

GRI Standard Section / Category	GRI Aspect	GRI Standard Indicator or Disclosure	Disclosure requirements	Location in Report /URL (include page #)	Reason for Omission or Partial Disclosure Deemed Appropriate and to be in Accordance with GRI	Reason for Omission	Explanation of Omission
Economic	Economic Performance	GRI-201-1	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 is presented on a cash basis, report the justification for this decision and report the basic components as listed below: i. Direct economic value generated: – Revenues ii. Economic value distributed: – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government (by country) – Community investments iii. Economic value retained: 'Direct economic value generated' less 'Economic value distributed' b. Whereas significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	not disclosed	global data not available		
Economic	Economic Performance	GRI-201-2	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including: i. A description of the risk or opportunity and its classification as either physical, regulatory, or other ii. A description of the impact associated with the risk or opportunity iii. The financial implications of the risk or opportunity before action is taken iv. The methods used to manage the risk or opportunity v. The costs of actions taken to manage the risk or opportunity	22			
Economic	Economic Performance	GRI-201-3	a. If the plan's liabilities are met by the organization's general resources, report the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities, report: 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 ii. The basis on which that estimate has been arrived at iii. When that estimate was made 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.	22			
Economic	Economic Performance	GRI-201-4	a. Total monetary value of financial assistance received by the organization from governments during the reporting period, including: i. Tax relief and tax credits ii. Subsidies iii. Investment grants, research and development grants, and other relevant types of grants iv. Awards v. Royalty holidays vi. Financial assistance from Export Credit Agencies (ECAs) vii. Financial incentives viii. Other financial benefits received or receivable from any government for any operation b. The information in 201-4-a above by country. c. Whether, and the extent to which, the government is present in the shareholding structure.	not disclosed	global data not available		
Economic	Market Presence	GRI-202-1	a. 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. 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 could be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	not disclosed	global data not available	global data not available	
Economic	Market Presence	GRI-202-2	a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition of 'senior management' used. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'.	22			
Economic	Indirect Economic Impacts	GRI-203-1	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies. Report positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	not disclosed			
Economic	Indirect Economic Impacts	GRI-203-2	a. Examples of the significant identified positive and negative 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.	not disclosed	data not yet available but strive to report 2017 data		
Economic	Procurement Practices	GRI-204-1	a. 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). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'.	22			
Society	Anti-corruption	GRI-205-1	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	23			

Society	Anti-corruption	GRI-205-2	a. Total number and percentage of governance body members that the organization's anti-corruption 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 anti-corruption 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 anti-corruption, broken down by employee category and region.	23			
Society	Anti-corruption	GRI-205-3	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	not disclosed	data not available		
Society	Anti-competitive Behavior	GRI-206-1	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. b. Main outcomes of completed legal actions, including any decisions or judgments.	not disclosed			
Environment	Energy	GRI-302-1	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption from renewable fuel sources in joules or multiples, 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 in joules or multiples. f. Standards, methodologies, and assumptions used. g. Source of the conversion factors used.	26			
Environment	Energy	GRI-302-2	a. Energy consumed outside of the organization, in joules or multiples. b. Standards, methodologies, and assumptions used. c. Source of the conversion factors used.	26			
Environment	Energy	GRI-302-3	a. Energy intensity ratio. b. Organization-specific metric (the ratio denominator) chose to calculate the ratio. c. Types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumed within the organization, outside of it or both.	26			
Environment	Energy	GRI-302-4	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 reductions: 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, and assumptions used.	28			
Environment	Energy	GRI-302-5	a. Reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.	28			
Environment	Emissions	GRI-305-1	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing the base year; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	31			
Environment	Emissions	GRI-305-2	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. 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, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing the base year; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source. f. Consolidation approach for emissions (equity share, financial control, operational control). g. Standards, methodologies, assumptions, and/or calculation tools used.	32			

