

GRI Section	Description	Core vs. Additional *	Status	Report Section
Strategy and Analysis				
1.1	Statement from the most senior decision maker	Core	Y	A Message from Our CEO
1.2	Description of key impacts, risks, and opportunities.	Core	Y	Throughout Report
Organizational Profile				
2.1	Name of the organization.	Core	Y	Our Company
2.2	Primary brands, products, and/or services.	Core	Y	Our Company
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Core	Y	Our Company - Business Operations
2.4	Location of organization's headquarters.	Core	Y	Our Company - Business Operations
2.5	Number/names of countries where the organization operates.	Core	Y	Our Company - Business Operations
2.6	Nature of ownership and legal form.	Core	Y	Our Company - Business Operations
2.7	Markets served (e.g. geographic breakdown, sectors, customers/beneficiaries).	Core	Y	Our Company - Financial Overview
2.8	Scale of the reporting organization, including: • Number of employees; • Net sales or net revenues; • Total capitalization broken down in terms of debt and equity; • Quantity of products or services provided.	Core	Y	Our Company - Financial Overview
2.9	Significant changes during the reporting period.	Core	Y	Preface – Scope, Boundary
2.1	Awards received in the reporting period.	Core	Y	Our Company- Awards
Report Parameters				
3.1	Reporting period.	Core	Y	Preface - Scope
3.2	Date of most recent previous report.	Core	Y	Preface - Boundary
3.3	Reporting cycle.	Core	Y	Preface - Scope
3.4	Contact point for questions regarding the report or its contents.	Core	Y	Preface - Feedback
3.5	Process for defining report content.	Core	Y	Preface - Boundary
3.6	Boundary of the report.	Core	Y	Preface - Boundary

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3.7	Limitations on scope and/or report boundary.	Core	Y	Preface - Boundary
3.8	Basis for reporting on joint ventures, subsidiaries, etc.	Core	Y	Preface - Scope
3.9	Data measurement techniques and the bases of calculations.	Core	Y	Our Company
3.1	Explanation of the effect of any restatements of information provided in earlier reports.	Core	Y	Our Sustainability Priorities – E&HS Stewardship- Business
3.11	Significant changes from previous reporting periods (scope, boundary, or measurement methods).	Core	Y	Preface - Scope
3.12	Table identifying the location of the Standard Disclosures in the report	Core	Y	GRI Table
3.13	Policy and current practice with regard to seeking external assurance for the report.	Core	Y	Preface - Assurance
Governance, Commitments, and Engagement				
4.1	Governance structure of the organization, including committees under the highest governance body.	Core	Y	Our Responsibilities - Corporate Governance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Core	Y	Our Responsibilities - Corporate Governance
4.3	The number of members of the highest governance body that are independent and/or non-executive members.	Core	Y	Our Responsibilities - Corporate Governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Core	Y	Our Responsibilities - Corporate Governance
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance.	Core	Y	Our Responsibilities - Corporate Governance
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Core	Y	Our Responsibilities - Corporate Governance
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 (EE&S) topics.	Core	Y	Our Responsibilities - Corporate Governance

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4.8	Internally developed statements of mission or values, codes of conduct, and principles.	Core	Y	Our Company
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of EE&S performance.	Core	P	Our Responsibilities - Corporate Governance
4.1	Processes for evaluating the highest governance body's own performance, particularly with respect to EE&S performance.	Core	Y	Our Responsibilities - Corporate Governance
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Core	Y	Our Responsibilities - Reporting
4.13	Memberships in associations advocacy organizations.	Core	Y	Our Responsibilities - Stakeholder Engagement
4.14	List of stakeholder groups engaged by the organization.	Core	Y	Our Responsibilities - Stakeholder Engagement
4.15	Basis for identification and selection of stakeholders.	Core	Y	Our Responsibilities - Stakeholder Engagement
4.16	Approaches to stakeholder engagement.	Core	Y	Our Responsibilities - Stakeholder Engagement
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.	Core	Y	Our Responsibilities - Stakeholder Engagement
Economic Performance Indicators				
EC1	Direct economic value generated and distributed.	Core	Y	Our Sustainability Priorities - Economic Prosperity
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Core	Y	Our Responsibilities - Stakeholder Engagement ; Our Responsibilities - Reporting
EC3	Coverage of the organization's defined benefit plan obligations.	Core	Y	Our Sustainability Priorities - Social Well-Being
EC4	Significant financial assistance received from government.	Core	Y	Our Sustainability Priorities - Economic Prosperity
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Core	P	Our Responsibilities - Corporate Governance - Diversity

