

GRI REPORTING GUIDELINES G4 - REFERENCE SHEET

PRINCIPLAN FOR ENDLAND REPORT QUALITY	These particular for some or a section of the	PENCHURS FOR DIFFERENCE REPORT CONTENT	SUSYANABLITY CONTEXT The report should presers the cosmication's performance in the wider context of
BILLIGHT The record about the parallels and implicits against the approximation parallel matchines and another a mesonic assessment of coveral participants and another approximation and parallel parallel parallel another approximation to another another parallel another approximation to another another approximation another approximation to another along a the opportunity performance and the parallel parallel another approximation to another along an the opportunity performance and the approximation approximation another the ACCLARCY The specific promotion and the about the parallel approximation another the about the parallel approximation and the about the parallel approximation approximatio	The Constant Sector you can an angle schedule and instruction and the schedule schedule in a schedule schedule schedule schedule in a schedule schedule schedule schedule in a schedule schedule schedule schedule schedule in schedule sched	HATERALITY The information is a specif equal scene topics and indicates that - infact the argumentation significant scenario, in-our and another the information is a scenario and scenario and strain data. It is substantiate and decision of strain data. It is substantiate and decision of strain data. In a specific the information of a specific specific and and dentify is selectation and a specific specific and an another the specific spec	The opportunity performance in the excee control of the exceedably COMPLETIBLES Covering of the exceedable of the control of the exceedable of the exceedable of the control and exceedable accords, exceedable of the exceedable of the exceedable of the exporting period.
-		RD DISCLOSURES 🗍	
	legally ecogrited as and employed, or by individuals other than employees or supervised vortexs, including employees and supervised employees of sortisations. In Resolutions, in employment of sortisations, in employees, and supervised as in employment	REPORT PROFILE	"G6-64 a Report the processes for evaluation of the highest poversarios body's performance with respect to governance of aconomic, environmental and acolar topics. Report whether each evaluation is independent or not and the
64-1 A streament trum the most senior decision-major of the organization (such as CSO, char, or equivalent senior	numbers (such as seasonal variations in employment in the tourism or agricultural industries)	del diti Separting period jeuch as fiacel or celender year) for information provided del diti Date of most invent previous report (if any).	trepancy Report whether such evaluation is a set-
position) shout the networks of sustainability to the arganization and the organization's distategy for existencing	Ge-11 Report the percentage of total employees covered by collective becaming acceptents.	del do Reporting syste (such as annual, blemail).	b Report actions been in response to evaluation of the highest governance body's performance with respect to

