

GRI Indicator	Description	Reported in	Externally Assured	Page No./ Explanations
GENERAL STANDARD DISCLOSURES				
STRATEGY AND ANALYSIS				
G4-1	Statement from the Chairman	Joint Letter from the Chairmen	✓	12
ORGANIZATION PROFILE				
G4-3	Name of the Organization	Business Model	✓	20
G4-4	Primary Brands, Products and/or Services	Business Model	✓	20
G4-5	Location of Organization's Headquarters	Business Model	✓	20
G4-6	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	Business Model	✓	20
G4-7	Nature of ownership and legal form	Business Model	✓	20
G4-8	Markets served	Business Model	✓	20
G4-9	Scale of the Reporting Organization	Business Model	✓	20
G4-10	Total workforce by employment type, employment contract, and region, broken down by gender	Business Model	✓	20
G4-11	Report the percentage of total employees covered by collective bargaining agreements	Business Model	✓	20
G4-12	Organization's supply chain	Business Model	✓	25
G4-13	Significant changes during the reporting period regarding size, structure or ownership	About the Report		06
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization	Management Discussion and Analysis	✓	75
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Management Discussion and Analysis	✓	73
G4-16	List of membership of associations and national or internal advocacy organizations	Business Model	✓	24
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	Operational Structure of the Organization	Management Discussion and Analysis	✓	45
G4-18	Process for Defining Report Content	About the Report	✓	06
G4-19	Material Aspects identified for Report Content	Business Model	✓	25
G4-20	Aspect Boundary for identified Material Aspects within the organization	Business Model	✓	25
G4-21	Aspect Boundary for identified Material Aspects outside the organization	Business Model	✓	25
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	About the Report	✓	06
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	About the Report	✓	06
STAKEHOLDER ENGAGEMENT				
G4-24	List of stakeholder groups engaged by the Organization	Business Model	✓	24
G4-25	Basis for identification and selection of stakeholders with whom to engage	Business Model	✓	24
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Business Model	✓	24
G4-27	Key topics and concerns raised through stakeholders engagement and how the Organization responded to them	Business Model	✓	24
REPORT PROFILE				
G4-28	Reporting period	About this Report	✓	06
G4-29	Date of most recent previous report	About this Report	✓	06
G4-30	Reporting cycle	About this Report	✓	06
G4-31	Contact point for questions regarding the Report or its Contents	About this Report	✓	06

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G4-32	Compliance with GRI G4 guidelines, GRI Content index and the External Assurance Report.	About this Report	✓	06
G4-33	Policy and current practice with regard to seeking external assurance for the Report	Sustainability Assurance Report	✓	181
GOVERNANCE				
G4-34	Governance Structure of the Organization, including committees under the highest governance body responsible for decision-making on economic, environment and social impacts	Corporate Governance	✓	91
ETHICS AND INTEGRITY				
G4-56	The values, principles, standards and norms of behaviour	Business Model	✓	06
SPECIFIC STANDARD DISCLOSURES				
G4 - DMA Aspect and Materiality fulfilled				
CATEGORY: ECONOMIC				
Aspect	Economic Performance			
G4-EC1	Direct economic value generated, distributed and retained	Management Discussion and Analysis	✓	38
G4-EC2	Financial implications and other risks and opportunities for the Organization's activities due to climate change	Risk Management	✓	141-164
G4-EC3	Coverage of the Organization's defined benefit plan obligations	Management Discussion and Analysis	✓	64
Aspect	Market Presence			
G4-EC6	Proportion of senior management hired from the local community at locations of significant locations of operation	Management Discussion and Analysis	✓	70
Aspect	Indirect Economic Impact			
G4-EC7	Development and impact of infrastructure investments and services supported	Management Discussion and Analysis	✓	72
CATEGORY: ENVIRONMENT				
Aspect	Materials			
G4-EN1	Materials used by weight or volume	Management Discussion and Analysis	✓	74
G4-EN2	Percentage of materials used that are recycled input materials	Management Discussion and Analysis	✓	74
Aspect	Energy			
G4-EN3	Energy consumption within the organization	Management Discussion and Analysis	✓	74
Aspect	Effluents and Waste			
G4-EN23	Total weight of waste by type and disposal method	Management Discussion and Analysis	✓	75
Aspect	Products and Services			
G4-EN27	Extent of impact mitigation of environmental impacts of Products and Services	Business Model	✓	27
Aspect	Supplier Environment Assessment			
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Business Model	✓	25

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CATEGORY: SOCIAL				
LABOUR PRACTICES AND DECENT WORK				
Aspect	Employment			
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region	Management Discussion and Analysis	✓	63, 64
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Management Discussion and Analysis	✓	65
G4-LA3	Return to work and retention rates after parental leave, by gender.	Management Discussion and Analysis	✓	66
Aspect	Labour/Management Relations			
G4-LA6	Type of injury and rates of injury, occupational disease, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Management Discussion and Analysis	✓	68
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Business Model	✓	26
Aspect	Training and Education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Management Discussion and Analysis	✓	66
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings			66
G4-LA11	Percentage of employees receiving regular performance and career development reviews by gender and employee category	Management Discussion and Analysis	✓	68
Aspect	Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Management Discussion and Analysis	✓	67
Aspect	Equal Remuneration for Women and Men			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Management Discussion and Analysis	✓	68
HUMAN RIGHTS DIMENSION				
HUMAN RIGHTS				
Aspect	Child Labour			
G4-HR5	Operations and Suppliers identified as having significant risk for incidents of child labour and measures taken to contribute to the effective abolition of child labour	Business Model	✓	26
Aspect	Forced or Compulsory Labour			
G4-HR6	Operations and significant suppliers identified as having significant risk of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Business Model	✓	26
SOCIETY				
Aspect	Local Communities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	Management Discussion and Analysis	✓	69
PRODUCT RESPONSIBILITY				
Aspect	Product and Service labelling			
G4-PR3	Type of product & service Information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	Management Discussion and Analysis	✓	59
G4-PR5	Results of surveys measuring customer satisfaction	Management Discussion and Analysis	✓	61
G4-PR8	Total number of substantial compliance regarding breaches of customer privacy and losses of customer data	Management Discussion and Analysis	✓	61