

GRI content index

GRI Standard	Disclosure	Page No.	Reason for omission
GRI 102: GENERAL DISCLOSURES 2016			
Organisational Profile			
GRI 102: General Disclosures 2016	GRI 102-1: Name of the Organisation	B	
	GRI 102-2: Activities, brands, products & services	7	
	GRI 102-3: Location of Headquarters	7	
	GRI 102-4: Location of Operations	7	
	GRI 102-5: Ownership and legal form	9	
	GRI 102-6: Markets served	7	
	GRI 102-7: Scale of the Organisation	7	
	GRI 102-8: Information on employees and other workers	53	
	GRI 102-9: Supply Chain	36	
	GRI 102-10: Significant changes to the organisation and its supply chain	36	
	GRI 102-11: Precautionary Principle or Approach	13	
	GRI 102-12: External initiatives	B	
	GRI 102-13: Membership of associations	70	
Strategy			
GRI 102: General Disclosures 2016	GRI 102-14: Statement from senior decision maker	4-5	
	GRI 102-15: Key impacts, risks, and opportunities	12	
Ethics & Integrity			
GRI 102: General Disclosures 2016	GRI 102-16: Values, principles, standards and norms of behavior	7, 9	
Governance			
GRI 102: General Disclosures 2016	GRI 102-18: Governance structure	9	
	GRI 102-19: Delegating authority	11	
Stakeholder engagement			
GRI 102: General Disclosures 2016	GRI 102-40: List of stakeholder groups	15	
	GRI 102-41: Collective bargaining agreement	57	
	GRI 102-42: Identifying and selecting stakeholders	15	
	GRI 102-43: Approach to stakeholder assessment	15	
	GRI 102-44: Key topics and concerns raised	15	
Reporting practices			
GRI 102: General Disclosures 2016	GRI 102-45: Entities included in consolidation of financial statements		Details of entities included in consolidation of financial statements can be found in our FY21 annual report.
	GRI 102-46: Defining report content and topic boundaries	B, 16, 70	
	GRI 102-47: List of material topics	16	
	GRI 102-48: Restatements of information		Not applicable as this is our first year of sustainability report.
	GRI 102-49: Changes in reporting		Not applicable as this is our first year of sustainability report.
GRI 102: General Disclosures 2016	GRI 102-50: Reporting period	B	
	GRI 102-51: Date of most recent report	B	
	GRI 102-52: Reporting cycle	B	

GRI Standard	Disclosure	Page No.	Reason for omission
	GRI 102-53: Contact point for questions regarding the report	B	
	GRI 102-54: Claims of reporting in accordance with GRI standards	B	
	GRI 102-55: GRI content Index	71	
	GRI 102-56: External assurance	76	

CORPORATE GOVERNANCE

Risk Management			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	12	
	GRI 103-2: The management approach and its components	12	
	GRI 103-3: Evaluation of the management approach	12	
GRI 102: General Disclosures 2016	GRI 102-15: Key impacts, risks, and opportunities	12	

ESG compliance			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	9	
	GRI 103-2: The management approach and its components	9	
	GRI 103-3: Evaluation of the management approach	9	
GRI 307: Environmental Compliance 2016	GRI 307-1: Non-compliance with environmental laws and regulations	40	
GRI 416: Customer Health and Safety 2016	GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	30	
GRI 417: Marketing and Labeling 2016	GRI 417-2: Incidents of non-compliance concerning product and service information and labeling	30	
GRI 419: Socioeconomic Compliance 2016	GRI 419-1: Non-compliance with laws and regulations in the social and economic area	9	

INNOVATION AND TECHNOLOGY

Non GRI: Investments in innovative technology			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	32	
	GRI 103-2: The management approach and its components	32	
	GRI 103-3: Evaluation of the management approach	32	

Non GRI: Development of complex molecules			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	32	
	GRI 103-2: The management approach and its components	32	
	GRI 103-3: Evaluation of the management approach	32	

Non GRI: Data integrity and security			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	34	
	GRI 103-2: The management approach and its components	34	
	GRI 103-3: Evaluation of the management approach	34	

