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No time to Waste

Global Reporting Initiative Index 2019

Global Reporting Initiative Index 2019
Introduction

This Content Index accompanies our LC Packaging Sustainability Update 2020 and has been prepared in accordance with the GRI Standards: Core Option. It includes information needed to understand the nature of the organisation, the material topics and related impacts and how these are managed. The data in this report relates to the fiscal year ending 31 December 2019, unless stated otherwise. For a detailed explanation on the indicators, visit the GRI website: www.globalreporting.org.

For questions about this report, please contact Lotte Mastwijk, Sustainability and Communications Manager at LC Packaging at lmastwijk@lcpckaging.com.

Abbreviations

AR   Annual Report 2019
CoC   Code of Conduct
CW   Corporate website (www.lcpackaging.com)
POL   Policy
SCoC   Supplier Code of Conduct
SU   Sustainability Update 2020
SV   Sustainability Vision 2022
UNGC   UN Global Compact CoP Report
WB   WorldBag Reconditioning Service (www.worldbag.com)
LCSF SI   LC Supports Foundation Statement of Income 2019
LCSF PP   LC Supports Foundation Policy Plan 2017-2020

United Nations Global Sustainable Development Goals

We have mapped our existing progress and material GRI indicators against the United Nations Sustainable Development Goals (SDGs), through the Compass tool developed by the UN.

The following key shows the icons we use in our GRI Index wherever it maps with an SDG:

Stakeholders and Materiality

GRI 102-40. 102-42, 102-43, 102-44, 102-46, 102-47

In 2017, LC Packaging defined its material sustainability topics based on the input of our most important stakeholders. This process included a comprehensive materiality assessment, in which we consulted and partnered with our stakeholders and started a dialogue about what it takes to establish a sustainable future for us all. In short, we took the following steps:

> Our Board of Directors and leaders defined a vision and strategic goals. One of these goals: To become a leader in sustainability;

> Our employees were consulted on sustainability topics that are important to them, using surveys and interactive sessions;

> Our Production Partners were asked to sign our Supplier Code of Conduct and consulted on their sustainability goals and vision, and asked to join forces and make sustainability a supply chain effort;

> Our customers were interviewed and asked: How can LC Packaging contribute to your goals?

> Community ambassadors were consulted to identify the need for local communities to be able to secure a safe and healthy future for next generations to enjoy;

> Using the Global Sustainable Development Goals, we identified our impact on the global sustainability agenda.

Based on the valuable input of our stakeholders, we identified 4 so-called areas of commitment, covering a total of 14 material topics. These topics represent the highest priority indicators to our stakeholders. Each material topic is linked to a 2022 goal.

Our sustainability strategy is documented in our Sustainability Vision 2022: No Time To Waste. Our stakeholders are involved, consulted and informed throughout the process of achieving our goals. In other words, we cannot achieve our goals without our stakeholders. Sustainability is a supply chain effort.

On the next page, we have outlined our most important stakeholders, the type of engagement and their involvement in our material topics and related goals and initiatives below. With the help of our GRI Content Index 2019, you can learn more about our goals, our actions, developments, results and our indispensable stakeholders: Our Partners.

	Stakeholders	Board of Directors and leaders	Employees	Production Partners	Customers	Society/Community	Other Partners*
	Type of engagement	Daily interactions, sustainability strategy sessions, annual reporting, ambassadors of 'Areas of Commitment'.	Daily interactions, triannual surveys and interactive sessions, bi-annual updates on sustainability topics, involvement in sustainable initiatives.	Daily interactions, (bi)annual meetings and updates, active involvement in sustainable initiatives, sustainablility assessments.	Regular interactions, involvement in sustainable initiatives, communication on progress.	Regular interactions, partnership in community projects.	Regular interactions, Partnership for the goals, involved in sustainable initaitives, jointly promoting the importance of sustainability.

