

CONTENIDOS BASICOS PARTE I: Perfil						
1. Estrategia y análisis						
Perfil	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación
1,1	Declaración del máximo responsable de la toma de decisiones de la organización	Total	PÁG. 8 - V1			
1,2	Descripción de los principales impactos, riesgos y oportunidades.	Total	PÁGS. 15-17 - V1			
2. Perfil de la organización						
Perfil	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación
2,1	Nombre de la organización	Total	PÁG. 14 - V1			
2,2	Principales marcas, productos y/o servicios	Total	PÁG. 14 - V1			
2,3	Estructura operativa de la organización, incluidas las principales divisiones, entidades operativas, filiales y negocios conjuntos (joint ventures).	Total	PÁGS. 18-20 - V1			
2,4	Localización de la sede principal de la organización	Total	PÁG. 6- V1; PÁG. 8 - V2; PÁG. 8 - V4			
2,5	Número de países en los que opera la organización y nombre de los países en los que desarrolla actividades significativas o los que sean relevantes específicamente con respecto a los aspectos de sostenibilidad tratados en la memoria	Total	PÁG. 14 - V1			
2,6	Naturaleza de la propiedad y forma jurídica	Total	PÁGS. 14-15 - V1			
2,7	Mercados servidos (incluyendo el desglose geográfico, los sectores que abastece y los tipos de clientes/beneficiarios)	Total	PÁGS. 14-15 - V1			
2,8	Dimensiones de la organización informante	Total	Epígrafe 2.3. - PÁGS. 21-22 - V1; Ingresos y gastos Tabla 1 - PÁG. 11 - V2			
2,9	Cambios significativos durante el periodo cubierto por la memoria en el tamaño, estructura y propiedad de la organización	Total	No ha habido cambios significativos durante el período reportado			
2,10	Premios y distinciones recibidos durante el periodo informativo	Total	PÁGS. 49-51 - V1; Premios y distinciones destacables, PÁG. 58 - V3			
3. Parámetros de la memoria						
Perfil	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación
3,1	Periodo cubierto por la información contenida en la memoria (por ejemplo, ejercicio fiscal, año natural).	Total	Sobre el Informe, PÁGS. 4-5 - V1; PÁGS. 4-5 - V4			
3,2	Fecha de la memoria anterior más reciente (si la hubiere).	Total	Sobre el Informe, PÁGS. 4-5 - V1; PÁGS. 4-5 - V4			
3,3	Ciclo de presentación de memorias (anual, bienal, etc.).	Total	Sobre el Informe, PÁGS. 4-5 - V1; PÁGS. 4-5 - V4			
3,4	Punto de contacto para cuestiones relativas a la memoria o su contenido	Total	Sobre el Informe, PÁGS. 4-5 - V1; PÁG. 8 - V4			
3,5	Proceso de definición del contenido de la memoria	Total	Sobre el Informe, PÁGS. 4-5 - V1; PÁGS. 4-5 - V4			
3,6	Cobertura de la memoria (p. ej. países, divisiones, filiales, instalaciones arrendadas, negocios conjuntos, proveedores).	Total	Sobre el Informe, PÁGS. 4-5 - V1; PÁGS. 4-5 - V4			
3,7	Indicar la existencia de limitaciones del alcance o cobertura de la memoria	Total	Sobre el Informe, PÁGS. 4-5 - V1; PÁG. 5 - V4			
3,8	La base para incluir información en el caso de negocios conjuntos (joint ventures), filiales, instalaciones arrendadas, actividades subcontratadas y otras entidades que puedan afectar significativamente a la comparabilidad entre periodos y/o entre organizaciones	Total	Epígrafe 2.3. PÁGS. 21-22 - V1; 1.7. Participaciones de Adif, PÁGS. 29-34 - V2			
3,9	Técnicas de medición de datos y bases para realizar los cálculos, incluidas las hipótesis y técnicas subyacentes a las estimaciones aplicadas en la recopilación de indicadores y demás información de la memoria	Total	Sobre el Informe, PÁGS. 4-5 - V1; PÁG. 4-5 - V4			
3,10	Descripción del efecto que pueda tener la re expresión de información perteneciente a memorias anteriores, junto con las razones que han motivado dicha re expresión (por ejemplo, fusiones y adquisiciones, cambio en los periodos informativos, naturaleza del negocio, o métodos de valoración).	Total	No ha habido re expresiones respecto a la memoria anterior			

3,11	Cambios significativos relativos a periodos anteriores en el alcance, la cobertura o los métodos de valoración aplicados en la memoria	Total	No ha habido cambios significativos respecto a la memoria anterior			
3,12	Tabla que indica la localización de los Contenidos básicos en la memoria	Total	Anexo I. Tabla de Indicadores GRI - V1			
3,13	Política y práctica actual en relación con la solicitud de verificación externa de la memoria	Total	Sobre el Informe , PÁGS. 4-5; Anexo VI. Verificación externa del Informe - V1; PÁG. 5 - V4			
4. Gobierno, compromisos y participación de los grupos de interés						
Perfil	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación
4,1	La estructura de gobierno de la organización, incluyendo los comités del máximo órgano de gobierno responsable de tareas tales como la definición de la estrategia o la supervisión de la organización	Total	PÁGS. 18-20 - V1			
4,2	Indicar si el presidente del máximo órgano de gobierno ocupa también un cargo ejecutivo	Total	PÁGS. 18-20 - V1			
4,3	En aquellas organizaciones que tengan estructura directiva unitaria, se indicará el número de miembros del máximo órgano de gobierno que sean independientes o no ejecutivos	Total	PÁGS. 18-20 - V1			
4,4	Mecanismos de los accionistas y empleados para comunicar recomendaciones o indicaciones al máximo órgano de gobierno	Total	Código de Conducta, PÁG. 37 - V1; Epígrafe 1.2, Participación de los empleados, PÁG. 20; Epígrafe 1.3, Participación de los Empleados, PÁGS. 21-22; Epígrafe 2.4, PÁGS. 42-43 - V4			
4,5	Vínculo entre la retribución de los miembros del máximo órgano de gobierno, altos directivos y ejecutivos (incluidos los acuerdos de abandono del cargo) y el desempeño de la organización (incluido su desempeño social y ambiental).	Total	Epígrafe 2.2, PÁGS. 15-18 - V1			
4,6	Procedimientos implantados para evitar conflictos de intereses en el máximo órgano de gobierno	Total	Consejo de Administración, PÁG. 18 - V1 La regulación sobre incompatibilidades y conflictos de intereses se encuentra recogida fundamentalmente en la Ley 53/1984, de 26 de diciembre, sobre incompatibilidades del personal al servicio de las Administraciones Públicas; en la Ley 5/2006, de 10 de abril, de regulación de los conflictos de intereses de los miembros del Gobierno y de los Altos Cargos de la Administración General del Estado; y en la Ley 30/92, de 26 de noviembre, de régimen jurídico de las Administraciones Públicas y de procedimiento administrativo común.			
