

Linking the SDGs and the GRI Standards


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GRI supports the Sustainable Development Goals



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SDG	Target	Available Business Disclosures	Unit	Sources
	1.1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to tax, including: <ul style="list-style-type: none"> i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization. 	N/A	GRI Standards 207-1
	1.1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the tax governance and control framework, including: <ul style="list-style-type: none"> i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. b. A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax. c. A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion. 	N/A	GRI Standards 207-2
	1.1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: <ul style="list-style-type: none"> i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders. 	N/A	GRI Standards 207-3

SDG	Target	Available Business Disclosures	Unit	Sources
	1.1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported in Disclosure 207-4-a: <ul style="list-style-type: none"> i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4 	N/A	GRI Standards 207-4
	1.2	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	Ratio of the entry level wage by gender	GRI Standard 202-1
	1.2	When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	N/A	GRI Standard 202-1
	1.2	Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.	\$ currency	GRI Standard 202-1
	1.2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	N/A	GRI Standard 203-2
	1.2	Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	N/A	GRI Standard 203-2


SDG	Target	Available Business Disclosures	Unit	Sources
	1.3	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to tax, including: <ul style="list-style-type: none"> i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization. 	N/A	GRI Standards 207-1
	1.3	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the tax governance and control framework, including: <ul style="list-style-type: none"> i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. b. A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax. c. A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion. 	N/A	GRI Standards 207-2
	1.3	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: <ul style="list-style-type: none"> i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders. 	N/A	GRI Standards 207-3


SDG	Target	Available Business Disclosures	Unit	Sources
 	1.3	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported in Disclosure 207-4-a: <ul style="list-style-type: none"> i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4. 	N/A	GRI Standards 207-4
	1.4	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	N/A	GRI Standard 203-2
	1.4	Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	N/A	GRI Standard 203-2
	1.4	<p>Operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> i. The location of the operations; ii. The significant actual and potential negative impacts of operations. 	N/A	GRI Standard 413-2




SDG	Target	Available Business Disclosures	Unit	Sources
2 ZERO HUNGER 	2.3	Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period	Number of incidents	GRI Standard 411-1
	2.3	Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action	N/A	GRI Standard 411-1
	2.3	Operations with significant actual and potential negative impacts on local communities, including: i. The location of the operations; ii. The significant actual and potential negative impacts of operations	N/A	GRI Standard 413-2





SDG	Target	Available Business Disclosures	Unit	Sources
3 GOOD HEALTH AND WELL-BEING 	3.2	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others.	N/A	GRI Standard 401-2
	3.3	A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	N/A	GRI Standard 403-6-b
	3.3	report the following information for all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded, Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	number, %,	GRI Standard 403-10-a
	3.3	report the following information for all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded, Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	number, %,	GRI Standard 403-10-b
	3.3	report the work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	N/A	GRI Standard 403-10-c

SDG	Target	Available Business Disclosures	Unit	Sources
3 GOOD HEALTH AND WELL-BEING 	3.4	<p>report the following information for all employees:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded,</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-10-a
	3.4	<p>report the following information for all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded,</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-10-b
	3.4	<p>report the work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls 	N/A	GRI Standard 403-10-c
	3.5	<p>A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.</p>	N/A	GRI Standard 403-6-b
	3.6	<p>report the information for all employees about:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-9-a


SDG	Target	Available Business Disclosures	Unit	Sources
3 GOOD HEALTH AND WELL-BEING 	3.6	<p>report the information for all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-9-b
	3.6	<p>The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p>	N/A	GRI Standard 403-9-c
	3.7	An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	N/A	GRI Standard 403-6-a
	3.7	A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	N/A	GRI Standard 403-6-b
	3.8	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	N/A	GRI Standard 203-2
	3.8	Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	N/A	GRI Standard 203-2
	3.8	An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	N/A	GRI Standard 403-6-a




SDG	Target	Available Business Disclosures	Unit	Sources
3 GOOD HEALTH AND WELL-BEING 	3.9	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent	Metric tons of CO2 equivalent	GRI Standard 305-1
	3.9	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or al	Metric tons of CO2 equivalent	GRI Standard 305-2
	3.9	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation	Metric tons of CO2 equivalent	GRI Standard 305-3
	3.9	Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent	Metric tons of CFC-11 equivalent	GRI Standard 305-6
	3.9	The reporting organization shall report the following information: Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations Source of the emission factors used. Standards, methodologies, assumptions, and/or calculation tools used.	Tons of gas or pollutant of methodology	GRI Standard 305-7
	3.9	Total volume of planned and unplanned water discharges by: i. Destination; ii. Quality of the water, including treatment method; iii. Whether the water was reused by another organization	Liters	GRI Standard 306-1


SDG	Target	Available Business Disclosures	Unit	Sources
3 GOOD HEALTH AND WELL-BEING 	3.9	Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage Other (to be specified by the organization)	Tons	GRI Standard 306-2
	3.9	Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage Other (to be specified by the organization)	Tons	GRI Standard 306-2
	3.9	Impacts of significant spills	N/A	GRI Standard 306-3
	3.9	Total number and total volume of recorded significant spills	Number of spills	GRI Standard 306-3
	3.9	The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; ii. Volume of spill; Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization)	Tons and other information of spills	GRI Standard 306-3





