



GRI Correspondance Table

GRI Standards	Disclosure Content	Page number	Omission
General Disclosure			
GRI 102: General Disclosure 2016	102-1 Name of Organization	1	N/A
	102-2 Activities, Brands, Products and Services	13-18	N/A
	102-3 Location of Headquarters	14	N/A
	102-4 Location of Business Operations	14	N/A
	102-5 Ownership and Legal Form	14	N/A
	102-6 Markets where Services are Provided	18	N/A
	102-7 Scale of Organization	14	N/A
	102-8 Information of Employees and Other Workers	135-138	N/A
	102-9 Supply Chain	111-114	N/A
	102-11 Early Warning Principles or Guidelines	27-28, 82-102	N/A
	102-13 Membership of Public Associations	19	N/A
	102-14 Statement of Decision Maker	5-8	N/A
	102-16 Values, Principles, Standards and Codes of Conduct	70-73	N/A
	102-18 Governance Structure	23-26, 65-70	N/A
102-40 Stakeholder Group	43-62	N/A	
102-41 Group Agreement	162	N/A	



	102-42 Identification and Selection of Stakeholders	39-41	N/A
	102-43 Policy of Stakeholder Communication	51-62	N/A
	102-44 Key themes and concerns raised	43-50	N/A
	102-45 Entities Included in the Consolidated Financial Statements	18	N/A
	102-46 Defining Content and Thematic Boundaries of the Report	39-48	N/A
	102-47 Table of Significant Topics	43-48	N/A
	102-48 Information Reorganization	1	N/A
	102-49 Report Changes	1	N/A
	102-50 Reporting Period	1	N/A
	102-51 Date of previous report	1	N/A
	102-52 Reporting Cycle	1	N/A
	102-53 Contact person who can answer questions about the report	2	N/A
	102-54 Declarations that the reporting follows the GRI guidelines	2	N/A
	102-55 GRI Content Index	171-184	N/A
Major Issue			
Economic Performance			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	43-48	N/A
	103-2 Management Policy and its Elements	76-81	N/A
	103-3 Evaluation of the Management Policy	76-81	N/A



GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed by the organisation	76-81	N/A
	203-3 Defined Benefit Plan Obligations and Other Pension Plans	159-160	N/A
Market Presence			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	135-136, 143	N/A
	103-3 Evaluation of the Management Policy	135-136, 143	N/A
GRI 202: Market Presence 2016	202-1 Ratios of the standard rate of pay to the local minimum wage for junior staff by gender	143	N/A
	202-2 Proportion of local residents employed at the senior management level	135-136	N/A
Anti-corruption			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	71-73	N/A
	103-3 Evaluation of the Management Policy	71-73	N/A
GRI 205: Anti-Corruption 2016	205-1 Locations that have been assessed for corruption risk	71-73	N/A
	205-2 Communication and training on anti-corruption policies and procedures	71-73	N/A
	205-3 Corruption incidents confirmed and actions taken	71-73	N/A
Energy			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	118-123	N/A
	103-3 Evaluation of the Management Policy	118-123	N/A



GRI 302: Energy 2016	302-1 Energy consumption within the organization	118-123	N/A
	302-2 Energy consumption outside the organization	118-123	N/A
	302-3 Energy Intensity	121	N/A
	302-4 Reduction in energy consumption	122	N/A
	302-5 RReduce the energy demand for products and services	118-123	N/A
Water			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	126-128	N/A
	103-3 Evaluation of the Management Policy	126-128	N/A
GRI 303: Water 2016	303-1 Water Intake by Source	128	N/A
Emission			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	124-125	N/A
	103-3 Evaluation of the Management Policy	124-125	N/A
GRI 305: Emissions 2016	305-2 Direct Energy (Category 1) Greenhouse Gas Emissions	125	N/A
	305-2 Indirect Energy (Category 2) Greenhouse Gas Emissions	125	N/A
	305-4 Greenhouse Gas Emission Intensity	125	N/A
	305-5 Greenhouse Gas Emission Reduction	124-125	N/A
Environmental Compliance			



GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	117	N/A
	103-3 Evaluation of the Management Policy	117	N/A
GRI 419:Environmental Compliance 2016	307-1 Violation of environmental laws and regulations	117	N/A
Employment Relations			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	135-141	N/A
	103-3 Evaluation of the Management Policy	135-141	N/A
GRI 401: Employment Relations 2016	401-1 New Recruits and Departures	137-138	N/A
	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	142-143	N/A
	401-3 Parental Leave	144	N/A
Employer/Employee Relationships			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	161-162	N/A
	103-3 Evaluation of the Management Policy	161-162	N/A
GRI 401: Industrial Relations 2016	402-1 Minimum notice period for operational changes	161-162	N/A
Occupational Health and Safety			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	157-160	N/A
	103-3 Evaluation of the Management Policy	157-160	N/A



GRI 403:Occupational Health and Safety 2016	403-1 Workers are represented on formal safety and health committees that are jointly formed by employers and employees.	157	N/A
	403-2 Type of injury, rate of injuries, occupational diseases, lost workdays, absenteeism, etc., and number of work-related fatalities	158-160	N/A
Training and Education			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	148-156	N/A
	103-3 Evaluation of the Management Policy	148-156	N/A
GRI 404:Training and Education 2016	404-1 Average number of training hours per year per staff member	152	N/A
	404-2 Enhancement of Staff Functions and Transitional Assistance Programme	149-150	N/A
	404-3 Percentage of staff undergoing regular performance and career development reviews	143	N/A
Diversity and Equal Opportunity			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	135-140, 142	N/A
	103-3 Evaluation of the Management Policy	135-140, 142	N/A
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in Governance Units and Staff	135-140	N/A
	405-2 Ratio of female to male basic salary plus pay	142	N/A
Non-discrimination			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	142-147	N/A
	103-3 Evaluation of the Management Policy	142-147	N/A
GRI 405:Non-discrimination 2016	406-1 Discriminatory incidents and improvement actions taken by the organization	142	N/A



Child Labor			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	111-114, 147	N/A
	103-3 Evaluation of the Management Policy	111-114, 147	N/A
GRI 408:Child Labor 2016	408-1 Significant Risk of Child Labor in Operating Locations and Suppliers	111-114, 147	N/A
Forced or Compulsory Labor			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	111-114, 147	N/A
	103-3 Evaluation of the Management Policy	111-114, 147	N/A
GRI 409:Forced or Compulsory Labor 2016	409-1 Operating locations and suppliers with a significant risk of forced or compulsory labor incident	111-114, 147	N/A
Client Privacy			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	74-75	N/A
	103-3 Evaluation of the Management Policy	74-75	N/A
GRI 418:Client Privacy 2016	418-1 Substantiated complaints of breaches of client privacy or loss of client information	74-75	N/A
Socioeconomic Compliance			
GRI 103:Management Policy 2016	103-1 Explaining the major themes and their scopes	39-48	N/A
	103-2 Management Policy and its Elements	73-74	N/A
	103-3 Evaluation of the Management Policy	73-74	N/A
GRI 419:Socioeconomic Compliance 2016	419-1 Violation of laws and regulations in the social and economic fields	73-74	N/A