4,7	Procedimiento de determinación de la capacitación y experiencia exigible a los miembros del máximo órgano de gobierno para poder guiar la estrategia de la organización en los aspectos sociales, ambientales y económicos.	Total	Consejo de Administración, PÁG. 18 - V1			
4,8	Declaraciones de misión y valores desarrolladas internamente, códigos de conducta y principios relevantes para el desempeño económico, ambiental y social, y el estado de su implementación.	Total	Epígrafe 2.2, PÁGS. 15-16; Compromisos con los Grupos de Interés, PÁGS. 29-31; Código de Conducta, PÁG. 37; Procedimientos de Contratación, PÁG. 38 - V1 ; Compromiso de Adif con el medio ambiente, PÁGS. 14-15 - V3; Seguridad integral del sistema ferroviario PÁGS. 10-11 -			

4,9	Procedimientos del máximo órgano de gobierno para supervisar la identificación y gestión, por parte de la organización, del desempeño económico, ambiental y social, incluidos riesgos y oportunidades relacionadas, así como la adherencia o cumplimiento de los estándares acordados a nivel internacional, códigos de conducta y principios.	Total	Epígrafe 3.2. Órganos de Gestión de la RSC, PÁGS. 28-29; Código de Conducta, PÁG. 37 - V1			
4,10	Procedimientos para evaluar el desempeño propio del máximo órgano de gobierno, en especial con respecto al desempeño económico, ambiental y social.	No	No existe dicho procedimiento debido a la naturaleza pública de Adif			
4,11	Descripción de cómo la organización ha adoptado un planteamiento o principio de precaución.	Total	Epígrafe 1, PÁGS. 10-11 - V4			
4,12	Principios o programas sociales, ambientales y económicos desarrollados externamente, así como cualquier otra iniciativa que la organización suscriba o apruebe.	Parcial	Epígrafe 5.4., PÁGS. 52-55 - V1	No se han especificado la fecha de firma de cada convenio o iniciativa ni se han desglosado los stakeholders a los que implica cada uno de ellos	Información confidencial	En el Informe de Sostenibilidad se listan la mayoría de los convenios, acuerdos e iniciativas suscritas por Adif de manera concisa y clara, evitando la profusión de datos como las fechas de firma de cada uno de ellos, dado el gran número contenido en la lista. Los stakeholders a los que implica cada uno de ellos quedan sobreentendidos según el contenido y ámbito de cada convenio, acuerdo o iniciativa.
