GRI Content Index .

SRI 2: General Disclosures 2021 2.1 Organizational details pg10.og11.pg 12.13.14 pg 204 pg 153 2.2 Entities included in the organization's sustainability reporting Pg 10.11.12.18 2.3 Reporting period, frequency and contact point About the Report, pg 15.7 pg 15.7 pg 15.9 pg 153, pg 348, pg 64 2.7 Employees pg 110.154 2.2 Entitles, value chein and other business relationships pg 153, pg 348, pg 64 2.9 Governance structure and composition pg 6, 7, 91, 92 2.9 Governance structure and composition pg 6, 7, 91, 92 2.10 Nomination and selection of the highest governance body pg 137.139 2.11 Chair of the highest governance body pg 137.141 pg 137.141 pg 137.141 pg 137.141 pg 137.141 pg 147.142 pg 147.143 pg 147.144	GR+A5:G117I STANDARD	DISCLOSURE	Pg-IAR
2-3 Reporting period, frequency and contact point About the Report, pg 15.10 pg 15.5 pg 348, pg 64 2-6 Activities, value chain and other business relationships pg 15.5 pg 348, pg 64 2-7 Employees pg 110, 154 pg 15.5, pg 348, pg 64 2-7 Employees pg 110, 154 pg 15.4, pg 15.5, pg 348, pg 64 2-9 Governance structure and composition pg 6, 7, 91, 92 2-10 Nomination and selection of the highest governance body pg 137, 139 2-11 Chair of the highest governance body pg 137, 140 2-12 Role of the highest governance body in overseeing the pg 137-141 2-13 Delegation of responsibility for managing impacts pg 137-141 2-14 Role of the highest governance body in sustainability reporting pg 58 2-15 Conflicts of interest p1 144, 164, 165 2-18 Evaluation of the performance of the highest governance body pg 138 2-16 Conflicts of interest pg 144, 164, 165 2-18 Remuneration policies pg 98, 141, 142 2-20 Process to determine remuneration pg 98 2-21 Annual Total compensation ratio pg 110 2-22 Statement on sustainable development strategy pg 58, 59, 60 2-23 Policy commitments pg 86, 87, 88, 89 2-25 Processes to remediate negative impacts pg 86, 87, 88, 89 2-25 Processes to remediate negative impacts pg 86, 87, 88, 89 2-26 Mechanisms for seeking advice and raising concerns pg 173 2-27 Compliance with laws and regulations pg 168 3-2-28 Membership associations pg 168 3-2-29 Approach to stakeholder engagement pg 176 3-3 List of material topics pg 31 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 3-4 Process to determine material topics pg 36 3-3 Management of material topics pg		2-1 Organizational details	
2-6 Activities, value chain and other business relationships pg 15,109 pg 153, pg 348, pg 64 2-7 Employees pg 110, 154 2-8 Workers who are not employees pg 154, pg 154, pg 154, pg 67, 91, 92 2-10 Noministon and selection of the highest governance body pg 137,139 2-11 Chair of the highest governance body pg 137,139 2-11 Chair of the highest governance body pg 137,139 2-12 Role of the highest governance body pg 137,140 pg 137,141 pg 137,141 pg 137,141 pg 137,141 pg 147,141 pg 147,141 pg 147,141 pg 147,141 pg 147,141 pg 148,141,142 pg 148,141,144 pg 148,144,144 pg 148,144,144,144 pg 148,144,144,144 pg 148,144,144,144 pg 148,144,144,144 pg 148,144,144,144,144,144 pg 148,144,144,144,144,144,144,144,144,144,		2-2 Entities included in the organization's sustainability reporting	Pg 10,11,12,18
2-7 Employees		2-3 Reporting period, frequency and contact point	•
2.8 Workers who are not employees		2-6 Activities, value chain and other business relationships	pg153, pg 348, pg 64
2-9 Governance structure and composition pg 6, 7, 91, 92 2-10 Nomination and selection of the highest governance body pg 137, 139 2-11 Chair of the highest governance body pg-137-140 2-12 Role of the highest governance body pg-137-140 2-12 Role of the highest governance body in overseeing the management of impacts 2-13 Delegation of responsibility for managing impacts pg 137-141 2-14 Role of the highest governance body in sustainability reporting pg 58 2-15 Conflicts of interest pg 144, 164, 165 2-18 Evaluation of the performance of the highest governance body pg 138 2-19 Remuneration policies pg 98 2-19 Remuneration policies pg 98 2-21 Annual Total compensation ratio pg 110 2-22 Statement on sustainable development strategy pg 58, 59, 60 2-23 Policy commitments pg 86, 78, 88, 89 2-24 Embedding policy commitments pg 86, 187, 88, 89 2-25 Processes to remediate negative impacts pg 86, 185, 168, 2-26 Mechanisms for seeking advice and raising concerns pg 144, 163, 182 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 31 3-1 List of material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 35, 332 GRI 201: Economic 201-2 Financial implications and other retirement plans pg 167, 199, 260, 305, 332 GRI 202: Procurement practices pg 160 401-2 Financial implications and other retirement plans pg 164, 199, 260, 305, 332 GRI 206: Anti-corruption pg 207-1 Approach to tax		2-7 Employees	pg 110, 154
