



**GRI** Global Reporting Initiative  
**CONTENT**

# Index

STANDARD	DISCLOSURE	PAGE / DIRECT RESPONSE
<b>GRI 102: GENERAL DISCLOSURES 2018</b>		
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	6
102-2	Activities, brands, products, and services	6, 7, 11, 12, 13
102-3	Location of headquarters	6, 7
102-4	Location of operations	6, 7
102-5	Ownership and legal form	6
102-6	Markets served	6, 7, 13, 14
102-7	Scale of the organization	6, 7, 14, 67
102-8	Information on employees and other workers	6, 67
102-9	Supply Chain	6, 16
102-10	Significant changes to the organization and its supply chain	NA
102-12	External initiatives	143
102-13	Membership of associations	39, 143
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	8, 138, 139, 179
102-15	Key impacts, risks, and opportunities	8, 48, 138, 139, 179
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	6, 138, 139
102-17	Mechanisms for advice and concerns about ethics	123, 124, 125, 127, 130

STANDARD	DISCLOSURE	PAGE / DIRECT RESPONSE
<b>GRI 102: GENERAL DISCLOSURES 2018</b>		
<b>GOVERNANCE</b>		
102-18	Governance structure	131, 135, 136, 137, 138, 139, 179
102-19	Delegating authority	131, 138, 139
102-20	Executive-level responsibility for economic, environmental, and social topics	138, 139, 179
102-21	Consulting stakeholders on economic, environmental, and social topics	NA
102-22	Composition of the highest governance body and its committees	131
102-23	Chair of the highest governance body	131
102-24	Nominating and selecting the highest governance body	NA
102-25	Conflicts of interest	NA
102-26	Role of highest governance body in setting purpose, values, and strategy	8, 138, 139, 179
102-27	Collective knowledge of highest governance body	NA
102-28	Evaluating the highest governance body's performance	8
102-29	Identifying and managing economic, environmental, and social impacts	8, 18, 19, 20, 21, 22
102-30	Effectiveness of risk management processes	NA
102-31	Review of economic, environmental, and social topics	8
102-32	Highest governance body's role in sustainability reporting	8, 138, 139, 179
102-33	Communicating critical concerns	128, 129, 130, 140

STANDARD	DISCLOSURE	PAGE / DIRECT RESPONSE
<b>GRI 102: GENERAL DISCLOSURES 2018</b>		
102-34	Nature and total number of critical concerns	128, 130
102-35	Remuneration policies	NA
102-36	Processes for determining remuneration	NA
102-37	Stakeholders' involvement in remuneration	NA
102-38	Annual total compensation ratio	NA
102-39	Percentage increase in annual total compensation ratio	79
<b>PARTICIPATION BY STAKEHOLDERS</b>		
102-40	List of stakeholder groups	NA
102-41	Collective bargaining agreements	NA
102-42	Identification and selection of stakeholders	NA
102-43	Approach to stakeholder engagement	64
102-44	Key topics and concerns raised	NA
<b>PRACTICES FOR PREPARING REPORTS</b>		
102-45	Entities included in consolidated financial statements	NA
102-46	Defining report content and topic Boundaries	161
102-47	List of material subjects	NA
102-48	Restatements of information	161
102-49	Changes in reporting	161
102-50	Reporting period	161
102-51	Date of most recent report	161
102-52	Reporting cycle	161
102-53	Contact point for questions regarding the report	162
102-54	Claims of reporting in accordance with the GRI Standards	151
102-55	GRI content index	178
102-56	External assurance	151