4,13	Principales asociaciones a las que pertenezca (tales como asociaciones sectoriales) y/o entes nacionales e internacionales a las que la organización apoya y *Esté presente en los órganos de gobierno *Participe en proyectos o comités *Proporcione una financiación importante que exceda las obligaciones de los socios *Tenga consideraciones estratégicas	Total	Epígrafe 5.3., PÁGS. 49-51 - V1; Epígrafe 2, Presencia en la Fundación de los Ferrocarriles Españoles, PÁGS. 45-46 - V4			
4,14	Relación de grupos de interés que la organización ha incluido	Total	Epígrafe 3.1., PÁGS. 26-28 - V1			
4,15	Base para la identificación y selección de grupos de interés con los que la organización se compromete	Total	Epígrafe 3.1., PÁGS. 26-28 - V1			
4,16	Enfoques adoptados para la inclusión de los grupos de interés, incluidas la frecuencia de su participación por tipos y categoría de grupos de interés	Parcial	Epígrafe 3.1., PÁGS. 26-28; Epígrafe 5.1., PÁGS. 40-42; Epígrafe 5.2, PÁGS. 44-45 - V1; Relación con los representantes de los trabajadores, PÁGS. 41-43; Epígrafe 2.4. PÁGS. 39-41 - V4	Las consultas con los grupos de interés llevadas a cabo en 2010 no han sido específicas y exclusivamente utilizadas para la elaboración del Informe de Sostenibilidad	No existe	No existe un procedimiento estandarizado de colaboración de los stakeholders en la redacción del Informe de Sostenibilidad, aunque se realizan puntualmente consultas (por ejemplo, en 2009, se consultó a ONL colaboradoras de Adif sobre el desempeño de la compañía y sus expectativas)
4,17	Principales preocupaciones y aspectos de interés que hayan surgido a través de la participación de los grupos de interés y la forma en la que ha respondido la organización a los mismos en la elaboración de la memoria	Total	Epígrafe 5.1., PÁGS. 40-42; Epígrafe 5.2, PÁGS. 44-45 - V1; Epígrafe 3, PÁG. 44; Epígrafe 3.2, PÁGS. 48-49 - V4			

CONTENIDOS BASICOS PARTE II: Enfoque de la dirección							
Enfoque de la dirección	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación	Para ser reportado en
Dimensión económica	Enfoque de la dirección Económica	Total					
Aspecto		Total	Epígrafe 2.2, PÁGS. 15-16 - V1				
	Desempeño económico	Total	Epígrafe 2.2, PÁGS. 15-16 - V1				
	Presencia en el mercado	Total	Epígrafe 2.2, PÁGS. 15-16 - V1				
	Impacto económico indirecto	Total	Epígrafe 2.2, PÁGS. 15-16 - V1				
Dimensión ambiental	Enfoque de la dirección Ambiental	Total					
Aspecto		Total	Compromiso de Adif con el medio ambiente PÁGS. 14-15; Gestión medioambiental de Adif PÁGS. 36-39 - V3				
	Materiales	Total	Compromiso de Adif con el medio ambiente PÁGS. 14-15; Gestión medioambiental de Adif PÁGS. 36-39 - V3				
	Energía	Total	Compromiso de Adif con el medio ambiente PÁGS. 14-15; Gestión medioambiental de Adif PÁGS. 36-39 - V3				
	Agua	Total	Compromiso de Adif con el medio ambiente PÁGS. 14-15; Gestión medioambiental de Adif PÁGS. 36-39 - V3				
	Biodiversidad	Total	Compromiso de Adif con el medio ambiente PÁGS. 14-15; Gestión medioambiental de Adif PÁGS. 36-39 - V3				
	Emisiones, vertidos y residuos	Total	Compromiso de Adif con el medio ambiente PÁGS. 14-15; Gestión medioambiental de Adif PÁGS. 36-39 - V3				
	Productos y servicios	Total	Compromiso de Adif con el medio ambiente PÁGS. 14-15; Gestión medioambiental de Adif PÁGS. 36-39 - V3				
	Cumplimiento normativo	Total	Cumplimiento legal PÁGS. 139-141 - V3				
	Transporte	Total	Compromiso de Adif con el medio ambiente PÁGS. 14-15; Gestión medioambiental de Adif PÁGS. 36-39 - V3				
	Aspectos generales	Total	Compromiso 2, PÁG. 30 - V1; Gastos e inversiones en medio ambiente PÁGS. 146-149 - V3				
Dimensión social	Enfoque de la dirección Social	Total					
Aspecto		Total	Epígrafe 2.1., PÁG. 25 - V4				
	Empleo	Total	Relación con los representantes de los trabajadores, PÁGS. 41-43 - V4				
	Relación Empresa/Trabajadores	Total	Compromiso 3, PÁG. 30 - V1				
	Salud y Seguridad en el trabajo	Total	Compromiso 3, PÁG. 30 - V1; Epígrafe 2.3., PÁGS. 34-35 - V4				
	Formación y Educación	Total	Epígrafe 2.2, PÁGS. 27-28 - V4				
	Diversidad e Igualdad de Oportunidades	Total	Epígrafe 2.2, PÁG. 27 - V4				
	Remuneración equivalente para hombres y mujeres	Total					

Dimensión de Derechos Humanos	Enfoque de la dirección de Derechos Humanos	Total					
Aspecto		Total	Declaración sobre la red y Procedimientos de Contratación, PÁG. 38 - V1; Epígrafe 2.2, PÁGS. 27-28 - V4				
	Prácticas de inversión y aprovisionamientos	Total	Declaración sobre la red y Procedimientos de Contratación, PÁG. 38 - V1; Igualdad y Diversidad, PÁGS. 27-29 - V4				
	No discriminación	Total	Relación con los representantes de los trabajadores, PÁGS. 41-43 - V4				
	Libertad de Asociación y Convenios Colectivos	Total	Epígrafe 2.2, PÁG. 28 - V4				
	Abolición de la Explotación Infantil	Total	Epígrafe 2.2, PÁG. 28 - V4				
	Prevención del trabajo forzoso y obligatorio	Total	Compromiso 1, PÁGS. 10-11 - V4				
	Prácticas de Seguridad	No	Dada la naturaleza y localización de las actividades de Adif no existe riesgo de violación de derechos de pueblos indígenas				
	Derechos de los Indígenas	Total	Dada la localización en España de las actividades de Adif no existe información por países				
	Evaluación	Total	No se han registrado quejas relacionadas con los derechos humanos				
Remediación	Total						
Dimensión de la Sociedad	Enfoque de la dirección de la Sociedad	Total					
