

GRI Content Index

In formulating the KOKUSAI ELECTRIC GROUP INTEGRATED REPORT 2024, we, KOKUSAI ELECTRIC CORPORATION, referred to GRI Sustainability Reporting Standards issued by Global Sustainability Standard Board.

The GRI Content Index shown below is provided to indicate the title, publication year, and specific content of the Standard that this Report references, as well as to assist readers in finding the location of our disclosures according to the order of those the Standards stipulate.

For some items, the location shown may not be in the INTEGRATED REPORT, instead somewhere else in our website.

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
Disclosures about the reporting organization		
GRI 2: General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organizational details	
	a. report its legal name	63,64
	b. report its nature of ownership and legal form	63,64
	c. report the location of its headquarters	63
	d. report its countries of operation	6,63
2-2	Entities included in the organization's sustainability reporting	
	a. list all its entities included in its sustainability reporting	2
	b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	5,59,60,61,62
	c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities iii. whether and how the approach differs across the disclosures in this Standard and across material topics	
2-3	Reporting period, frequency and contact point	
	a. specify the reporting period for, and the frequency of, its sustainability reporting	2
	b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this	2
	c. report the publication date of the report or reported information	2
	d. specify the contact point for questions about the report or reported information	2
2-4	Restatements of information	
	a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements ii. the effect of the restatements.	Link
2-5	External assurance	
	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Link
	b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s) ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process iii. describe the relationship between the organization and the assurance provider	
2. Activities and workers		
2-6	Activities, value chain and other business relationships	
	a. report the sector(s) in which it is active	2,3,4,5,6
	b. describe its value chain, including: i. the organization's activities, products, services, and markets served ii. the organization's supply chain; iii. the entities downstream from the organization and their activities	13,14
	c. report other relevant business relationships	
	d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period	

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
2-7	Employees	
	a.report the total number of employees, and a breakdown of this total by gender and by region	6,64,65
	b.report the total number of: i. permanent employees, and a breakdown by gender and by region ii. temporary employees, and a breakdown by gender and by region iii. non-guaranteed hours employees, and a breakdown by gender and by region iv. full-time employees, and a breakdown by gender and by region v. part-time employees, and a breakdown by gender and by region	
	c.describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology ii. at the end of the reporting period, as an average across the reporting period, or using another methodology	6,64,65,66
	d.report contextual information necessary to understand the data reported under 2-7-a and 2-7-b	6,64,65,66
	e.describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	6
2-8	Workers who are not employees	
	a.report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. the most common types of worker and their contractual relationship with the organization ii. the type of work they perform	
	b.describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology ii. at the end of the reporting period, as an average across the reporting period, or using another methodology	
	c.describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	
3. Governance		
2-9	Governance structure and composition	
	a.describe its governance structure, including committees of the highest governance body	10,46,47,48,49,50,51
	b.list the committees of the highest governance body that are responsible for decisionmaking on and overseeing the management of the organization's impacts on the economy, environment, and people	21,35,36,47
	c.describe the composition of the highest governance body and its committees by: i. executive and non-executive members ii. independence iii. tenure of members on the governance body iv. number of other significant positions and commitments held by each member, and the nature of the commitments v. gender vi. under-represented social groups vii. competencies relevant to the impacts of the organization viii. stakeholder representation	21,35,36,42,47,48,49,50,51,57,58
2-10	Nomination and selection of the highest governance body	
	a.describe the nomination and selection processes for the highest governance body and its committees	47,48
	b.describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders) ii. diversity iii. independence iv. competencies relevant to the impacts of the organization.	47,48
2-11	Chair of the highest governance body	
	a.report whether the chair of the highest governance body is also a senior executive in the organization	21,35,42,47,48,49,57,58
	b.if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	21,35,42,47,48,49,57,58

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
2-12	Role of the highest governance body in overseeing the management of impacts	
	a.describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	10,12,47,48
	b.describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including i. whether and how the highest governance body engages with stakeholders to support these processes ii. how the highest governance body considers the outcomes of these processes	47,48,49,50,51,52,53,54,57,58
	c.describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review	47,48,50
2-13	Delegation of responsibility for managing impacts	
	a.describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts ii. whether it has delegated responsibility for the management of impacts to other employees	21,35,42,49,57,58
	b.describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people	21,35,42,47,48
2-14	Role of the highest governance body in sustainability reporting	
	a.report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	10,12
	b.if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	
2-15	Conflicts of interest	
	a.describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	50,53
	b.report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances	51
2-16	Communication of critical concerns	
	a.describe whether and how critical concerns are communicated to the highest governance body	47,50,53
	b.report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	
2-17	Collective knowledge of the highest governance body	
	a.report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development	
2-18	Evaluation of the performance of the highest governance body	
	a.describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people	21,35,42,47,48
	b.report whether the evaluations are independent or not, and the frequency of the evaluations	21,35,42,47,48
	c.describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices	21,35,42,47,48