STANDARD	DISCLOSURE	PAGE / DIRECT RESPONSE
<b>MATERIAL SUBJECT</b>		
<b>GRI 200: ECONOMIC PERFORMANCE</b>		
<b>GRI 103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material subject and its coverage	25, 51, 66, 86, 87, 92, 93, 96
103-2	Management approach and its components	25, 51, 54, 66, 86, 87, 93
103-3	Management approach evaluation	25, 51, 66, 86, 126, 93
<b>GRI 201: ECONOMIC PERFORMANCE</b>		
201-1	Generated and distributed direct economic value	7, 8, 12, 14, 146, 147, 148, 149, 150
201-2	Financial implications and other risks and opportunities stemming from climate change	NA
201-3	Obligations of defined benefits plan and other retirement plans	NA
<b>GRI 202: MARKET PRESENCE</b>		
202-1	Ratio of the standard initial wage category, by gender, compared to local minimum wage	14
202-2	Proportion of top management hired from local community	167
<b>GRI 203: DIRECT ECONOMIC IMPACT</b>		
203-1	Investment in infrastructure and supported services	8, 52, 53, 54, 55, 56,57, 58, 59, 60, 61, 62, 63, 120
203-2	Significant indirect economic impact	8, 52, 53, 54, 55, 56,57, 58, 59, 60, 61, 62, 63
<b>GRI 204: PURCHASING PRACTICES</b>		
204-1	Proportion of expenses with local suppliers	108, 109, 111, 112, 113, 114, 115, 116, 117, 118, 119

STANDARD	DISCLOSURE	PAGE / DIRECT RESPONSE
<b>GRI 205: ANTICORRUPTION</b>		
205-1	Evaluated operations concerning corruption-related risks	123, 124, 125, 127
205-2	Policy communication and training and anti-corruption procedures	123, 124, 125, 126, 127, 128, 129
205-3	Confirmed corruption cases and measures taken	128
<b>GRI 206: UNFAIR TRADE PRACTICES</b>		
206-1	Legal actions with unfair trade and monopolistic practices	NA
<b>GRI 300: ENVIRONMENTAL PERFORMANCE</b>		
<b>GRI 301: MATERIALS</b>		
301-1	Materials used, by weight and volume	87, 88, 89, 90, 91, 164
301-2	Recycled supplies	87, 88, 89, 90, 91, 164
301-3	Products reused and packaging materials	164
<b>GRI 302: ENERGY</b>		
302-1	Energy use within the organization	172, 175
302-2	Energy use external the organization	172, 175
302-3	Energy intensity	172, 175
302-4	4 Reduction of energy consumption	121
302-5	Reduction of energy required for products and services	121
<b>GRI 303: WATER</b>		
303-1	Water extraction, per source	96, 97, 121
303-2	Water sources significantly affected by water extraction	96, 97
303-3	Recycled and reused water	96, 97, 177
303-4	Water pouring	96, 97, 177
303-5	Water consumption	96, 97, 177

STANDARD	DISCLOSURE	PAGE / DIRECT RESPONSE
<b>GRI 304: BIODIVERSITY</b>		
304-2	Significant impact on biodiversity caused by activities, products, and services	120, 165
304-3	Protected or restored habitats	120
<b>GRI 305: EMISSIONS</b>		
305-1	GHG direct emissions (scope 1)	101, 103, 104, 105, 120, 121
305-2	Indirect Ghg emissions from power generation (scope 2)	101, 120, 121, 173, 176
305-3	Other indirect Ghg emissions (scope 3)	101, 173, 176
305-4	GHG emission intensity	173
305-5	GHG emission reduction	121
305-6	Ozone-depleting substances (ODS)	104, 121
305-7	Nitrogen oxide (Nox), Sulphur oxides (Sox) and other important emissions that pollute the air	176
<b>GRI 306: EFFLUENTS AND WASTES</b>		
306-1	Dumped into water, in terms of quality and destination	92, 93, 95
306-2	Wastes by type and disposal method	92, 93, 94, 95
306-3	Significant spills	92, 93, 94, 95
<b>GRI 308: ENVIRONMENTAL EVALUATION AND SUPPLIERS</b>		
308-1	New suppliers who have passed evaluation and selection filters, as per environmental criteria	108, 109, 111, 112, 113, 114, 115, 116, 117, 118, 119
<b>GRI 400: SOCIAL PERFORMANCE</b>		
<b>GRI 401: EMPLOYMENT</b>		
401-1	New hires and personnel turnover	67
401-2	Benefits for full time employees not given to part time or temporary workers	80
401-3	Parental leave	NA