Aspecto	Comunidad	Total	Compromiso 4, PÁG. 30; Epígrafe 2.2, PÁGS. 15-16 - V1				
	Corrupción	Total	Compromiso 5, PÁG. 30 - V1				
	Política Pública	Total	Epígrafe 2, PÁG. 14-15 - V1				
	Comportamiento de Competencia Desleal	Total	Epígrafe 4, PÁG. 36 - V1				
	Cumplimiento normativo	Total	Epígrafe 4, PÁG. 36 - V1				
Dimensión para la Responsabilidad sobre productos	Enfoque de la dirección para la Responsabilidad sobre productos	Total					
Aspecto		Total	Epígrafe 1, PÁG. 29 - V1				
	Salud y Seguridad del Cliente	No	Dada la actividad de Adif, sus productos y servicios no son etiquetables				
	Etiquetado de Productos y Servicios	Total	Epígrafe 5.1. Actividad informativa, PÁGS. 44-45 - V1				
	Comunicaciones de Marketing	Total	Epígrafe 4, PÁGS. 36-37 - V1				
	Privacidad del Cliente	Total	Epígrafe 4, PÁGS. 36-37 - V1				
	Cumplimiento normativo	Total					

CONTENIDOS BASICOS PARTE III: Indicadores de desempeño

Dimensión económica							
Indicadores de desempeño	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación	Para ser reportado en
Desempeño económico							
EC1	Valor económico directo generado y distribuido, incluyendo ingresos, costes de explotación, retribución a empleados, donaciones y otras inversiones en la comunidad, beneficios no distribuidos y pagos a proveedores de capital y a gobiernos.	Total	Tabla 3 y 4, PÁGS. 23-24 - V1; Tabla 1 PÁG. 11 - V2; Tabla 6, PÁG. 25 - V4				
EC2	Consecuencias financieras y otros riesgos y oportunidades para las actividades de la organización debido al cambio climático	Parcial	Gastos e inversiones en medio ambiente PÁGS. 146-149 - V3	No se reportan datos o estimaciones cuantitativas, ni riesgos debido a los cambios físicos asociados con el cambio climático, riesgos regulatorios, oportunidades para ofrecer las nuevas tecnologías, productos o servicios para abordar los retos relacionados con el cambio climático.	No aplica	Adif no realiza cuantificación financiera de las implicaciones del cambio climático en cuanto a riesgos y oportunidades que implica.	
EC3	Cobertura de las obligaciones de la organización debidas a programas de beneficios sociales.	Total	Tabla 14, PÁG. 35 - V4 Adif reporta de manera completa todos los beneficios sociales y su coste que ofrece a los empleados. No es de aplicación la información relativa a planes de pensiones, ya que es un beneficio social que no existe en la compañía				
EC4	Ayudas financieras significativas recibidas de gobiernos.	Total	Tabla 4, PÁG. 24 - V1; Financiación de la Unión Europea Tabla 6 y Tabla 7 PÁG. 24 - V2 No se han reportado beneficios obtenidos por premios e iniciativas financieras. Los premios recibidos por Adif no conllevan gratificación económica. Tampoco existen el resto de asistencias financieras no reportadas, habiendo sido desglosadas todas las existentes.				
Presencia en el mercado							
EC5	Rango de las relaciones entre el salario inicial estándar y el salario mínimo local en lugares donde se desarrollen operaciones significativas .	No	Debido a la naturaleza pública de Adif, el procedimiento de contratación y el tipo de contrato que suscriben los trabajadores, no pueden producirse diferencias en los salarios				
EC6	Política, prácticas y proporción de gasto correspondiente a proveedores locales en lugares donde se desarrollen operaciones significativas .	Total	Declaración sobre la red y Procedimientos de Contratación, PÁG. 38 - V1				
EC7	Procedimientos para la contratación local y proporción de altos directivos procedentes de la comunidad local en lugares donde se desarrollen operaciones significativas .	Parcial	Tablas 8 y 9 - PÁG. 26 - V4	No se ha desglosado el número de directivos residentes en cada región	No disponible	Se reporta el dato de directivos por región española sin desglose de cuántos de ellos son residentes en esa región por no medirse actualmente ese dato	2013
Impacto económico indirecto							
EC8	Desarrollo e impacto de las inversiones en infraestructuras y los servicios prestados principalmente para el beneficio público mediante compromisos comerciales, pro bono, o en especie	Total	Inversiones Tabla 2.1 y 2.2 PAG. 13 - V2; Epígrafe 3.4, PÁG. 50 - V4				
EC9	Entendimiento y descripción de los impactos económicos indirectos significativos, incluyendo el alcance de dichos impactos.	No			No disponible	No existe actualmente un proceso para medir estos impactos	2015

Dimensión ambiental							
Indicadores de desempeño	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación	Para ser reportado en
Materiales							
EN1	Materiales utilizados, por peso o volumen	Total	Consumo de material ferroviario PÁGS. 74-77 - V3				
		No	El consumo de traviesas y balasto procedente de materiales valorizados es de un 0%. Los suministradores de carril no facilitan información sobre el % de materiales valorizados utilizados en la fabricación del acero				
EN2	Porcentaje de los materiales utilizados que son materiales valorizados						
Energía							
EN3	Consumo directo de energía desglosado por fuentes primarias	Total	Consumo de energía PÁGS. 156-161 - V3				
		Total	Consumo indirecto de energía primaria PÁG. 73 - V3				
EN4	Consumo indirecto de energía desglosado por fuentes primarias.						
		Total	Plan Director de Ahorro y Eficiencia Energética 2009-2014 PÁGS. 49-50 - V3				
EN5	Ahorro de energía debido a la conservación y a mejoras en la eficiencia.						