SDG	Target	Available Business Disclosures	Unit	Sources
3 GOOD HEALTH AND WELL-BEING 	3.9	Total weight for each of the following: i. Hazardous waste transported ii. Hazardous waste imported iii. Hazardous waste exported Hazardous waste treated	Tons	GRI Standard 306-4
	3.9	Percentage of hazardous waste shipped internationally	% of hazardous waste	GRI Standard 306-4
	3.9	report the information for all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	number, %,	GRI Standard 403-9-b
	3.9	The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	N/A	GRI Standard 403-9-c
	3.9	report the following information for all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded, Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. "	number, %,	GRI Standard 403-10-a





SDG	Target	Available Business Disclosures	Unit	Sources
3 GOOD HEALTH AND WELL-BEING 	3.9	<p>report the following information for all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded,</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-10-b
	3.9	<p>report the work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls 	N/A	GRI Standard 403-10-c


SDG	Target	Available Business Disclosures	Unit	Sources
4 QUALITY EDUCATION 	4.3	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category	Hours	GRI Standard 404-1
	4.4	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	Hours	GRI Standard 404-1
	4.5	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	Hours	GRI Standard 404-1


SDG	Target	Available Business Disclosures	Unit	Sources
5 GENDER EQUALITY 	5.1	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage	Ratio of the entry level wage by gender	GRI Standard 202-1
	5.1	Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used	\$ currency	GRI Standard 202-1
	5.1	When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage	N/A	GRI Standard 202-1
	5.1	Total number and rate of employee turnover during the reporting period, by age group, gender and region	Number and %	GRI Standard 401-1
	5.1	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	Hours	GRI Standard 404-1
	5.1	Total number and rate of new employee hires during the reporting period, by age group, gender and region	Number and %	GRI Standard 401-1
	5.1	Total number of employees that were entitled to parental leave, by gender	Number of employees	GRI Standard 401-3
	5.1	Total number of employees that took parental leave, by gender	Number of employees	GRI Standard 401-3
	5.1	Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Number of employees	GRI Standard 401-3
	5.1	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	Number of employees	GRI Standard 401-3
	5.1	Return to work and retention rates of employees that took parental leave, by gender	%	GRI Standard 401-3
	5.1	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	% of total employees	GRI Standard 404-3
	5.1	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%	GRI Standard 405-1

SDG	Target	Available Business Disclosures	Unit	Sources
5 GENDER EQUALITY 	5.1	Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%	GRI Standard 405-1
	5.1	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Ratio	GRI Standard 405-2
	5.1	Total number of incidents of discrimination during the reporting period.	Number of incidents	GRI Standard 406-1
	5.1	Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; Incident no longer subject to action.	N/A	GRI Standard 406-1
	5.2	Percentage of new suppliers that were screened using social criteria	% of new suppliers	GRI Standard 414-1
	5.2	Number of suppliers assessed for social impacts	Number of suppliers	GRI Standard 414-2
	5.2	Number of suppliers identified as having significant actual and potential negative social impacts	Number of suppliers	GRI Standard 414-2
	5.2	Significant actual and potential negative social impacts identified in the supply chain.	N/A	GRI Standard 414-2
	5.2	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	% of suppliers	GRI Standard 414-2
	5.2	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	% of suppliers	GRI Standard 414-2
	5.4	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	N/A	GRI Standard 203-1


SDG	Target	Available Business Disclosures	Unit	Sources
5 GENDER EQUALITY 	5.4	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others.	N/A	GRI Standard 401-2
	5.4	Total number of employees that were entitled to parental leave, by gender	Number of employees	GRI Standard 401-3
	5.4	Total number of employees that took parental leave, by gender	Number of employees	GRI Standard 401-3
	5.4	Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Number of employees	GRI Standard 401-3
	5.4	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	Number of employees	GRI Standard 401-3
	5.4	Return to work and retention rates of employees that took parental leave, by gender	%	GRI Standard 401-3
	5.5	Composition of the highest governance body and its committees by: i. Executive or non-executive; ii. Independence; iii. Tenure on the governance body; iv. Number of each individual's other significant positions and commitments, and the nature of the commitments; v. Gender; vi. Membership of under-represented social groups; vii. Competencies relating to economic, environmental, and social topics; viii. Stakeholder representation.	Number	GRI Standard 102-22
	5.5	Nomination and selection processes for the highest governance body and its committees.	N/A	GRI Standard 102-24


SDG	Target	Available Business Disclosures	Unit	Sources
5 GENDER EQUALITY 	5.5	Criteria used for nominating and selecting highest governance body members, including whether and how: i. Stakeholders (including shareholders) are involved; ii. Diversity is considered; iii. Independence is considered; iv. Expertise and experience relating to economic, environmental, and social topics are considered.	N/A	GRI Standard 102-24
	5.5	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%	GRI Standard 405-1
	5.5	Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; Other indicators of diversity where relevant (such as minority or vulnerable groups).	%	GRI Standard 405-1