GRI Standard	Disclosure	Page No.	Reason for omission
Non GRI: Technology and digitisation			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	34	
	GRI 103-2: The management approach and its components	34	
	GRI 103-3: Evaluation of the management approach	34	
PRODUCT STEWARDSHIP			
Non GRI: Product accessibility			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	30	
	GRI 103-2: The management approach and its components	30	
	GRI 103-3: Evaluation of the management approach	30	
Non GRI: Responsible product pricing			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	30	
	GRI 103-2: The management approach and its components	30	
	GRI 103-3: Evaluation of the management approach	30	
Product responsibility			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	28, 30	
	GRI 103-2: The management approach and its components	28, 30	
	GRI 103-3: Evaluation of the management approach	28, 30	
GRI 416: Customer Health and Safety 2016	GRI 416-1: Assessment of the health and safety impacts of product and service categories	28	
GRI 417: Marketing and Labeling 2016	GRI 417-1: Requirements for product and service information and labeling	31	
ENVIRONMENTAL MANAGEMENT			
Waste management			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	40, 41, 45	
	GRI 103-2: The management approach and its components	40, 41	
	GRI 103-3: Evaluation of the management approach	41	
GRI 306: Effluents and Waste 2016	GRI 306-2: Waste by type and disposal method	45	
Water stewardship			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	40, 41, 46	
	GRI 103-2: The management approach and its components	40, 41, 47	
	GRI 103-3: Evaluation of the management approach	41	
GRI 303: Water and Effluents 2018	GRI 303-1: Interactions with water as a shared resource	46	
	GRI 303-2: Management of water discharge-related impacts	46	
	GRI 303-3: Water withdrawal	46	
	GRI 303-4: Water discharge	46	
	GRI 303-5: Water consumption	47	

GRI Standard	Disclosure	Page No.	Reason for omission
Energy management			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	40, 41, 42	
	GRI 103-2: The management approach and its components	40, 41, 42	
	GRI 103-3: Evaluation of the management approach	40, 41	
GRI 302: Energy 2016	GRI 302-1: Energy consumption within the organisation	43	
	GRI 302-3: Energy intensity	43	
	GRI 302-4: Reduction of energy consumption	44	
EMPLOYEE WELL-BEING			
Attracting and retaining talent			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	50, 52	
	GRI 103-2: The management approach and its components	50, 52	
	GRI 103-3: Evaluation of the management approach	50	
GRI 401: Employment 2016	GRI 401-1: New employee hires and employee turnover	52, 54	
	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	56	
	GRI 401-3: Parental leave	57	
GRI 405: Diversity and equal opportunity 2016	GRI 405-1: Diversity of governance bodies and employees	10, 53	
	GRI 405-2: Ratio of basic salary and remuneration of women to men	57	
Workforce welfare			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	50	
	GRI 103-2: The management approach and its components	50	
	GRI 103-3: Evaluation of the management approach	50	
GRI 404: Training and Education 2016	GRI 404-1: Average hours of training per year per employee	55	
	GRI 404-2: Programmes for upgrading employee skills and transition assistance programmes	54	
	GRI 404-3: Percentage of employees receiving regular performance and career development reviews	54	
GRI 406: Non-discrimination 2016	GRI 406-1: Incidents of discrimination and corrective actions taken	9	
GRI 407: Freedom of association and collective bargaining 2016	GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	57	
GRI 408: Child labor 2016	GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	57	
GRI 409: Forced or compulsory labor 2016	GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	57	
GRI 412: Human rights assessment 2016	GRI 412-1: Operations that have been subject to human rights reviews or impact assessments	57	
	GRI 412-2: Employee training on human rights policies or procedures	57	

GRI Standard	Disclosure	Page No.	Reason for omission
Occupational health and safety			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	58	
	GRI 103-2: The management approach and its components	41	
	GRI 103-3: Evaluation of the management approach	41	
GRI 403: Occupational Health and Safety 2018	GRI 403-1: Occupational health and safety management system	58	
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	59	
	GRI 403-3: Occupational health services	60	
	GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	61	
	GRI 403-5: Worker training on occupational health and safety	61	
	GRI 403-6: Promotion of worker health	60	
	GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59	
	GRI 403-8: Workers covered by an occupational health and safety management system	63	
	GRI 403-9: Work-related injuries	63	
	GRI 403-10: Work-related ill health	63	
SOCIETAL DEVELOPMENT			
Community development - CSR			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	64	
	GRI 103-2: The management approach and its components	64	
	GRI 103-3: Evaluation of the management approach	64	
GRI 413: Local Communities 2016	GRI 413-1: Operations with local community engagement, impact assessments, and development programmes	64	
	GRI 413-2: Operations with significant actual and potential negative impacts on local communities	64	
Health education and prevention			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	66	
	GRI 103-2: The management approach and its components	66	
	GRI 103-3: Evaluation of the management approach	64	
GRI 201: Economic Performance 2016			
GRI 201: Economic Performance 2016	GRI 201-1: Direct economic value generated and distributed	27	
GRI 204: Procurement practices 2016			
GRI 204: Procurement Practices 2016	GRI 204-1: Proportion of spending on local suppliers	37	
GRI 305: Emissions 2016			
GRI 305: Emissions 2016	GRI 305-1: Direct (Scope 1) GHG emissions	44	
	GRI 305-2: Energy indirect (Scope 2) GHG emissions	44	
	GRI 305-3: Other indirect (Scope 3) GHG emissions	44	