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55		Remainmented with (**) are not required for a CORE level to be omitted from a CORPREMENTATIVE level report under com proviet/deergroup.com	Bustainability by choice!
01	with () are not required for a CONE level report	term marked with (**) are not required for a CONE level of	eport and can
 Export the total workforce by region and gender. Export whether a subscripts portion of the organization's work is performed by workets who are 		"G6-62 Report the measures taken to develop and enhance the highest government tody's collective increaledge of economic, environmental and accel topics.	
amploymenttype and gender. I) Report the soal wostdorue by employees and supervised workens and by gender.	through its reporting. Report the attainable groups that mixed each of the key tapks and concerns.	HIGHEST SCYERAMINES BODY'S COMPETITINGES AND PERFORMANCE BYALLIA TON:	trough line management, whisheshowing machemisms or topines.
contract and gender. I) Report the total number of permanent employees by	trough abiencider engagement, and how the organization has reaconded to those key topics and concerns, including	strategies, policies, and goals maded to economic, environmente and social impacts.	reporting concerns about unethical or untereful behavior, and matters misted to organizational integrity such as escatation.
0.6-12 x) Report the bial number of employees by employment	Ge-27 Report key topics and concerns that have been mised	executived roles in the development, approval, and updating of the organization's purpose, value or mission attements,	ine. *Ge-dil Report the Internal and extential mechanisms for
Cuently of products or services provided	and by statisholder group, and as indication of whether any of the engagement was undertaken specifically sugart of the moot precention process.	*94-62 Report the highest governance body's and senior	seeking advice on ethical and itselful behavior, and mattern matter to organizational integrity, such as helplines or solvice
 Total capitalization broken down in terms of debt and equity for private sector organizations) 	Gelde Report the organization's approach to absence or engineeriest, including frequency of engineeriest by type	HIGHERT GOVERNANCE BODY'S ROLE IN SETTING FURPORE, VALUES AND STRATEGY:	and codes of ethics. "Get-57 Report the internal and external mechanisms for
 Total number of operations Net sales (for private sector organizations) or net 	G6:05 Report the basis for identification and selection of assignables with whom to engage	Askeholden - Eulerense of controlling stansholder - Related party disclosures	Selide Describe the organization's values, principles, standards and norms of behavior such as usdes of conduct
- Total number of employees	orgenzeton.	 Cross-board membership Cross-shareholding with supplets and other 	BINCS AND MISORITY
beneficiated) 949 Report the spin of the provided including:	Gelde Provide a list of stateholder groups engaged by the	Report whether conflicts of internet are disclosed to severalizers, including, as a minimum:	whe study
94-7 Report the network of ownership and legal form. 94-8 Report the manages served (including geographic besiscours, sectors served, and types of customers and	STAKEHOLDER ENGAGEMENT	*04-41 Report processes for the tightest governance body to ensure conficts of internet are evoked and managed.	studies percentage increase in scrule lots compensation for all employees (sucluding the highest-pold individual) in the
relevant to the audionability topics upwared in the report.	G6-02 Report significant changes from previous reporting periods in the Rocce and Aspect Roundaries.	 Whether and how developions (including shareholders) are involved 	"Geld5 Report the ratio of percentage increase in annual table compensation for the organization's highest-paid individual in each country of significant operations to the
Bit-8 Report the number of countries where the organization operaties, and names of countries where either the organization has significant operations or that are specifically	06-22 Report the effect of any metatements of information provided in previous reports and the reasons for such metatements.	 Whether and how experime and experience relating to economic, environmental and access topics are considered. 	compensation for all employees (excluding the highest-paid individue) in the same country.
94-5 Report the location of the organization's headquarters.	Relindery outside the organization	Whether and how diversity is considered Whether and how independence is considered	the organization's highest-paid incluidual in each country of significant operations to the median across total
Bit-4 Report the primary brands, products, and services.	the entries identified Beaut any specific installag matering the Aspect	orderts used for nominating and seecting highest governance bady members, including:	*GE-54 Report the ratio of the ensues total compensation for
94-3 Report the reme of the organization.	identify the entities, groups of entities or elements for which the Aspect is material is addition, describe the peoplicities location where the Aspect is material for	"04-80 Report the nomination and selection processes for the highest governance body and its committees, and the	blow into account reparting remuneration, including the results of votes on remuneration policies and proposals, if accelerates
ORGANEZATIONAL PROFILE	 If the Appent is makene outside of the organization. 	reasons for this articigen and	"04-53 Report how attracticitiest views are acupit and
apportunities, and construadors of other resided risks and opportunities	- Report whether the Aspect is material outside of the	"Git to know the the Char of the tighted governance body is also an executive officer (and, if so, his or her function within the observation's management and the	of management. Report any other relationable which the emulanetism consultants have with the organization.
 Consise description of governance mechanisms in piece specifically to manage these fass and opportunities, and identification of other resided risks. 	For each material Aspect report the Aspect Boundwy outside the organization, as follows:	 Statematics representation *96-38 Report whether the Chair of the Noted solwine center 	Report whether immunities consultants are involved in departurining resultantiation and whether beyone independent
objectives and goals (that is, 3-5 years) related to key rate and opportunities.	Reantary within the organization (96-21	 Competences relating to economic, environmental and exclusi impacts 	mentioned economic, environmental and applications. *06.52 Report the process for determining remuneration.
served for the surrent reporting period Targets for the next reporting period and medium term.	the set of endees of groups of endees instance in over Sorvetion the Appendix is material Feoret any specific limitation regarding the Append	and commitments, and the raitum of the commitments Gender Membership of under recremented spoiel groups	5. Report now performance orders in the renormation policy make to the highest governance body's and senior
 Tableto summatzing: Tableto summatzing: Tableto, performance against bagets, and lessons 	 The lat of entries or groups of entries included in Ge- O for which the Aspect is not material or 	 Tenurs on the governance body Number of each individual's other significant positions 	governme body, arour executives, and all other employees
 Prioritization of key sustainability topics as risks and opportunities 	organization (as described in G4177), select one of the takening two approaches and report effect	Electrice or hon-electrice Independence	 Retrement benefits, including the difference between benefit achieves and contribution ones for the highest
 A description of the triad important raise and opportunities for the organization analog from 	 If the Aspect is not material for all entities within the 	to committees by	Termination payments Constance
Two should include the following:	PeopleCation as blows People whether the Agent is material within the	"04-38 Report the composition of the highest governance body and	Bonuses Defend or vested states Bonuse or recontinent incentive germents
and financial performance of the organization. This should concentrate specifically on intornation relevant to financial state-holders or that oould become ap in the future. Section	Ge-20 For each material Agent, report the Aspect Reamdary within	depthe to whom and any Section's processes to the lighter governmine body.	 Performance-based pay Equity-taked pay
Bedike Two should facus on the impact of sustainability trends, field, and opportunities on the long-term prospects	for defining report auntent.	existenciam and the highest governance body or economic, environments and social tools, if consultation is despated	Flued pay and variable pay:
address performance and relevant changes	Reporting Principles for Defining Report Content. Get-19 List all the material Aspects Identified in the process	holders report deadly to the highest governance body *96-37 Report processes for consultation between	governance body and senior executives for the beine types of new president
- A description of the main processes in pace to	b. Sigilal tow the organization has implemented the	executive evel position or positions with responsibility for economic, environments and social toxics, and whether posit	"General a Report the compression policies for the highest
 Rey conclusions about progress is accreasing these topics and related performance in the reporting period. This includes an assessment of reasons for 	a Supain the process for defining the report surfact and the Aspect Roundaries.	*94-36 Report whether the organization has accounted as	REMUNERATION AND INCENTIVES
challenges and opportunities	06-18	economic, environmental and axis topics from the tighted governance body to service exocuties and other employees.	Sody and the mechanism(a) used to address and resche
 An explanation of the approach to profite the An explanation of the approach to profite these 	referencing the information in publicly evening a consolidated francis statements or exilement documents.	economic, environmental and anow impacts. *96-05 Report the process for delegating suthority for	"G6-50 Report the nature and total number of utitizal sponents that were communicated to the highest poversions
 A description of the agrificant economic, environmental and aquial impacts of the organization. 	The argenization can report on this Standard Disclosure by	including committees of the highest governmente body stendify any committees responsible for decision-making or	"G6-65 Report the process for communicating official someths to the tighted govername body

