

Global Reporting Initiative Index GRI G4

GENERAL STANDARD DISCLOSURES			
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G4-1	Statement from Chairman of the Board and Chief Executive Officer about the relevance of sustainability to the organization.	3	-
G4-2	Key impacts, risks and opportunities.	24	-
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G4-4	Main brands, products and/or services.	10	-
G4-5	Location of the company's headquarters.	10	-
G4-6	Countries where the company has operations.	10	-
G4-7	Nature of ownership and legal form.	8, 12, 30	-
G4-8	Markets served.	8, 10, 12	-
G4-9	Scale of the organization: employees, operations, net sales, total capitalization and products.	12	-
G4-10	Total number of employees by employment contract and gender.	12, 51, 52	8. Decent work and economic growth
G4-11	Percentage of total employees covered by collective bargaining agreements.	12, 51, 52	8. Decent work and economic growth
G4-12	Supply chain in the organization.	12	-
G4-13	Significant changes during the reporting period in the organization.	33	-
G4-14	Precautionary approach of the organization.	24, 26, 48	-
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	13	-



INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-16	List associations and national or international organizations in which the organization holds a position.	13	-
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents.	27, 28	-
G4-18	Process for defining the report content and the aspect boundaries.	102	-
G4-19	List all the material aspects identified in the process for defining report content.	17	-
G4-20	For each material aspect, report the aspect boundary within the organization, report whether the aspect is material within the organization.	17, 102	-
G4-21	For each material aspect, report the aspect boundary outside the organization.	17, 21	-
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.	102	-
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G4-24	List of stakeholder groups engaged by the organization.	16	-
G4-25	Selection process of stakeholders.	19	-
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	16, 19, 35	-
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns.	20	-
G4-28	Reporting period.	102	-
G4-29	Date of most recent previous report.	102	-
G4-30	Reporting cycle.	102	-
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G4-32	Report the 'in accordance' option the organization has chosen and report the GRI Content Index for the chosen option.	102	-
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report.	102	-
G4-34	Governance structure of the organization, including committees of the highest governance body.	32, 37	-
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	38, 42, 43	-
G4-36	Executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	43	-
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	35, 38, 43	16. Peace, justice and solid institutions
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INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-39	Whether the Chair of the highest governance body is also an executive officer.	37, 42	16. Peace, justice and solid institutions
G4-40	Nomination and selection processes for the highest governance body and its committees.	36, 37, 38	5. Gender equality 16. Peace, justice and solid institutions
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	36, 41	16. Peace, justice and solid institutions
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals.	38, 43	-
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	38, 39, 40, 43	4. Quality education
G4-44	Performance assessment of highest governance body related to economic, environmental and social topics.	33, 36, 40, 43	-
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	38, 43	16. Peace, justice and solid institutions
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	38, 42, 43	-
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	32, 38	-
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and verifies that all material aspects are reflected.	43	-
G4-49	Process for communicating critical concerns to the highest governance body.	32, 33, 38, 42, 43	-
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body.	33, 39	-
G4-51	Remuneration policies for the highest governance body and senior executives.	34, 40	-
G4-52	Processes through which compensation is determined.	14, 40, 43	-
G4-53	Process to seek and take into account stakeholders' opinion regarding remuneration.	53	16. Peace, justice and solid institutions
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees.	53	-

INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees.	32, 53	-
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	13, 38, 46, 47, 69	16. Peace, justice and solid institutions
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity.	38, 41, 46, 48	16. Peace, justice and solid institutions
G4-58	Internal and external mechanisms to report unethical or unlawful behavior, and matters related to organizational integrity.	46, 49, 50	16. Peace, justice and solid institutions

ECONOMIC PERFORMANCE			
INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-EC1	Economic value generated and distributed.	27, 28, 63, 67	2. Zero hunger 5. Gender equality 7. Affordable and clean energy 8. Decent work and economic growth 9. Industry, innovation and infrastructure
G4-EC2	Financial implications and other risks and opportunities due to climate change.	24, 27	13. Climate action
G4-EC3	Coverage of the organization's defined benefit plan obligations.	27, 59	-
G4-EC4	Financial assistance received from government during the reporting period.	27	-
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	27, 53	1. No poverty 5. Gender equality 8. Decent work and economic growth
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	27	8. Decent work and economic growth
G4-EC7	Significant infrastructure investments and type of services supported by the organization.	27, 59	2. Zero hunger 5. Gender equality 7. Affordable and clean energy 9. Industry, innovation and infrastructure 11. Sustainable cities and communities
G4-EC8	Significant indirect positive and negative economic impacts of the organization.	24, 27, 63, 67, 98	1. No poverty 2. Zero hunger 3. Good health and wellbeing 8. Decent work and economic growth 10. Reduced inequalities 17. Partnerships for the goals
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	27, 28, 63	12. Responsible consumption and production

