

GRI G4 Content Index

General standard disclosures	Description	Reference print report	Reference online report
G4 Strategy and analysis			
G4-1 (G3: 1.1)	Provide a statement from the most senior decision-maker of the organisation (such as CEO, Chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	IR pages 50-51; 52-57	Chairman's letter to stakeholders; Chief Executive Officer's strategic review
G4-2 (G3: 1.2)	Provide a description of key impacts, risks, and opportunities.	IR pages 13; 14-19; 20-24	The changing business context; risk management - a strategic imperative; key material issues
G4 Organisational profile			
G4-3 (G3: 2.1)	Report the name of the organisation.	IR page 1	Forward looking statements
G4-4 (G3: 2.2)	Report the primary brands, products, and services.	IR pages IFC; 8-10; 11	A simple, effective and achievable strategy; our business model; what we use to create value
G4-5 (G3: 2.4)	Report the location of the organisation's headquarters.	IR page 146	Administration
G4-6 (G3: 2.5)	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	IFC	Positioned for long-term sustainable growth
G4-7 (G3: 2.6)	Report the nature of ownership and legal form.	IR page IFC	A simple, effective and achievable strategy
G4-8 (G3: 2.7)	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	IR page 35	Global PGM environment; product responsibility;
G4-9 (G3: 2.8)	Report the scale of the organisation, including: <ul style="list-style-type: none"> > Total number of employees > Total number of operations > Net sales (for private sector organisations) or net revenues (for public sector organisations) > Total capitalisation broken down in terms of debt and equity (for private sector organisations) > Quantity of products or services provided. 	IR page 94	Value added statement; human capital
G4-10 a) (G3: LA1)	Report the total number of employees by employment contract and gender.	IR pages 92; 95	Human capital
G4-10 b)	Report the total number of permanent employees by employment type and gender.	IR pages 92; 95	Human capital
G4-10 c)	Report the total workforce by employees and supervised workers and by gender.	IR pages 92; 95	Human capital
G4-10 d)	Report the total workforce by region and gender.	IR page 93	Human capital
G4-10 e)	Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.	IR page 92	Human capital
G4-10 f)	Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	IR page 91	Human capital
G4-11 (G3: LA4)	Report the percentage of total employees covered by collective bargaining agreements.	IR page 93	Human capital
G4-12	Describe the organisation's supply chain.	IR pages 20; 60; 107	Material issues; financial capital

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General standard disclosures	Description	Reference print report	Reference online report
G4-13 (G3: 2.9)	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> > Changes in the location of, or changes in, operations, including facility openings, closings, and expansions > Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations) > Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination. 	IR page 2	About this report
G4-14 (G3: 4.11)	Report whether and how the precautionary approach or principle is addressed by the organisation.	IR pages 14-19	Risk management - a strategic imperative
G4-15 (G3: 4.12)	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	IR page 2	About the report
G4-16 (G3: 4.13)	List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: <ul style="list-style-type: none"> > Holds a position on the governance body > Participates in projects or committees > Provides substantive funding beyond routine membership dues > Views membership as strategic. 	IR pages 2;27	About this report; our commitments
G4 Identified material aspects and boundaries			
G4-17 a) (G3: 2.3)	List all entities included in the organisation's consolidated financial statements or equivalent documents.	IR page 66 AFS page 49	Segmental analysis. Our performance: > Financial capital
G4-17 b)	Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report.	N/A	N/A
G4-18 a) (G3: 3.5)	Explain the process for defining the report content and the aspect boundaries.	IAR page 2	About this report
G4-18 b) (G3: 3.5)	Explain how the organisation has implemented the reporting principles for defining report content.	IAR page 2	About this report
G4-19	List all the material aspects identified in the process for defining report content.	IAR pages 20-26	Material issues
G4-20 (G3: 3.8)	For each material aspect, report the aspect boundary within the organisation, as follows: <ul style="list-style-type: none"> > Report whether the aspect is material within the organisation > If the aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either <ul style="list-style-type: none"> > The list of entities or groups of entities included in G4-17 for which the aspect is not material or > The list of entities or groups of entities included in G4-17 for which the aspects is material > Report any specific limitation regarding the aspect boundary within the organisation. 	IAR pages 20-26	Material issues
G4-21 (G3: 3.7)	For each material aspect, report the aspect boundary outside the organisation, as follows: <ul style="list-style-type: none"> > Report whether the aspect is material outside of the organisation > If the aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the aspect is material > In addition, describe the geographical location where the aspect is material for the entities identified > Report any specific limitation regarding the aspect boundary outside the organisation. 	IR pages 20-26	Material issues

