

# Appendix

## GRI Correspondence Table

GRI Standards	Subject	Disclosure Content	2021 Report Page Numbers
GRI 102: General Disclosures 2016	Organizational profile	102-1 Name of the organization	45
		102-2 Activities, brands, products and services	47-49
		102-3 Location of headquarters	46
		102-4 Location of operations	50
		102-5 Ownership and legal form	46
		102-6 Markets served	45-49
		102-7 Scale of the organization	45-49
		102-8 Information on employees and other workers	131-132
		102-9 Supply chain	107-108
		102-10 Significant changes to the organization and its supply chain	1, No significant changes
		102-11 Precautionary Principle or approach	75-79
		102-12 External initiatives	58
		102-13 Membership of associations	58
	Strategy	102-14 Statement from senior decision-maker	8-10
	Ethics and Integrity	102-16 Values, principles, standards, and norms of behavior	65-70
102-17 Mechanisms for advice and concerns about ethics		69-71	
Governance	102-18 Governance structure	60	

GRI Standards	Subject	Disclosure Content	2021 Report Page Numbers		
	Communication with Stakeholders	102-40 List of stakeholder groups	31-36		
		102-41 Collective bargaining agreements	No union was established		
		102-42 Identifying and Selecting stakeholders	29-30		
		102-43 Approach to stakeholder engagement	31-36		
		102-44 Key topics and concerns raised	39-42		
	Reporting practices	102-45 Entities included in the consolidated financial statements	1		
		102-46 Defining report content and topic Boundaries	1		
		102-47 List of material topics	39-40		
		102-48 Restatements of information	1		
		102-49 Changes in reporting	1		
		102-50 Reporting Period	1		
		102-51 Date of most recent report	1		
		102-52 Reporting cycle	1		
		102-53 Contact point for questions regarding the report	3		
		102-54 Claims of reporting in accordance with the GRI Standards	2		
		102-55 GRI content index	185-194		
		102-56 External assurance	N/A		
		GRI 103: Management Approach 2016	Management approach	103-1 Explanation of the material topic and its Boundary	39-42
				103-2 The management approach and its components	39-42
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		201-2 Financial implications and other risks and opportunities due to climate change	81-86
		201-4 Financial assistance received from government	57
	GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	141-142
		202-2 Proportion of senior management hired from the local community	137-138
	GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	66
		205-2 Communication and training about anti-corruption policies and procedures	66-70
Environment	GRI 302: Energy 2016	302-1 Energy consumption within the organization	113-114
		302-2 Energy consumption outside of the organization	113-114
		302-3 Energy intensity	115-116
		302-4 Reduction of energy consumption	115-116
	GRI 303: Water and Effluents 2016	303-1 Interactions with water as a shared resource	123-124
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	117-118
		305-2 Energy indirect (Scope 2) GHG emissions	117-118
		305-5 Reduction of GHG emissions	121-122
	GRI 306: Effluents and Waste 2016	306-3 Waste generated	125-126
		306-5 Waste directed to disposal	127-128
	GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	111
	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	107-108

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Society	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	135-136
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	143-144
		401-3 Parental leave	147-148
	GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	145-146
	GRI 403: Occupational Health and Safety 2016	403-3 Occupational health services	171-172
		403-4 Worker participation, consultation, and communication on occupational health and safety	171-172
		403-5 Worker training on occupational health and safety	171-172
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	153-154
		404-2 Programs for upgrading employee skills and transition assistance programs	149-152
	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	133
		405-2 Ratio of basic salary and remuneration of women to men	142
	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	139
	GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	140
	GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	140
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	107-108
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	95-96	
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	No major violations	