

## GRI-index 2018

### General disclosures

#### Organizational Profile

	Page	Comment
102-1 Name of the organization	AR 54	
102-2 Primary brands, products and/or services	AR 8, 110	
102-3 Organization's headquarters	AR 110	
102-4 Countries where the organization operates	AR 8	
102-5 Ownership and legal form	AR 24 - 25	
102-6 Markets served	AR 16-22, 42-51	
102-7 Scale of the organization	AR 6-7, 54, 102	
102-8 Total number of employees by employment contract and gender	AR 102	The figures do not include staff employed on a temporary basis and contractors.
102-9 Organization's supply chain	AR 32	
102-10 Significant changes during the reporting period		No changes
102-11 Precautionary approach	AR 32	
102-12 Membership of sustainability initiatives	AR 102	
102-13 Membership of associations	AR 31	

#### Strategy

	Page	Comment
102-14 Statement from senior decision-maker	AR 12-13	

#### Ethics and integrity

	Page	Comment
102-16 Values, principles, standards and norms of behaviour	AR 28, 30-36, 102	

## Governance

	Page	Comment
102-18 Governance structure	AR 29, 88-91	
102-22 Composition of the highest governance body and its committees	AR 92-93	Gov-Board
102-24 Nominating and selecting the highest governance body	AR 88-90	Gov-Selec
102-25 Conflicts of interest	AR 88-90	Gov-Col

## Engagement

	Page	Comment
102-40 List of stakeholder groups	AR 102	
102-41 Collective bargaining agreements	AR 32	
102-42 Identifying and selecting stakeholders	AR 102	
102-43 Approaches to stakeholder engagement	AR 102	
102-44 Key topics and concerns raised	AR 102	

## Reporting practice

	Page	Comment
102-45 Entities included in the consolidated financial statements	AR 78	note 20
102-46 Defining report content and topic Boundaries	AR 103	
102-47 List of material topics	AR 103	
102-48 Reviderad information	-	None
102-49 Changes in reporting	AR 103	
102-50 Reporting period	AR 68	note 1
102-51 Date of most recent report		February 2018
102-52 Reporting cycle	AR 102	
102-53 Contact point for questions regarding the report	AR 109	
102-54 Claims of reporting in accordance with the GRI Standards	AR 102	
102-55 GRI content index	AR 106	
102-56 External assurance		Not confirmed

## Specific standard indicators

### Economic performance

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 29, 103	
201-1 Direct economic value generated and distributed	AR 103	

## Anti-corruption

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 29,32,36	
205-3 Confirmed incidents of corruption and actions taken	AR 103	

## Energy

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 29-30	
302-1 Energy consumption within the organization	AR 103	Elec-Abs, Elec-Lfl, DH&C-Abs, DH&C-Lfl, Fuels-Abs, Fuels-Lfl
302-3 Energy intensity	AR 103	Energy-Int

## Emissions

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 29-30	
305-1 Direct greenhouse gas emissions (Scope 1)	AR 104	GHG-Dir-Abs
305-2 Indirect greenhouse gas emissions (Scope 2)	AR 104	GHG-Indir-Abs
305-4 Intensity of greenhouse gas emissions	AR 104	GHD-Int

## Water

	Page	Comment
Total water consumption	AR 104	Water-Abs, Water-Lfl
Water intensity	AR 104	Water-Int

## Waste

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 29-32	
306-2 Waste by type and disposal method*	AR 104	Waste-Abs, Waste-Lfl

\*The indicator is not reported in full.

### Environmental certification

	Page	Comment
Type and number of environmental certifications	AR 104	Cert-Tot

### Environmental compliance

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 29-32	
307-1 Non-compliance with environmental laws and regulations	AR 104	

### Supplier environmental assessment

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 29,32	
308-1 New suppliers that were screened using environmental criteria*	AR 103	

\*The indicator is not reported in full.

### Employment

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 32-36	
401-1 New employee hires and employee turnover	AR 105	Emp-Turnover

### Occupational health and safety

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 32-36	

	Page	Comment
403-1 Health and safety governance 403-2 403-3 403-4 403-5 403-6 403-7	AR 105	H&S-Emp
403-9 Work-related injuries*	AR 105	

\*The indicator is not reported in full.

## Training and Education

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 36	
404-3 Percentage of employees receiving regular performance and career development reviews	AR 105	Emp-Dev

## Diversity and equal opportunities

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 32-36	
405-1 Diversity of governance bodies and employees	AR 105	Diversity-Emp

## Non-discrimination

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 32-36	
406-1 Incidents of discrimination and corrective actions taken	AR 105	

## Supplier social assessment

	Page	Comment
103-1 Explanation of the material topic and its Boundary 103-2 103-3	AR 32	
414-1 New suppliers that were screened using social criteria*	AR 104	

\*The indicator is not reported in full.

## Customers' health and safety

	Page	Comment
103-1 Explanation of the material topic and its Boundary	AR 31-32	
103-2		
103-3		
416-1 Assessment of the health and safety impacts of product and service categories	AR 105	H&S-Asset
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	AR 105	H&S-Comp

## Socioeconomic compliance

	Page	Comment
103-1 Explanation of the material topic and its Boundary	AR 31-32	
103-2		
103-3		
419-1 Non-compliance with laws and regulations in the social and economic area	AR 105	