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General standard disclosures	Description	Reference print report	Reference online report
G4-22 (G3: 3.10)	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	IR pages 2; 104; 124	About this report; social capital; climate change and resource management.
G4-23 (G3: 3.11)	Report significant changes from previous reporting periods in the scope and aspect boundaries.	IR page 2	About this report
G4-24 (G3: 4.14)	Provide a list of stakeholder groups engaged by the organisation.	IR pages 109-115	Relationship capital
G4-25 (G3: 4.15)	Report the basis for identification and selection of stakeholders with whom to engage.	IR page 108	Relationship capital
G4-26 (G3: 4.16)	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	IR pages 109-115	Relationship capital
G4-27 (G3: 4.17)	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	IR pages 111-117	Relationship capital
G4 Report profile			
G4-28 (G3: 3.1)	Reporting period (such as fiscal or calendar year) for information provided.	IR page 2	About this report
G4-29 (G3: 3.2)	Date of most recent previous report (if any).	2014	2014
G4-30 (G3: 3.3)	Reporting cycle (such as annual, biennial).	IR page 3	About this report
G4-31 (G3: 3.4)	Provide the contact point for questions regarding the report or its contents.	IR pages 1;146	Administration
G4-32 a)	Report the "in accordance" option the organisation has chosen.	IR page 2	About this report
G4-32 b) (G3: 3.12)	Report the GRI Content Index for the chosen option.	IR page 30	Our approach to governance
G4-32 c)	Report the reference to the External Assurance Report, if the report has been externally assured. (GRI recommends the use of external assurance but it is not a requirement to be "in accordance" with the Guidelines.)	IR pages 2;27	About this report
G4-33 a) (G3: 3.13)	Report the organisation's policy and current practice with regard to seeking external assurance for the report.	IR page 2	About this report
G4-33 b)	If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.	IR pages 2; 27	About the report; our approach to governance
G4-33 c)	Report the relationship between the organisation and the assurance providers.	IR page 2	About this report
G4-33 d)	Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.	IR page 2	About this report
G4 Governance			
G4-34 (G3: 4.1)	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	IR pages 25-29	Our approach to governance
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	IR page 29	Our approach to governance

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General standard disclosures	Description	Reference print report	Reference online report
G4-36	Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	N/A	Our approach to governance
G4-37 (G3: 4.4)	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	IR pages 25; 109-115	Relationship capital, human capital
G4-38 (G3: 4.3)	Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> > Executive or non-executive > Independence > Tenure on the governance body > Number of each individual's other significant positions and commitments, and the nature of the commitments > Gender > Membership of under-represented social groups > Competences relating to economic, environmental and social impacts > Stakeholder representation. 	IR pages 36; 37	Our approach to governance
G4-39 (G3: 4.2)	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organisation's management and the reasons for this arrangement).	IR pages 36; 37	Board of Directors
G4-40 (G3: 4.7)	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: <ul style="list-style-type: none"> > Whether and how diversity is considered > Whether and how independence is considered > Whether and how expertise and experience relating to economic, environmental and social topics are considered > Whether and how stakeholders (including shareholders) are involved. 	N/A	Our approach to governance
G4-41 (G3: 4.6)	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> > Cross-Board membership > Cross-shareholding with suppliers and other stakeholders > Existence of controlling shareholder > Related party disclosures. 	IR page 31	Our approach to governance
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	IR pages 25; 31	Our approach to governance
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	N/A	Our approach to governance
G4-44 a) (G3: 4.10)	Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. <ul style="list-style-type: none"> > Report whether such evaluation is independent or not, and its frequency. > Report whether such evaluation is a self-assessment. 	IR page 26	Our approach to governance
G4-44 b)	Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organisational practice.	IR page 26	Our approach to governance
G4-45 a) (G3: 4.9)	Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.	IR page 25	Our approach to governance

