



# Global Reporting Initiative (GRI) Standards content index

AR: 2019 Annual Report and Financial Statements

GRI Standard	Disclosure	Location	Additional information/Omissions
<b>General Standard disclosures</b>			
<b>Organisational profile</b>			
GRI 102:1	Name of the organisation	AR: Front cover	
GRI 102:2	Activities, brands, products and services	AR: Business model, p.10-11	
GRI 102:3	Location of headquarters	AR: Subsidiary undertakings, p.212	
GRI 102:4	Location of operations	AR: Subsidiary undertakings, p.212	
GRI 102:5	Ownership and legal form	AR: Independent auditors' report	
GRI 102:6	Markets served	AR: Operating reviews, p.48-55	
GRI 102:7	Scale of the organisation	AR: Business model, p.10-11	
GRI 102:8	Information on employees and other workers	Our people insight Diversity and inclusion insight	
GRI 102:9	Supply chain	Protecting ecosystems across our value chain insight Human rights and responsible business throughout our value chain insight	
GRI 102:10	Significant changes to the organisation and its supply chain	AR: Chief Executive's Statement, p.06-09	
GRI 102:11	Precautionary principle or approach	AR: Risk management, p.64-67	
GRI 102:12	External initiatives	Partnering for social impact insight	
GRI 102:13	Membership of associations	Human rights and responsible business throughout our value chain insight Product stewardship insight Climate change insight Plastics and packaging insight Protecting ecosystems across our value chain insight	
<b>Strategy</b>			
GRI 102:14	Statement from senior decision-maker	AR: Chief Executive's Statement, p.06-09	
<b>Ethics and integrity</b>			
GRI 102:16	Values, principles, standards and norms of behaviour	AR: Business model, p.10-11	

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GRI Standard	Disclosure	Location	Additional information/Omissions
<b>Governance</b>			
GRI 102:18	Governance structure	AR: Board of Directors and Executive Committee, p.78-85	Sustainability governance, reporting and assurance insight
<b>Stakeholder engagement</b>			
GRI 102-40	List of stakeholder groups	AR: Business model, p.10-11	
GRI 102-41	Collective bargaining agreements	Our people insight	
GRI 102-42	Identifying and selecting stakeholders	AR: Mapping what matters to our stakeholders, p.14-17	Focusing on what matters insight
GRI 102-43	Approach to stakeholder engagement	AR: Mapping what matters to our stakeholders, p.14-17	Focusing on what matters insight
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<b>Reporting practices</b>			
GRI 102-45	Entities included in the consolidated financial statements	AR: Subsidiary undertakings, p.212-222	
GRI 102-46	Defining report content and topic boundaries	Sustainability governance, reporting and assurance insight	
GRI 102-47	List of material topics	Focusing on what matters insight	
GRI 102-48	Restatements of information	Sustainability governance, reporting and assurance insight	
GRI 102-49	Changes in reporting	Sustainability governance, reporting and assurance insight	
GRI 102-50	Reporting period	Sustainability governance, reporting and assurance insight	
GRI 102-51	Date of most recent report	Sustainability governance, reporting and assurance insight	
GRI 102-52	Reporting cycle	Sustainability governance, reporting and assurance insight	
GRI 102-53	Contact point for questions regarding the report	Sustainability governance, reporting and assurance insight	
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Sustainability governance, reporting and assurance insight	
GRI 102-55	GRI content index	Sustainability governance, reporting and assurance insight	
GRI 102-56	External assurance	Sustainability governance, reporting and assurance insight	
<b>Topic-specific standards</b>			
<b>Category: Economic</b>			
<b>GRI 201 Economic Performance</b>			
GRI 201-1	Direct economic generated and distributed	AR: Notes to the Financial Statements, p.157-203	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	AR: Risk management, p.64-67	Climate change insight

