

CSR

# GRI Content Index

This CSR site was prepared by making reference to the GRI standards (2016).

Disclosure		Location
102: General Disclosures (2016)		
102-1	Name of the organization	<a href="#">Basic Data</a>
102-2	Activities, brands, products, and services	<a href="#">Basic Data</a>
102-3	Location of headquarters	<a href="#">Basic Data</a>
102-4	Location of operations	<a href="#">Basic Data</a>
102-5	Ownership and legal form	<a href="#">Basic Data</a>
102-6	Markets served	<a href="#">Basic Data</a>
102-7	Scale of the organization	<a href="#">Basic Data</a>
102-8	Information on employees and other workers	<a href="#">Basic Data</a>
102-9	Supply chain	<a href="#">Business and CSR</a>
		<a href="#">Basic Data</a>
102-10	Significant changes to the organization and its supply chain	<a href="#">Basic Data</a>
102-11	Precautionary Principle or approach	<a href="#">Risk Management</a>
		<a href="#">Responses to climate change</a>

	<b>Disclosure</b>	<b>Location</b>
		<u>Use resources appropriately and prevent pollution</u>
102-12	External initiatives	-
102-13	Membership of associations	-
102-14	Statement from senior decision-maker	<u>Top commitment</u>
		<u>Message from the CSR Committee Chairman</u>
102-15	Key impacts, risks, and opportunities	<u>CSR Management</u>
102-16	Values, principles, standards, and norms of behavior	<u>CSR Management</u>
		<u>Compliance</u>
102-17	Mechanisms for advice and concerns about ethics	<u>Human Rights</u>
		<u>Corporate Governance</u>
102-18	Governance structure	<u>CSR Management</u>
		<u>Corporate Governance</u>
102-19	Delegating authority	<u>CSR Management</u>
		<u>Corporate Governance</u>
102-20	Executive-level responsibility for economic, environmental, and social topics	<u>CSR Management</u>
		<u>Corporate Governance</u>
102-21	Consulting stakeholders on economic, environmental, and social topics	-
102-22	Composition of the highest governance body and its committees	<u>Corporate Governance Report</u>

Disclosure		Location
102-23	Chair of the highest governance body	<a href="#"><u>List of directors</u></a>
102-24	Nominating and selecting the highest governance body	<a href="#"><u>Corporate Governance Report</u></a>
102-25	Conflicts of interest	-
102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#"><u>CSR Management</u></a>
102-27	Collective knowledge of highest governance body	-
102-28	Evaluating the highest governance body's performance	-
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#"><u>Risk Management</u></a>
102-30	Effectiveness of risk management processes	-
102-31	Review of economic, environmental, and social topics	<a href="#"><u>Risk Management</u></a>
102-32	Highest governance body's role in sustainability reporting	-
102-33	Communicating critical concerns	<a href="#"><u>Risk Management</u></a>
102-34	Nature and total number of critical concerns	-
102-35	Remuneration policies	<a href="#"><u>Corporate Governance Report</u></a>
102-36	Process for determining remuneration	<a href="#"><u>Corporate Governance Report</u></a>

Disclosure		Location
102-37	Stakeholders' involvement in remuneration	-
102-38	Annual total compensation ratio	-
102-39	Percentage increase in annual total compensation ratio	-
102-40	List of stakeholder groups	<u>CSR Management</u>
102-41	Collective bargaining agreements	<u>Create fair and meaningful workplaces</u>
102-42	Identifying and selecting stakeholders	<u>CSR Management</u>
102-43	Approach to stakeholder engagement	<u>CSR Management</u>
102-44	Key topics and concerns raised	<u>CSR Management</u>
102-45	Entities included in the consolidated financial statements	<u>Basic Data</u>
102-46	Defining report content and topic Boundaries	<u>Editorial Policy.</u>
102-47	List of material topics	<u>CSR Management</u>
102-48	Restatements of information	-
102-49	Changes in reporting	<u>Editorial Policy.</u>
102-50	Reporting period	<u>Editorial Policy.</u>

Disclosure		Location
102-51	Date of most recent report	<u>Editorial Policy</u>
102-52	Reporting cycle	<u>Editorial Policy</u>
102-53	Contact point for questions regarding the report	<u>Editorial Policy</u>
102-54	Claims of reporting in accordance with the GRI Standards	GRI content index
102-55	GRI content index	GRI content index
102-56	External assurance	-
Material topics		
103-1	Explanation of the material topic and its Boundary	<u>CSR Management</u>
103-2	The management approach and its components	<u>Enhance environmental management</u>
		<u>Responses to climate change</u>
		<u>Use water resources efficiently.</u>
		<u>Show consideration for biodiversity.</u>
		<u>Use resources appropriately and prevent pollution</u>
		<u>Raise safety and security quality in design and construction</u>
		<u>Raise safety and security quality in operations and management</u>