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General standard disclosures	Description	Reference print report	Reference online report
G4-45 b)	Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	IR page 25	Our approach to governance
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	N/A	Our approach to governance
G4-47 (G3: 4.9)	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	N/A	Our approach to governance
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	IR page 31	Our approach to governance
G4-49 (G3: 4.4)	Report the process for communicating critical concerns to the highest governance body.	IR page 109	Relationship capital
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	IR page 109	Relationship capital
G4-51 a) (G3: 4.5)	Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: <ul style="list-style-type: none"> > Fixed pay and variable pay > Performance-based pay > Equity-based pay > Bonuses > Deferred or vested shares > Sign-on bonuses or recruitment incentive payments > Termination payments > Clawbacks > Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. 	IR page 32	Remuneration
G4-51 b)	Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	IR pages 32-34	Remuneration
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation.	IR pages 32-34	Remuneration
G4-53 (G3: 4.4)	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	Notice of Annual General Meeting	N/A
G4 Ethics and integrity			
G4-56 (G3: 4.8)	Describe the organisation's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	IR pages IFC; 31	Cover pages, our approach to governance
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.		Social and Ethics Committee report, our approach to governance
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistle-blowing mechanisms or hotlines.	N/A	Social and Ethics Committee report, our approach to governance
G4 Economic			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 20	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 20	Key material issues

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Specific standard disclosures	Description	Reference print report	Reference online report
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR pages 20; 50-51	CEO review; key material issues
G4. EC1 a) (G3: EC1)	Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organisation's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below: <ul style="list-style-type: none"> > Direct economic value generated > Revenues > Economic value distributed > Operating costs > Employee wages and benefits > Payments to providers of capital > Payments to government (by country - see guidance below) > Community investments > Economic value retained (calculated). 	N/A	Measuring our approach
G4. EC2 (G3: EC2)	Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including: <ul style="list-style-type: none"> > A description of the risk or opportunity and its classification as either physical, regulatory, or other > A description of the impact associated with the risk or opportunity > The financial implications of the risk or opportunity before action is taken > The methods used to manage the risk or opportunity > The costs of actions taken to manage the risk or opportunity. 	IR pages 20; 122	Key material issues; natural capital
G4. EC3 d)	Report the percentage of salary contributed by employee or employer.	IR page 32	Remuneration
G4. EC4 c)	Report whether, and the extent to which, the government is present in the shareholding structure.	IAR page 128	Shareholder statistics
G4 DMA	Description.	Reference print report	
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	N/A	N/A
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	N/A	N/A
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	N/A	N/A
G4 Market presence			
G4. EC5 a) (G3: EC5)	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation: <ul style="list-style-type: none"> > When a significant proportion of the workforce is compensated based on wages subject to minimum wage rules, report the ratio of the entry level wage by gender at significant locations of operation to the minimum wage. 	N/A	Measuring our approach
G4. EC6 a) (G3: EC7)	Proportion of senior management hired from the local community at significant locations of operation: <ul style="list-style-type: none"> > Report the percentage of senior management at significant locations of operation that are hired from the local community. 		Human capital; human resources

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Specific standard disclosures	Description	Reference print report	Reference online report
G4 Indirect economic impacts			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 20	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 20	Key material issues
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 20	Key material issues
G4. EC7 a) (G3: EC8)	Development and impact of infrastructure investments and services supported: <ul style="list-style-type: none"> > Report the extent of development of significant infrastructure investments and services supported. 	IAR pages 70-83	Manufactured capital
G4. EC7 c)	Report whether these investments and services are commercial, in-kind, or <i>pro bono</i> engagements.	IR pages 59; 70-83	Financial capital; manufactured capital
G4 Procurement practices			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IAR page 109	Social capital
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IAR page 107	Social capital (RBPlat's discretionary procurement spend)
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IAR page 107	Social capital
G4. EC9 a) (G3: EC6)	Proportion of spending on local suppliers at significant locations of operation: <ul style="list-style-type: none"> > Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally). 	IAR page 107	Social capital
G4 Environmental			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 21	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 21	Key material issues
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	N/A	Natural capital
G4. EN1 (G3: EN1)	Materials used by weight or volume: Report the total weight or volume of materials that are used to produce and package the organisation's primary products and services during the reporting period, by: <ul style="list-style-type: none"> > Non-renewable materials used > Renewable materials used. 	IR page 123	Natural capital

