

SUSTAINABILITY REPORTING STANDARDS (GRI AND SASB)

GRI CONTENT INDEX

The GRI content index lists all GRI disclosures included in the report, including references to where they can be found in the report. The GRI standards have been used as a one of the main references in preparing this Sustainability Report.

GRI Content Index

Location of the disclosures

GRI 102: General Disclosures	
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Disclosure 102-2 Activities, brands, products, and services	
Disclosure 102-3 Location of headquarters	
Disclosure 102-4 Location of operations	
Disclosure 102-5 Ownership and legal form	
Disclosure 102-6 Markets served	
Disclosure 102-7 Scale of the organisation	
Disclosure 102-8 Information on employees and other workers	Our People, Our Strength
Disclosure 102-9 Supply chain	The Bigger Picture: Embracing A Sustainable Supply Chain
Disclosure 102-10 Significant changes to the organisation and its supply chain	No significant changes recorded
Disclosure 102-11 Precautionary Principle or approach	About this Report
Disclosure 102-12 External initiatives	Transparent, Engaging & Inclusive Stakeholder Relationships
Disclosure 102-13 Membership of associations	
Strategy	
Disclosure 102-14 Statement from senior decision-maker	Leadership Statements
Disclosure 102-15 Key impacts, risks, and opportunities	Taskforce on Climate-related Financial Disclosures Integrated Annual Report 2021- Our Risks and Mitigation Strategies
Ethics and integrity	
Disclosure 102-16 Values, principles, standards, and norms of behavior	Ethics, Governance and Sustainability
Disclosure 102-17 Mechanisms for advice and concerns about ethics	

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Disclosure 102-20 Executive-level responsibility for economic, environmental, and social topics	
Disclosure 102-21 Consulting stakeholders on economic, environmental, and social topics	Prioritising What Matters Most
Disclosure 102-22 Composition of the highest governance body and its committees	Sustainability Governance Integrated Annual Report 2021 - Governance
Disclosure 102-23 Chair of the highest governance body	
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Disclosure 102-31 Review of economic, environmental, and social topics	Prioritising What Matters Most
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Disclosure Management Approaches

Indicators

Location of the disclosures

GRI 200: ECONOMIC		
201: Economic Performance	Direct economic value generated and distributed	Economic Value Creation: A Rising Tide Lifts All Boats Taskforce on Climate-related Financial Disclosures
	Financial implications and other risks and opportunities due to climate change	
	Defined benefit plan obligations and other retirement plans	
203: Indirect Economic Impacts	Infrastructure investments and services supported	About Us
	Significant indirect economic impacts	Economic Value Creation: A Rising Tide Lifts All Boats
205: Anti-corruption	Operations assessed for risks related to corruption	Ethics, Governance and Sustainability
	Communication and training about anti-corruption policies and procedures	
206: Anti-competitive Behavior	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	

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Indicators	Location of the disclosures	
GRI 300: ENVIRONMENTAL		
302: Energy	Energy consumption within the organization	Our Environmental Milestones: How Far Have We Come
	Energy consumption outside of the organization	
	Energy intensity	
	Reduction of energy consumption	
303: Water	Water withdrawal by source	Our Environmental Milestones: How Far Have We Come
	Water withdrawal	
	Water discharge	
	Water consumption	
305: Emissions	Direct (Scope 1) GHG emissions	Our Environmental Milestones: How Far Have We Come
	Energy indirect (Scope 2) GHG emissions	
	Other indirect (Scope 3) GHG emissions	Our Pathway Towards Decarbonisation
	Reduction of GHG emissions	
306: Effluents and Waste	Waste by type and disposal method	Our Environmental Milestones: How Far Have We Come
	Significant spills	
307: Environmental Compliance	Non-compliance with environmental laws and regulations	
308: Supplier Environmental Assessment	Negative environmental impacts in the supply chain and actions taken	The Bigger Picture: Embracing A Sustainable Supply Chain

Indicators	Location of the disclosures	
GRI 400: SOCIAL		
401: Employment	New employee hires and employee turnover	Our People, Our Strength
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	Parental leave	
402: Labour/Management Relations	Minimum notice periods regarding operational changes	
403: Occupational Health and Safety	Workers representation in formal joint management-worker health and safety committees	Health and Safety, Our Utmost Priority
	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	
	Occupational health services	
	Worker participation, consultation, and communication on occupational health and safety	
	Worker training on occupational health and safety	
	Promotion of worker health	
	Prevention and mitigation of occupational health and safety impact directly linked by business relationships	
	Workers covered by an occupational health and safety management system	
404: Training and Education	Average hours of training per year per employee	Our People, Our Strength
	Programs for upgrading employee skills and transition assistance programs Disclosure	
	Percentage of employees receiving regular performance and career development reviews	
405: Diversity and Equal Opportunity	Diversity of governance bodies and employees	
	Ratio of basic salary and remuneration of women to men	
406: Non-discrimination	Incidents of discrimination and corrective actions taken	
412: Human Rights Assessment	Operations that have been subject to human rights reviews or impact assessments	Respecting Human Rights at Sea and Shore
	Employee training on human rights policies or procedures	
	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	
413: Local Communities	Operations with significant actual and potential negative impacts on local communities	Partnering with the Community