

# GRI Content Index

GRI Reference and Description		Sustainability Report 2015	Annual Report 2015	Comments on Sustainability Report 2015
Number	Description	Page	Page	
<b>Standard disclosures</b>				Following GRI 4
<b>Strategy and analysis</b>				
G4-1	CEO statement	1	2–5, 10–12, (28–30)	See also page 10, 12 f, 16 f, 18 f
<b>Organizational profile</b>				
G4-3	Name of the organization	4, 62	U4, U6	
G4-4	Primary brands products and services	4, 5	U3, 2–4, 26, 65	
G4-5	HQ location	4, 7	26, 98–100	Page 7 status 2016
G4-6	Countries of operation	5, 6, 7	98–100	Page 6/7 status 2015/2016
G4-8	Markets served	6, 7	98–100	Page 6/7 status 2015/2016
G4-9	Scale of operation	1, 2, 3, 5, 6, 11	U3, 1, 116	Page 5/6 status 2015/2016
G4-10	Number of employees	1, 2, 3, 34–37, 59	U3, 30, 116	
G4-11	Collective bargaining agreements	21, 35	29	Internal agreements
G4-14	Precautionary approach	16	28–31, 72	Continuous review
G4-16	Memberships and partnerships	8, 21, 38, 53	30–31	Clean Water Foundation
<b>Material aspects and boundaries</b>				
G4-17	List of entities	7	98–100	Status 2016
G4-18	Defining report content	1, 54		Internal targets & G4-DMA
<b>Stakeholder engagement</b>				
G4-26	Approach to stakeholder engagement	20, 21, 36	5, 30–31	External dialogue as of 2017
<b>Report profile</b>				
G4-28	Reporting period	54		
G4-30	Reporting cycle	54		Annual
G4-31	Contact point	61	U5	
G4-32	Content index and in accordance	54		"Following GRI 4"
G4-33	Assurance	54	43, 113	
<b>Governance</b>				
G4-34	Governance structure	15	26–27, 32–42	Management boards
<b>Ethics and integrity</b>				
G4-56	Codes of conduct	14, 15, 22	26, 32	

## Economic category

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<b>Specific disclosures</b>				Following GRI 4
G4-DMA	Management approach	1, 10, 12, 14, 16, 18, 19, 22, 46, 47	4, 10–12, 49	
<b>Economic performance</b>				
G4-EC1	Direct economic value generated and distributed	5, 11	U3, 1, 58, 62–63, 116	
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	12, 13, 24–26	28–30	
<b>Indirect Economic Impacts</b>				
GA-EC7	Development and impact of infrastructure investments and services supported	38, 39	30–31	

## Environmental category

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<b>Energy</b>				
G4-EN3	Energy consumption within the organization	16, 17, 24, 25	28–30	
G4-EN4	Energy consumption outside of the organization	22, 23		Eg. Freight
G4-EN6	Reduction of energy consumption	23–26	30	
G4-EN7	Reductions in energy requirements of products and services	28, 32	30	
<b>Water</b>				
G4-EN8	Total water withdrawal by source	27		
<b>Emissions</b>				
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	3, 17, 25	28–29, 30	Total greenhouse emissions Scope 1 and Scope 2
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	1, 3, 25, 26	29	
G4-EN19	Reduction of greenhouse gas (GHG) emissions	1, 16, 17	28–29, 30	Real CO <sub>2</sub> emissions
G4-EN20	Emissions of ozone-depleting substances (ODS)	26		No such emissions
G4-EN21	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions	26		
<b>Effluents and Waste</b>				
G4-EN22	Total water discharge by quality and destination	27		
G4-EN23	Total weight of waste by type and disposal method	26, 27	29, 30	
<b>Products and Services</b>				
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	13, 28, 32, 33	30	

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<b>Compliance</b>				
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	27		No incidents in 2015
<b>Transport</b>				
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	19, 22, 23		

## Social category

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<b>Labor practices and decent work</b>				
<b>Employment</b>				
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	36	(1), (30), (93)	Turnover
<b>Occupational Health and Safety</b>				
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	3, 17, 37, 44	28–29	Absence and accident rates
<b>Training and Education</b>				
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	14, 20, 35	29	
<b>Labor Practices Grievance Mechanisms</b>				
GA-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	14	(36), (38)	Whistleblowing program Compliance Agents
<b>Society</b>				
<b>Local Communities</b>				
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	38, 48 ff.	30–31	
<b>Anti-corruption</b>				
G4-S04	Communication and training on anti-corruption policies and procedures	14		Whistleblowing program