

2019 Global Reporting Initiative (GRI) Index



Disclosure	Location ¹	Page(s)
GRI General Disclosures		
102-1 Name of the organization	10-K	Cover
102-2 Activities, brands, products and services	10-K	1-8
102-3 Location of headquarters	10-K	16
102-4 Location of operations	10-K	16
102-5 Ownership and legal form	10-K	Cover
102-6 Markets served	10-K	4-8
102-7 Scale of the organization	10-K CSR Goals and Progress Summary	60, 129 9
102-8 Information on employees and other workers	CSR Goals and Progress Summary CSR Report	14 43-46
102-9 Supply Chain	CSR Report	53-59
102-10 Significant changes to organization and supply chain	CSR Report 2018 Annual Report	50-60 Shareholder's memo
102-11 Precautionary principle or approach	CSR Report	52-53
102-12 External initiatives	CSR Report	25-26
102-13 Membership of associations	CSR Report	25-27
102-14 Statement from senior decision maker	CSR Report	3
102-15 Key impacts, risks, and opportunities (not required for reporting in accordance with GRI core requirements)	10-K	9
102-16 Values, principles, standards, and norms of behavior	CSR Report	29-36
102-17 Mechanisms for advice and concerns about ethics	CSR Report	29-36
102-18 Governance structure	CSR Report	22-23
102-40 List of stakeholder groups	CSR Report	15-28
102-41 Collective bargaining agreements	CSR Goals and Progress Summary	18
102-42 Identifying and selecting stakeholders	CSR Report	25-28
102-43 Approach to stakeholder engagement	CSR Report	25-28
102-44 Key topics and concerns raised	CSR Report	25-28
102-45 Entities included in the consolidated financial statements	10-K	16
102-46 Defining report content and topic boundaries	CSR Report	25-26
102-47 List of material topics	CSR Report	28
102-48 Restatements of information		NA
102-49 Changes in reporting	CSR Report	59-60
102-50 Reporting period	CSR Report	63
102-51 Date of most recent report	July 2018 CSR Goals and Progress Summary	
102-52 Reporting cycle	Annually	NA
102-53 Contact point for questions regarding the report	CSR Report	64
102-54 Claims of reporting in accordance with the GRI Standards	CSR Report	63
102-55 GRI content index	CSR Report	65-67
102-56 External assurance	CSR Report	15
103-1 Explanation of the material topics and its boundaries	CSR Report	28
103-2 The management approach and its components	CSR Report CSR Goals and Progress Summary	13-15, 43-45, 52-54, 56-57 3-21
103-3 Evaluation of the management approach	CSR Report CSR Goals and Progress Summary	13-15, 43-45, 52-54, 56-57 3-21
201-1 Economic performance	10-K	60, 129

2019 Global Reporting Initiative (GRI) Index

Disclosure	Location	Page(s)
GRI Specific Disclosures ---Material		
Client Satisfaction		
416-1 Assessment of the health and safety impacts of product and service categories	CSR Report	52-53
Employee Development		
404-2 Programs for upgrading employee skills and transition assistance programs	CSR Report	45
401-1 New employee hires and employee turnover	CSR Goals and Progress Summary	17-18
Employee Health and Safety		
403-2 Types of injuries and rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities	CSR Goals and Progress Summary CSR Report	19-20 46-49
Supply Chain Management		
308-1 New suppliers screened using environmental criteria	CSR Goals and Progress Summary	21
308-2 Negative environmental impacts in supply chain and actions taken	CSR Goals and Progress Summary	21
414-1 New suppliers screened using social criteria	CSR Goals and Progress Summary	21
414-2 Negative social impacts in supply chain & actions taken	CSR Report	56-60
409-1 Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor	CSR Report	56-60
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	CSR Report	56-60
Facility Energy Management		
302-1 Energy consumption with the organization	CSR Goals and Progress Summary CSR Report	8 13-14
302-2 Energy consumption outside the organization	CSR Goals and Progress Summary CSR Report	8 13-14
302-3 Energy intensity	CSR Goals and Progress Summary CSR Report	8 13-14
302-4 Reduction of energy consumption	CSR Goals and Progress Summary CSR Report	8 13-14
302-5 Reduction in energy requirement of products and services	CSR Report	3-5
Water		
303-1 Water withdrawn by source	CSR Goals and Progress Summary	11
303-3 Water recycled and reused	CSR Goals and Progress Summary	11
Greenhouse Gases (GHG)		
305-1 Direct (Scope 1) GHG emissions	CSR Goals and Progress Summary CSR Report	6 14-15
305-2 Energy indirect (Scope 2) GHG emissions	CSR Goals and Progress Summary CSR Report	7 14-15
305-3 Other indirect (Scope 3) GHG emissions	CSR Goals and Progress Summary CSR Report	7 15
305-4 GHG emissions intensity	CSR Goals and Progress Summary CSR Report	7 10-12
305-5 Reduction of GHG emissions	CSR Goals and Progress Summary CSR Report	6 14-15
Air emissions other than GHGs		
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	CSR Goals and Progress Summary	10

2019 Global Reporting Initiative (GRI) Index

Disclosure	Location	Page(s)
Waste		
306-2 Waste by type and disposal method	CSR Goals and Progress Summary CSR Report	8-9 19-20
306-3 Significant spills	CSR Report	17
306-4 Transport of hazardous waste	CSR Report	19
Compliance		
307-1 Non-compliance with environmental laws and regulations	CSR Report	19
417-2 Incidents of non-compliance concerning product and service information and labeling	CSR Goals and Progress Summary	14
Community Involvement		
413-1 Operations with local community engagement, impact assessments, and development programs	CSR Report	38-39
Public Policy		
415-1 Political contributions	CSR Report	34
Privacy		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CSR Report	55
Labor Relations		
403-1 Workers representation in formal joint management-worker health and safety committees	CSR Report	50
Employee Health and Safety		
403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	CSR Goals and Progress Summary CSR Report	19 46-47
Employee Development		
404-2 Programs for upgrading employee skills and transition assistance programs	CSR Report	44-45
Diversity		
204- Procurement Practices	CSR Goals and Progress Summary	21
405-1 Diversity of governance bodies and employees	CSR Report	43-44

¹ All referenced documents are dated 2019 unless otherwise indicated.