STANDARD DISCLOSURE		PAGE / DIRECT RESPONSE
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>		
403-1	Representation in formal worker-employer committees for health and safety	68, 71
403-2	Types of incidents and incident frequency rates, occupational illnesses, days lost, absenteeism, and number of fatalities per occupational injuries or occupational illness	68, 71
403-3	Occupational health services	68, 71
403-4	Worker participation, consultation and communication on health and safety at work	68, 71
403-5	Training of workers on health and safety at work	68, 71
403-6	Promotion of the health of workers	68, 71
403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships	68, 71
403-8	Coverage of the occupational health and safety management system	68, 71
403-9	Work accident injuries	68, 71
<b>GRI 404: EDUCATION AND TRAINING</b>		
404-1	Mean hours of training per employee per year	77, 78
404-2	Programs for employee aptitude enhancement and for transition assistance	77, 78
404-3	Percentage of employees receiving periodic performance evaluations and professional development	77, 78
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES</b>		
405-1	Diversity in government agencies and employees	67, 72, 135
405-2	Ratio of base salary and pay of women to men	79
<b>GRI 408: CHILD LABOR</b>		
408-1	Operations and suppliers with significant risk child labor cases	81

STANDARD DISCLOSURE		PAGE / DIRECT RESPONSE
<b>GRI 409: FORCED OR COMPULSORY LABOR</b>		
409-1	Operations and suppliers with significant risk of forced or compulsory labor cases	81
<b>GRI 412: HUMAN RIGHTS EVALUATION</b>		
412-2	Employee training in human rights policies or procedures	123
<b>GRI 413: LOCAL COMMUNITIES</b>		
413-1	Operations with local community participation, impact evaluations, and development programs	52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63
413-2	Operations with significant negative impacts – actual or potential – on local communities	NA
<b>GRI 414: SOCIAL EVALUATION OF SUPPLIERS</b>		
414-1	New suppliers that were screened using social criteria	NA
414-2	Negative social impacts in the supply chain and actions taken	NA
<b>GRI 415: PUBLIC POLICY</b>		
415-1	Contributions to political parties and/or political representatives	NA
<b>GRI 416: CUSTOMER HEALTH AND SAFETY</b>		
416-1	Evaluation of impact on health and safety in product or service categories	28, 37, 43
<b>GRI 417: MARKETING AND LABELING</b>		
417-1	Requirements for information and labeling of products and services	38
<b>GRI 419: SOCIOECONOMIC COMPLIANCE</b>		
419-1	Non-compliance with laws and regulations in social and economic spheres	NA NA NA

STANDARD	DISCLOSURE	PAGE / DIRECT RESPONSE
<b>SECTORIAL INDICATIONS</b>		
FP4	<i>Nature, scope, and effectiveness of any program or practice promoting access to healthy lifestyles; chronic disease prevention; access to healthy, nutritional and affordable food products; and better wellness for needy communities.</i>	26, 28, 29, 30, 31, 32, 33, 34, 35, 37, 38, 39, 40, 43, 44, 45, 46, 47
FP5	<i>Percentage of production volume manufactured at sites certified by an independent third party in accordance with internationally recognized food safety management system standards.</i>	16
FP6	<i>Percentage of total sales volume of consumer products, by product category, that are reduced by saturated fat, trans fat, sodium and added sugars.</i>	31
FP7	<i>Percentage of total sales volume for consumer goods, by product category, containing added nutritional ingredients such as fiber, vitamins, minerals, plant chemicals, or functional food additives.</i>	31
FP8	<i>Policies and practices regarding communication to consumers on nutritional ingredients and information beyond legal requirements</i>	26, 28, 29, 30, 31, 32, 33, 34, 35, 37, 38, 39, 40, 43, 44, 45, 46, 47

