GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION			MAPPED
		56-1 One Report (EN)	SD Report	REQUIREM ENT(S) OMITTED	REASON	EXPLANATI ON	TO UN SDGs
General disclosures							
GRI 2: General	2-1 Organizational details	1					
Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	114					
	2-3 Reporting period, frequency and contact point	6	†				
	2-4 Restatements of information	36-44	1				
	2-5 External assurance	51			П	1	
	2-6 Activities, value chain and other business relationships	1-15, 39-40					CDC 0
	2-7 Employees 2-9 Governance structure and composition	61-63 114-115					SDG 8
	2-10 Nomination and selection of the highest governance body	148-149					
	2-11 Chair of the highest governance body	117-121					
	2-12 Role of the highest governance body in overseeing the management of impacts	130					
	2-13 Delegation of responsibility for managing impacts 2-14 Role of the highest governance body in sustainability	125-137 114					
	reporting 2-15 Conflicts of interest	104-105					
	2-16 Communication of critical concerns	108-109 150					
	2-17 Collective knowledge of the highest governance body						
	2-18 Evaluation of the performance of the highest governance body	151-152					
	2-19 Remuneration policies	138					
	2-20 Process to determine remuneration 2-21 Annual total compensation ratio	138 138, 141					
	2-22 Statement on sustainable development strategy	36-38, 2					
	2-23 Policy commitments	36-38					
	2-24 Embedding policy commitments	36-38					
	2-25 Processes to remediate negative impacts	23-35					
	2-26 Mechanisms for seeking advice and raising concerns 2-27 Compliance with laws and regulations	41-43, 108-109 6					
	2-29 Approach to stakeholder engagement	41-43					
Material topics	- P.P						
2021	3-1 Process to determine material topics	43					
	3-2 List of material topics	43					
Economic performance GRI 3: Material Topics 2021	3-3 Management of material topics	39-43					
2021	201-1 Direct economic value generated and distributed	8-10					
GRI 201: Economic	201-2 Financial implications and other risks and	33-34					
Performance 2016	opportunities due to climate change						
Anti-corruption GRI 3: Material Topics	3-3 Management of material topics	160 163	l	l	l	l	
2021		160-163					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption	160-163 160-163, 151, 60-61	†				
	policies and procedures						
	205-3 Confirmed incidents of corruption and actions taken	160-163					
Tax							
GRI 207: Tax 2019	207-1 Approach to tax	24-55	1				
	207-2 Tax governance, control, and risk management	54-55					
Energy							
GRI 3: Material Topics 2021	3-3 Management of material topics	46-47					
	302-1 Energy consumption within the organization	46-47					SDG 8, SDG 13
GRI 302: Energy 2016	302-4 Reduction of energy consumption	46-47	1				SDG 8, SDG 13
Water and effluents							
GRI 3: Material Topics	3-3 Management of material topics	47-49					
2021							

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			- MAPPED	
		56-1 One Report (EN)	SD Report	REQUIREM ENT(S) OMITTED	REASON	EXPLANATI ON	T0
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	46-49					
	303-2 Management of water discharge-related impacts	46-49					
Emissions	303-5 Water consumption	48					
GRI 3: Material Topics	3-3 Management of material topics	49-52	<u> </u>			l	
2021	o a management of material topics	.5 52					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	51					SDG 3, SDG 13
	305-2 Energy indirect (Scope 2) GHG emissions	51					SDG 3, SDG 13
	305-3 Other indirect (Scope 3) GHG emissions	51					SDG 3, SDG 13
	305-4 GHG emissions intensity	49-52					SDG 13
Waste	305-5 Reduction of GHG emissions	50					SDG 13
vvaste	3-3 Management of material topics	48-49	Τ	Ι		Ι	l
GRI 3: Material Topics 2021	3 3 Management of material topics	40 43					
	306-3 Waste generated	48-49					
GRI 306: Waste 2020	306-4 Waste diverted from disposal	48-49					
	306-5 Waste directed to disposal	48-49					
Employment	la a v		T T	ı			ı
GRI 3: Material Topics 2021	3-3 Management of material topics	58-63					
GRI 401: Employment	401-1 New employee hires and employee turnover	61, 63 141-142					SDG 5, SDG 8 SDG 8
2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	141-142					SDG 8
Occupational health and	safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	55					
	403-1 Occupational health and safety management system	57-58					
	403-3 Occupational health services	61					
	403-4 Worker participation, consultation, and communication on occupational health and safety	61					
GRI 403: Occupational	403-5 Worker training on occupational health and safety	61					
Health and Safety 2018	403-6 Promotion of worker health	55, 61					
·	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	55, 61, 109					
	403-9 Work-related injuries	62-63					
	403-10 Work-related ill health	62-63					SDG 3, SDG
							8
Training and education GRI 3: Material Topics 2021	3-3 Management of material topics	58-63					
2021	404-1 Average hours of training per year per employee	59-60, 62	1				SDG 4, SDG
GRI 404: Training and	To the sign to a so that may be the complete	33 00, 02					5, SDG 8
Education 2016	404-2 Programs for upgrading employee skills and transition	60					SDG 8
	assistance programs						
Diversity and equal opp	1			ı			
GRI 3: Material Topics 2021	3-3 Management of material topics	61-62					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	61-62					
Non-discrimination			-			·	
GRI 3: Material Topics 2021	3-3 Management of material topics	57-62					
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	57-62					
Freedom of association a	nd collective bargaining						

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION			MAPPED
		56-1 One Report (EN)	SD Report	REQUIREM ENT(S) OMITTED	REASON	EXPLANATI ON	T0
GRI 3: Material Topics 2021	3-3 Management of material topics	110					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	110					
Child labor							
GRI 3: Material Topics 2021	3-3 Management of material topics	110, 56-57					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	56-57					
Forced or compulsory lab	or						
GRI 3: Material Topics 2021	3-3 Management of material topics	110					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	56-57					
Security practices			<u> </u>			<u> </u>	
GRI 3: Material Topics 2021	3-3 Management of material topics	57-58					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	57-58					
Marketing and labeling							
GRI 3: Material Topics 2021	3-3 Management of material topics	106, 67					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	106					
Customer privacy							
GRI 3: Material Topics 2021	3-3 Management of material topics	63-64					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	64					SDG 16