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EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, inkind, or pro bono engagement.	Core	Y	Our Sustainability Priorities - Economic Prosperity
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Additional	Y	Our Sustainability Priorities - Economic Prosperity
Environmental Performance Indicators				
EN3	Direct energy consumption by primary energy source.	Core	Y	Our Sustainability Priorities – EH&S Stewardship - Energy
EN4	Indirect energy consumption by primary source.	Core	Y	Our Sustainability Priorities – EH&S Stewardship - Energy
EN5	Energy saved due to conservation and efficiency improvements.	Additional	Y	Our Sustainability Priorities – EH&S Stewardship - Energy
EN6	Initiatives to provide energy-efficient or renewable energy based products and services.	Additional	Y	Our Sustainability Priorities – EH&S Stewardship - Energy
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Additional	Y	Our Sustainability Priorities – EH&S Stewardship - Energy
EN10	Percentage and total volume of water recycled and reused.	Additional	Y	Our Sustainability Priorities – EH&S Stewardship - Water
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value.	Core	P	Not Applicable
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value.	Core	Y	Our Sustainability Priorities – EH&S Stewardship – Community and Planet
EN13	Habitats protected or restored.	Additional	Y	Our Sustainability Priorities – EH&S Stewardship – Community and Planet
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Additional	P	Our Sustainability Priorities – EH&S Stewardship – Community and Planet
EN16	Total direct and indirect greenhouse gas emissions by weight.	Core	Y	Our Sustainability Priorities – EH&S Stewardship - Air Emissions
EN17	Other relevant indirect greenhouse gas emissions by weight.	Core	Y	Our Sustainability Priorities – EH&S Stewardship - Air Emissions
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Additional	Y	Our Sustainability Priorities – EH&S Stewardship - Air Emissions
EN22	Total weight of waste by type and disposal method.	Core	Y	Our Sustainability Priorities – EH&S Stewardship – Waste Generation

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EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Core	Y	Our Responsibility - Supply Chain
Social Performance Indicators: Human Rights				
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Core	Y	Our Responsibilities – Code of Business Conduct and Ethics
HR3	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.	Additional	Y	Our Responsibilities – Code of Business Conduct and Ethics
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Core	Y	Our Sustainability Priorities - Social Well-Being
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	Core	Y	Our Sustainability Priorities - Social Well-Being
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Core	Y	Our Sustainability Priorities - Social Well-Being
Social Performance Indicators: Labor Practices				
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Additional	Y	Our Sustainability Priorities - Social Well-Being
LA4	Percentage of employees covered by collective bargaining agreements.	Core	Y	Our Sustainability Priorities - Social Well-Being
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Core	Y	Our Sustainability Priorities – EH&S Stewardship - Employees
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Core	Y	Our Sustainability Priorities - Social Well-Being

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LA10	Average hours of training per year per employee by employee category.	Core	Y	Our Responsibilities – Code of Business Conduct and Ethics
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Additional	Y	Our Sustainability Priorities - Social Well Being
Social Performance Indicators: Society				
SO3	Percentage of employees trained in organization’s anti-corruption policies and procedures.	Core	Y	Our Responsibilities – Code of Business Conduct and Ethics
SO4	Actions taken in response to incidents of corruption.	Core	Y	Our Responsibilities – Code of Business Conduct and Ethics
Social Performance Indicators: Product Responsibility				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Core	P	Our Responsibility - Supply Chain
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Core	Y	Our Responsibility - Supply Chain
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Core	Y	Our Responsibilities - Corporate Governance

Core Indicators - those Indicators identified in the GRI Guidelines to be of interest to most stakeholders and assumed to be material unless deemed otherwise on the basis of the GRI Reporting Principles.

Additional Indicators - Indicators identified in the GRI Guidelines that represent emerging practice or address topics that may be material to some organizations but not generally for a majority.

Status

- Y - YES - the item has been completely addressed in the CSR report
- P - PARTIAL - the item has been partially addressed in the report. Additional information or data would completely address reporting