SDG	Target	Available Business Disclosures	Unit	Sources
6 CLEAN WATER AND SANITATION 	6.3	A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).	N/A	GRI Standard 303-1-a
	6.3	A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	N/A	GRI Standard 303-1-c
	6.3	A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered."	N/A	GRI Standard 303-2
	6.3	Report a breakdown of total water discharge to all area in megaliters by level of treatment levels were determined	megaliters	GRI Standard 303-4 (recommendation 2,4,2)
	6.3	Total volume of planned and unplanned water discharges by: i. Destination; ii. Quality of the water, including treatment method; iii. Whether the water was reused by another organization.	Liters	GRI Standard 306-1
	6.3	Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)	Tons	GRI Standard 306-2


SDG	Target	Available Business Disclosures	Unit	Sources
6 CLEAN WATER AND SANITATION 	6.3	Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)	Tons	GRI Standard 306-2
	6.3	Total number and total volume of recorded significant spills.	Number of spills	GRI Standard 306-3
	6.3	The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; i. Volume of spill; ii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).	Tons and other information of spills	GRI Standard 306-3
	6.3	Impacts of significant spills. Number of spills/tons	N/A	GRI Standard 306-3
	6.4	A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).	N/A	GRI Standard 303-1-a
	6.4	A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	N/A	GRI Standard 303-1-c
	6.4	Report a breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).	megaliters	GRI Standard 303-3-c
	6.4	Report the total water consumption from all areas in megaliters.	megaliters	GRI Standard 303-5-a
	6.4	Report the total water consumption from all areas with water stress in megaliters.	megaliters	GRI Standard 303-5-b





SDG	Target	Available Business Disclosures	Unit	Sources
6 CLEAN WATER AND SANITATION 	6.4	Total volume of planned and unplanned water discharges by: i. Destination; ii. Quality of the water, including treatment method; iii. Whether the water was reused by another organization.	Liters	GRI Standard 306-1
	6.6	For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	Km2, number of species,	GRI Standard 304-1
	6.6	Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).	N/A	GRI Standard 304-2
	6.6	Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	N/A	GRI Standard 304-2
	6.6	Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.	Km2	GRI Standard 304-3


SDG	Target	Available Business Disclosures	Unit	Sources
6 CLEAN WATER AND SANITATION 	6.6	Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.	N/A	GRI Standard 304-3
	6.6	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	Number	GRI Standard 304-4
	6.6	Total volume of planned and unplanned water discharges by: i. Destination; ii. Quality of the water, including treatment method; iii. Whether the water was reused by another organization.	Liters	GRI Standard 306-1
	6.6	Total number and total volume of recorded significant spills.	Number of spills	GRI Standard 306-3
	6.6	The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; ii. Volume of spill; iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).	Tons and other information of spills	GRI Standard 306-3
	6.6	Impacts of significant spills.	N/A	GRI Standard 306-3
	6.6	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: i. The size of the water body and related habitat; ii. Whether the water body and related habitat is designated as a nationally or internationally protected area; iii. The biodiversity value, such as total number of protected species.	Km2, number of species	GRI Standard 306-5
	6.A	A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).	N/A	GRI Standard 303-1-a



SDG	Target	Available Business Disclosures	Unit	Sources
6 CLEAN WATER AND SANITATION 	6.A	A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	N/A	GRI Standard 303-1-c
	6.B	A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).	N/A	GRI Standard 303-1-a
	6.B	A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	N/A	GRI Standard 303-1-c


SDG	Target	Available Business Disclosures	Unit	Sources
7 AFFORDABLE AND CLEAN ENERGY 	7.2	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	7.2	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	7.2	In joules, watt-hours or multiples, the total: i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Steam consumption	Joules, watt-hours or multiples	GRI Standard 302-1
	7.2	In joules, watt-hours or multiples, the total: i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold	Joules, watt-hours or multiples	GRI Standard 302-1
	7.2	Total energy consumption within the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-1
	7.2	Energy consumption outside of the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-2
	7.3	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	7.3	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	7.3	In joules, watt-hours or multiples, the total: i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Steam consumption	Joules, watt-hours or multiples	GRI Standard 302-1


SDG	Target	Available Business Disclosures	Unit	Sources
7 AFFORDABLE AND CLEAN ENERGY 	7.3	In joules, watt-hours or multiples, the total: i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold	Joules, watt-hours or multiples	GRI Standard 302-1
	7.3	Total energy consumption within the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-1
	7.3	Energy consumption outside of the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-2
	7.3	Energy intensity ratio for the organization.	Joules or multiples per basic unit	GRI Standard 302-3
	7.3	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Joules or multiples.	GRI Standard 302-4
	7.3	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	Joules or multiples	GRI Standard 302-5

SDG	Target	Available Business Disclosures	Unit	Sources
8 DECENT WORK AND ECONOMIC GROWTH 	8.1	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	\$ currency	GRI Standard 201-1
	8.2	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	\$ currency	GRI Standard 201-1
	8.2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	N/A	GRI Standard 203-2
	8.2	Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	N/A	GRI Standard 203-2
	8.2	<p>Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> i. Gender; ii. Employee category. 	Hours	GRI Standard 404-1
	8.2	Type and scope of programs implemented and assistance provided to upgrade employee skills.	N/A	GRI Standard 404-2
	8.2	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	N/A	GRI Standard 404-2
	8.3	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	N/A	GRI Standard 203-2