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
2-19	Remuneration policies	
	a.describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay ii. sign-on bonuses or recruitment incentive payments iii. termination payments iv. clawbacks v. retirement benefits	50
	b.describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people	
2-20	Process to determine remuneration	
	a.describe the process for designing its remuneration policies and for determining remuneration, including: i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives	50
	b.report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	
2-21	Annual total compensation ratio	
	a.report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees(excluding the highest-paid individual)	
	b.report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	
	c.report contextual information necessary to understand the data and how the data has been compiled	

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	
	a.report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	7,8,9,10,11,12
2-23	Policy commitments	
	a.describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference ii. whether the commitments stipulate conducting due diligence iii. whether the commitments stipulate applying the precautionary principle iv. whether the commitments stipulate respecting human rights	7,8,9,10,11,35,47
	b.describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	Link
	c.provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Link
	d.report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	10,21,47,48
	e.report the extent to which the policy commitments apply to the organization's activities and to its business relationships	7,8,9,10,12,35,42,47
	f.describe how the policy commitments are communicated to workers, business partners, and other relevant parties	Link
2-24	Embedding policy commitments	
	a.describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organization ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures iii. how it implements its commitments with and through its business relationships iv. training that the organization provides on implementing the commitments	Link

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
2-25	Processes to remediate negative impacts	
	a.describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	48,51,53
	b.describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in	10,21,31,35,36,38,41,42,47
	c.describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to	53,66
	d.describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms	
	e.describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	
2-26	Mechanisms for seeking advice and raising concerns	
	a.describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct ii. raise concerns about the organization's business conduct	51
2-27	Compliance with laws and regulations	
	a.report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred ii. instances for which non-monetary sanctions were incurred	66
	b.report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	66
	c.describe the significant instances of non-compliance	66
	d.describe how it has determined significant instances of non-compliance	66
2-28	Membership associations	
	a.report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	10,11
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	
	a.describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified ii. the purpose of the stakeholder engagement iii. how the organization seeks to ensure meaningful engagement with stakeholders	54
2-30	Collective bargaining agreements	
	a.report the percentage of total employees covered by collective bargaining agreements	31
	b.for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations	

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
Disclosures and guidance about the organization's material topics		
GRI 3 : Material Topics 2021		
2.Disclosures on material topics		
3-1	Process to determine material topics	
	a.describe the process it has followed to determine its material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships ii. how it has prioritized the impacts for reporting based on their significance	12
	b.specify the stakeholders and experts whose views have informed the process of determining its material topics	12
3-2	List of material topics	
	a.list its material topics	12
	b.report changes to the list of material topics compared to the previous reporting period	12
3-3	Management of material topics	
	a.describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	12
	b.report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	12
	c.describe its policies or commitments regarding the material topic	7,8,9
	d.describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage actual and potential positive impacts	23,24,25,26,27,28, 37
	e.report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures	10,12
	f.describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	10,12

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
200 series (economic items)		
GRI 201 : Economic Performance 2016		
201-1	Direct economic value generated and distributed	
	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components</p> <p>i. Direct economic value generated: revenues</p> <p>ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments</p> <p>iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'</p>	5
	b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance	
201-2	Financial implications and other risks and opportunities due to climate change	
	<p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:</p> <p>i. a description of the risk or opportunity and its classification as either physical, regulatory, or other</p> <p>ii. a description of the impact associated with the risk or opportunity</p> <p>iii. the financial implications of the risk or opportunity before action is taken</p> <p>iv. the methods used to manage the risk or opportunity</p> <p>v. the costs of actions taken to manage the risk or opportunity</p>	23
201-3	Defined benefit plan obligations and other retirement plans	
	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities	
	<p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <p>i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them</p> <p>ii. the basis on which that estimate has been arrived at</p> <p>iii. when that estimate was made</p>	
	c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage	
	d. Percentage of salary contributed by employee or employer	
	e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact	
201-4	Financial assistance received from government	
	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <p>i. tax relief and tax credits</p> <p>ii. subsidies</p> <p>iii. investment grants, research and development grants, and other relevant types of grant</p> <p>iv. awards</p> <p>v. royalty holidays</p> <p>vi. financial assistance from Export Credit Agencies (ECAs)</p> <p>vii. financial incentives</p> <p>viii. other financial benefits received or receivable from any government for any operation</p>	66
	b. The information in 201-4-a by country	66
	c. Whether, and the extent to which, any government is present in the shareholding structure	