Environment	Emissions	GRI-305-3	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent separately from the d. Other indirect (Scope 3) emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing the base year; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available. g. Standards, methodologies, assumptions, and/or calculation tools used.	32			
Environment	Emissions	GRI-305-4	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the ratio denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3). d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	32			
Environment	Emissions	GRI-305-5	a. GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO2 equivalent. b. Gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all). c. Base year or baseline and the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) emissions. e. Standards, methodologies, assumptions, and/or calculation tools used.	32			
Environment	Emissions	GRI-305-6	a. Production, imports, and exports of ODS in metric tons of CFC-11 equivalent. b. Substances included in the calculation. c. Source of the emissions factor used. d. Standards, methodologies, assumptions, and/or calculation tools used.	32			
Environment	Emissions	GRI-305-7	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 b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	32			
Environmental	Supplier Environmental Assessment	GRI-308-1	a. Percentage of new suppliers that were screened using environmental criteria.	36			
Environmental	Supplier Environmental Assessment	GRI-308-2	a. Number of suppliers subject to environmental impact assessments. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. 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. 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.	not disclosed	global data not available		
Labor Practices and Decent Work	Employment	GRI-401-1	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.	not disclosed	global data not available		
Labor Practices and Decent Work	Employment	GRI-401-2	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 b. The definition used for 'significant locations of operation'.	not disclosed	global data not available		
Labor Practices and Decent Work	Employment	GRI-401-3	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees who returned to work after parental leave ended, by gender. d. Total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender. e. Return to work and retention rates of employees who took parental leave, by gender.	not disclosed	global data not available		
Labor Practices and Decent Work	Labor/Management Relations	GRI-402-1	a. Minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	not disclosed	global data not available		
Labor Practices and Decent Work	Occupational Health and Safety	GRI-403-1	a. The level at which each formal joint management-worker health and safety committee typically operates within the organization. b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented in formal joint management-worker health and safety committees.	37			

Labor Practices and Decent Work	Occupational Health and Safety	GRI-403-2	a. Types of injury, injury rate (IR) occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for all employees, with a breakdown by: i. Region ii. Gender b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: i. Region ii. Gender c. The system of rules applied in recording and reporting accident statistics.	38			
Labor Practices and Decent Work	Occupational Health and Safety	GRI-403-3	a. Whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.	38			
Labor Practices and Decent Work	Occupational Health and Safety	GRI-403-4	a. Whether formal agreements (either local or global) with trade unions cover health and safety. b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	not disclosed	global data not available		
Labor Practices and Decent Work	Training and Education	GRI-404-1	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender ii. Employee category	39			
Labor Practices and Decent Work	Training and Education	GRI-404-2	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	39			
Labor Practices and Decent Work	Training and Education	GRI-404-3	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	39			
Labor Practices and Decent Work	Diversity and Equal Opportunity	GRI-405-1	a. Percentage of individual 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)	40			
Labor Practices and Decent Work	Diversity and Equal Opportunity	GRI-405-2	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	not disclosed	global data not available		
Human Rights	Freedom of Association and Collective Bargaining	GRI-407-1	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 geographical areas with operations and suppliers considered at risk b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	41			
Human Rights, Labor Practices and Decent Work	Supplier Social Assessment	GRI-414-1	a. Report the percentage of new suppliers that were screened using social criteria.	43			
Human Rights, Labor Practices and Decent Work	Supplier Human Rights Assessment	GRI-414-2	a. Report the number of suppliers subject to human rights impact assessments. b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts. c. Report the significant actual and potential negative human rights impacts identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.	not disclosed	process not yet in place to capture this data		
Product Responsibility	Customer Privacy	GRI-418-1	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 b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	44	process not yet in place to fully capture this data		
Society	Socioeconomic Compliance	GRI-419-1	a. Significant fines and non-monetary sanctions in terms of: i. Total monetary value of significant fines ii. Total number of non-monetary sanctions iii. Cases brought through dispute resolution mechanisms b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.	44			