		Total	Objetivos medioambientales PÁGS. 18-23; Plan Director de Ahorro y Eficiencia Energética 2009-2014 PÁGS. 49-50; Emisiones de gases de efecto invernadero frente al sector transporte PÁG. 124 - V3				
EN6	Iniciativas para proporcionar productos y servicios eficientes en el consumo de energía o basados en energías renovables, y las reducciones en el consumo de energía como resultado de dichas iniciativas						
		Total	Objetivos medioambientales PÁGS. 18-23; Plan Director de Ahorro y Eficiencia Energética 2009-2014 PÁGS. 49-50; Aspectos ambientales significativos del sector del transporte PÁG. 182 - V3				
EN7	Iniciativas para reducir el consumo indirecto de energía y las reducciones logradas con dichas iniciativas						
Agua							
EN8	Captación total de agua por fuentes	Total	Consumo de Agua PÁG. 81 - V3				
		No	Adif obtiene el agua fundamentalmente de las redes municipales y públicas, con un consumo menor procedente de pozos, por lo que no dispone de mecanismos que permitan reportar esta información.				
EN9	Fuentes de agua que han sido afectadas significativamente por la captación de agua.						
EN10	Porcentaje y volumen total de agua reciclada y reutilizada						
Biodiversidad							
EN11	Descripción de terrenos adyacentes o ubicados dentro de espacios naturales protegidos o de áreas de alta biodiversidad no protegidas. Indíquese la localización y el tamaño de terrenos en propiedad, arrendados, o que son gestionados de alto valor en biodiversidad en zonas ajenas a áreas protegidas	Total	Vías Verdes y Espacios Naturales Protegidos PÁGS. 60-62; Biodiversidad PÁGS. 82-83; Actuaciones destacadas realizadas en la construcción de líneas de alta velocidad PÁGS. 114-117- V3				
EN12	Descripción de los impactos más significativos en la biodiversidad en espacios naturales protegidos o en áreas de alta biodiversidad no protegidas, derivados de las actividades, productos y servicios en áreas protegidas y en áreas de alto valor en biodiversidad en zonas ajenas a las áreas protegidas	Total	Gestión de los impactos en la construcción de nuevas infraestructuras PÁGS. 85-86; Seguimiento ambiental de las obras en construcción de Líneas de Alta Velocidad PÁGS. 87-89 - V3				

EN13	Hábitats protegidos o restaurados	Parcial	Preservar los espacios de interés natural PÁGS. 91-92; Preservar la fauna PÁGS. 107-110; Restauración del medio con criterios ecológicos y paisajísticos PÁGS. 111-113; Actuaciones destacadas realizadas en la construcción de líneas de alta velocidad PÁGS. 114-117 - V3	Medición del éxito de la restauración con aprobación de un profesional externo independiente	No aplica	Adif no realiza una valoración de resultados de la restauración con aprobación de un profesional externo independiente.
EN14	Estrategias y acciones implantadas y planificadas para la gestión de impactos sobre la biodiversidad	Total	Adecuación de proyectos a DIAs y Seguimiento medioambiental de obras PÁGS. 45-46; Iniciativas voluntarias PÁG. 49; Gestión de los impactos en la construcción de nuevas infraestructuras PÁGS. 85-86 - V3			
EN15	Número de especies, desglosadas en función de su peligro de extinción, incluidas en la Lista Roja de la IUCN y en listados nacionales y cuyos hábitats se encuentren en áreas afectadas por las operaciones según el grado de amenaza de la especie					
Emisiones, vertidos y residuos						
EN16	Emisiones totales, directas e indirectas, de gases de efecto invernadero, en peso	Total	Emisiones PÁGS. 120-124; Emisiones a la atmósfera procedentes de tracción PÁGS. 164-168 - V3			
EN17	Otras emisiones indirectas de gases de efecto invernadero, en peso	Total	Emisiones PÁGS. 120-124; Emisiones a la atmósfera procedentes de tracción PÁGS. 164-168 - V3			
EN18	Iniciativas para reducir las emisiones de gases de efecto invernadero y las reducciones logradas	Total	Ecoeficiencia relativa del sistema de transporte por ferrocarril en infraestructuras gestionadas por Adif PÁGS. 32-34; Plan Director de Ahorro y Eficiencia Energética PÁGS. 49-50 - V3			
EN19	Emisiones de sustancias destructoras de la capa ozono, en peso	Total	Sustancias que agotan la capa de ozono PÁG. 78 - V3			
EN20	NO, SO y otras emisiones significativas al aire por tipo y peso	Total	Emisiones PÁGS. 120-124; Emisiones a la atmósfera procedentes de tracción PÁGS. 164-168 - V3			
EN21	Vertimiento total de aguas residuales, según su naturaleza y destino	Parcial	Vertidos PÁGS. 125-126 - V3	No se cuenta con información de reuso de aguas residuales por otras organizaciones	No aplica	Adif no dispone de mecanismos para reportar esta información
EN22	Peso total de residuos gestionados, según tipo y método de tratamiento	Total	Residuos PÁGS. 127-128 - V3			
EN23	Número total y volumen de los derrames accidentales más significativos	Parcial	Tráfico de mercancías peligrosas PÁGS. 135-138 - V3	En el Informe financiero de la organización sólo se reporta información cualitativa sobre derrames o fugas	No aplica	En el Informe financiero se incluye la información referida a los planes de autoprotección de diferentes túneles, estaciones e instalaciones logísticas con mercancías peligrosas, según la normativa vigente.