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
GRI 202 : Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	
	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage	
	b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage	
	c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used	
	d. The definition used for 'significant locations of operation'	
202-2	Proportion of senior management hired from the local community	
	a. Percentage of senior management at significant locations of operation that are hired from the local community	63
	b. The definition used for 'senior management'	63
	c. The organization's geographical definition of 'local'	63
	d. The definition used for 'significant locations of operation'	63
GRI 203 : Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	
	a. Extent of development of significant infrastructure investments and services supported	45
	b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant	45
	c. Whether these investments and services are commercial, in-kind, or pro bono engagements	45
203-2	Significant indirect economic impacts	
	a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts	
	b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas	
GRI 204 : Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	
	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	29
	b. The organization's geographical definition of 'local'	29
	c. The definition used for 'significant locations of operation'	29
GRI 205 : Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	
	a. Total number and percentage of operations assessed for risks related to corruption	
	b. Significant risks related to corruption identified through the risk assessment	
205-2	Communication and training about anti-corruption policies and procedures	
	a. Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region	
	b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region	
	c. Total number and percentage of business partners that the organization's anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations	
	d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region	
	e. Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region	

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
205-3	Confirmed incidents of corruption and actions taken	
	a. Total number and nature of confirmed incidents of corruption	66
	b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	66
	c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	66
	d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	66
GRI 206 : Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	66
	b. Main outcomes of completed legal actions, including any decisions or judgements	66
GRI 207 : Tax 2019		
207-1	Approach to tax	
	a. A description of the approach to tax, including i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review iii. the approach to regulatory compliance iv. how the approach to tax is linked to the business and sustainable development strategies of the organization	
207-2	Tax governance, control, and risk management	
	a. A description of the tax governance and control framework, including: i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy ii. how the approach to tax is embedded within the organization iii. the approach to tax risks, including how risks are identified, managed, and monitored iv. how compliance with the tax governance and control framework is evaluated	
	b. A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax	
	c. A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s)	
207-3	Stakeholder engagement and management of concerns related to tax	
	a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. the approach to engagement with tax authorities ii. the approach to public policy advocacy on tax iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders	
207-4	Country-by-country reporting	
	a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes	
	b. For each tax jurisdiction reported in Disclosure 207-4-a: i. Names of the resident entities ii. Primary activities of the organization iii. Number of employees, and the basis of calculation of this number iv. Revenues from third-party sales v. Revenues from intra-group transactions with other tax jurisdictions vi. Profit/loss before tax vii. Tangible assets other than cash and cash equivalents viii. Corporate income tax paid on a cash basis ix. Corporate income tax accrued on profit/loss x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax	
	c. The time period covered by the information reported in Disclosure 207-4.	

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
300 series (environmental items)		
GRI 301 : Materials 2016		
301-1	Materials used by weight or volume	
	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used ii. renewable materials used	24
301-2	Recycled input materials used	
	a. Percentage of recycled input materials used to manufacture the organization's primary products and services	
301-3	Reclaimed products and their packaging materials	
	a. Percentage of reclaimed products and their packaging materials for each product category	24
	b. How the data for this disclosure have been collected	24
GRI 302 : Energy 2016		
302-1	Energy consumption within the organization	
	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used	24,25,65
	b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used	
	c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption	
	d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold	
	e. Total energy consumption within the organization, in joules or multiples	24,65
	f. Standards, methodologies, assumptions, and/or calculation tools used	24,65
	g. Source of the conversion factors used	24,65
302-2	Energy consumption outside of the organization	
	a. Energy consumption outside of the organization, in joules or multiples	Link
	b. Standards, methodologies, assumptions, and/or calculation tools used	
	c. Source of the conversion factors used	
302-3	Energy intensity	
	a. Energy intensity ratio for the organization	25
	b. Organization-specific metric (the denominator) chosen to calculate the ratio	
	c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all	24,25,65
	d. Whether the ratio uses energy consumption within the organization, outside of it, or both	24,25,65
302-4	Reduction of energy consumption	
	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	
	b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.	
	c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it	
	d. Standards, methodologies, assumptions, and/or calculation tools used	
302-5	Reductions in energy requirements of products and services	
	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples	Link
	b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it	23,25,65
	c. Standards, methodologies, assumptions, and/or calculation tools used	65

