

# GRI G4 Index

## Specific Standard Disclosure

● Overall Reporting ● Partial Reporting ○ No Reporting

Classification	Key indicators	G4	Indicators	Reporting level	Page	Verification
<b>ECONOMIC</b>						
Economic Performance	●	DMA	Disclosure on Management Approach	●	↻	●
		G4-EC1	Direct economic value generated and distributed	●	↻	●
		G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	●	↻	●
Market Status		G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	●	↻	●
Indirect Economic Impacts		G4-EC7	Development and impact of infrastructure investments and services supported	●	↻	●
Procurement Practices		G4-EC9	Proportion of spending on local suppliers at significant locations of operation	●	↻	●
<b>ENVIRONMENTAL</b>						
Materials		G4-EN1	Materials used by weight or volume	●		●
		G4-EN2	Percentage of materials used that are recycled input materials	●		●
Energy		G4-EN3	Energy consumption within the organization	●	↻	●
		G4-EN5	Energy intensity	●		●
		G4-EN6	Reduction of energy consumption	●		●
		G4-EN7	Reductions in energy requirements of products and services	●	↻	●
Water		G4-EN8	Total water withdrawal by source	●	↻	●
Emissions	●	DMA	Disclosure on Management Approach	●	↻	
		G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	●		●
		G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	●	↻	●
		G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	●		●
		G4-EN18	Greenhouse gas (GHG) emissions intensity	●		●
		G4-EN19	Reduction of greenhouse gas (GHG) emissions	●	↻	●
Effluents and Waste		G4-EN22	Total water discharge by quality and destination	●	↻	●
		G4-EN23	Total weight of waste by type and disposal method	●		●
Products and Services	●	DMA	Disclosure on Management Approach	●	↻	●
		G4-EN27	Extent of impact mitigation of environmental impacts of products and services	●	↻	●
		G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	●	↻	●
Compliance, Supplier Environmental Assessment		G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations	●	↻	N/A ●
		G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	●	↻	●

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<b>LABOR PRACTICES AND DECENT WORK</b>						
Employment	●	DMA	Disclosure on Management Approach	●		●
		G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	●		●
		G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	●		●
Training and Education	●	DMA	Disclosure on Management Approach	●		
		G4-LA9	Average hours of training per year per employee, by gender, and by employee category	●		●
		G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	●		●
		G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	●		●
Diversity and Equal Opportunity		G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	●		●
Equal remuneration for women and men		G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	●		●
Supplier Assessment for Labor Practices		G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	●		●
Labor Practices Grievance Mechanisms		G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	●		●
<b>HUMAN RIGHTS</b>						
Security Practices		G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	●		●
Human Rights Grievance Mechanisms		G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	●		●

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<b>SOCIETY</b>						
Local Communities		G4-SO1	Percentage of operations with implemented local community engagement, impact, assessments and development programs	●		
Anti-Corruption		G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	●		●
		G4-SO4	Communication and training on anti-corruption policies and procedures	●		●
Supplier Assessment for Impacts on Society		G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	●		●
		G4 SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	●		●
<b>PRODUCT RESPONSIBILITY</b>						
Customer Health and Safety	●	DMA	Disclosure on Management Approach	●		●
		G4-PR1	Percentage of significant products and services categories for which health and safety impacts are assessed for improvement	●		●
Product and Service Labeling	●	DMA	Disclosure on Management Approach	●		●
		G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant products and services subject to such information requirements	●		●
		G4-PR5	Results of surveys measuring customer satisfaction	●		●
Marketing Communication	●	DMA	Disclosure on Management Approach	●		●
		G4-PR6	Sale of banned or disputes products	●		There were no such incidents in 2015 ●
Customer Privacy	●	DMA	Disclosure on Management Approach	●		●
		G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	●		There were no such complaints in 2015 ●