	Peso de los residuos transportados, importados, exportados o tratados que se consideran peligrosos según la clasificación del Convenio de Basilea, anexos I, II, III y VIII y porcentaje de residuos transportados internacionalmente.	Total	Residuos PÁGS. 127-128 - V3				
EN24		Parcial	Preservar los sistemas fluviales y vegetación asociada. Prevenir la contaminación PÁGS. 98-100 - V3	Los principales vertidos originados por las actividades de Adif son las aguas residuales sanitarias, en su mayor parte conectadas a las redes públicas de saneamiento. Los vertidos procedentes de las obras de nuevas infraestructuras pueden afectar potencialmente a los recursos hídricos y a sus hábitats asociados.	No disponible	En la actualidad Adif no dispone de un sistema que permita disponer de toda la información necesaria.	2014
EN25	Identificación, tamaño, estado de protección y valor de biodiversidad de recursos hídricos y hábitats relacionados, afectados significativamente por vertidos de agua y aguas de escorrentía de la organización informante						
Productos y servicios							
		Total	Contaminación acústica, Contaminación de suelos PÁGS. 51-52; Seguimiento ambiental de las obras en construcción de Líneas de Alta Velocidad PÁGS. 87-89; Ruido asociado al uso de las instalaciones e infraestructuras gestionadas PÁGS. 132-135; Tráfico de mercancías peligrosas PÁGS. 135-138 - V3				
EN26	Iniciativas para mitigar los impactos ambientales de los productos y servicios, y grado de reducción de ese impacto.						
EN27	Porcentaje de productos vendidos, y sus materiales de embalaje, que son recuperados al final de su vida útil, por categorías de productos.	No	La venta de productos y el etiquetado no es un tema relevante en las actividades de Adif.				
Cumplimiento normativo							
EN28	Coste de las multas significativas y número de sanciones no monetarias por incumplimiento de la normativa ambiental.	Parcial	Cumplimiento legal PÁGS. 139-141 - V3	No se dispone de información cuantitativa sobre posibles sanciones con coste monetario	No aplica	A la fecha de cierre del ejercicio 2010 sólo existen expedientes abiertos pendientes de resolución	
Transporte							
EN29	Impactos ambientales significativos del transporte de productos y otros bienes y materiales utilizados para las actividades de la organización, así como del transporte de personal	Total	Consumo de energía y Consumo energético en el sistema de transporte por ferrocarril en infraestructuras gestionadas por Adif PÁGS. 156-161 - V3				
General							
EN30	Desglose por tipo del total de gastos e inversiones ambientales	Total	Gastos e inversiones en medio ambiente PÁGS. 146-149 - V3				

Dimensión social							
Indicadores de desempeño	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación	Para ser reportado en
Empleo							
LA1	Desglose del colectivo de trabajadores por tipo de empleo, por contrato, por región y por género	Parcial	Epigrafe 2.1., PÁGS. 25-26 - V4	No se desglosa por género	No disponible	A la fecha Adif no reportaba la información con este desglose por género	2013
LA2	Número total de empleados y rotación media de empleados, desglosados por grupo de edad, sexo y región	Parcial	Epigrafe 2.1., PÁGS. 25-26 - V4	Índice de rotación por región, el número total de empleados nuevos contratados durante el período reportado desglosados por sexo y por edad, tasa de nuevos empleados contratados durante el período reportado desglosados por sexo, por edad y por región.	No disponible	Adif no dispone de sistema para medir y reportar esta información	2014
LA3	Beneficios sociales para los empleados con jornada completa, que no se ofrecen a los empleados temporales o de media jornada, desglosado por actividad principal	Total	Beneficios Sociales, PÁGS. 31-34 - V4				
LA15	La vuelta al trabajo y las tasas de retención después de las bajas por maternidad y paternidad, por género	Parcial	Tabla 11 PÁGS. 29-30 - V4	El número de empleados que volvieron al trabajo la baja de paternidad o maternidad; la vuelta al trabajo y las tasas de retención de empleados que vuelven al trabajo después de la baja y por sexo.	No disponible	Adif no dispone de los mecanismos para medir y reportar esta información	2014
Relación Empresa/Trabajadores							
LA4	Porcentaje de empleados cubiertos por un convenio colectivo.	Total	Relación con los representantes de los trabajadores, PÁGS 41-43 - V4				
LA5	Periodo(s) mínimo(s) de preaviso relativo(s) a cambios organizativos, incluyendo si estas notificaciones son especificadas en los convenios colectivos	Total	Relación con los representantes de los trabajadores, PÁGS 41-43 - V4				
Salud y Seguridad en el trabajo							
LA6	Porcentaje del total de trabajadores que está representado en comités de salud y seguridad conjuntos de dirección-empleados, establecidos para ayudar a controlar y asesorar sobre programas de salud y seguridad en el trabajo.	Total	Tabla 5, PÁG. 22 - V4				
LA7	Tasas de absentismo, enfermedades profesionales, días perdidos y número de víctimas mortales relacionadas con el trabajo por región.	Parcial	Epigrafe 1.3. y Tabla 4, PÁGS. 20-21 - V4	No se reportan las enfermedades laborales por región y género, la tasa de días perdidos por región, género y de los contratistas independientes.	No disponible	Adif no dispone de un sistema que permita medir estos parámetros	2014