Material topic	Goal						
Improve the well-being of people							
Working environment	By 2022, 85% of our employees feels that he/she will be working in a safe and healthy working environment and will be satisfied with the working conditions we provide.	✓	✓	✓			
Job quality	By 2022, we will have created at least 300 additional high quality full-time jobs in developing countries.	✓	✓	✓		✓	✓
Employee development	By 2022, 80% of our employees will be satisfied with the internal development opportunities provided by LC Packaging.	✓	✓	✓		✓	✓
Community Development	By 2022, we will have made a significant contribution to the well-being and development of the local communities in which we operate.	✓	✓	✓		✓	✓
Create supply chain sustainability							
Sustainable production	By 2022, we will have undertaken important steps to significantly improve the sustainability of our in-house FIBC manufacturing. activities.	✓	✓	✓	✓		✓
Sustainable sourcing	By 2022, 100% of our key production partners will have signed our supplier Code of Conduct and will act accordingly.	✓	✓	✓	✓		
Sustainable Partnerships	By 2022, we will have increased and strengthened our sustainable partnerships with our stakeholders and together will have made a significant contribution to achieving our goals.	✓	✓	✓	✓	✓	✓
Develop sustainable packaging solutions							
Sustainable materials	By 2022, we will have minimised the waste associated with our packaging.	✓	✓	✓	✓		✓
Sustainable solutions	By 2022, we will have significantly reduced the waste of (food) products during storage and transport, with our packaging.	✓	✓	✓	✓		✓
Innovation	By 2022, sustainability will be fully integrated into our innovation processes, leading to sustainable operations and new packaging solutions.	✓	✓	✓	✓		✓
Reduce environmental footprint							
Water	By 2022, the amount of water used in our daily operations will have been reduced by at least 10%.	✓	✓	✓			
Waste	By 2022, the amount of waste generated in our daily operations will have been reduced by 40%.	✓	✓	✓	✓	✓	✓
Energy (Scope I & II)	By 2022, the energy use in our daily operations will have been reduced by at least 10%.	✓	✓	✓			
CO_2	By 2022, our carbon footprint will have been reduced by 25%.	✓	✓	✓	✓		

* Other Partners are partners who were not directly at the cradle of our sustainability strategy, but have gradually stepped in and make an important contribution to achieving our goals and those of the supply chain.

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General disclosures

Disclosure	Location, notes and omissions
GRI 102: General Disclosures	
102-1 Name of the organisation	Front cover of this Report
102-2 Activities, brands, products and services	AR: Since 1923 - About Us
102-3 Location of headquarters	AR: Since 1923 - About Us CW: Offices
102-4 Location of operations	AR: Since 1923 - About Us CW: Global Presence
102-5 Ownership and legal form	AR: Since 1923 - About Us
102-6 Markets served	AR: Since 1923 - Value Chain | Geographical Locations CW: Industries
102-7 Scale of organisation	AR: Since 1923
102-8 Information on employees and other workers	AR: Since 1923 AR: Best People - Expanding the Family SU: People Report 2019 [Our workforce]
102-9 Supply chain	AR: Since 1923 - Value Chain
102-10 Significant changes to the organisation and its supply chain	AR: Since 1923 - New Nantes office for LC France AR: Sustainability - New Sustainable Head Office AR: Production - New building for Hagens Verpakkingen AR: Production - Second Factory in Bangladesh
102-11 Precautionary principles or approach	SU - Policies and Certificates
102-12 External initiatives	CW: Our Partner Stories AR: Partnership SU: Supply chain [Sustainable Partnerships]
102-13 Membership of associations	CW: Memberships

Strategy	
102-14 Statement from senior decision- maker	SV: pp 03 - Introduction by Lucas Lammers SU: Message by the CEO UNGC: Message by the CEO
102-15 Key impacts, risks and opportunities	SV: pp 06-010 - Our committment
Ethics and Integrity	
102-16 Values, principles, standards, and norms of behaviour	CW: Our Purpose POL: Business Ethics Policy CoC SCoC SU: People Report 2019 [Training & Development]
102-17 Mechanisms for advice and concerns about ethics	POL: Business Ethics Policy CoC SCoC SU: Business Ethics Report 2019
Governance	
102-18 Governance Structure	CW: Leadership AR: People - Executive Board of Directors SU: Overview of Group Entities
102-20 Executive level responsibility for economic, environmental and social topics	SU: Organisational Chart Sustainability
102-23 Chair of the highest Governance body	CW: Leadership AR: People - Executive Board of Directors
Stakeholder Engagement	
102-40 List of stakeholder groups	GRI Content Index: Stakeholder engagement and Materiality
102-41 Collective bargaining agreement	POL: Human Rights
102-42 Identifying and selecting stakeholders	GRI Content Index: Stakeholder engagement and Materiality
102-43 Approach to stakeholder engagement	GRI Content Index: Stakeholder engagement and Materiality
102-44 Key topics and concerns raised	GRI Content Index: Stakeholder engagement and Materiality