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Specific standard disclosures	Description	Reference print report	Reference online report
G4 Energy			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR pages 23; 124	Key material issues; natural capital
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 124	Natural capital
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 124	Natural capital
G4. EN3 a) (G3: EN3)	Energy consumption within the organisation: <ul style="list-style-type: none"> > Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used. 	IR page 124	Natural capital
G4. EN3 c) (G3: EN4)	Report in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> > Electricity consumption > Heating consumption > Cooling consumption > Steam consumption. 	IR page 124	Natural capital
G4. EN3 e)	Report total energy consumption in joules or multiples.	IR page 124	Natural capital
G4. EN5 a)	Energy intensity: <ul style="list-style-type: none"> > Report the energy intensity ratio. 	IR page 124	Natural capital
G4. EN5 b)	Report the organisation-specific metric (the ratio denominator) chosen to calculate the ratio.	IR page 124	Natural capital
G4. EN6 a) (G3: EN5)	Reduction of energy consumption: <ul style="list-style-type: none"> > Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. 	IR page 124	Natural capital
G4. EN6 c)	Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.	IR page 124	Natural capital
G4 Water			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR pages 23; 125	Natural capital; key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 125	Natural capital
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 123	Natural capital
G4. EN8 a) (G3: EN8)	Total water withdrawal by source: Report the total volume of water withdrawn from the following sources: <ul style="list-style-type: none"> > Surface water, including water from wetlands, rivers, lakes, and oceans > Ground water > Rainwater collected directly and stored by the organisation > Waste water from another organisation > Municipal water supplies or other water utilities. 	IR page 125	Natural capital
G4. EN9 a) (G3: EN9)	Water sources significantly affected by withdrawal of water: Report the total number of water sources significantly affected by withdrawal by type: <ul style="list-style-type: none"> > Size of water source > Whether or not the source is designated as a protected area (nationally or internationally) > Biodiversity value (such as species diversity and endemism, total number of protected species) > Value or importance of water source to local communities and indigenous peoples. 	IR page 125	Natural capital

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Specific standard disclosures	Description	Reference print report	Reference online report
G4. EN10 a) (G3: EN10)	Percentage and total volume of water recycled and reused: > Report the total volume of water recycled and reused by the organisation.	IR page 125	Natural capital
G4. EN10 b)	Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under indicator.	IAR page 125	Natural capital
G4 Biodiversity			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 121	Natural capital
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 121	Natural capital
G4 DMA c)	Report the evaluation of the management approach, including: > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach.	N/A	Natural capital
G4. EN12 b)	Report significant direct and indirect positive and negative impacts with reference to the following: > Species affected > Extent of areas impacted > Duration of impacts > Reversibility or irreversibility of the impacts.	IR page 121	Natural capital
G4. EN14 (G3: EN15)	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. Report the total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk: > Critically endangered > Endangered > Vulnerable > Near threatened > Least concerns.	IR page 121	Natural capital
G4 Emissions			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR pages 23; 123	Key material issues; natural capital
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR pages 23; 123	Key material issues; natural capital
G4 DMA c)	Report the evaluation of the management approach, including: > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach.	IR pages 120- 126	Natural capital
G4. EN15 a) (G3: EN16)	Direct greenhouse gas (GHG) emissions (Scope 1): Report gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.	IR page 123	Natural capital
G4. EN16 a) (G3: EN16)	Energy indirect greenhouse gas (GHG) emissions (Scope 2): > Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.	IR page 123	Natural capital
G4. EN17 a) (G3: EN17)	Other indirect greenhouse gas (GHG) emissions (Scope 3): Report gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances.	IR page 123	Natural capital
G4. EN18 a)	Greenhouse gas (GHG) emissions intensity: Report the GHG emissions intensity ratio.	IAR page 123	Natural capital

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Specific standard disclosures	Description	Reference print report	Reference online report
G4. EN18 b)	Report the organisation-specific metric (the ratio denominator) chosen to calculate the ratio.	IR page 123	Natural capital
G4. EN19 a) (G3: EN18)	Reduction of greenhouse gas (GHG) emissions: Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO ₂ equivalent.	IR page 126	Natural Capital
G4. EN19 e)	Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.	IR page 123	Natural capital
G4. EN21 a) (G3: EN20)	NOX, SOX, and other significant air emissions: Report the amount of significant air emissions, in kilograms or multiples for each of the following: <ul style="list-style-type: none"> > NOX > SOX > Persistent organic pollutants (POP) > Volatile organic compounds (VOC) > Hazardous air pollutants (HAP) > Particulate matter (PM) > Other standard categories of air emissions identified in relevant regulations. 	N/A	Natural capital
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR pages 23; 126	Key material issues; natural capital
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 126	Natural capital
G4 DMA c)	Total weight of waste by type and disposal method: Report the total weight of hazardous and non-hazardous waste, by the following disposal methods: <ul style="list-style-type: none"> > Reuse > Recycling > Composting > Recovery, including energy recovery > Incineration (mass burn) > Deep well injection > Landfill > On-site storage > Other (to be specified by the organisation). 	IR page 126	Natural capital
G4. EN23 a) (G3: EN22)	Report how the waste disposal method has been determined: <ul style="list-style-type: none"> > Disposed of directly by the organisation or otherwise directly confirmed > Information provided by the waste disposal contractor > Organisational defaults of the waste disposal contractor. 	IR page 126	Natural capital
G4. EN25 a) (G3: EN24)	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention 2 Annex I, II, III, and VIII, and percentage of transported waste shipped internationally: Report the total weight for each of the following: <ul style="list-style-type: none"> > Hazardous waste transported > Hazardous waste imported > Hazardous waste exported > Hazardous waste treated. 	IR page 126	Natural capital
G4. EN25 b)	Report the percentage of hazardous waste shipped internationally.	IR page 126	Natural capital
G4 Products and services			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 126	Natural capital
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 126	Natural capital
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 126	Natural capital

