

## Global Reporting Initiative Content Index

GRI Standard	Disclosure	URL
GRI 101: Foundation 2016		
General Disclosures		
	<b>Organizational Profile</b>	
	102-1 Name of the organization	<a href="#">Visit Page</a>
	102-2 Activities, brands, products, and services	<a href="#">Visit Page</a>
	102-3 Location of headquarters	<a href="#">Visit Page</a>
	102-4 Location of operations	<a href="#">Visit Page</a>
	102-5 Ownership and legal form	<a href="#">Visit Page</a>
	102-6 Markets served	<a href="#">Visit Page</a>
	102-7 Scale of the organization	<a href="#">Visit Page</a>
	102-8 Information on employees and other workers	<a href="#">Visit Page</a>
	102-9 Supply chain	<a href="#">Visit Page</a>
	102-10 Significant changes to the organization and its supply chain	<a href="#">Visit Page</a>
	102-11 Precautionary Principle or approach	<a href="#">Visit Page</a>
	102-12 External initiatives	<a href="#">Visit Page</a>
	102-13 Membership of associations	<a href="#">Visit Page</a>
	<b>Strategy</b>	
	102-14 Statement from senior decision-maker	<a href="#">Visit Page</a>
	102-15 Key impacts, risks, and opportunities	<a href="#">Visit Page</a>
	<b>Ethics and Integrity</b>	
	102-16 Values, principles, standards, and norms of behavior	<a href="#">Visit Page</a>
	102-17 Mechanisms for advice and concerns about ethics	<a href="#">Visit Page</a>
	<b>Governance</b>	
	102-18 Governance structure	<a href="#">Visit Page</a>
	102-19 Delegating authority	<a href="#">Visit Page</a>
	102-20 Executive-level responsibility for economic, environmental, and social topics	<a href="#">Visit Page</a>
	102-21 Consulting stakeholders on economic, environmental, and social topics	<a href="#">Visit Page</a>
	102-22 Composition of the highest governance body and its committees	<a href="#">Visit Page</a>
	102-23 Chair of the highest governance body	<a href="#">Visit Page</a>
	102-24 Nominating and selecting the highest governance body	<a href="#">Visit Page</a>
	102-25 Conflicts of interest	<a href="#">Visit Page</a>
	102-26 Role of highest governance body in setting purpose, values, and strategy	<a href="#">Visit Page</a>
	102-27 Collective knowledge of highest governance body	<a href="#">Visit Page</a>
	102-28 Evaluating the highest governance body's performance	<a href="#">Visit Page</a>
	102-29 Identifying and managing economic, environmental, and social impacts	<a href="#">Visit Page</a>
	102-30 Effectiveness of risk management processes	<a href="#">Visit Page</a>
	102-31 Review of economic, environmental, and social topics	<a href="#">Visit Page</a>
	102-32 Highest governance body's role in sustainability reporting	<a href="#">Visit Page</a>
	102-35 Remuneration policies	<a href="#">Visit Page</a>
	<b>Stakeholder Engagement</b>	
	102-40 List of stakeholder groups	<a href="#">Visit Page</a>
	102-41 Collective bargaining agreements	<a href="#">Visit Page</a>
	102-42 Identifying and selecting stakeholders	<a href="#">Visit Page</a>
	102-43 Approach to stakeholder engagement	<a href="#">Visit Page</a>
	102-44 Key topics and concerns raised	<a href="#">Visit Page</a>
	<b>Reporting Practice</b>	
	102-45 Entities included in the consolidated financial statements	<a href="#">Visit Page</a>
	102-46 Defining report content and topic Boundaries	<a href="#">Visit Page</a>
	102-47 List of material topics	<a href="#">Visit Page</a>
	102-48 Restatements of information	<a href="#">Visit Page</a>
	102-49 Changes in reporting	<a href="#">Visit Page</a>
	102-50 Reporting period	<a href="#">Visit Page</a>
	102-51 Date of most recent report	<a href="#">Visit Page</a>
	102-52 Reporting cycle	<a href="#">Visit Page</a>
	102-53 Contact point for questions regarding the report	<a href="#">Visit Page</a>
	102-54 Claims of reporting in accordance with the GRI Standards	<a href="#">Visit Page</a>
	102-55 GRI content index	<a href="#">Visit Page</a>
	102-56 External assurance	<a href="#">Visit Page</a>