LA8	Programas de educación, formación, asesoramiento, prevención y control de riesgos que se apliquen a los trabajadores, a sus familias o a los miembros de la comunidad en relación con enfermedades graves	Total	Tabla 14, PÁG. 35; Epigrafe 3.3., Formación, PÁGS. 34-35 - V4				
LA9	Asuntos de salud y seguridad cubiertos en acuerdos formales con sindicatos	Total	Relación con los representantes de los trabajadores, Comités, PÁG. 43 V4				

Formación y Educación							
LA10	Promedio de horas de formación al año por empleado, desglosado por género y categoría de empleado	Parcial	Texto y Tabla 16, PÁG. 36 - V4	Media de formación por año y género	No disponible	Adif no dispone de un sistema que permita medir estos parámetros	2014
LA11	Programas de gestión de habilidades y de formación continua que fomenten la empleabilidad de los trabajadores y que les apoyen en la gestión del final de sus carreras profesionales.	Parcial	Formación, PÁGS. 34-35 - V4	No existen actualmente programas de formación para los trabajadores que se incorporen después de excedencias o periodos sin trabajar	No aplica	No existe este tipo de formación en Adif	
LA12	Porcentaje de empleados que reciben evaluaciones regulares del desempeño y de desarrollo profesional por género	Total	Desarrollo Profesional, PÁGS. 38-39 - V4				
Diversidad e Igualdad de Oportunidades							
LA13	Composición de los órganos de gobierno corporativo y plantilla, desglosado por sexo, grupo de edad, pertenencia a minorías y otros indicadores de diversidad	Parcial	Igualdad y Diversidad, PÁGS. 27-29 - V4	Los miembros de los órganos corporativos no están desglosados por edad	No material	considerado relevante desglosar a los miembros del Consejo de Administración por	
LA14	Relación entre salario base de los hombres con respecto al de las mujeres, desglosado por categoría profesional.	Total	Igualdad y Diversidad, PÁGS. 27-29 - V4				
Dimensión de Derechos Humanos							
Indicadores de desempeño	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación	Para ser reportado en
Prácticas de inversión y aprovisionamientos							
HR1	Porcentaje y número total de acuerdos de inversión significativos que incluyan cláusulas de derechos humanos o que hayan sido objeto de análisis en materia de derechos humanos	Parcial	Declaración sobre la red y Procedimientos de Contratación, PÁG. 38 - V1	La definición de "acuerdos significativos"	No aplica	Debido a la naturaleza pública de Adif los acuerdos y convenios tienen un marco formal definido	
HR2	Porcentaje de los principales distribuidores y contratistas que han sido objeto de análisis en materia de derechos humanos, y medidas adoptadas como consecuencia	Parcial	Declaración sobre la red y Procedimientos de Contratación, PÁG. 38 - V1	El número de contratos o acuerdos con proveedores que han sido declinados o reformados tras la revisión de su contenido en base a derechos humanos	No disponible	La contratación de proveedores se realiza de manera pública y transparente con criterios acordes a los valores corporativos de Adif y a su compromiso con el respeto y cumplimiento de los derechos humanos.	2014
HR3	Total de horas de formación de los empleados sobre políticas y procedimientos relacionados con aquellos aspectos de los derechos humanos relevantes para sus actividades, incluyendo el porcentaje de empleados formados.	Total	Formación, PÁGS. 34-35 - V4				
No discriminación							
HR4	Número total de incidentes de discriminación y medidas adoptadas	Total	Epígrafe 4, PÁGS. 36-37 - V1; Igualdad y Diversidad, PÁGS. 27-29 - V4				
Libertad de Asociación y Convenios Colectivos							
HR5	Actividades de la compañía y proveedores significativos en las que el derecho a libertad de asociación y de acogerse a convenios colectivos puedan correr importantes riesgos, y medidas adoptadas para respaldar estos derechos.	Total	Relación con los representantes de los trabajadores, PÁGS. 41-43 - V4				
Abolición de la Explotación Infantil							
HR6	Actividades de la compañía y proveedores significativos identificados que conllevan un riesgo potencial de incidentes de explotación infantil, y medidas adoptadas para contribuir a su eliminación.	Total	Procedimientos de Contratación, PÁG. 38 - V1; Epígrafe 2.2, PÁG. 27 - V4				
Prevención del trabajo forzoso y obligatorio							
HR7	Actividades de la compañía y proveedores significativos identificados como de riesgo significativo de ser origen de episodios de trabajo forzado o no consentido, y las medidas adoptadas para contribuir a su eliminación	Total	Procedimientos de Contratación, PÁG. 38 - V1; Epígrafe 2.2, PÁG. 27 - V4				
Prácticas de Seguridad							

HR8	Porcentaje del personal de seguridad que ha sido formado en las políticas o procedimientos de la organización en aspectos de derechos humanos relevantes para las actividades	Total	Formación, PÁGS. 34-35 - V4				
Derechos de los Indígenas							
HR9	Número total de incidentes relacionados con violaciones de los derechos de los indígenas y medidas adoptadas	Total	Dada la localización de las actividades de Adif no existe riesgo de violación de derechos de pueblos indígenas				
Evaluación							
HR10	Porcentaje y número total de operaciones que han sido sujetas a revisiones de derechos humanos y/o a evaluaciones de su impacto	Total	Dada la localización en España de las actividades de Adif no existe información por países				
Remediación							