GRI G4 Content Index continued

Specific standard disclosures	Description	Reference print report	Reference online report
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR pages 17; 111	Risk management; relationship capital
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 17	Risk management
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 17	Risk management
G4. EN29 a) (G3: EN28) CORE	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations: Report significant fines and non-monetary sanctions in terms of: <ul style="list-style-type: none"> > Total monetary value of significant fines > Total number of non-monetary sanctions > Cases brought through dispute resolution mechanisms. 	N/A	Social and Ethics Committee report
G4. EN29 b) CORE	Where organisations have not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.	N/A	Social and Ethics Committee report
G4 Overall			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 21	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 21	Natural capital
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 21	Natural capital
G4 supplier environmental assessment			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 120	Natural capital
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 120	Natural capital
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 120	Natural capital
G4. EN33 c)	Report the significant actual and potential negative environmental impacts identified in the supply chain.	IR page 20	
G4 Labour practices and decent work			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 20	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 20	Key material issues
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 91	Human capital
G4. LA1 a) (G3: LA2)	Total number and rates of new employee hires and employee turnover by age group, gender, and region: Report the total number and rate of new employee hires during the reporting period, by age group, gender and region.	IR page 92	Human capital

GRI G4 Content Index continued

Specific standard disclosures	Description	Reference print report	Reference online report
G4. LA1 b)	Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.	IR page 92	Human capital
G4. LA2 a) (G3: LA3)	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation: Report the benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: <ul style="list-style-type: none"> > Life insurance > Health care > Disability and invalidity coverage > Parental leave > Retirement provision > Stock ownership > Others. 	IR pages 33-34; 94	Remuneration; human capital
G4 Labour/management relations			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 24	Key material Issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 24	Key material Issues
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 24	Key material Issues
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 22	Key material Issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 22	Key material Issues
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR pages 22; 91-95	Key material Issues; human capital
G4. LA5 a) (G3: LA6)	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes: Report the level at which each formal joint management-worker health and safety committee typically operates within the organisation.	IR page 28	Our approach to governance
G4. LA6 a) (G3: LA7)	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: Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by: <ul style="list-style-type: none"> > Region > Gender. 	IR pages 84-90	Human capital
G4. LA6 c)	Report the system of rules applied in recording and reporting accident statistics.	IR page 90	Human capital
G4. LA7 (G3: LA8)	Workers with high incidence or high risk of diseases related to their occupation: Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.	IR page 90	Human capital
G4. LA8 a) (G3: LA9)	Health and safety topics covered in formal agreements with trade unions: Report whether formal agreements (either local or global) with trade unions cover health and safety.	IR page 112	Relationship capital
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 23	Key material issues