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Reporting practice	
102-45 Entities included in the consolidated financial statements	All LC Packaging International B.V. subsidairies
102-46 Defining report content and topic boundaries	GRI Content Index: Stakeholder engagement and Materiality
102-47 List of material topics	GRI Content Index: Stakeholder engagement and Materiality
102-48 Restatement of information	SU - Report page
102-49 Changes in reporting	First GRI Report
102-50 Reporting period	The data in this report related to the fiscal year ending 31 December 2019, unless otherwise stated.
102-51 Date of most recent report	2020 Sustainability Update [Includes 2019 data]
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	GRI Content Index: Introduction
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55 GRI Content Index	This document
102-56 External assurance	Environmental footprint data ensured by Except Integrated Sustainability

Economic disclosures

Disclosure	Location, notes and omissions	Global Sustainable Development Goals
GRI 201: Economic Performance		
GRI 103-1 Explanation of the material topic and its boundry	AR: Message from the CEO	
GRI 103-2 Explain management approach components	AR: Message from the CEO	
GRI 103-3 Evaluate Management Approach	AR: Message from the CEO	
GRI 201-1 Direct economic value generated and distributed	AR: Since 1923	
GRI 205: Anti corruption		
GRI 103-1 Explanation of the material topic and its boundry	POL: Business ethics Policy CoC SCoC	8 DECENT WORK AND ECONOMIC GROWTH · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS · 17 PARTNERSHIPS FOR THE GOALS
GRI 103-2 Explain management approach components	POL: Business ethics Policy CoC SCoC	
GRI 103-3 Evaluate Management Approach	POL: Business ethics policy SU: Supply Chain Report 2019 [Risk Assessment] SU: People Report 2019[Training & Development] SU: Business Ethics Report 2019 [Ethical incidents] UNGC: Anti Corruption	
GRI 205-1 Operations assessed for risks related to corruption	SU: Supply Chain Report 2019 [Risk Assessment]	
GRI 205-2 Communication and training about anti-corruption policies and procedures	POL: Business Ethics Policy CoC SCoC SU: People Report 2019 [Training & Development]	
GRI 205-3 Confirmed incidents of corruption and actions taken	SU: Business Ethics Report 2019 [Ethical incidents] Zero incidents of corruption	

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GRI 206: Anti-competitive behaviour		
GRI 103-1 Explanation of the material topic and its boundry	POL: Business ethics Policy CoC SCoC	
GRI 103-2 Explain management approach components	POL: Business ethics Policy CoC SCoC	
GRI 103-3 Evaluate Management Approach	POL: Business ethics Policy SU: Business Ethics Report 2019 [Ethical incidents] UNGC: Anti-Corruption	
GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SU: Business Ethics Report [Ethical incidents] Zero legal actions for anti-competitive behaviour, anti-trust and monopoly practices	

Job Creation		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 016 [Job quality] SU: People [Job quality]	
GRI 103-2 Explain management approach components	SV: pp 016 [Job quality] SU: People [Job quality]	
GRI 103-3 Evaluate Management Approach	SV: pp 016 [Job quality] SU: People [Job quality] UNGC: Human Rights principles	
Total of high quality jobs created in developing countries	SU: People [Job quality] SU: People Report 2019 [Working Environment]	

Innovation		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp. 037 [Innovation] SU: Solutions [Innovation]	
GRI 103-2 Explain management approach components	SV: pp. 037 [Innovation] SU: Solutions [Innovation]	
GRI 103-3 Evaluate Management Approach	SV: pp. 037 [Innovation] SU: Solutions [Innovation] SU: Solutions Report 2019 [Materials] UNGC: Environment	
Percentage of turnover coming from sustainable packaging solutions	SU: Solutions Report 2019 [Materials]	
Sustainable developments, initiatives and innovations	AR: Innovation CW: Our Partner Stories SU: Solutions [Innovation]	

