

GRI STANDARD	DISCLOSURE	Individual Code	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1	Pages 2, Pages 6-11
	2-2 Entities included in the organization's sustainability reporting	2-2	Pages 8, 11
	2-3 Reporting period, frequency and contact point	2-3	Page 3
	2-4 Restatements of information	2-4	KPI Table (2021: Fuel Consumed, Gasoline Consumed, Diesel Consumed), Page 43
	2-5 External assurance	2-5	N/A
	2-6 Activities, value chain and other business relationships	2-6	Pages 7, 11
	2-7 Employees	2-7	Page 14
	2-8 Workers who are not employees	2-8	N/A
	2-9 Governance structure and composition	2-9	Page 36
	2-10 Nomination and selection of the highest governance body	2-10	Pages 37
	2-11 Chair of the highest governance body	2-11	Pages 37
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12	Pages 37
	2-13 Delegation of responsibility for managing impacts	2-13	Pages 37
	2-14 Role of the highest governance body in sustainability reporting	2-14	Pages 37
	2-15 Conflicts of interest	2-15	Pages 38-39
	2-16 Communication of critical concerns	2-16	Pages 38-39
	2-17 Collective knowledge of the highest governance body	2-17	Page 36
	2-18 Evaluation of the performance of the highest governance body	2-18	Pages 37
	2-19 Remuneration policies	2-19	Pages 37
	2-20 Process to determine remuneration	2-20	Pages 37
	2-21 Annual total compensation ratio	2-21	N/A
	2-22 Statement on sustainable development strategy	2-22	Page 3
	2-23 Policy commitments	2-23	Pages 38-43
	2-24 Embedding policy commitments	2-24	Throughout 2022 Report
	2-25 Processes to remediate negative impacts	2-25	Page 40
	2-26 Mechanisms for seeking advice and raising concerns	2-26	Page 39-40
	2-27 Compliance with laws and regulations	2-27	Pages 17, 19, 25, 37-39, 41-42
	2-28 Membership associations	2-28	Pages 34
2-29 Approach to stakeholder engagement	2-29	Pages 12, 14, 19, 33, 36, 37	
2-30 Collective bargaining agreements	2-30	NA	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1	Pages 8, 11
	3-2 List of material topics	3-2	Page 8
	3-3 Management of material topics	3-3	Pages 8, 11
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	201-1	KPI Table
	201-2 Financial implications and other risks and opportunities due to climate change	201-2	Page 13
	201-3 Defined benefit plan obligations and other retirement plans	201-3	Pages 29-30
	201-4 Financial assistance received from government	201-4	NA
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1	NA
	202-2 Proportion of senior management hired from the local community	202-2	NA
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	203-1	NA
	203-2 Significant indirect economic impacts	203-2	NA
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	204-1	Page 19
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	205-1	NA
	205-2 Communication and training about anti-corruption policies and procedures	205-2	Pages 38-39
	205-3 Confirmed incidents of corruption and actions taken	205-3	NA
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	NA
GRI 207: Tax 2019	207-1 Approach to tax	207-1	NA
	207-2 Tax governance, control, and risk management	207-2	NA

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GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	207-3	NA
	207-4 Country-by-country reporting	207-4	NA
GRI 301: Materials 2016	301-1 Materials used by weight or volume	301-1	NA
	301-2 Recycled input materials used	301-2	KPI Table
	301-3 Reclaimed products and their packaging materials	301-3	NA
GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1	KPI Table
	302-2 Energy consumption outside of the organization	302-2	NA
	302-3 Energy intensity	302-3	KPI Table
	302-4 Reduction of energy consumption	302-4	KPI Table
	302-5 Reductions in energy requirements of products and services	302-5	NA
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1	Pages 12-14
	303-2 Management of water discharge-related impacts	303-2	Pages 12-14
	303-3 Water withdrawal	303-3	NA
	303-4 Water discharge	303-4	NA
	303-5 Water consumption	303-5	NA
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1	NA
	304-2 Significant impacts of activities, products and services on biodiversity	304-2	Page 23
	304-3 Habitats protected or restored	304-3	NA
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4	NA
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1	KPI Table, Page 19
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	KPI Table, Page 19
	305-3 Other indirect (Scope 3) GHG emissions	305-3	NA
	305-4 GHG emissions intensity	305-4	KPI Table
	305-5 Reduction of GHG emissions	305-5	Pages 19-21
	305-6 Emissions of ozone-depleting substances (ODS)	305-6	NA
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	KPI Table
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	306-1	KPI Table, Page 18
	306-2 Management of significant waste-related impacts	306-2	KPI Table, Page 18
	306-3 Waste generated	306-3	KPI Table
	306-4 Waste diverted from disposal	306-4	NA
	306-5 Waste directed to disposal	306-5	NA
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	308-1	Pages 17
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2	NA
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1	KPI Table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	Pages 27-28
	401-3 Parental leave	401-3	NA
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	402-1	NA
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1	Pages 24-26
	403-2 Hazard identification, risk assessment, and incident investigation	403-2	Pages 24-26
	403-3 Occupational health services	403-3	Pages 24-26
	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4	Pages 24-26
	403-5 Worker training on occupational health and safety	403-5	Pages 24-26
	403-6 Promotion of worker health	403-6	Pages 24-26
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	Pages 24-26
	403-8 Workers covered by an occupational health and safety management system	403-8	Pages 24-26
	403-9 Work-related injuries	403-9	KPI Table
	403-10 Work-related ill health	403-10	KPI Table

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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	404-1	KPI Table
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2	Pages 26-28
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3	NA
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	405-1	KPI Table, Page 32
	405-2 Ratio of basic salary and remuneration of women to men	405-2	NA
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	406-1	NA
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	407-1	NA
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1	NA
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	NA
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1	Page 38
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	411-1	NA
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	413-1	Pages 34-35
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2	NA
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	414-1	Page 33
	414-2 Negative social impacts in the supply chain and actions taken	414-2	NA, None
GRI 415: Public Policy 2016	415-1 Political contributions	415-1	NA
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	416-1	Pages 14-18
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2	NA
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1	NA
	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2	NA
	417-3 Incidents of non-compliance concerning marketing communications	417-3	NA
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	NA