	<b>Disclosure</b>	<b>Location</b>
		<u>Implement measures to increase lifespan and improve durability.</u>
		<u>Ensure safety and security during emergencies</u>
		<u>Show consideration, and support the revitalization of communities</u>
		<u>Respond to population aging and diversity and support health</u>
		<u>Raise customer satisfaction and comfort</u>
103-3	Evaluation of the management approach	-
201: Economic Performance (2016)		
201-1	Direct economic value generated and distributed	-
201-2	Financial implications and other risks and opportunities due to climate change	<u>Responses to climate change</u>
201-3	Defined benefit plan obligations and other retirement plans	<u>Create fair and meaningful workplaces</u>
201-4	Financial assistance received from government	-
202: Market Presence (2016)		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
203: Indirect Economic Impacts (2016)		

Disclosure		Location
103-1	Explanation of the material topic and its Boundary	<u>Show consideration, and support the revitalization of communities</u>
103-2	The management approach and its components	<u>Show consideration, and support the revitalization of communities</u>
103-3	Evaluation of the management approach	-
203-1	Infrastructure investments and services supported	<u>Show consideration, and support the revitalization of communities</u>
203-2	Significant indirect economic impacts	<u>Show consideration, and support the revitalization of communities</u>
204: Procurement Practices (2016)		
204-1	Proportion of spending on local suppliers	-
205: Anti-corruption (2016)		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training about anti-corruption policies and procedures	<u>Compliance</u>
205-3	Confirmed incidents of corruption and actions taken	<u>Compliance</u>
206: Anti-competitive Behavior (2016)		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<u>Compliance</u>
301: Materials (2016)		
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	-

Disclosure		Location
301-3	Reclaimed products and their packaging materials	-
302: Energy (2016)		
103-1	Explanation of the material topic and its Boundary	<u>Responses to climate change</u>
103-2	The management approach and its components	<u>Responses to climate change</u>
103-3	Evaluation of the management approach	-
302-1	Energy consumption within the organization	<u>Responses to climate change</u>
302-2	Energy consumption outside of the organization	
302-3	Energy intensity	<u>Responses to climate change</u>
302-4	Reduction of energy consumption	<u>Responses to climate change</u>
302-5	Reductions in energy requirements of products and services	<u>Responses to climate change</u>
303: Water (2016)		
103-1	Explanation of the material topic and its Boundary	<u>Use water resources efficiently.</u>
103-2	The management approach and its components	<u>Use water resources efficiently.</u>
103-3	Evaluation of the management approach	-
303-1	Water withdrawal by source	<u>Use water resources efficiently.</u>
303-2	Water sources significantly affected by withdrawal of water	-



Disclosure		Location
303-3	Water recycled and reused	-
304: Biodiversity (2016)		
103-1	Explanation of the material topic and its Boundary	<u>Show consideration for biodiversity.</u>
103-2	The management approach and its components	<u>Show consideration for biodiversity.</u>
103-3	Evaluation of the management approach	-
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
304-2	Significant impacts of activities, products, and services on biodiversity	<u>Show consideration for biodiversity.</u>
304-3	Habitats protected or restored	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
305: Emissions (2016)		
103-1	Explanation of the material topic and its Boundary	<u>Responses to climate change</u>
103-2	The management approach and its components	<u>Responses to climate change</u>
103-3	Evaluation of the management approach	-
305-1	Direct (Scope 1) GHG emissions	<u>Responses to climate change</u>
305-2	Energy indirect (Scope 2) GHG emissions	-
305-3	Other indirect (Scope 3) GHG emissions	-

Disclosure		Location
305-4	GHG emissions intensity	<u>Responses to climate change</u>
305-5	Reduction of GHG emissions	<u>Responses to climate change</u>
305-6	Emissions of ozone-depleting substances (ODS)	<u>Responses to climate change</u>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
306: Effluents and Waste (2016)		
103-1	Explanation of the material topic and its Boundary	<u>Use resources appropriately and prevent pollution</u>
		<u>Implement measures to increase lifespan and improve durability.</u>
103-2	The management approach and its components	<u>Use resources appropriately and prevent pollution</u>
		<u>Implement measures to increase lifespan and improve durability.</u>
103-3	Evaluation of the management approach	-
306-1	Water discharge by quality and destination	-
306-2	Waste by type and disposal method	<u>Use resources appropriately and prevent pollution</u>
306-3	Significant spills	-
306-4	Transport of hazardous waste	-
306-5	Water bodies affected by water discharges and/or runoff	-
307: Environmental Compliance (2016)		