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Sustainable partnerships		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 028 [Sustainable Partnerships] SU: Supply chain [Sustainable Partnerships] POL: Sustainable Supply Chain Policy	
GRI 103-2 Explain management approach components	SV: pp 028 [Sustainable Partnerships] SU: Supply chain [Sustainable Partnerships] POL: Sustainable Supply Chain Policy	
GRI 103-3 Evaluate Management Approach	SV: pp 028 [Sustainable Partnerships] SU: Supply chain [Sustainable Partnerships] POL: Sustainable Supply Chain Policy	
Sustainable Partnership cases that have succesfully contributed to the Global Sustainable Development Goals	CW: Our Partnership stories AR: Partnership SU: Supply chain [Sustainable Partnerships]	

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Environmental disclosures

Disclosure	Location, notes and omissions	Global Sustainable Development Goals
GRI 301- Packaging Materials		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 032 [Sustainable Materials] SU: Solutions [Sustainable materials]	
GRI 103-2 Explain management approach components	SV: pp 032 [Sustainable Materials] SU: Solutions [Sustainable materials]	
GRI 103-3 Evaluate Management Approach	SV: pp 032 [Sustainable Materials] SU: Solutions [Sustainable materials] SU: Solutions Report 2019 [Materials] UNGC: Environment	
GRI 301-1 Materials used by weight or volume	SU: Solutions Report 2019 [Materials]	
GRI 301-2 Recycled input materials used	SU: Solutions Report 2019 [Materials]	
GRI 302- Energy		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 044 [Energy use] POL: Energy Consumption and Greenhouse Gas Emission POL: Sustainable Consumption	
GRI 103-2 Explain management approach components	SV: pp 044 [Energy use] POL: Energy Consumption and Greenhouse Gas Emission POL: Sustainable Consumption	
GRI 103-3 Evaluate Management Approach	SV: pp 044 [Energy use] POL: Energy Consumption and Greenhouse Gas Emission POL: Sustainable Consumption SU: Environmental Report 2019 [Energy and CO2]	
GRI 302-1 Energy consumption within the organisation	SU: Environmental Report 2019 [Energy and CO2]	
GRI 302-4 Reduction of energy consumption	SU: Environmental Report 2019 [Energy and CO2]	

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GRI 303 - Water and effluents		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 042 [Water consumption] POL: Water, Biodiversity and Local Pollution POL: Sustainable Consumption	
GRI 103-2 Explain management approach components	SV: pp 042 [Water consumption] POL: Water, Biodiversity and Local Pollution POL: Sustainable Consumption	
GRI 103-3 Evaluate Management Approach	SV: pp 042 [Water consumption] POL: Water, Biodiversity and Local Pollution POL: Sustainable Consumption SU: Environmental Report 2019 [Water] UNGC: Environment	
GRI 303-5 Water consumption	SU: Environmental Report 2019 [Water]	
GRI 305 - Emissions		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 040 [Carbon footprint] POL: Energy Consumption and Greenhouse Gas Emission POL: Sustainable Consumption	
GRI 103-2 Explain management approach components	SV: pp 040 [Carbon footprint] POL: Energy Consumption and Greenhouse Gas Emission POL: Sustainable Consumption	
GRI 103-3 Evaluate Management Approach	SV: pp 040 [Carbon footprint] POL: Energy Consumption and Greenhouse Gas Emission POL: Sustainable Consumption SU: Environmental Report 2019 [CO2] UNGC: Environment	
GRI 305-1 Direct (Scope 1) GHG Emissions	SU: Environmental Report 2019 [CO2]	
GRI 305-2 Energy indirect (scope II) GHG Emissions	SU: Environmental Report 2019 [CO2]	