GRI G4 Content Index continued

Specific standard disclosures	Description	Reference print report	Reference online report
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 23	Key material issues
G4. LA10 a) (G3: LA11)	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings: Report on the type and scope of programmes implemented and assistance provided to upgrade employee skills.	N/A	Human capital
G4. LA10 b)	Report on the transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	IR page 22	Key material issues; human capital
G4. LA11 (G3: LA12)	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category: Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	IR page 94	Human capital
G4 Diversity and equal employment			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 24	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 24	Key material issues
G4. LA12 a) (G3: LA13)	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity: Report the percentage of individuals within the organisation's governance bodies in each of the following diversity categories: > Gender > Age group: under 30 years old, 30-50 years old, over 50 years old > Minority groups > Other indicators of diversity where relevant.	IR pages 36-37	Executive Committee; Board of Directors
G4. LA12 b)	Report the percentage of employees per employee category in each of the following diversity categories: > Gender > Age group: under 30 years old, 30-50 years old, over 50 years old > Minority groups > Other indicators of diversity where relevant.	IR pages 93; 95	Human capital
G4 Equal remuneration for men and women			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 20	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR pages 20; 32	Key material issues; remuneration
G4 DMA c)	Report the evaluation of the management approach, including: > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach.	IR page 20	Key material issues
G4 Supplier assessment for labour practices			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR pages 20; 24	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR pages 120-121	Our approach to governance; natural capital
G4 DMA c)	Report the evaluation of the management approach, including: > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach.	IR pages 120-121	Natural capital
G4. LA15 c)	Report the significant actual and potential negative impacts for labour practices identified in the supply chain.	IR pages 120-121	Natural capital; climate change and resource management

GRI G4 Content Index continued

Specific standard disclosures	Description	Reference print report	Reference online report
G4 Labour practice grievance mechanisms			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 24	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR pages 24; 31	Key material issues; our approach to governance; human capital
G4 HUMAN RIGHTS			
G4 Investment			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 20	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR pages 20; 25	Key material issues; our approach to governance
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 25	Our approach to governance
G4. HR1 b)	Report the definition of “significant investment agreements” used by the organisation.	IR page 25	Our approach to governance
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 24	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 91	Human capital
G4 Freedom of association and collective bargaining			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 24	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 2	Human capital
G4 Child labour			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 24	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 2	Human capital
G4 Forced or compulsory labour			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 24	Key material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 2	Human capital
G4 Indigenous rights			
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 2	Human capital
G4 Assessment			
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 2	Human capital
G4 Human rights grievance mechanisms			
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	N/A	Human capital
G4 SOCIETY			

GRI G4 Content Index continued

Specific standard disclosures	Description	Reference print report	Reference online report
G4 Local community			
G4. SO1 (G3: SO1)	<p>Percentage of operations with implemented local community engagement, impact assessments, and development programmes: Report the percentage of operations with implemented local community engagement, impact assessments, and development programmes, including the use of:</p> <ul style="list-style-type: none"> > Social impact assessments, including gender impact assessments, based on participatory processes > Environmental impact assessments and ongoing monitoring > Public disclosure of results of environmental and social impact assessments > Local community development programmes based on local communities' needs > Stakeholder engagement plans based on stakeholder mapping > Broad-based local community consultation committees and processes that include vulnerable groups > Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts > Formal local community grievance processes. 	IR pages 106-108	Social capital
G4 Anti-corruption			
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	N/A	Approach to governance
G4 DMA c)	<p>Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	N/A	Approach to governance
G4. SO3 b)	Report the significant risks related to corruption identified through the risk assessment.	N/A	Approach to governance
G4. SO4 a) (G3: SO3)	Communication and training on anti-corruption policies and procedures: Report the total number and percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to, broken down by region.	N/A	Approach to governance
G4. SO4 b)	Report the total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	N/A	Approach to governance
G4. SO4 d)	Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	N/A	Approach to governance
G4 Supplier assessment for impacts on society			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 20	Material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 20	Material issues
G4 DMA c)	<p>Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 20	Material issues

GRI G4 Content Index continued

Specific standard disclosures	Description	Reference print report	Reference online report
G4 PRODUCT RESPONSIBILITY			
G4 Customer health and safety			
G4 DMA a)	Report why the aspect is material. Report the impacts that make this aspect material.	IR page 22	Material issues
G4 DMA b)	Report how the organisation manages the material aspect or its impacts.	IR page 22	Material issues
G4 DMA c)	Report the evaluation of the management approach, including: <ul style="list-style-type: none"> > The mechanisms for evaluating the effectiveness of the management - approach > The results of the evaluation of the management approach > Any related adjustments to the management approach. 	IR page 22	Material issues
G4. PR1 (G3: PR1)	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement: Report the percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	IR page 87	Safety, health and wellness
G4. PR2 a) (G3: PR2)	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: <ul style="list-style-type: none"> > Incidents of non-compliance with regulations resulting in a fine or penalty > Incidents of non-compliance with regulations resulting in a warning > Incidents of non-compliance with voluntary codes. 	N/A	Social and Ethics Committee report
G4. PR2 b)	If the organisation has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	N/A	Social and Ethics Committee report