Disclosure		Location
307-1	Non-compliance with environmental laws and regulations	<u>Enhance environmental management</u>
308: Supplier Environmental Assessment (2016)		
103-1	Explanation of the material topic and its Boundary	<u>Enhance environmental management</u>
		<u>Responses to climate change</u>
		<u>Use water resources efficiently.</u>
		<u>Show consideration for biodiversity.</u>
		<u>Use resources appropriately and prevent pollution</u>
103-2	The management approach and its components	<u>Enhance environmental management</u>
		<u>Responses to climate change</u>
		<u>Use water resources efficiently.</u>
		<u>Show consideration for biodiversity.</u>
		<u>Use resources appropriately and prevent pollution</u>
103-3	Evaluation of the management approach	-
308-1	New suppliers that were screened using environmental criteria	<u>Raise supplier management levels</u>
308-2	Negative environmental impacts in the supply chain and actions taken	-
401: Employment (2016)		
401-1	New employee hires and employee turnover	<u>Basic Data</u>
		<u>Promotion of diversity.</u>

Disclosure		Location
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>Create fair and meaningful workplaces</u>
401-3	Parental leave	<u>Promotion of diversity.</u>
402: Labor/Management Relations (2016)		
402-1	Minimum notice periods regarding operational changes	-
403: Occupational Health and Safety (2016)		
403-1	Workers representation in formal joint management-worker health and safety committees	<u>Health and safety of employees</u>
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<u>Health and safety of employees</u>
403-3	Workers with high incidence or high risk of diseases related to their occupation	-
403-4	Health and safety topics covered in formal agreements with trade unions	-
404: Training and Education (2016)		
404-1	Average hours of training per year per employee	<u>Improve human capital</u>
404-2	Programs for upgrading employee skills and transition assistance programs	<u>Improve human capital</u>
404-3	Percentage of employees receiving regular performance and career development reviews	-
405: Diversity and Equal Opportunity (2016)		

Disclosure		Location
103-1	Explanation of the material topic and its Boundary	<u>Respond to population aging and diversity and support health</u>
		<u>Raise customer satisfaction and comfort</u>
103-2	The management approach and its components	<u>Respond to population aging and diversity and support health</u>
		<u>Raise customer satisfaction and comfort</u>
103-3	Evaluation of the management approach	-
405-1	Diversity of governance bodies and employees	<u>Promotion of diversity.</u>
405-2	Ratio of basic salary and remuneration of women to men	-
406: Non-discrimination (2016)		
406-1	Incidents of discrimination and corrective actions taken	<u>Human Rights</u>
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	<u>Human Rights</u>
408: Child Labor (2016)		
408-1	Operations and suppliers at significant risk for incidents of child labor	<u>Human Rights</u>
409: Forced or Compulsory Labor (2016)		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<u>Human Rights</u>
410: Security Practices (2016)		

Disclosure		Location
410-1	Security personnel trained in human rights policies or procedures	<u>Human Rights</u>
411: Rights of Indigenous Peoples (2016)		
411-1	Incidents of violations involving rights of indigenous peoples	-
Incidents of violations involving rights of indigenous peoples		
412-1	Operations that have been subject to human rights reviews or impact assessments	-
412-2	Employee training on human rights policies or procedures	-
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
413: Local Communities (2016)		
103-1	Explanation of the material topic and its Boundary	<u>Show consideration, and support the revitalization of communities</u>
103-2	The management approach and its components	<u>Show consideration, and support the revitalization of communities</u>
103-3	Evaluation of the management approach	-
413-1	Operations with local community engagement, impact assessments, and development programs	<u>Show consideration, and support the revitalization of communities</u>
413-2	Operations with significant actual and potential negative impacts on local communities	-
414: Supplier Social Assessment (2016)		

Disclosure		Location
103-1	Explanation of the material topic and its Boundary	<u>Raise supplier management levels</u>
103-2	The management approach and its components	<u>Raise supplier management levels</u>
103-3	Evaluation of the management approach	-
414-1	New suppliers that were screened using social criteria	<u>Raise supplier management levels</u>
414-2	Negative social impacts in the supply chain and actions taken	-
415: Public Policy (2016)		
415-1	Political contributions	-
416: Customer Health and Safety (2016)		
103-1	Explanation of the material topic and its Boundary	<u>Raise safety and security quality in design and construction</u>
		<u>Raise safety and security quality in operations and management</u>
		<u>Implement measures to increase lifespan and improve durability.</u>
		<u>Ensure safety and security during emergencies</u>
103-2	The management approach and its components	<u>Raise safety and security quality in design and construction</u>
		<u>Raise safety and security quality in operations and management</u>
		<u>Implement measures to increase lifespan and improve durability.</u>

	<b>Disclosure</b>	<b>Location</b>
		<u>Ensure safety and security during emergencies</u>
103-3	Evaluation of the management approach	-
416-1	Assessment of the health and safety impacts of product and service categories	<u>Raise safety and security quality in design and construction</u>
		<u>Raise safety and security quality in operations and management</u>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
417: Marketing and Labeling (2016)		
417-1	Requirements for product and service information and labeling	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
418: Customer Privacy (2016)		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-
419: Socioeconomic Compliance (2016)		
419-1	Non-compliance with laws and regulations in the social and economic area	<u>Compliance</u>