

## Specific Standard Disclosures

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	EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	58-59	
	EC3	Coverage of the organization's defined benefit plan obligations	69	
	EC4	Financial support from the government	78	N/A
Market Presence	EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	69	
	EC6	Proportion of senior management hired from the local community at significant locations of operation	69	
Indirect Economic Impacts	DMA		44	
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	EC8	Significant indirect economic impacts including the extent of impacts	45-48	
Procurement Practices	DMA		54	
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	EN3	Energy consumption within the organization	70	
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	EN16	Energy indirect greenhouse gas(GHG) emissions(Scope 2)	70	
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	EN18	Greenhouse gas(GHG) emissions intensity	70	
	EN19	Reduction in greenhouse gas(GHG) emissions	62	
Effluents and Waste	EN22	Total water discharge by quality and destination	70	
	EN23	Total weight of waste by type and disposal method	70	
	EN24	Total number and volume of significant spills	78	No emissions
Products and Services	DMA		58-60	
	EN27	Extent of impact mitigation of environmental impacts of products and services	59	
	EN28	Percentage of products sold and packing materials that are reclaimed(by category)	78	N/A
Compliance	EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	71	
Transport	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	70	
Overall	EN31	Total environmental protection expenditures and investments	71	
Supplier Environmental Assessment	EN32	The percentage of new suppliers that were screened using environmental criteria	56-57	
	EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	56-57	
Environmental Grievance Mechanisms	EN34	Number of grievances about environmental impacts field, addressed, and resolved through formal grievance mechanisms	78	No cases
Employment	DMA		40-43	
	LA1	Total number and rate of new employee hires and employee turnover(by age, gender and region)	16	
	LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	42-43	
	LA3	Return to work and retention rates after parental leave, by gender	71	
Labor-Management Relations	DMA		40	
	LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	78	Notify before 60 days
Occupational Health and Safety	DMA		42	
	LA5	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	78	100%
	LA6	Types of injury, rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities(by region and by gender)	71	
	LA7	Employees with high incidence or high risk of diseases related to their occupation	78	N/A
	LA8	Health and safety topics covered in formal agreements with labor unions	78	Policies through discussions between labor and management
Training and Education	DMA		40-41	
	LA9	Average hours of training per year per employee	16	
	LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	71	
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	LA12	Composition of governance bodies and breakdown of employees per employee (by gender, age group, minority group membership, and other indicators of diversity)	71	
Equal Remuneration for Women and Men	LA13	Ratio of basic salary and remuneration of women to men(by employee category, by significant locations of operation)	69	
Supplier Assessment for Labor Practices	LA14	Percentage of new suppliers that were screened using labor practices criteria	56-57	
	LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	56-57	
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