2-10 Nomination and selection of the highest governance body pg 137,139 2-11 Chair of the highest governance body pg-137-140 2-12 Role of the highest governance body in overseeing the management of impacts 2-13 Delegation of responsibility for managing impacts pg 137-141 2-14 Role of the highest governance body in sustainability reporting pg 58 2-15 Conflicts of interest pg 144, 164,165 2-18 Evaluation of the performance of the highest governance body pg 138 2-19 Remuneration policies pg 98, 141,142 2-20 Process to determine remuneration pg 110 2-21 Annual Total compensation ratio pg 110 2-22 Statement on sustainable development strategy pg 58, 59, 60 2-23 Policy commitments pg 86, 87, 88, 89 2-24 Embedding policy commitments pg 86, 87, 88, 89 2-25 Processes to remediate negative impacts pg 86, 155,168, 2-25 Mechanisms for seeking advice and raising concerns pg 173 2-27 Compliance with laws and regulations pg 144, 163, 182 2-28 Membership associations pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 GRI 3: Material Topics 2021 3-3 Management of material topics pg 31 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 3-1 Direct economic value generated and distributed pg 62 201-3 Defined benefit plan obligations and other retirement plans pg 167, 199, 260, 305, 332 GRI 204: Procurement pg 167, 199, 260, 305, 332 GRI 204: Procurement pg 164, 199, 260, 305, 332 GRI 206: Anti-competitive penagement paractics pg 164, 199, 260, 305, 332 GRI 206: Anti-competitive pg 164, 199, 260, 305, 332 Collective paragina process penagement pg 164, 199, 260, 305, 332 Collective paragina process process process paractics process paractics process paractics process paractics process paractics process paractics par		2-8 Workers who are not employees	pg 154,
2-11 Chair of the highest governance body pg-137-140		2-9 Governance structure and composition	pg 6, 7, 91, 92
2-12 Role of the highest governance body in overseeing the management of impacts 2-13 Delegation of responsibility for managing impacts pg 137-141 2-14 Role of the highest governance body in sustainability reporting pg 58 2-15 Conflicts of interest pg 144,164,165 2-18 Evaluation of the performance of the highest governance body pg 138 2-19 Remuneration policies pg 98, 141,142 2-20 Process to determine remuneration pg 98 2-21 Annual Total compensation ratio pg 110 2-22 Statement on sustainable development strategy pg 58, 59, 60 2-23 Policy commitments pg 86, 87, 88, 89 2-24 Embedding policy commitments pg 86, 87, 88, 89 2-25 Processes to remediate negative impacts 2-26 Mechanisms for seeking advice and raising concerns pg 173 2-27 Compliance with laws and regulations pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 3-1 Process to determine material topics pg 31 3-2 List of material topics 3-3 Management of material topics pg 31 3-2 List of material topics pg 31 3-3 Defined benefit plan obligations and other retirement plans pg 167, 199, 260, 305, 332 GRI 201: Economic Performance 2016 GRI 204: Procurement practices 2016 GRI 205: Anti-corruption 205: Operations assessed for risks related to corruption pg 164, 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly pg 164, practices 2016 GRI 207: Tax 2019 207-1 Approach to tax		2-10 Nomination and selection of the highest governance body	pg 137,139
management of impacts 2.13 Delegation of responsibility for managing impacts 2.14 Role of the highest governance body in sustainability reporting pg 58 2.15 Conflicts of interest pg 144,164,165 2.18 Evaluation of the performance of the highest governance body pg 138 2.19 Remuneration policies Pg 98, 141,142 2.20 Process to determine remuneration pg 98 2.21 Annual Total compensation ratio pg 110 2.22 Statement on sustainable development strategy pg 58, 59, 60 2.23 Policy commitments pg 86, 87, 88, 89 2.24 Embedding policy commitments pg 86, 155, 168, 89 2.25 Processes to remediate negative impacts pg 86, 155, 168, 89 2.25 Processes to remediate negative impacts pg 86, 155, 168, 2.26 Mechanisms for seeking advice and raising concerns pg 173 2.27 Compliance with laws and regulations pg 144, 163, 182 pg 144, 163, 182 2.29 Approach to stakeholder engagement pg 171 2.30 Collective bargaining agreements pg 168 2.29 Approach to stakeholder engagement pg 171 2.30 Collective bargaining agreements pg 168 2.21 kit of material topics pg 31 3.3 Management of material topics pg 31 3.3 Management of material topics pg 31 2.25 Processes to determine material topics