	EDOMONIO	-	Table weight of waste by tipe and discussi	Division (*	TY AND BOUAL OPPORTUNITY	-	Complete with similarity act at and out
-		_	nanod	04-LA12	Consection of operators bodies and		Operations with significant actual and potential negative impacts on local communities
	C PERPORTANCE Circl economic value generated and		4 Total number and volume of significant spills.		breakdows of employees per employee	ANTI-COR	
Un But	deritated.	94-EN25 Weight of transported, imported, exported, or	to behops behops behops	category according to gender, age group, minority group membership, and other	96800	Total number and percentage of operations assessed for fails related to corruption and	
94-802	Prendal implications and other belo and	-2021	treated waste deemed hiddedpus under the terms of the Base Convertion Annex I, S. B.		indications of dwanaby		
1000	opportunities for The opportunities anti-ities due to circular		and VIII, and percentage of threeported waster	BOUAL R	UAL REMUNERATION FOR WOMEN AND MEN		the significant rais identified Communication and training on anti-comption
_		Oct. Barrie	whipped internationally	94-LA12 Rate d	Ratio of basic warry and temuneration of	10000	policies and procedures
94-903	Coverage of the organization's defined benefit plan oblightions.		Identity size, protected status, and blockersity while of water toolies and reared habitats significantly effected by the organization's		women to men by employee category, by agrificent incetions of operation	94.905	Confirmed incidents of comption and actions
0102	plan coligetions.		ciectarges of water and runof	BLAPPILIER	R ABBERINARY FOR LABOR PRACTICES	PUBLIC PI	ALCONO.
94.801	Financial additional inceived from government		CTS AND SERVICES	GH-LANK			Tool value of political contributions by asunity and recipient/heneficiary
MARKET P	PREMIUS	04-ENC7	Fictient of Impect mitigation of emérorimental				
94-905	Ratios of gandard entry lavel wage by pender		inpeds of products and services	SH-LA15	in the first state of the part of the state of the state		PETITIVE BEHAVIOR
2000	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	04-8109 P	Percentage of products sold and their peckaging materials that are recibined by		and actions below	94807	Table number of legal actions for anti- compatitive between, and intrad, and monopoly produces and their outputnes.
04-809	Proportion of senior management hired from the local community at agorituant locations of	Colorest Co.	cellegory			-	
	the scal community at agrifuant locations of	COMPLIANC	ANCA		Number of grevences shout labor practices. filed, addressed, and readived through formal	COMPLIAN	
Distance of the	States and a second second	_ Deales	Monetary value of significant fires and total cumber of non-monetary sendore for non-		plevence mechaniena		Interview of significant fires and total number of non-monetary sections for some interview.
			condiance with environmental laws and		HUMAN RIGHTS		compliance with laws and regulations
OVACL	Cevelopment and impact of infrastructure		requisitoris	DOCTOR NO.			A SAME AND ALL DOG THE ADDRESS OF A DOCUMENT

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