



ECONOMIC

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Economic performance

EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments.	250-257
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	(1)
EC3	Coverage of the organisation's defined benefit plan obligations.	129-130
EC4	Significant financial assistance received from government.	129

Market presence

EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	(2)
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	257
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	(1)

Indirect Economic Impacts

EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	34
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	250

ENVIRONMENTAL

Materials

EN1	Materials used by weight or volume.	295
EN2	Percentage of materials used that are recycled input materials.	284

Energy

EN3	Direct energy consumption by primary energy source.	282, 290, 291
EN4	Indirect energy consumption by primary source.	291
EN5	Energy saved due to conservation and efficiency improvements.	296
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	296
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	291

Water

EN8	Total water withdrawal by source.	281, 295
EN9	Water sources significantly affected by withdrawal of water.	295
EN10	Percentage and total volume of water recycled and reused.	292

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Main Performance Indicators

Biodiversity		Page
EN11	Description of land in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. Indicate the location and size of land owned, leased or managed, of high biodiversity value outside protected areas.	(1)
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	288-289
EN13	Habitats protected or restored.	(2)
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	289
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	(2)
Emissions, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight.	290, 291
EN17	Other relevant indirect greenhouse gas emissions by weight.	(1)
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	293, 296
EN19	Emissions of ozone-depleting substances by weight.	(1)
EN20	NO, SO, and other significant air emissions by type and weight.	(1)
EN21	Total water discharge by quality and destination.	295
EN22	Total weight of waste by type and disposal method.	284, 291, 295
EN23	Total number and volume of significant spills.	(1)
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	295
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	295
Products and services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	276-297
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	283-285
Compliance		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	(2)
Transport		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	279, 290-293
General		
EN30	Total environmental protection expenditures and investments by type.	200-202

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SOCIAL

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1. Labour practices and decent work

Employment

LA1	Total workforce by employment type, employment contract, and region.	299
LA2	Total number and rate of employee turnover by age group, gender, and region.	299
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	(1)

Labour/management relations

LA4	Percentage of employees covered by collective bargaining agreements.	311
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	311

Occupational health and safety

LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	310-311
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	311
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	308-311
LA9	Health and safety topics covered in formal agreements with trade unions.	311

Training and education

LA10	Average hours of training per year per employee by employee category.	306-307
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	306-307
LA12	Percentage of employees receiving regular performance and career development reviews.	306

Employment

LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	302
LA14	Ratio of basic salary of men to women by employee category.	(2)

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Main Performance Indicators

2. Human rights		Page
Investment and procurement practices		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	(2)
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	(2)
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	(2)
Non-discrimination		
HR4	Total number of incidents of discrimination and actions taken.	(3)
Freedom of association and collective bargaining		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	311
Child labour		
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	(3)
Forced and compulsory labour		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	(3)
Security practices		
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	(1)
Indigenous rights		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	(3)
3. Society		
Community		
S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	314-323
Corruption		
S02	Percentage and total number of business units analyzed for risks related to corruption.	248
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	248
S04	Actions taken in response to incidents of corruption.	248

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Public policy	
S05 Public policy positions and participation in public policy development and lobbying.	(2)
S06 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	(1)
Anti-competitive behaviour	
S07 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	(3)
Compliance	
S08 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	(2)
4. Product responsibility	
Customer health and safety	
PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	266-267
PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	(3)
Products and service labelling	
PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	(1)
PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	(1)
PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	312-313
Marketing communications	
PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	(1)
PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	(1)
Customer privacy	
PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	(3)
Compliance	
PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	(2)

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