ENVIRONMENTAL PERFORMANCE

INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-EN1	Materials used by weight or volume to produce and pack the principal products and services of the organization.	86	8. Decent work and economic growth 12. Responsible consumption and production
G4-EN2	Percentage of materials used that are recycled input materials.	86, 87, 88, 89	8. Decent work and economic growth 12. Responsible consumption and production
G4-EN3	Energy consumption and type of non-renewable sources.	94	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
G4-EN4	Energy consumption outside of the organization.	94	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
G4-EN5	Energy intensity.	94	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
G4-EN6	Reduction of energy consumption as direct result of initiatives that favor conservation and efficiency.	94	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
G4-EN7	Reductions in energy requirements of products and services achieved during the reporting period.	94	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
G4-EN8	Total water withdrawal.	91, 92	6. Clean water and sanitation
G4-EN9	Water sources significantly affected by withdrawal of water.	91, 94	6. Clean water and sanitation
G4-EN10	Total volume of water recycled and reused.	91, 92, 93	6. Clean water and sanitation 8. Decent work and economic growth 12. Responsible consumption and production



INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-EN11	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.	99, 100	6. Clean water and sanitation 14. Life below water 15. Life on land
G4-EN12	Significant impacts of activities, products and services on biodiversity.	99, 100	6. Clean water and sanitation 14. Life below water 15. Life on land
G4-EN13	Habitats protected or restored and whether and whether the restoration results were verified by external, independent professionals.	88, 94, 99	6. Clean water and sanitation 14. Life below water 15. Life on land
G4-EN14	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations.	99, 100	6. Clean water and sanitation 14. Life below water 15. Life on land
G4-EN15	Direct greenhouse gas emissions (Scope 1) in metric tons of CO ₂ -e.	94, 97	3. Good health and wellbeing 12. Responsible consumption and production 13. Climate action 14. Life below water 15. Life on land
G4-EN16	Energy indirect greenhouse gas emissions (Scope 2) in metric tons of CO ₂ -e.	94, 97	3. Good health and wellbeing 12. Responsible consumption and production 13. Climate action 14. Life below water 15. Life on land
G4-EN17	Other indirect greenhouse gas emissions (Scope 3) in metric tons of CO ₂ -e.	94	3. Good health and wellbeing 12. Responsible consumption and production 13. Climate action 14. Life below water 15. Life on land
G4-EN18	Intensity of greenhouse gas emissions.	94	13. Climate action 14. Life below water 15. Life on land
G4-EN19	Reduction of greenhouse gas emissions as a direct results of initiatives.	94, 95, 96, 97	13. Climate action 14. Life below water 15. Life on land
G4-EN20	Emissions of ozone-depleting substances in metric tons of CFC-11e.	94, 97	3. Good health and wellbeing 12. Responsible consumption and production
G4-EN21	NOx, SOx and other significant air emissions.	94, 97	3. Good health and wellbeing 12. Responsible consumption and production 14. Life below water 15. Life on land
G4-EN22	Total water discharge by quality and destination.	91, 94	3. Good health and wellbeing 6. Clean water and sanitation 12. Responsible consumption and production 14. Life below water

INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-EN23	Total weight of hazardous and non-hazardous waste.	86, 88, 89, 90	3. Good health and wellbeing 6. Clean water and sanitation 12. Responsible consumption and production
G4-EN24	Total number and volume of significant spills.	86, 91	3. Good health and wellbeing 6. Clean water and sanitation 12. Responsible consumption and production 14. Life below water 15. Life on land
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous and volume of waste transported internationally.	86, 88, 90	3. Good health and wellbeing 12. Responsible consumption and production
G4-EN26	Water bodies and related habitats significantly affected by discharges of water and runoff.	99	6. Clean water and sanitation 14. Life below water 15. Life on land
G4-EN27	Extent of impact mitigation of environmental impacts of products and services during the reporting period.	75, 86, 88	6. Clean water and sanitation 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action 14. Life below water 15. Life on land
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	90, 99	8. Decent work and economic growth 12. Responsible consumption and production
G4-EN29	Monetary value of significant fines and non-monetary sanctions.	42, 94, 95, 101	16. Peace, justice and solid institutions
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	63, 67, 68, 96, 99	11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action
G4-EN31	Total environmental protection expenditures.	27, 29, 84	7. Affordable and clean energy 9. Industry, innovation and infrastructure 12. Responsible consumption and production 13. Climate action 14. Life below water 15. Life on land 17. Partnerships for the goals
G4-EN32	Percentage of new suppliers screened using environmental criteria.	63, 65	-
G4-EN33	Number of suppliers screened for environmental impact.	63, 65	-
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms during the reporting period.	46, 95	16. Peace, justice and solid institutions