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
GRI 303 : Water and Effluents 2018		
303-1	Interactions with water as a shared resource	
	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff)	24
	b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used	26,27
	c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts	26,27
	d. An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.	26,27
303-2	Management of water discharge-related impacts	
	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined ii. any internally developed water quality standards or guidelines iii. any sector-specific standards considered iv. whether the profile of the receiving waterbody was considered	24
303-3	Water withdrawal	
	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water ii. Groundwater iii. Seawater iv. Produced water v. Third-party water	24
	b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water ii. Groundwater iii. Seawater iv. Produced water v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv	
	c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids) ii. Other water ($> 1,000$ mg/L Total Dissolved Solids)	27
	d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	27
303-4	Water discharge	
	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water ii. Groundwater iii. Seawater iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable	24,65
	b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids) ii. Other water ($> 1,000$ mg/L Total Dissolved Solids)	24,65
	c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids) ii. Other water ($> 1,000$ mg/L Total Dissolved Solids)	

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
	d. Priority substances of concern for which discharges are treated, including i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used ii. the approach for setting discharge limits for priority substances of concern iii. number of incidents of non-compliance with discharge limits	24,27,65
	e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	24,27,65
303-5	Water consumption	
	a. Total water consumption from all areas in megaliters.	24
	b. Total water consumption from all areas with water stress in megaliters	
	c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact	
	d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors	24,27,65
GRI 304 : Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location ii. Subsurface and underground land that may be owned, leased, or managed by the organization iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas iv. Type of operation (office, manufacturing or production, or extractive) v. Size of operational site in km2 (or another unit, if appropriate) vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem) vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)	
304-2	Significant impacts of activities, products and services on biodiversity	
	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources) iii. Introduction of invasive species, pests, and pathogens iv. Reduction of species v. Habitat conversion vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level)	
	b. Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected ii. Extent of areas impacted iii. Duration of impacts iv. Reversibility or irreversibility of the impacts	
304-3	Habitats protected or restored	
	a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals	
	b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures	
	c. Status of each area based on its condition at the close of the reporting period	
	d. Standards, methodologies, and assumptions used	

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	
300 series (environmental items)		
GRI 305 : Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	
	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	26,65
	b. Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all	26
	c. Biogenic CO2 emissions in metric tons of CO2 equivalent	
	d. Base year for the calculation, if applicable, including: i. the rationale for choosing it ii. emissions in the base year iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	23,66
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	23,66
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control	
	g. Standards, methodologies, assumptions, and/or calculation tools used	23,66
305-2	Energy indirect (Scope 2) GHG emissions	
	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	24,66
	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	
	c. If available, the gases included in the calculation; whether CO2 , CH4 , N2O, HFC, PFC, SF6 , NF3 , or all	24,66
	d. Base year for the calculation, if applicable, including: i. the rationale for choosing it ii. emissions in the base year iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	23,66
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Link
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control	
	g. Standards, methodologies, assumptions, and/or calculation tools used	23,66
305-3	Other indirect (Scope 3) GHG emissions	
	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent	Link
	b. If available, the gases included in the calculation; whether CO2 , CH4 , N2O, HFC, PFC, SF6 , NF3 , or all	Link
	c. Biogenic CO2 emissions in metric tons of CO2 equivalent	
	d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation	Link
	e. Base year for the calculation, if applicable, including: i. the rationale for choosing it ii. emissions in the base year iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	66
	f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	66
	g. Standards, methodologies, assumptions, and/or calculation tools used	66