GRI Standard	Disclosure	URLs
<b>Material Topics</b>		
<b>103 series (Identified Material Aspects and Boundaries - Management Approach topics)</b>		
<b>Safety of Products, Chemicals, and Customers</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Visit Page</a>
	103-2 The management approach and its components	<a href="#">Visit Page</a>
	103-3 Evaluation of the management approach	<a href="#">Visit Page</a>
<b>Employee Attraction &amp; Retention</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Visit Page</a>
	103-2 The management approach and its components	<a href="#">Visit Page</a>
	103-3 Evaluation of the management approach	<a href="#">Visit Page</a>
<b>Energy, Emissions, &amp; Waste</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Visit Page</a>
	103-2 The management approach and its components	<a href="#">Visit Page</a>
	103-3 Evaluation of the management approach	<a href="#">Visit Page</a>
<b>Occupational Health and Safety</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Visit Page</a>
	103-2 The management approach and its components	<a href="#">Visit Page</a>
	103-3 Evaluation of the management approach	<a href="#">Visit Page</a>
<b>Life Cycle Assessment</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Visit Page</a>
	103-2 The management approach and its components	<a href="#">Visit Page</a>
	103-3 Evaluation of the management approach	<a href="#">Visit Page</a>
<b>200 series (Economic topics)</b>		
<b>Economic Performance</b>		
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<a href="#">Visit Page</a>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Visit Page</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Visit Page</a>
<b>Anti-Corruption</b>		
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<a href="#">Visit Page</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Visit Page</a>
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">Visit Page</a>
<b>300 series (Environmental topics)</b>		
<b>Materials</b>		
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	<a href="#">Visit Page</a>
	301-2 Recycled input materials used	<a href="#">Visit Page</a>
	301-3 Reclaimed products and their packaging materials	<a href="#">Visit Page</a>
<b>Energy</b>		
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<a href="#">Visit Page</a>
	302-2 Energy consumption outside of the organization	<a href="#">Visit Page</a>
	302-3 Energy intensity	<a href="#">Visit Page</a>
	302-4 Reduction of energy consumption	<a href="#">Visit Page</a>
	302-5 Reductions in energy requirements of products and services	<a href="#">Visit Page</a>
<b>Water</b>		
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<a href="#">Visit Page</a>
	303-2 Management of water discharge-related impacts	<a href="#">Visit Page</a>
	303-3 Water withdrawal	<a href="#">Visit Page</a>
	303-4 Water discharge	<a href="#">Visit Page</a>
	303-5 Water consumption	<a href="#">Visit Page</a>
<b>Emissions</b>		
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">Visit Page</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Visit Page</a>
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Visit Page</a>
	305-4 GHG emissions intensity	<a href="#">Visit Page</a>
	305-5 Reduction of GHG emissions	<a href="#">Visit Page</a>
	305-6 Emissions of ozone-depleting substances (ODS)	<a href="#">Visit Page</a>
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<a href="#">Visit Page</a>
<b>Effluents and Waste</b>		
<b>GRI 306: Effluents and Waste 2016</b>	306-1 Water discharge by quality and destination	<a href="#">Visit Page</a>
	306-2 Waste by type and disposal method	<a href="#">Visit Page</a>

<b>Environmental Compliance</b>		
<b>GRI 307: Environmental Compliance 2016</b>	307-1 Non-compliance with environmental laws and regulations	<a href="#">Visit Page</a>
<b>400 series (Social topics)</b>		
<b>Employment</b>		
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<a href="#">Visit Page</a>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Visit Page</a>
<b>Occupational Health and Safety</b>		
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<a href="#">Visit Page</a>
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Visit Page</a>
	403-3 Occupational health services	<a href="#">Visit Page</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Visit Page</a>
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	<a href="#">Visit Page</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Visit Page</a>
	403-8 Workers covered by an occupational health and safety management system	<a href="#">Visit Page</a>
	403-9 Work-related injuries	<a href="#">Visit Page</a>
	403-10 Work-related ill health	<a href="#">Visit Page</a>
<b>Training and Education</b>		
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">Visit Page</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Visit Page</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">Visit Page</a>
<b>Diversity and Equal Opportunity</b>		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<a href="#">Visit Page</a>
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Visit Page</a>
<b>Child Labor</b>		
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Visit Page</a>
<b>Forced or Compulsory Labor</b>		
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Visit Page</a>
<b>Local Communities</b>		
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">Visit Page</a>
<b>Public Policy</b>		
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<a href="#">Visit Page</a>
<b>Customer Health and Safety</b>		
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">Visit Page</a>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Visit Page</a>