SDG	Target	Available Business Disclosures	Unit	Sources
8 DECENT WORK AND ECONOMIC GROWTH 	8.3	Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	N/A	GRI Standard 203-2
	8.3	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).	%	GRI Standard 204-1
	8.4	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. Non-renewable materials used; ii. Renewable materials used.	Tons	GRI Standard 301-1
	8.4	Percentage of recycled input materials used to manufacture the organization's primary products and services.	%	GRI Standard 301-2
	8.4	Percentage of reclaimed products and their packaging materials for each product category.	%	GRI Standard 301-3
	8.4	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	8.4	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	8.4	In joules, watt-hours or multiples, the total: i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Steam consumption	Joules, watt-hours or multiples	GRI Standard 302-1
	8.4	In joules, watt-hours or multiples, the total: i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold	Joules, watt-hours or multiples	GRI Standard 302-1
	8.4	Total energy consumption within the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-1
	8.4	Energy consumption outside of the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-2
	8.4	Energy intensity ratio for the organization.	Joules or multiples per basic unit	GRI Standard 302-3

SDG	Target	Available Business Disclosures	Unit	Sources
8 DECENT WORK AND ECONOMIC GROWTH 	8.4	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Joules or multiples.	GRI Standard 302-4
	8.4	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	Joules or multiples	GRI Standard 302-5
	8.5	Total number of employees by employment contract (permanent and temporary), by gender.	Number of employees	GRI Standard 102-8
	8.5	Total number of employees by employment contract (permanent and temporary), by region.	Number of employees	GRI Standard 102-8
	8.5	Total number of employees by employment type (full-time and part-time), by gender.	Number of employees	GRI Standard 102-8
	8.5	Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.	N/A	GRI Standard 102-8
	8.5	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	Ratio of the entry level wage by gender	GRI Standard 202-1
	8.5	When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	N/A	GRI Standard 202-1
	8.5	Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.	\$ currency	GRI Standard 202-1
	8.5	Percentage of senior management at significant locations of operation that are hired from the local community.	% of senior management	GRI Standard 202-2
	8.5	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	N/A	GRI Standard 203-2
	8.5	Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	N/A	GRI Standard 203-2
	8.5	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
	8.5	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1

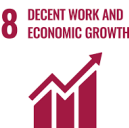
SDG	Target	Available Business Disclosures	Unit	Sources
8 DECENT WORK AND ECONOMIC GROWTH 	8.5	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	Hours	GRI Standard 404-1
	8.5	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others.	N/A	GRI Standard 401-2
	8.5	Total number of employees that were entitled to parental leave, by gender.	Number of employees	GRI Standard 401-3
	8.5	Total number of employees that took parental leave, by gender.	Number of employees	GRI Standard 401-3
	8.5	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	Number of employees	GRI Standard 401-3
	8.5	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	Number of employees	GRI Standard 401-3
	8.5	Return to work and retention rates of employees that took parental leave, by gender.	%	GRI Standard 401-3
	8.5	Type and scope of programs implemented and assistance provided to upgrade employee skills.	N/A	GRI Standard 404-2
	8.5	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	N/A	GRI Standard 404-2
	8.5	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	% of total employees	GRI Standard 404-3
	8.5	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%	GRI Standard 405-1





SDG	Target	Available Business Disclosures	Unit	Sources
8 DECENT WORK AND ECONOMIC GROWTH 	8.5	Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%	GRI Standard 405-1
	8.5	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Ratio	GRI Standard 405-2
	8.6	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
	8.6	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
	8.7	Operations and suppliers considered to have significant risk for incidents of: i. Child labor; ii. Young workers exposed to hazardous work.	N/A	GRI Standard 408-1
	8.7	Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	N/A	GRI Standard 408-1
	8.7	Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	N/A	GRI Standard 408-1
	8.7	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	N/A	GRI Standard 409-1
	8.7	Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	N/A	GRI Standard 409-1
	8.8	Percentage of total employees covered by collective bargaining agreements.	%	GRI Standard 102-41
	8.8	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	Number of weeks	GRI Standard 402-1
	8.8	For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Number of days	GRI Standard 402-1





SDG	Target	Available Business Disclosures	Unit	Sources
8 DECENT WORK AND ECONOMIC GROWTH 	8.8	A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. "	N/A	GRI Standard 403-1-a
	8.8	A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	N/A	GRI Standard 403-1-b
	8.8	A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. "	N/A	GRI Standard 403-2-a
	8.8	A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	N/A	GRI Standard 403-2-b
	8.8	A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	N/A	GRI Standard 403-2-c
	8.8	A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	N/A	GRI Standard 403-2-d
	8.8	A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	N/A	GRI Standard 403-3
	8.8	A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	N/A	GRI Standard 403-4-a
	8.8	Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	N/A	GRI Standard 403-4-b


SDG	Target	Available Business Disclosures	Unit	Sources
	8.8	A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	N/A	GRI Standard 403-5
	8.8	A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	N/A	GRI Standard 403-7
	8.8	<p>If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</p> <ul style="list-style-type: none"> i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded,</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-8
	8.8	<p>report the information for all employees about:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-9-a