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GRI 306 - Effluents and waste		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 043 [Waste reduction] POL: Materials, chemicals and Waste Policy POL: Sustainable Consumption	
GRI 103-2 Explain management approach components	SV: pp 043 [Waste reduction] POL: Materials, chemicals and Waste Policy POL: Sustainable Consumption	
GRI 103-3 Evaluate Management Approach	SV: pp 043 [Waste reduction] POL: Materials, chemicals and Waste Policy POL: Sustainable Consumption SU: Environmental Report 2019 [Waste] UNGC: Environment	
GRI 306-2 Waste by type and disposal method	SU: Environmental Report 2019 [Waste]	
GRI 306-4 Transport of hazardous waste	SU: Environmental Report 2019 [Waste]	
GRI 308 - Supplier environmental assessment		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 026 [Sustainable Sourcing] SU: Supply chain [Sustainable sourcing] POL: Sustainable Supply Chain Policy SCoC	
GRI 103-2 Explain management approach components	SV: pp 026 [Sustainable Sourcing] SU: Supply chain [Sustainable sourcing] POL: Sustainable Supply Chain Policy SCoC	
GRI 103-3 Evaluate Management Approach	SV: pp 026 [Sustainable Sourcing] SU: Supply chain [Sustainable sourcing] POL: Sustainable Supply Chain Policy SCoC SU: Supply Chain Report 2019 [Suppliers] UNGC: Environment	
GRI 308-1 New suppliers that were screened using environmental criteria	SU: Supply Chain Report 2019 [Suppliers]	
GRI 308-2 Negative environmental impacts in the supply chain and actions taken	SU: Supply Chain Report 2019 [Suppliers]	

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Sustainable Production		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 024 [Sustainable Production] POL: Sustainable Supply Chain Policy POL: Environmental policies SU: Supply chain [Sustainable Production]	
GRI 103-2 Explain management approach components	SV: pp 024 [Sustainable Production] POL: Sustainable Supply Chain Policy POL: Environmental policies SU: Supply chain [Sustainable Production]	
GRI 103-3 Evaluate Management Approach	SV: pp 024 [Sustainable Production] POL: Sustainable Supply Chain Policy POL: Environmental policies SU: Supply chain [Sustainable Production] SU: Environmental Report 2019 [Energy & CO2 | Water | Waste]	
Sustainable initiatives with a positive environmental impact	SU: Environment CW: GreenBangla Recycling Initiative WB: WorldBag Reconditioning Service CW: Circular Packaging Programme CW: New Sustainable HQ	

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Sustainable Solutions		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 034 [Sustainable Solutions] SU: Solutions [Sustainable solutions] SU: Solutions [Sustainable materials] SU: Solutions (Innovation)	
GRI 103-2 Explain management approach components	SV: pp 034 [Sustainable Solutions] SU: Solutions [Sustainable solutions] SU: Solutions [Sustainable materials] SU: Solutions (Innovation)	
GRI 103-3 Evaluate Management Approach	SV: pp 034 [Sustainable Solutions] SU: Solutions [Sustainable solutions] SU: Solutions [Sustainable materials] SU: Solutions (Innovation) UNGC: Environment	
	CW: LC Packaging Products CW: Foodsafe and Pharma Clean Packaging CW: Product Innovations WB: WorldBag Reconditioning Service CW: Circular packaging Programme CW: Turn big bags into big bags again	

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Social disclosures

Disclosure	Location, notes and omissions	Global Sustainable Development Goals
GRI 401: Employment		
GRI 103-1 Explanation of the material topic and its boundry	POL: Working Conditions Policy SU: People [Working Environment] SU: People [Job quality]	
GRI 103-2 Explain management approach components	POL: Working Conditions Policy SU: People [Working Environment] SU: People [Job quality]	
GRI 103-3 Evaluate Management Approach	POL: Working Conditions Policy SU: People [Working Environment] SU: People [Job quality] SU: People Report 2019 [Working environment] UNGC: Human Rights Principles | Labour principles	
GRI 401-1 Employee hires and employee turnover	SU: People Report 2019 [Our workforce] LC Packaging does not report on the age group of employee hires or employee turnover	
GRI 403: Occupational Health & Safety		
GRI 103-1 Explanation of the material topic and its boundry	POL: Employee Occupational Health & Safety Policy SV: pp 014 [Working Environment] SU: People [Working Environment]	
GRI 103-2 Explain management approach components	POL: Employee Occupational Health & Safety Policy SV: pp 014 [Working Environment] SU: People [Working Environment]	
GRI 103-3 Evaluate Management Approach	POL: Occupational H&S Policy SV: pp 014 [Working Environment] SU: People [Working Environment] SU: People Report 2019 [Working environment] UNGC: Human rights principles	

