GRI 102-2	Activities, brands, products and services	6-7					
GRI 102-3	Location of headquarters	Back cover, 5					
GRI 102-4	Location of operations	2-3					
GRI 102-5	Ownership and legal form	6-7					
GRI 102-6	Markets served	2-3					
GRI 102-7	Scale of the organisation	19, 108					
GRI 102-8	Information on employees and other workers	108, 110					
GRI 102-9	Supply chain	62, 85					
GRI 102-10	Significant changes to organisation and its supply chain	-					
GRI 102-11	Precautionary principle or approach	-					
GRI 102-12	External initiatives	-					
GRI 102-13	Membership of associations	62					
STRATEGY							
GRI 102-14	Statement from senior decision-maker	10-18					
ETHICS AND	DINTEGRITY						
GRI 102-16	Values, principles and norms of behaviour	71					
GOVERNANCE							
GRI 102-18	Governance structure	70, 133					
STAKEHOLD	DER ENGAGEMENT						
GRI 102-40	List of stakeholder groups	72-73					
GRI 102-41	Collective bargaining agreements	-					
GRI 102-42	Identifying and selecting stakeholders	72-73					
GRI 102-43	Approach to stakeholder engagement	72-73					
GRI 102-44	Key topics and concerns raised	72-73					
REPORTING	PRACTICE						
GRI 102-45	Entities included in the consolidated financial statements	262-278					
GRI 102-46	Defining report content and topic boundaries	61					
GRI 102-47	List of material topics	75					

GRI Standards	Disclosure	Page Reference				
REPORTING	PRACTICE (CONT'D.)	·				
GRI 102-48	Restatements of information	-				
GRI 102-49	Changes in reporting	-				
GRI 102-50	Reporting period	61				
GRI 102-51	Date of the most recent report	61				
GRI 102-52	Reporting cycle	61				
GRI 102-53	Contact point of questions regarding the report	61				
GRI 102-54	Claims of reporting in accordance with the GRI Standards	61				
GRI 102-55	GRI content index	130-131				
GRI 102-56	External assurance	127-129				
DISCLOSURE: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED						
GRI 103-1	Explanation of the material topic and its boundary	84				
GRI 103-2	The management approach and its components	10-17, 32, 35, 84				
GRI 103-3	Evaluation of the management approach	35, 84				
GRI 201-1	Direct economic value generated and distributed	84				
DISCLOSURE: PROCUREMENT PRACTICES						
GRI 103-1	Explanation of the material topic and its boundary	85				
GRI 103-2	The management approach and its components	85				
GRI 103-3	Evaluation of the management approach	85				
GRI 204-1	Proportion of spending on local suppliers	85				
DISCLOSUR	E: EMISSION					
GRI 103-1	Explanation of the material topic and its boundary	88				
GRI 103-2	The management approach and its components	88				
GRI 103-3	Evaluation of the management approach	88				
GRI 305-1	Direct (Scope 1) GHG emissions	89				
GRI 305-2	Energy indirect (Scope 2) GHG emissions	89				

GRI Standards	Disclosure	Page Reference	GRI Standards	Disclosure	Page Reference
DISCLOSUR	E: BIODIVERSITY – PROTECTED AREAS		DISCLOSUR	E: DIVERSITY AND EQUAL OPPORTUNITY	
GRI 103-1	Explanation of the material topic and its boundary	90	GRI 103-1	Explanation of the material topic and its boundary	107
GRI 103-2	The management approach and its components	90-91	GRI 103-2	The management approach and its components	107
GRI 103-3	Evaluation of the management approach	90-91	GRI 103-3	Evaluation of the management approach	107
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	91	GRI 405-1	Diversity of governance bodies and employees	108
DISCLOSUR	DISCLOSURE: BIODIVERSITY – IUCN RED LIST			E: EMPLOYMENT – HIRE AND TURNOVER	
GRI 103-1	Explanation of the material topic and its boundary	92	GRI 103-1	Explanation of the material topic and its boundary	109
GRI 103-2	The management approach and its components	92-93	GRI 103-2	The management approach and its components	109
GRI 103-3	Evaluation of the management approach	93	GRI 103-3	Evaluation of the management approach	109
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	93	GRI 401-1	New employee hires and employee turnover	110
DISCLOSUR	E: OCCUPATIONAL HEALTH AND SAFETY		DISCLOSUR	E: EMPLOYMENT – BENEFIT	
GRI 103-1	Explanation of the material topic and its boundary	104	GRI 103-1	Explanation of the material topic and its boundary	111
GRI 103-2	The management approach and its components	104-105	GRI 103-2	The management approach and its components	111
GRI 103-3	Evaluation of the management approach	105	GRI 103-3	Evaluation of the management approach	111
GRI 403-2	Types of injury and rates of injury, lost days, and number of work-related fatalities	106	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	111
DISCLOSUR	DISCLOSURE: TRAINING AND EDUCATION		DISCLOSUR	E: LOCAL COMMUNITIES	
GRI 103-1	Explanation of the material topic and its boundary	102	GRI 103-1	Explanation of the material topic and its boundary	112
GRI 103-2	The management approach and its components	102	GRI 103-2	The management approach and its components	112
GRI 103-3	Evaluation of the management approach	102-103	GRI 103-3	Evaluation of the management approach	112
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	103	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	112-114