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GRI Standard	Disclosure	Location	Additional information/Omissions
<b>GRI 203 Indirect Economic Impacts</b>			
<b>GRI 205 Anti-corruption</b>			
GRI 205-1	Operations assessed for risks related to corruption	Business conduct insight	
GRI 205-2	Communication and training about anti-corruption policies and procedures	Business conduct insight	
GRI 205-3	Confirmed incidents of corruption and actions taken	Business conduct insight	
<b>Category: Environmental</b>			
<b>GRI 302 Energy</b>			
GRI 302-1	Energy consumption within the organisation	Climate change insight	
GRI 302-4	Reduction of energy consumption	Climate change insight	
GRI 302-5	Reductions in energy requirements of products and services	Climate change insight Sustainable innovation insight	
<b>GRI 303 Water</b>			
GRI 303-1	Water withdrawal by source	Water insight	
GRI 303-2	Water recycled and reused	Water insight	
<b>GRI 304 Biodiversity</b>			
GRI 304-2	Significant impacts of activities, products and services on biodiversity	Protecting ecosystems across our value chain insight	
<b>GRI 305 Emissions</b>			
GRI 305-1	Direct (Scope 1) GHG emissions	Climate change insight	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Climate change insight	
GRI 305-3	Other indirect (Scope 3) GHG emissions	Climate change insight	
GRI 305-4	GHG emissions intensity	Climate change insight	
GRI 305-5	Reduction of GHG emissions	Climate change insight	
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Climate change insight	
<b>GRI 306 Effluents and Waste</b>			
GRI 306-1	Water discharge by quality and destination	Water insight	
GRI 306-2	Waste by type and disposal method	Reducing waste insight	
GRI 306-3	Significant spills	Water insight	
<b>GRI 307 Environmental Compliance</b>			
GRI 307-1	Non-compliance with environmental laws and regulations	Water insight Product stewardship insight	

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GRI Standard	Disclosure	Location	Additional information/Omissions
<b>GRI 308 Supplier Environmental Assessment</b>			
GRI 308-1	New suppliers that were screened using environmental criteria	Protecting ecosystems across our value chain insight Human rights and responsible business throughout our value chain insight	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Human rights and responsible business throughout our value chain insight Product stewardship insight	
<b>Category: Social</b>			
<b>GRI 404 Employment</b>			
GRI 401-1	New employee hires and employee turnover	Diversity and inclusion insight	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our people insight	
<b>GRI 402 Labour/Management Relations</b>			
GRI 402-1	Minimum notice periods regarding operational changes	Our people insight	
<b>GRI 403 Occupational Health and Safety</b>			
GRI 403-3	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	Health and safety insight	
<b>GRI 404 Training and Education</b>			
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Our people insight	
<b>GRI 405 Diversity and Equal Opportunity</b>			
GRI 405-1	Diversity of governance bodies and employees	Diversity and inclusion insight	
<b>GRI 406 Non-Discrimination</b>			
GRI 406-1	Incidents of discrimination and corrective actions taken	Diversity and inclusion insight Business conduct insight	
<b>GRI 407 Freedom of Association and Collective Bargaining</b>			
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human rights and responsible business throughout our value chain insight	
<b>GRI 408 Child Labour</b>			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	Protecting ecosystems across our value chain insight Human rights and responsible business throughout our value chain insight	

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GRI Standard	Disclosure	Location	Additional information/Omissions
<b>GRI 409 Forced or Compulsory Labour</b>			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Protecting ecosystems across our value chain insight Human rights and responsible business throughout our value chain insight	
<b>GRI 412 Human Rights Assessment</b>			
GRI 412-2	Operations that have been subject to human rights reviews or impact assessments	Protecting ecosystems across our value chain insight Human rights and responsible business throughout our value chain insight	
<b>GRI 413 Local Communities</b>			
GRI 413-1	Operations with local community engagement, impact assessments and development programmes	Partnering for social impact insight	
<b>GRI 414 Supplier Social Assessment</b>			
GRI 414-1	New suppliers that were screened using social criteria	Human rights and responsible business throughout our value chain insight Protecting ecosystems across our value chain insight	
GRI 414-2	Negative social impacts in the supply chain and actions taken	Human rights and responsible business throughout our value chain insight Protecting ecosystems across our value chain insight	
<b>GRI 416 Customer Health and Safety</b>			
GRI 416-1	Assessment of the health and safety impacts of products and service categories	Product stewardship insight	
<b>GRI 417 Marketing and Labelling</b>			
GRI 417-1	Requirements for product and service information and labelling	Product stewardship insight	