LABOR PERFORMANCE

INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-LA1	Total number of new employee hired during the reporting period.	51, 52	5. Gender equality 8. Decent work and economic growth
G4-LA2	Benefits provided to full-time employees by significant locations of operation.	53	-
G4-LA3	Number of employees, by gender, who took maternity or paternity leave.	53, 54	5. Gender equality 8. Decent work and economic growth
G4-LA5	Operation of formal joint management–worker health and safety committees.	59	8. Decent work and economic growth
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities.	59, 61	3. Good health and wellbeing 8. Decent work and economic growth
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	59, 61	3. Good health and wellbeing 8. Decent work and economic growth
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	59	8. Decent work and economic growth
G4-LA9	Average hours of training of employees during the reporting period.	55, 59	4. Quality education 5. Gender equality 8. Decent work and economic growth
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees.	55, 58	8. Decent work and economic growth
G4-LA11	Percentage of employees receiving regular performance and career development reviews during the reporting period.	51, 58	5. Gender equality 8. Decent work and economic growth
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	53	5. Gender equality 8. Decent work and economic growth 10. Reduced inequalities
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.	63, 65	5. Gender equality 8. Decent work and economic growth 16. Peace, justice and solid institutions
G4-LA15	Number of suppliers screened for labor practices.	63	5. Gender equality 8. Decent work and economic growth 16. Peace, justice and solid institutions
G4-LA16	Number of grievances about labor practices filed through formal grievance mechanisms during the reporting period.	46, 50	16. Peace, justice and solid institutions

HUMAN RIGHTS			
INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	46	-
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	46	-
G4-HR3	Total number of incidents of discrimination during the reporting period.	46, 50, 51, 52	5. Gender equality 8. Decent work and economic growth 16. Peace, justice and solid institutions
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.	46, 51, 52, 63, 65	8. Decent work and economic growth
G4-HR5	Operations and suppliers identified as having risk for incident of child labor and/or of young workers exposed to labor risks.	42, 46, 49, 63, 67	8. Decent work and economic growth 16. Peace, justice and solid institutions
G4 -HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor.	46, 49, 63, 65, 67	8. Decent work and economic growth
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	46, 63, 65	16. Peace, justice and solid institutions
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples during the reporting period.	46	2. Zero hunger
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	42, 49	-
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	49	-
G4-HR11	Number of suppliers screened for human rights impacts.	49, 63, 65	-
G4-HR12	Number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.	46, 49, 50, 63, 65	-

SOCIAL PERFORMANCE			
INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs.	78	-
G4-SO2	Operations with significant actual and potential negative impacts on local communities.	78	2. Zero hunger

INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-SO3	Number and percentage of centers screened for corruption-related risks.	42, 46, 47, 49, 78	16. Peace, justice and solid institutions
G4-SO4	Number and percentage of members of the governance bodies informed about policies and procedures to combat corruption.	46, 47, 48, 49, 78	16. Peace, justice and solid institutions
G4-SO5	Number and nature of confirmed incidents of corruption.	46, 47, 78	16. Peace, justice and solid institutions
G4-SO6	Total value of political, economic or in-kind contributions directly or indirectly given by the organization.	41, 46, 78	16. Peace, justice and solid institutions
G4-SO7	Pending or concluded legal actions for anti-competitive behavior, anti-trust and monopoly practices.	42, 78	16. Peace, justice and solid institutions
G4-SO8	Significant fines and non-monetary sanctions.	41, 78	16. Peace, justice and solid institutions
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society.	63, 78	-
G4-SO10	Number of suppliers screened for potential social impact.	49, 63, 65, 78	-
G4-SO11	Number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period.	78	16. Peace, justice and solid institutions

PRODUCT RESPONSIBILITY			
INDICATOR	CONTENT	PAGE	CONTRIBUTION TO THE SDOs
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	63, 67, 68, 73	-
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during the reporting period.	68, 72	16. Peace, justice and solid institutions
G4-PR3	Organization's procedures for product and service information and labeling.	68, 73	12. Responsible consumption and production
G4-PR4	Number of incidents of non-compliance with regulations and voluntary codes concerning information and labeling of products and services.	68, 74	16. Peace, justice and solid institutions
G4-PR5	Results of surveys measuring customer satisfaction.	68, 75, 76	-
G4-PR6	Sale of banned or disputed products by stakeholders or which are object of public debate.	41, 68, 72	-
G4-PR7	Number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship.	68, 72	16. Peace, justice and solid institutions
G4-PR8	Number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	68, 72	16. Peace, justice and solid institutions
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	41, 68, 72	16. Peace, justice and solid institutions