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
305-4	GHG emissions intensity	
	a. GHG emissions intensity ratio for the organization	23
	b. Organization-specific metric (the denominator) chosen to calculate the ratio	23
	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	23
	d. Gases included in the calculation; whether CO2 , CH4 , N2O, HFC, PFC, SF6 , NF3 , or all. Compilation requirements	23
305-5	Reduction of GHG emissions	
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent	Link
	b. Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all	Link
	c. Base year or baseline, including the rationale for choosing it	23
	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Link
	e. Standards, methodologies, assumptions, and/or calculation tools used. Compilation requirements	23
305-6	Emissions of ozone-depleting substances (ODS)	
	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent	
	b. Substances included in the calculation	
	c. Source of the emission factors used	
	d. Standards, methodologies, assumptions, and/or calculation tools used. Compilation requirements	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations	24
	b. Source of the emission factors used	
	c. Standards, methodologies, assumptions, and/or calculation tools used	
GRI 306 : Waste 2020		
306-1	Waste generation and significant waste-related impacts	
	a. For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain	24,25
306-2	Management of significant wasterelated impacts	
	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated	25
	b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations	25
	c. The processes used to collect and monitor waste-related data	25
306-3	Waste generated	
	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste	24,25
	b. Contextual information necessary to understand the data and how the data has been compiled	24

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
306-4	Waste diverted from disposal	
	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste	
	b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse ii. Recycling iii. Other recovery operations	
	c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse ii. Recycling iii. Other recovery operations	
	d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite ii. Offsite	
	e. Contextual information necessary to understand the data and how the data has been compiled	
306-5	Waste directed to disposal	
	a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste	22,66
	b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery) ii. Incineration (without energy recovery) iii. Landfilling iv. Other disposal operations	
	c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery) ii. Incineration (without energy recovery) iii. Landfilling iv. Other disposal operations	
	d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. onsite ii. Offsite	
	e. Contextual information necessary to understand the data and how the data has been compiled	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016		
307-1	Non-compliance with environmental laws and regulations	
	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. total monetary value of significant fines ii. total number of non-monetary sanctions iii. cases brought through dispute resolution mechanisms	65,66
	b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient	65,66

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
GRI 308 : Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	
	a. Percentage of new suppliers that were screened using environmental criteria	29
308-2	Negative environmental impacts in the supply chain and actions taken	
	a. Number of suppliers assessed for environmental impacts	29
	b. Number of suppliers identified as having significant actual and potential negative environmental impacts	29
	c. Significant actual and potential negative environmental impacts identified in the supply chain	29
	d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	29
	e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why	29
400series (social items)		
GRI 401 : Employment 2016		
401-1	New employee hires and employee turnover	
	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region	
	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	
	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance ii. health care iii. disability and invalidity coverage iv. parental leave v. retirement provision vi. stock ownership vii. others	Link
	b. The definition used for 'significant locations of operation'	Link
401-3	Parental leave	
	a. Total number of employees that were entitled to parental leave, by gender	31
	b. Total number of employees that took parental leave, by gender	31
	c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender	
	d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	
	e. Return to work and retention rates of employees that took parental leave, by gender	
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
402-1	Minimum notice periods regarding operational changes	
	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	31
	b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements	31

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
GRI 403 : Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	
	<p>a. A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <p>i. the system has been implemented because of legal requirements and, if so, a list of the requirements</p> <p>ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines</p>	35,36
	b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered	35,36
403-2	Hazard identification, risk assessment, and incident investigation	
	<p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>i. how the organization ensures the quality of these processes, including the competency of persons who carry them out</p> <p>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system</p>	35,36,37
	b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals	35,36,37
	c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals	35,36,37
	d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system	35,36,37
403-3	Occupational health services	
	a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them	35,36,37

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
403-4	Worker participation, consultation, and communication on occupational health and safety	
	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers	33,36
	b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees	33,35,36,37
403-5	Worker training on occupational health and safety	
	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	34
403-6	Promotion of worker health	
	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided	35
	b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs	35
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks	35,36,37
403-8	Workers covered by an occupational health and safety management system	
	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	35,36
	b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	
	c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	35,36
403-9	Work-related injuries	
	a. For all employees: i. The number and rate of fatalities as a result of work-related injury ii. The number and rate of high-consequence work-related injuries (excluding fatalities) iii. The number and rate of recordable work-related injuries iv. The main types of work-related injury v. The number of hours worked	37,66
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury ii. The number and rate of high-consequence work-related injuries (excluding fatalities) iii. The number and rate of recordable work-related injuries iv. The main types of work-related injury v. The number of hours worked	37,66
	c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	36