SDG	Target	Available Business Disclosures	Unit	Sources
8 DECENT WORK AND ECONOMIC GROWTH 	8.8	<p>report the information for all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-9-b
	8.8	<p>The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p>	N/A	GRI Standard 403-9-c
	8.8	<p>report the following information for all employees:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded,</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-10-a
	8.8	<p>report the following information for all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded,</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-10-b


SDG	Target	Available Business Disclosures	Unit	Sources
8 DECENT WORK AND ECONOMIC GROWTH 	8.8	report the work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	N/A	GRI Standard 403-10-c
	8.8	Total number of incidents of discrimination during the reporting period.	Number of incidents	GRI Standard 406-1
	8.8	Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	N/A	GRI Standard 406-1
	8.8	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	N/A	GRI Standard 407-1
	8.8	Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	N/A	GRI Standard 407-1
	8.8	Percentage of new suppliers that were screened using social criteria.	% of new suppliers	GRI Standard 414-1
	8.8	Number of suppliers assessed for social impacts.	Number of suppliers	GRI Standard 414-2
	8.8	Number of suppliers identified as having significant actual and potential negative social impacts.	Number of suppliers	GRI Standard 414-2
	8.8	Significant actual and potential negative social impacts identified in the supply chain.	N/A	GRI Standard 414-2
	8.8	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	% of suppliers	GRI Standard 414-2
	8.8	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	% of suppliers	GRI Standard 414-2

SDG	Target	Available Business Disclosures	Unit	Sources
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	9.1	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	\$ currency	GRI Standard 201-1
	9.1	<p>a. Extent of development of significant infrastructure investments and services supported.</p> <p>b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.</p> <p>c. Whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	N/A	GRI Standard 203-1
	9.4	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> iv. i. Direct economic value generated: revenues; v. ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; vi. iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	\$ currency	GRI Standard 201-1
	9.4	<p>a. Extent of development of significant infrastructure investments and services supported.</p> <p>b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.</p> <p>c. Whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	N/A	GRI Standard 203-1
	9.5	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	\$ currency	GRI Standard 201-1

SDG	Target	Available Business Disclosures	Unit	Sources
10 REDUCED INEQUALITIES 	10.3	Total number of employees by employment contract (permanent and temporary), by gender.	Number of employees	GRI Standard 102-8
	10.3	Total number of employees by employment type (full-time and part-time), by gender.	Number of employees	GRI Standard 102-8
	10.3	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
	10.3	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
	10.3	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	Hours	GRI Standard 404-1
	10.3	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	% of total employees	GRI Standard 404-3
	10.3	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Ratio	GRI Standard 405-2
	10.4	The reporting organization shall report the following information: a. A description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.	N/A	GRI Standards 207-1
	10.4	The reporting organization shall report the following information: a. A description of the tax governance and control framework, including: i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. b. A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax. c. A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion.	N/A	GRI Standards 207-2


SDG	Target	Available Business Disclosures	Unit	Sources
10 REDUCED INEQUALITIES 	10.4	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: <ul style="list-style-type: none"> i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders. 	N/A	GRI Standards 207-3
	10.4	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported in Disclosure 207-4-a: <ul style="list-style-type: none"> i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4 	N/A	GRI Standards 207-4



SDG	Target	Available Business Disclosures	Unit	Sources
11 SUSTAINABLE CITIES AND COMMUNITIES 	11.2	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	N/A	GRI Standard 203-1



SDG	Target	Available Business Disclosures	Unit	Sources
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.2	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. Non-renewable materials used; ii. Renewable materials used.	Tons	GRI Standard 301-1
	12.2	Percentage of recycled input materials used to manufacture the organization's primary products and services.	%	GRI Standard 301-2
	12.2	Percentage of reclaimed products and their packaging materials for each product category.	%	GRI Standard 301-3
	12.2	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	12.2	In joules, watt-hours or multiples, the total: i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Steam consumption	Joules, watt-hours or multiples	GRI Standard 302-1
	12.2	In joules, watt-hours or multiples, the total: i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold	Joules, watt-hours or multiples	GRI Standard 302-1
	12.2	Total energy consumption within the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-1
	12.2	Energy consumption outside of the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-2
	12.2	Energy intensity ratio for the organization.	Joules or multiples per basic unit	GRI Standard 302-3
	12.2	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Joules or multiples.	GRI Standard 302-4
	12.2	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	Joules or multiples	GRI Standard 302-5

SDG	Target	Available Business Disclosures	Unit	Sources
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.4	A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).	N/A	GRI Standard 303-1-a
	12.4	A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	N/A	GRI Standard 303-1-c
	12.4	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent.	metric tons of CO2 equivalent	GRI Standard 305-1
	12.4	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	metric tons of CO2 equivalent	GRI Standard 305-2
	12.4	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	metric tons of CO2 equivalent	GRI Standard 305-3
	12.4	Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	metric tons of CFC-11 equivalent	GRI Standard 305-6
	12.4	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	Tons of gas or pollutant of methodology	GRI Standard 305-7