GRI 403-1 Occupational Health & Safety Management System	POL: Employee Occupational Health & Safety Policy
GRI 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SU: People Report 2019 [Working Environment]
GRI 403-3 Occupational health services	POL: Employee Occupational Health & Safety Policy POL: Working conditions policy SU - People [Working environment]
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	POL: Employee Occupational Health & Safety Policy
GRI 403-5 Training on occupational health & safety	POL: Employee Occupational Health & Safety Policy SU: People Report 2019 [Working Environment | Training & Development]
GRI 403-6 Promotion of worker health	POL: Employee Occupational Health & Safety Policy
GRI 403-8 Workers covered by an occupational health and safety management system	SU: People Report 2019 [Working Environment]
GRI 403-9 Work related injuries	SU: People Report 2019 [Working Environment]
GRI 404: Training & Education	
GRI 103-1 Explanation of the material topic and its boundry	POL: Performance and Career development Policy SV: pp 018 [Employee Development] SU: People [Employee development]
GRI 103-2 Explain management approach components	POL: Performance and Career development Policy SV: pp 018 [Employee Development] SU: People [Employee development]
GRI 103-3 Evaluate Management Approach	SV: pp 018 [Employee Development] POL: Performance and Career development Policy SU: People [Employee development] SU: People Report 2019 [Training & Development] UNGC: Human Rights Principles
GRI 404-1 Average hours of training per year per employee	SU: People Report 2019 (Training & Development]
GRI 404-2 Programs for upgrading employee skills and transition assistance programs	SV: pp 018 [Employee Development] SU: People [Employee development] Project: Waste Pickers of Dhaka Project: SriLankan Hope for Children
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	SU: People Report 2019 (Training & Development]

GRI 405: Diversity and equal opportunities

GRI 103-1 Explanation of the material topic and its boundry	POL: Discrimination & Harassment policy SU: People [Employee development] SV: pp 019 [Diversity]
GRI 103-2 Explanation management approach components	POL: Discrimination & Harassment policy SU: People [Employee development] SCoC: pp 05 [Non-discrimination]
GRI 103-3 Evaluate Management Approach	POL: Discrimination & Harassment policy SU: People [Employee development] SU: People Report 2019 [Our workforce]
GRI 405-1 Diversity of Governance bodies and employees	SU: People Report 2019 [Our workforce] LC Packaging reports on gender, not on age group diversity in governance bodies

GRI 406: Non-discrimination

GRI 103-1 Explanation of the material topic and its boundry	POL: Discrimination and Harassment Policy CoC: pp 02 and 05 SCoC: pp 05
GRI 103-2 Explanation management approach components	POL: Discrimination and Harassment Policy CoC: pp 02 and 05 SCoC: pp 05
GRI 103-3 Evaluate Management Approach	POL: Discrimination and Harassment Policy SU: People Report 2019 [Training & Development] SU: Business Ethics Report 2019 [Ethical Incidents] UNGC: Labour
GRI 406-1 Incidents of discrimination and corrective actions	No incidents reported SU: Business Ethics Report 2019 [Ethical Incidents]

GRI 408: Child Labour		
GRI 103-1 Explanation of the material topic and its boundry	POL: Human Rights Policy SCoC	
GRI 103-2 Explanation management approach components	POL: Human Rights Policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Human Rights Policy SU: People Report 2019 [Training & Development] SU: Business Ethics Report 2019 [Ethical Incidents] SU: Supply Chain Report 2019 [Risk Assessment] UNGC: Labour	
GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	SU: Supply Chain Report 2019 [Risk Assessment]	
GRI 409: Forced or compulsory labour		
GRI 103-1 Explanation of the material topic and its boundry	POL: Human Rights Policy SCoC	
GRI 103-2 Explanation management approach components	POL: Human Rights Policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Human Rights Policy SU: People Report 2019 [Training & Development] SU: Business Ethics Report 2019 [Ethical Incidents] SU: Supply Chain Report 2019 [Risk Assessment] UNGC: Labour	
GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	SU: Supply Chain Report 2019 [Risk Assessment]	