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
	d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	36
	e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	37,66
	f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	
	g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	36
403-10	Work-related ill health	
	a. For all employees: i. The number of fatalities as a result of work-related ill health ii. The number of cases of recordable work-related ill health iii. The main types of work-related ill health	35,37,66
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health ii. The number of cases of recordable work-related ill health iii. The main types of work-related ill health	35,37,66
	c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined ii. which of these hazards have caused or contributed to cases of ill health during the reporting period iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	36
	d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	
	e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	36
GRI 404 : Training and Education 2016		
404-1	Average hours of training per year per employee	
	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender ii. employee category	34,66
404-2	Programs for upgrading employee skills and transition assistance programs	
	a. Type and scope of programs implemented and assistance provided to upgrade employee skills	34,66
	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	
404-3	Percentage of employees receiving regular performance and career development reviews	
	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	33

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
GRI 405 : Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	
	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender ii. Age group: under 30 years old, 30-50 years old, over 50 years old iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	
	b. Percentage of employees per employee category in each of the following diversity categories: i. Gender ii. Age group: under 30 years old, 30-50 years old, over 50 years old iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	
405-2	Ratio of basic salary and remuneration of women to men	
	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation	66
	b. The definition used for 'significant locations of operation'	
GRI 406 : Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	
	a. Total number of incidents of discrimination during the reporting period	66
	b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization ii. Remediation plans being implemented iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes iv. Incident no longer subject to action	66
GRI 407 : Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier ii. countries or geographic areas with operations and suppliers considered at risk	31
	b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	31
GRI 408 : Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	
	a. Operations and suppliers considered to have significant risk for incidents of: i. child labor ii. young workers exposed to hazardous work	29
	b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier ii. countries or geographic areas with operations and suppliers considered at risk	29
	c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor	29
GRI 409 : Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	
	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier ii. countries or geographic areas with operations and suppliers considered at risk	29
	b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor	29

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	
	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	
	b. Whether training requirements also apply to third-party organizations providing security personnel	
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	
	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.	
	b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization ii. Remediation plans being implemented iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes iv. Incident no longer subject to action	
GRI 412: HUMAN RIGHTS ASSESSMENT 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	
	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	
412-2	Employee training on human rights policies or procedures	
	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	
	b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	37
412-3	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	
	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	
	b. The definition used for 'significant investment agreements'	
413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	
	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes ii. environmental impact assessments and ongoing monitoring iii. public disclosure of results of environmental and social impact assessments iv. local community development programs based on local communities' needs v. stakeholder engagement plans based on stakeholder mapping vi. broad based local community consultation committees and processes that include vulnerable groups vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts viii. formal local community grievance processes	45
413-2	Operations with significant actual and potential negative impacts on local communities	
	a. Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations ii. the significant actual and potential negative impacts of operations	
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	
	a. Percentage of new suppliers that were screened using social criteria	29
414-2	Negative social impacts in the supply chain and actions taken	
	a. Number of suppliers assessed for social impacts	29
	b. Number of suppliers identified as having significant actual and potential negative social impacts	29
	c. Significant actual and potential negative social impacts identified in the supply chain	29
	d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	29

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
	e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	29
GRI 415: Public Policy 2016		
415-1	Political contributions	
	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	66
	b. If applicable, how the monetary value of in-kind contributions was estimated	66
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	
	a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	35,36,41,42
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	
	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty ii. incidents of non-compliance with regulations resulting in a warning iii. incidents of non-compliance with voluntary codes	66
	b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	66
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	
	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service ii. Content, particularly with regard to substances that might produce an environmental or social impact iii. Safe use of the product or service iv. Disposal of the product and environmental or social impacts v. Other (explain)	44,66
	b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures	38,44
417-2	Incidents of non-compliance concerning product and service information and labeling	
	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty ii. incidents of non-compliance with regulations resulting in a warning iii. incidents of non-compliance with voluntary codes	66
	b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	66
417-3	Incidents of non-compliance concerning marketing communications	
	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty ii. incidents of non-compliance with regulations resulting in a warning iii. incidents of non-compliance with voluntary codes	66
	b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	66
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	
	a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization ii. complaints from regulatory bodies	66
	b. Total number of identified leaks, thefts, or losses of customer data	66
	c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient	66

Disclosure / content(s) referenced		INTEGRATED REPORT 2024 Page number or Link
GRI 419: SOCIOECONOMIC COMPLIANCE 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	
	a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: <ul style="list-style-type: none"> i. total monetary value of significant fines ii. total number of non-monetary sanctions iii. cases brought through dispute resolution mechanisms 	66
	b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this	66
	c. The context against which significant fines and non-monetary sanctions were incurred	66