SDG	Target	Available Business Disclosures	Unit	Sources
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.4	Total volume of planned and unplanned water discharges by: i. Destination; ii. Quality of the water, including treatment method; iii. Whether the water was reused by another organization.	Liters	GRI Standard 306-1
	12.4	Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)	Tons	GRI Standard 306-2
	12.4	Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse i. Recycling ii. Composting iii. Recovery, including energy recovery iv. Incineration (mass burn) v. Deep well injection vi. Landfill vii. On-site storage viii. Other (to be specified by the organization)	Tons	GRI Standard 306-2
	12.4	Total number and total volume of recorded significant spills.	Number of spills	GRI Standard 306-3
	12.4	The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; ii. Volume of spill; iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).	Tons and other information of spills	GRI Standard 306-3




SDG	Target	Available Business Disclosures	Unit	Sources
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.4	Impacts of significant spills.	N/A	GRI Standard 306-3
	12.4	Total weight for each of the following: i. Hazardous waste transported ii. Hazardous waste imported iii. Hazardous waste exported iv. Hazardous waste treated	Tons	GRI Standard 306-4
	12.4	Percentage of hazardous waste shipped internationally.	% of hazardous waste	GRI Standard 306-4
	12.5	Percentage of recycled input materials used to manufacture the organization's primary products and services.	%	GRI Standard 301-2
	12.5	Percentage of reclaimed products and their packaging materials for each product category.	%	GRI Standard 301-3
	12.5	Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)	Tons	GRI Standard 306-2
	12.5	Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)	Tons	GRI Standard 306-2



SDG	Target	Available Business Disclosures	Unit	Sources
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.8	Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain).	N/A	GRI Standard 417-1
	12.8	Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	%	GRI Standard 417-1

SDG	Target	Available Business Disclosures	Unit	Sources
13 CLIMATE ACTION 	13.1	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. A description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. A description of the impact associated with the risk or opportunity; iii. The financial implications of the risk or opportunity before action is taken; iv. The methods used to manage the risk or opportunity; v. The costs of actions taken to manage the risk or opportunity.	\$ currency	GRI Standard 201-2
	13.1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	13.1	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Joules or multiples	GRI Standard 302-1
	13.1	In joules, watt-hours or multiples, the total: i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Steam consumption	Joules, watt-hours or multiples	GRI Standard 302-1
	13.1	In joules, watt-hours or multiples, the total: i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold	Joules, watt-hours or multiples	GRI Standard 302-1
	13.1	Total energy consumption within the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-1
	13.1	Energy consumption outside of the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-2
	13.1	Energy intensity ratio for the organization.	Joules or multiples per basic unit	GRI Standard 302-3
	13.1	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Joules or multiples.	GRI Standard 302-4
	13.1	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	Joules or multiples	GRI Standard 302-5



SDG	Target	Available Business Disclosures	Unit	Sources
13 CLIMATE ACTION 	13.1	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent.	Metric tons of CO2 equivalent	GRI Standard 305-1
	13.1	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	Metric tons of CO2 equivalent	GRI Standard 305-2
	13.1	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	Metric tons of CO2 equivalent	GRI Standard 305-3
	13.1	GHG emissions intensity ratio for the organization.	Metric tons of CO2e per basic unit	GRI Standard 305-4
	13.1	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	Metric tons of CO2e	GRI Standard 305-5




SDG	Target	Available Business Disclosures	Unit	Sources
	14.1	Total volume of planned and unplanned water discharges by: i. Destination; ii. Quality of the water, including treatment method; iii. Whether the water was reused by another organization.	Liters	GRI Standard 306-1
	14.1	Total number and total volume of recorded significant spills.	Number of spills	GRI Standard 306-3
	14.1	The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; ii. Volume of spill; iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization)	Tons and other information of spills	GRI Standard 306-3
	14.1	Impacts of significant spills.	N/A	GRI Standard 306-3
	14.2	For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	Km2, number of species,	GRI Standard 304-1




SDG	Target	Available Business Disclosures	Unit	Sources
	14.2	Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: <ul style="list-style-type: none"> i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). 	N/A	GRI Standard 304-2
	14.2	Significant direct and indirect positive and negative impacts with reference to the following: <ul style="list-style-type: none"> i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts. 	N/A	GRI Standard 304-2
	14.2	Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.	Km2	GRI Standard 304-3
	14.2	Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.	N/A	GRI Standard 304-3
	14.2	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: <ul style="list-style-type: none"> i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern 	Number	GRI Standard 304-4
	14.2	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: <ul style="list-style-type: none"> i. The size of the water body and related habitat; ii. Whether the water body and related habitat is designated as a nationally or internationally protected area; iii. The biodiversity value, such as total number of protected species. 	Km2, number of species	GRI Standard 306-5





SDG	Target	Available Business Disclosures	Unit	Sources
14 LIFE BELOW WATER 	14.3	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent.	metric tons of CO2 equivalent	GRI Standard 305-1
	14.3	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	metric tons of CO2 equivalent	GRI Standard 305-2
	14.3	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	metric tons of CO2 equivalent	GRI Standard 305-3
	14.3	GHG emissions intensity ratio for the organization.	metric tons of CO2e per basic unit	GRI Standard 305-4
	14.3	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	metric tons of CO2e	GRI Standard 305-5
	14.3	Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations	Kilograms or multiples	GRI Standard 305-7