pg 31 2.26 (2.27 Englacial implications and other risks and opportunities pg 62 2.27 Englacial implications and other risks and opportunities pg 157 2.27 (2.27 Englacial implications and other retirement plans pg 167, 199, 260, 305, 332 2.27 (2.27 Englacial implications and other risks and opportunities pg 180 2.27 (2.27 Englacial implications and other retirement plans pg 167, 199, 260, 305, 332 2.27 (2.27 Englacial implications and other risks related to corruption pg 164, 2.27 (2.27 Englacial competitive 2.205 (2.27 Englacial competitive 2.205 (2.27 Englacial competitive 2.205 (2.27 Englacial competitive 2.205 (2.27 (2.27 Englacial competitive 2.205 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27 (2.27		2-11 Chair of the highest governance body	pg-137-140
2-14 Role of the highest governance body in sustainability reporting pg 58 2-15 Conflicts of interest pg 144,164,165 2-18 Evaluation of the performance of the highest governance body pg 138 2-19 Remuneration policies pg 98, 141,142 2-20 Process to determine remuneration pg 98 2-21 Annual Total compensation ratio pg 110 2-22 Statement on sustainable development strategy pg 58, 59, 60 2-23 Policy commitments pg 86, 87, 88, 89 2-24 Embedding policy commitments pg 86, 87, 88, 89 2-25 Processes to remediate negative impacts pg 86, 155, 168, 2-26 Mechanisms for seeking advice and raising concerns pg 173 2-27 Compliance with laws and regulations pg 144, 163, 182 2-28 Membership associations pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 3-2 List of material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 157 due to climate change 201-2 Pinancial implications and other risks and opportunities pg 157 due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-competitive Behavior, 2016 GRI 205: Anti-competitive Behavior, 2016 GRI 205: Anti-competitive Behavior, 2016 GRI 207: Tax 2019 207-1 Approach to tax			Pg 137-141
2-15 Conflicts of interest		2-13 Delegation of responsibility for managing impacts	pg 137-141
2.18 Evaluation of the performance of the highest governance body 2.19 Remuneration policies Pg 98, 141,142 2.20 Process to determine remuneration pg 18 2.21 Annual Total compensation ratio pg 110 2.22 Statement on sustainable development strategy pg 58, 59, 60 2.23 Policy commitments pg 86, 87, 88, 89 2.24 Embedding policy commitments pg 86, 87, 88, 89 2.25 Processes to remediate negative impacts pg 86, 155, 168, 2.26 Mechanisms for seeking advice and raising concerns pg 173 2.27 Compliance with laws and regulations pg 144, 163, 182 2.28 Membership associations pg 168 2.29 Approach to stakeholder engagement pg 171 2.30 Collective bargaining agreements pg 168 GRI 3: Material Topics 2021 3.1 Process to determine material topics pg 31 3.2 List of material topics pg 31 3.3 Management of material topics pg 31 3.3 Management of material topics pg 31 GRI 201: Economic Performance 2016 Q10-12 Pinancial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 206 GRI 205: Anti-corruption 207 207-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly pg 164, Behavior 2016 GRI 207: Tax 2019 207-1 Approach to tax		2-14 Role of the highest governance body in sustainability reporting	pg 58
2-19 Remuneration policies		2-15 Conflicts of interest	pg 144,164,165
2-20 Process to determine remuneration pg 98		2-18 Evaluation of the performance of the highest governance body	pg 138
2-21 Annual Total compensation ratio pg 110		2-19 Remuneration policies	Pg 98, 141,142
2-22 Statement on sustainable development strategy		2-20 Process to determine remuneration	pg 98
2-23 Policy commitments		2-21 Annual Total compensation ratio	pg 110
2-24 Embedding policy commitments pg 86, 87, 88, 89 2-25 Processes to remediate negative impacts pg 86, 155, 168, 2-26 Mechanisms for seeking advice and raising concerns pg 173 2-27 Compliance with laws and regulations pg 144, 163, 182 2-28 Membership associations pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 3-2 List of material topics pg 31 3-2 List of material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 3-3 Management of material topics pg 31 3-3 Management of material topics pg 31 201-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 205-1 Operations assessed for risks related to corruption pg 164, 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices GRI 207: Tax 2019 207-1 Approach to tax pg 220, 221		2-22 Statement on sustainable development strategy	pg 58, 59, 60