GRI 412: Human Rights assessment		
GRI 103-1 Explanation of the material topic and its boundry	POL: Human Rights Policy SCoC	
GRI 103-2 Explanation management approach components	POL: Human Rights Policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Human Rights Policy SU: People Report 2019 [Human rights | Training & Development] UNGC: Human Rights principles	
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	100% SU: People Report 2019 [Human rights]	
GRI 412-2 Employee Training on Human Rights Policies and Procedures	SU: People Report 2019 [Training & Development]	
GRI 413: Local Communities		
GRI 103-1 Explanation of the material topic and its boundry	SV: pp 020 [Community Development] LCSF PP SU: People [Community Development]	
GRI 103-2 Explanation management approach components	SV: pp 020 [Community Development] LCSF PP SU: People [Community Development]	
GRI 103-3 Evaluate Management Approach	SV: pp 020 [Community Development] LCSF SI SU: People [Community Development] UNGC: Human Rights principles	
GRI 413-1 Operations with local community engagement, impact assessments, and development programs	LCSF: Projects SU: People [Community Development] AR: Green Heart Campaign 2019	

GRI 414: Supplier Social Assessment		
GRI 103-1 Explanation of the material topic and its boundry	POL: Sustainable Supply Chain Policy SCoC SV: pp 026 [Sustainable Sourcing] SU: Supply chain [Sustainable sourcing]	
GRI 103-2 Explanation management approach components	POL: Sustainable Supply Chain Policy SCoC SV: pp 026 [Sustainable Sourcing] SU: Supply chain [Sustainable sourcing]	
GRI 103-3 Evaluate Management Approach	POL: Sustainable Supply Chain Policy SV: pp 026 [Sustainable Sourcing] SU: Supply chain [Sustainable sourcing] SU: Supply Chain Report 2019 [Suppliers] UNGC: Human Rights principles	
GRI 414-1 New suppliers that were screened using social criteria	100% SU: Supply Chain Report 2019 [Suppliers]	
GRI 414-2 Negative social impacts in the supply chain and actions taken	SU: Supply Chain Report 2019 [Suppliers]	
GRI 416: Customer Health & Safey		
GRI 103-1 Explanation of the material topic and its boundry	POL: Customer Health & Safety Policy SU: Solutions [Sustainable solutions]	
GRI 103-2 Explanation management approach components	POL: Customer Health & Safety Policy SU: Solutions [Sustainable solutions]	
GRI 103-3 Evaluate Management Approach	POL: Customer Health & Safety Policy SU: Solutions [Sustainable solutions] SU: Business Ethics Report 2019 [Product quality]	
GRI 416-1 Assessment of the health and safety impacts of product and service categories	SU: Business Ethics Report 2019 [Product quality]	
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SU: Business Ethics Report 2019 [Product quality]	

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GRI 417: Marketing and Labeling		
GRI 103-1 Explanation of the material topic and its boundry	POL: Marketing & Labelling Policy	
GRI 103-2 Explanation management approach components	POL: Marketing & Labelling Policy	
GRI 103-3 Evaluate Management Approach	POL: Marketing & Labelling Policy SU: Business Ethics Report 2019 [Ethical incidents]	
GRI 417-1 Requirements for product and service information and labeling	POL: Marketing & Labeling Policy	
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	SU: Business Ethics Report 2019 [Ethical incidents]	
GRI 417-3 Incidents of non-compliance concerning marketing & communications	SU: Business Ethics Report 2019 [Ethical incidents]	
GRI 418: Customer privacy		
GRI 103-1 Explanation of the material topic and its boundry	POL: Information Security Management System Policy	
GRI 103-2 Explanation management approach components	POL: Information Security Management System Policy	
GRI 103-3 Evaluate Management Approach	POL: Information Security Management System Policy SU: Business Ethics Report 2019 [Information Security]	
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SU: Business Ethics Report 2019 [Information Security] Zero complaints concerning breaches of customer privacy and losses of customer data	

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worldwide

GOLD
2019
ecovadis
CSR
Rating

Our sustainability
efforts have been rewarded
with a Gold CSR rating.
We are among the top 3%
assessed companies with
the highest score.