

GRI Content Index

Indicator	Core Indicators	Page No.	GC*
1. Strategy and Analysis			
1.1	Statement from the most senior decision maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	Cover page 2	
1.2	Description of key impacts, risks and opportunities.	P.5-7	
2. Organizational Profile			
2.1	Name of the organization.	Cover page 3	
2.2	Primary brands, products and/or services.	Cover page 3	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries and joint ventures.	Cover page 3	
2.4	Location of organization's headquarters.	Cover page 3	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Cover page 3	
2.6	Nature of ownership and legal form.	Cover page 3	
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	—	
2.8	Scale of the reporting organization, including: <ul style="list-style-type: none"> • Number of employees; • Net sales (for private sector organizations) or net revenues (for public sector organizations); • Total capitalization broken down in terms of debt and equity (for private sector organizations); and • Quantity of products or services provided. 	Cover page 3	
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: <ul style="list-style-type: none"> • The location of, or changes in operations, including facility openings, closings and expansions; and • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations). 	—	
2.10	Awards received in the reporting period.	P.17	
3. Report Parameters			
Report Profile			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	P.9	
3.2	Date of most recent previous report (if any).		
3.3	Reporting cycle (annual, biennial, etc.).	P.9	
3.4	Contact point for questions regarding the report or its contents.	Cover page 3	
Report Scope and Boundary			
3.5	Process for defining report content, including: <ul style="list-style-type: none"> • Determining materiality; • Prioritizing topics within the report; and • Identifying stakeholders the organization expects to use the report. 	P.9	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	P.9	
3.7	State any specific limitations on the scope or boundary of the report.	P.9	
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 organizations.	—	
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.	—	
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).	P.9	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	P.9	
GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.	P.48,49	
Assurance			
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	P.50	
4. Governance, Commitments, and Engagement			
Governance			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	P.44-46	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	—	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	—	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	P.45	
4.5	Linkage between compensation for members of the highest governance body, senior managers and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	—	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	P.45	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental and social topics.	—	
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.	Cover page 2, P.1-3	
4.9	Procedures of the highest governance body for overseeing the organization'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.	P.2,8	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	P.2,3,8	
Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	P.8,40	Rule 7
4.12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses.	P.8	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; or • Views membership as strategic. 	—	
Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organization.	P.20-31	
4.15	Basis for identification and selection of stakeholders with whom to engage.	—	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	P.22,23	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	P.20-31	
5. Management Approach and Performance Indicators			
Economic			
Economic Performance Indicators			
Aspect: Economic Performance, Market Presence, Indirect Economic Impacts			
EC1-EC9	(Please see the table at the end of this section).		

*Global Compact

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Global Reporting Initiative (GRI):

Established in 1997 as a joint project between the Coalition for Environmentally Responsible Economics (CERES), a nonprofit organization in the United States, and the United Nations Environment Programme (UNEP), the GRI aims to improve the contents of sustainability reports to the level of financial reports while attaining the basic conditions of comparability, credibility, accuracy, appropriateness of timing, and verifiability of the information included in the sustainability reports. The initial guidelines were issued in 2000, revised in fiscal year 2002, and further revised in fiscal year 2006 based on the 2002 revisions.

Indicator	Core Indicators	Page No.	GC*
Environmental			
Environmental Performance Indicators			
Aspect: Materials			
EN1,EN2	(Please see the table at the end of this section).		
Aspect: Energy			
EN3 Core	Direct energy consumption by primary energy source.	P.40,41	
EN4 Core	Indirect energy consumption by primary source.	P.40,41	
EN5 Additional	Energy saved due to conservation and efficiency improvements.	P.40,41	
EN6 Additional	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	P.40,41	
EN7 Additional	Initiatives to reduce indirect energy consumption and reductions achieved.	—	
Aspect: Water			
EN8-EN10	(Please see the table at the end of this section).		
Aspect: Biodiversity			
EN11 Core	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	—	
EN12 Core	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	—	
EN13 Additional	Habitats protected or restored.	—	
EN14 Additional	Strategies, current actions and future plans for managing impacts on biodiversity.	P.24-31	
EN15 Additional	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	N.A.	
Aspect: Emissions, Effluents and Waste			
EN16 Core	Total direct and indirect greenhouse gas emissions by weight.	P.40,41	
EN17 Core	Other relevant indirect greenhouse gas emissions by weight.	P.40,41	
EN18 Additional	Initiatives to reduce greenhouse gas emissions and reductions achieved.	P.40,41	
EN19 Core	Emissions of ozone-depleting substances by weight.	—	
EN20 Core	NO, SO, and other significant air emissions by type and weight.	—	
EN21 Core	Total water discharge by quality and destination.	—	
EN22 Core	Total weight of waste by type and disposal method.	—	
EN23 Core	Total number and volume of significant spills.	—	
EN24 Additional	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.	—	
EN25 Additional	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.	—	
Aspect: Products and Services			
EN26 Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	P.10-17	Rule 8,9
EN27 Core	Percentage of products sold and their packaging materials that are reclaimed by category.	N.A.	
Aspect: Compliance, Transport			
EN28,EN29	(Please see the table at the end of this section).		
Aspect: Overall			
EN30 Additional	Total environmental protection expenditures and investments by type.	P.13,17	Rule 8
Labor Practices and Decent Work			
Labor Practices and Decent Work Performance Indicators			
Aspect: Employment, Labor/Management Relations, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity			
LA1-LA14	(Please see the table at the end of this section).		
Human Rights			
Human Rights Performance Indicators			
Aspect: Investment and Procurement Practices			
HR1 Core	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	N.A.	
HR2 Core	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	N.A.	
HR3 Additional	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.	P.37	Rule 1
Aspect: Non-Discrimination, Freedom of Association and Collective Bargaining, Child Labor, Forced and Compulsory Labor, Security Practices and Indigenous Rights			
HR4-HR9	(Please see the table at the end of this section).		
Society			
Society Performance Indicators			
Aspect: Community, Public Policy, Anti-Competitive Behavior, Compliance			
SO1, SO5-SO8	(Please see the table at the end of this section).		
Aspect: Corruption			
SO2 Core	Percentage and total number of business units analyzed for risks related to corruption.	—	
SO3 Core	Percentage of employees trained in organization's anti-corruption policies and procedures.	—	
SO4 Core	Actions taken in response to incidents of corruption.	P.46	
Product Responsibility			
Product Responsibility Performance Indicators			
Aspect: Customer Health and Safety, Marketing Communications, Customer Privacy, Compliance			
PR1,PR2,PR6-PR9	(Please see the table at the end of this section).		
Aspect: Product and Service Labeling			
PR3 Core	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	—	
PR4 Additional	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	N.A.	
PR5 Additional	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	P.22,23,47	

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Items not displayed above and reason for doing so

	Economic	Environmental	Labor Practices and Decent Work	Human Rights	Society	Product Responsibility
N.A.	EC4,HR4	EN1,EN2, EN8-EN10,EN28		HR4,HR6, HR7,HR9	SO7,SO8	PR1,PR2 PR6-PR9
Disclosed in Other Report	Annual Report / Disclosure Financial Report to Regulators	EC1 EC1				
Falls Outside of Our Disclosure Policy	EC2,EC3, EC5-EC9	EN29	LA1-LA14	HR5,HR8	SO1,SO5,SO6	