2-25 Processes to remediate negative impacts pg 86, 155, 168, 2-26 Mechanisms for seeking advice and raising concerns pg 173 2-27 Compliance with laws and regulations pg 144, 163, 182 2-28 Membership associations pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 GRI 3: Material Topics 2021 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 3-3 Management of material topics pg 31 GRI 201: Economic Performance 2016 201-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities pg 157 due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 205-1 Operations assessed for risks related to corruption pg 164, GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 207-1 Approach to tax pg 220, 221		2-23 Policy commitments	pg 86, 87, 88, 89
2-26 Mechanisms for seeking advice and raising concerns pg 173 2-27 Compliance with laws and regulations pg 144, 163, 182 2-28 Membership associations pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 GRI 3: Material Topics 2021 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 3-3 Management of material topics pg 31 GRI 201: Economic Performance 2016 201-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 207-1 Approach to tax pg 120, 221		2-24 Embedding policy commitments	pg 86, 87, 88, 89
2-27 Compliance with laws and regulations 2-28 Membership associations pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 GRI 3: Material Topics 2021 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 3-3 Management of material topics pg 31 GRI 201: Economic Performance 2016 201-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 207-1 Approach to tax pg 120, 221		2-25 Processes to remediate negative impacts	pg 86, 155,168,
2-28 Membership associations pg 168 2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 GRI 3: Material Topics 2021 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 GRI 201: Economic 201-1 Direct economic value generated and distributed pg 62 Performance 2016 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 205-1 Operations assessed for risks related to corruption pg 164, GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 207-1 Approach to tax pg 167. 199, 220, 221		2-26 Mechanisms for seeking advice and raising concerns	pg 173
2-29 Approach to stakeholder engagement pg 171 2-30 Collective bargaining agreements pg 168 GRI 3: Material Topics 2021 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 3-3 Management of material topics pg 31 GRI 201: Economic 201-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities pg 157 due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 205-1 Operations assessed for risks related to corruption pg 164, 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly pg 164, practices GRI 207: Tax 2019 207-1 Approach to tax pg 220, 221		2-27 Compliance with laws and regulations	pg 144, 163, 182
2-30 Collective bargaining agreements pg 168 GRI 3: Material Topics 2021 3-1 Process to determine material topics pg 31 3-2 List of material topics pg 31 3-3 Management of material topics pg 31 GRI 201: Economic 201-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities pg 157 due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 205-1 Operations assessed for risks related to corruption pg 164, 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices GRI 207: Tax 2019 207-1 Approach to tax pg 31 3-1 Process to determine material topics pg 31 3-2 List of mater		2-28 Membership associations	pg 168
GRI 3: Material Topics 2021 3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics pg 31 3-3 Management of material topics pg 31 GRI 201: Economic Performance 2016 Q01-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 207-1 Approach to tax pg 31 pg		2-29 Approach to stakeholder engagement	pg 171
3-2 List of material topics pg 31 3-3 Management of material topics pg 31 GRI 201: Economic 201-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 3-2 List of material topics pg 31 pg 42 pg 31		2-30 Collective bargaining agreements	pg 168
3-3 Management of material topics pg 31 GRI 201: Economic 201-1 Direct economic value generated and distributed pg 62 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 205-1 Operations assessed for risks related to corruption pg 164, 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices GRI 207: Tax 2019 207-1 Approach to tax pg 31 pg 31 pg 31 pg 31 pg 32 pg 462 pg 157 pg 167,199, 260, 305, 332 pg 180 pg 180 pg 180 pg 164, pg 164, pg 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly pg 164, practices	GRI 3: Material Topics 2021	3-1 Process to determine material topics	pg 31