SDG	Target	Available Business Disclosures	Unit	Sources
15 LIFE ON LAND 	15.1	<p>For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:</p> <ul style="list-style-type: none"> i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation). 	Km2, number of species,	GRI Standard 304-1
	15.1	<p>Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). 	N/A	GRI Standard 304-2
	15.1	<p>Significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts. 	N/A	GRI Standard 304-2
	15.1	Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.	Km2	GRI Standard 304-3
	15.1	Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.	N/A	GRI Standard 304-3

SDG	Target	Available Business Disclosures	Unit	Sources
15 LIFE ON LAND 	15.1	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	Number	GRI Standard 304-4
	15.1	Total number and total volume of recorded significant spills.	Number of spills	GRI Standard 306-3
	15.1	The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; ii. Volume of spill; iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).	Tons and other information of spills	GRI Standard 306-3
	15.1	Impacts of significant spills.	N/A	GRI Standard 306-3
	15.1	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: i. The size of the water body and related habitat; ii. Whether the water body and related habitat is designated as a nationally or internationally protected area; iii. The biodiversity value, such as total number of protected species.	Km2, number of species and other descriptive information	GRI Standard 306-5
	15.2	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent.	metric tons of CO2 equivalent	GRI Standard 305-1
	15.2	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	metric tons of CO2 equivalent	GRI Standard 305-2
	15.2	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	metric tons of CO2 equivalent	GRI Standard 305-3




SDG	Target	Available Business Disclosures	Unit	Sources
15 LIFE ON LAND 	15.2	GHG emissions intensity ratio for the organization	metric tons of CO2e per basic unit	GRI Standard 305-4
	15.2	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	metric tons of CO2e	GRI Standard 305-5
	15.2	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	Tons of gas or pollutant of methodology	GRI Standard 305-7
	15.5	or each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	Km2, number of species	GRI Standard 304-1


SDG	Target	Available Business Disclosures	Unit	Sources
15 LIFE ON LAND 	15.5	Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).	N/A	GRI Standard 304-2
	15.5	Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	N/A	GRI Standard 304-2
	15.5	Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.	Km2	GRI Standard 304-3
	15.5	Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.	N/A	GRI Standard 304-3
	15.5	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	Number	GRI Standard 304-4
	15.5	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: i. The size of the water body and related habitat; ii. Whether the water body and related habitat is designated as a nationally or internationally protected area; iii. The biodiversity value, such as total number of protected species.	N/A	GRI Standard 306-5


SDG	Target	Available Business Disclosures	Unit	Sources
	16.1	<p>report the information for all employees about:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-9-a
	16.1	<p>report the information for all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-9-b
	16.1	<p>The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p>	N/A	GRI Standard 403-9-c




SDG	Target	Available Business Disclosures	Unit	Sources
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.1	<p>report the following information for all employees:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded,</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-10-a
	16.1	<p>report the following information for all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded,</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	number, %,	GRI Standard 403-10-b
	16.1	<p>report the work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls 	N/A	GRI Standard 403-10-c
	16.1	Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.	% of security personnel	GRI Standard 410-1
	16.1	Whether training requirements also apply to third-party organizations providing security personnel.	N/A	GRI Standard 410-1
	16.1	Percentage of new suppliers that were screened using social criteria	% of new suppliers	GRI Standard 414-1
	16.1	Number of suppliers assessed for social impacts.	Number of suppliers	GRI Standard 414-2
	16.1	Number of suppliers identified as having significant actual and potential negative social impacts.	Number of suppliers	GRI Standard 414-2
	16.1	Significant actual and potential negative social impacts identified in the supply chain.	N/A	GRI Standard 414-2
	16.1	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	% of suppliers	GRI Standard 414-2




SDG	Target	Available Business Disclosures	Unit	Sources
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.1	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	% of suppliers	GRI Standard 414-2
	16.2	Operations and suppliers considered to have significant risk for incidents of: i. Child labor; ii. Young workers exposed to hazardous work.	N/A	GRI Standard 408-1
	16.2	Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	N/A	GRI Standard 408-1
	16.2	Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	N/A	GRI Standard 408-1
	16.3	A description of the organization's values, principles, standards, and norms of behavior.	N/A	GRI Standard 102-16
	16.3	A description of internal and external mechanisms for: i. Seeking advice about ethical and lawful behavior, and organizational integrity; ii. Reporting concerns about unethical or unlawful behavior, and organizational integrity	N/A	GRI Standard 102-17
	16.3	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	Number of legal actions	GRI Standard 206-1
	16.3	Main outcomes of completed legal actions, including any decisions or judgments.	N/A	GRI Standard 206-1
	16.3	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. Total monetary value of significant fines; ii. Total number of non-monetary sanctions; iii. Cases brought through dispute resolution mechanisms.	\$ currency, number of sanctions and cases,	GRI Standard 307-1
	16.3	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. Incidents of non-compliance with regulations resulting in a fine or penalty; ii. Incidents of non-compliance with regulations resulting in a warning; iii. Incidents of non-compliance with voluntary codes.	Number of incidents	GRI Standard 416-2

SDG	Target	Available Business Disclosures	Unit	Sources
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.3	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. Incidents of non-compliance with regulations resulting in a fine or penalty; ii. Incidents of non-compliance with regulations resulting in a warning; iii. Incidents of non-compliance with voluntary codes.	Number of incidents	GRI Standard 417-2
	16.3	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. Incidents of non-compliance with regulations resulting in a fine or penalty; ii. Incidents of non-compliance with regulations resulting in a warning; iii. Incidents of non-compliance with voluntary codes.	Number of incidents	GRI Standard 417-3
	16.3	Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. Complaints received from outside parties and substantiated by the organization; ii. Complaints from regulatory bodies.	Number of complaints	GRI Standard 418-1
	16.3	Total number of identified leaks, thefts, or losses of customer data.	Number of leaks, thefts or losses	GRI Standard 418-1
	16.3	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. Total monetary value of significant fines; ii. Total number of non-monetary sanctions; iii. Cases brought through dispute resolution mechanism	\$ currency, number of sanctions	GRI Standard 419-1
	16.5	Total number and percentage of operations assessed for risks related to corruption.	Number and % of operation	GRI Standard 205-1
	16.5	Significant risks related to corruption identified through the risk assessment.	N/A	GRI Standard 205-1
	16.5	Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.	Number and % of governance body members	GRI Standard 205-2
	16.5	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	Number and % of employees	GRI Standard 205-2
	16.5	Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Number and %	GRI Standard 205-2





SDG	Target	Available Business Disclosures	Unit	Sources
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.5	Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	Number and % of governance body members	GRI Standard 205-2
	16.5	Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Number and % of employees	GRI Standard 205-2
	16.5	Total number and nature of confirmed incidents of corruption.	Number	GRI Standard 205-3
	16.5	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Number of incidents	GRI Standard 205-3
	16.5	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	Number of incidents	GRI Standard 205-3
	16.5	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	N/A	GRI Standard 205-3
	16.5	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	\$ currency	GRI Standard 415-1
	16.6	a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	N/A	GRI Standard 102-23
	16.6	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	N/A	GRI Standard 102-25
	16.7	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	N/A	GRI Standard 102-21





SDG	Target	Available Business Disclosures	Unit	Sources
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.7	Composition of the highest governance body and its committees by: i. Executive or non-executive; ii. Independence; iii. Tenure on the governance body; iv. Number of each individual's other significant positions and commitments, and the nature of the commitments; v. Gender; vi. Membership of under-represented social groups; vii. Competencies relating to economic, environmental, and social topics; viii. Stakeholder representation.	Number	GRI Standard 102-22
	16.7	Nomination and selection processes for the highest governance body and its committees.	N/A	GRI Standard 102-24
	16.7	Criteria used for nominating and selecting highest governance body members, including whether and how: i. Stakeholders (including shareholders) are involved; ii. Diversity is considered; iii. Independence is considered; iv. Expertise and experience relating to economic, environmental, and social topics are considered.	N/A	GRI Standard 102-24
	16.7	Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.	N/A	GRI Standard 102-29
	16.7	Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	N/A	GRI Standard 102-29
	16.7	a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	N/A	GRI Standard 102-37
	16.7	A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	N/A	GRI Standard 403-4-a
	16.7	Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	N/A	GRI Standard 403-4-b
	16.10	Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. Complaints received from outside parties and substantiated by the organization; ii. Complaints from regulatory bodies.	Number of complaints	GRI Standard 418-1



SDG	Target	Available Business Disclosures	Unit	Sources
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.10	Total number of identified leaks, thefts, or losses of customer data.	Number of leaks, thefts or losses	GRI Standard 418-1

SDG	Target	Available Business Disclosures	Unit	Sources
17 PARTNERSHIPS FOR THE GOALS 	17.1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to tax, including: <ul style="list-style-type: none"> i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization. 	N/A	GRI Standards 207-1
	17.1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the tax governance and control framework, including: <ul style="list-style-type: none"> i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. b. A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax. c. A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion. 	N/A	GRI Standards 207-2
	17.1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: <ul style="list-style-type: none"> i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders. 	N/A	GRI Standards 207-3

SDG	Target	Available Business Disclosures	Unit	Sources
17 PARTNERSHIPS FOR THE GOALS 	17.1	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported in Disclosure 207-4-a: <ul style="list-style-type: none"> i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4 	N/A	GRI Standards 207-4
	17.3	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to tax, including: <ul style="list-style-type: none"> i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization. 	N/A	GRI Standards 207-1

SDG	Target	Available Business Disclosures	Unit	Sources
17 PARTNERSHIPS FOR THE GOALS 	17.3	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the tax governance and control framework, including: <ul style="list-style-type: none"> i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. b. A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax. c. A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion. 	N/A	GRI Standards 207-2
	17.3	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: <ul style="list-style-type: none"> i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders. 	N/A	GRI Standards 207-3
	17.3	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported in Disclosure 207-4-a: <ul style="list-style-type: none"> i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4 	N/A	GRI Standards 207-4



**SUSTAINABLE
DEVELOPMENT
GOALS**

GRI supports the Sustainable Development Goals