GRI 201: Economic201-1 Direct economic value generated and distributedpg 62Performance 2016201-2 Financial implications and other risks and opportunities due to climate changepg 157201-3 Defined benefit plan obligations and other retirement planspg 167,199, 260, 305, 332GRI 204: Procurement Practices 2016204-1 Proportion of spending on local supplierspg 180GRI 205: Anti-corruption 2016205-1 Operations assessed for risks related to corruptionpg 164,GRI 206: Anti-competitive Behavior 2016206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practicespg 164,GRI 207: Tax 2019207-1 Approach to taxpg 220, 221		3-2 List of material topics	pg 31
Performance 2016 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 207-1 Approach to tax pg 157 pg 167,199, 260, 305, 332 pg 180 pg 180 pg 164, pg 164, pg 164, pg 164, pg 164, pg 207-1 Approach to tax pg 220, 221		3-3 Management of material topics	pg 31
due to climate change 201-3 Defined benefit plan obligations and other retirement plans pg 167,199, 260, 305, 332 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 207-1 Approach to tax pg 167,199, 260, 305, 332 pg 180 pg 180 pg 164, pg 164, pg 164, pg 164, pg 164, pg 220, 221		201-1 Direct economic value generated and distributed	pg 62
GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 205-1 Operations assessed for risks related to corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 204-1 Proportion of spending on local suppliers pg 180 pg 180 pg 164, pg 164, pg 164, pg 164, pg 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly pg 164, practices gri 207-1 Approach to tax pg 220, 221			pg 157
Practices 2016 GRI 205: Anti-corruption 205-1 Operations assessed for risks related to corruption pg 164, 2016 GRI 206: Anti-competitive Behavior 2016 practices GRI 207: Tax 2019 207-1 Approach to tax pg 220, 221		201-3 Defined benefit plan obligations and other retirement plans	, -
2016 GRI 206: Anti-competitive Behavior 2016 GRI 207: Tax 2019 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly pg 164, practices pg 220, 221		204-1 Proportion of spending on local suppliers	pg 180
Behavior 2016 practices GRI 207: Tax 2019 207-1 Approach to tax pg 220, 221		205-1 Operations assessed for risks related to corruption	pg 164,
	•		pg 164,
207-2 Tax governance, control, and risk management pg 253-258	GRI 207: Tax 2019	207-1 Approach to tax	pg 220, 221
		207-2 Tax governance, control, and risk management	pg 253-258

GR+A5:G117I STANDARD	DISCLOSURE	Pg-IAR
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pg 175
	302-2 Energy consumption outside of the organization	pg 175
	302-3 Energy intensity	pg 175
	302-4 Reduction of energy consumption	pg 59, 63
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	pg 61, 162, 178
	303-3 Water withdrawal	pg 175
	303-4 Water discharge	pg 175
	303-5 Water consumption	pg 175
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	pg 178
	304-2 Significant impacts of activities, products and services on biodiversity	pg 178
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pg 21, Pg 62
	305-2 Energy indirect (Scope 2) GHG emissions	pg 21, Pg 62
	305-3 Other indirect (Scope 3) GHG emissions	pg 62
	305-4 GHG emissions intensity	pg 177
	305-6 Emissions of ozone-depleting substances (ODS)	pg 176
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	pg 176
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	pg 177,178
	306-2 Management of significant waste-related impacts	pg 178,
	306-3 Waste generated	pg 177
	306-4 Waste diverted from disposal	pg 177
	306-5 Waste directed to disposal	pg 177
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pg 155
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	pg 166,1 67
	401-3 Parental leave	pg 167
GRI 403: Occupational	403-1 Occupational health and safety management system	pg 169
Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	pg 169
	403-3 Occupational health services	pg 169
	403-4 Worker participation, consultation, and communication on occupational health and safety	pg 169, 170
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pg 169
	403-9 Work-related injuries	pg 169
	403-10 Work-related ill health	pg 169, 170
GRI 404: Training and	404-1 Average hours of training per year per employee	pg 20, 76
Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	pg 76, 77, pg 170
	404-3 Percentage of employees receiving regular performance and career development reviews	pg 168
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	pg 73, pg 90-92, pg 154
Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	pg 173
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Pg 173,174
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	pg 65, 87, 174
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	pg 65, 87, 174
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	pg 182