HR11	Número de quejas relacionadas con los derechos humanos presentadas, abordadas y resueltas a través de los mecanismos de queja formal	Total	No se han registrado quejas relacionadas con los derechos humanos				
Dimensión de la Sociedad							
Indicadores de desempeño	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación	Para ser reportado en
Comunidad							
SO1	Porcentaje de operaciones realizadas en la comunidad local, evaluaciones de impacto y desarrollo de programas	Total	Epígrafe 5 PÁGS. 52-55 - V1; Gestión medioambiental de procesos PÁGS. 46-49 - V3				
SO9	Operaciones con efectos negativos significativos, reales o potenciales, en las comunidades locales	Total	Ruido asociado al uso de las instalaciones e infraestructuras gestionadas PÁGS. 132-135; Conservación del Patrimonio Histórico PÁGS. 142-144 - V3				
SO10	Prevención y medidas de mitigación aplicadas, en operaciones con efectos negativos significativos, reales o potenciales, en las comunidades locales	Total	Gestión de los impactos en la construcción de nuevas infraestructuras PÁGS. 85-86; Seguimiento ambiental de las obras en construcción de Líneas de Alta Velocidad PÁGS. 87-89 - V3				
Corrupción							
SO2	Porcentaje y número total de unidades de negocio analizadas con respecto a riesgos relacionados con la corrupción	Total	Compromiso 5, PÁG. 30; Epígrafe 4, PÁG. 36 - V1				
SO3	Porcentaje de empleados formados en las políticas y procedimientos anti-corrupción de la organización	Total	Código de Conducta, PÁG. 37 - V1				
SO4	Medidas tomadas en respuesta a incidentes de corrupción	Total	Epígrafe 4, PÁGS. 36-37 - V1				
Política Pública							
SO5	Posición en las políticas públicas y participación en el desarrollo de las mismas y de actividades de "lobbying".	Total	Debido a la naturaleza jurídica de Adif, empresa pública dependiente del Ministerio de Fomento, no existe posicionamiento en este ámbito				
SO6	Valor total de las aportaciones financieras y en especie a partidos políticos o a instituciones relacionadas, por países.	Total	Debido a la naturaleza jurídica de Adif, empresa pública dependiente del Ministerio de Fomento, no se realizan este tipo de contribuciones				
Comportamiento de Competencia Desleal							
SO7	Número total de acciones por causas relacionadas con prácticas monopolísticas y contra la libre competencia, y sus resultados	Parcial	Epígrafe 4, PÁGS. 36-37 - V1				
Cumplimiento normativo							
SO8	Valor monetario de sanciones y multas significativas y número total de sanciones no monetarias derivadas del incumplimiento de las leyes y regulaciones	Parcial	Epígrafe 4, PÁGS. 36-37 - V1				

Dimensión para la Responsabilidad sobre productos							
Indicadores de desempeño	Descripción	Informado	Página/ respuesta directa	Si fuera aplicable, indique la parte que no fue reportada	Razón por omisión	Explicación	Para ser reportado en
Salud y Seguridad del Cliente							
PR1	Fases del ciclo de vida de los productos y servicios en las que se evalúan, para en su caso ser mejorados, los impactos de los mismos en la salud y seguridad de los clientes, y porcentaje de categorías de productos y servicios significativos sujetos a tales procedimientos de evaluación	Total	Epígrafe 1.2. Plan Anual de Seguridad en la Circulación, PÁGS. 16-17; Actuaciones Destacadas, PÁGS. 18-20 - V4				
PR2	Número total de incidentes derivados del incumplimiento la regulación legal o de los códigos voluntarios relativos a los impactos de los productos y servicios en la salud y la seguridad durante su ciclo de vida, distribuidos en función del tipo de resultado de dichos incidentes.	Total	Epígrafe 4, PÁGS. 36-37 - V1; Epígrafe 1.2. y Tabla 3, PÁGS. 15-17 - V4				
Etiquetado de Productos y Servicios							
PR3	Tipos de información sobre los productos y servicios que son requeridos por los procedimientos en vigor y la normativa, y porcentaje de productos y servicios sujetos a tales requerimientos informativos.	Total	Declaración sobre la red, PÁG. 38 - V1				
PR4	Número total de incumplimientos de la regulación y de los códigos voluntarios relativos a la información y al etiquetado de los productos y servicios, distribuidos en función del tipo de resultado de dichos incidentes	Total	Epígrafe 4, PÁGS. 36-37 - V1				
PR5	Prácticas con respecto a la satisfacción del cliente, incluyendo los resultados de los estudios de satisfacción del cliente	Total	Epígrafe 5.2, PÁGS. 48-49 - V1				
Comunicaciones de Marketing							
PR6	Programas de cumplimiento de las leyes o adhesión a estándares y códigos voluntarios mencionados en comunicaciones de marketing, incluidos la publicidad, otras actividades promocionales y los patrocinios	No			No disponible	Adif desarrolla su actividad informativa cumpliendo con la legislación existente y siendo coherente con los valores y principios que orientan su actividad corporativa	2014
PR7	Número total de incidentes fruto del incumplimiento de las regulaciones relativas a las comunicaciones de marketing, incluyendo la publicidad, la promoción y el patrocinio, distribuidos en función del tipo de resultado de dichos incidentes	Total	Epígrafe 4, PÁGS. 36-37 - V1				
Privacidad del Cliente							
PR8	Número total de reclamaciones debidamente fundamentadas en relación con el respeto a la privacidad y la fuga de datos personales de clientes	Total	Epígrafe 4, PÁGS. 36-37 - V1				
Cumplimiento normativo							
PR9	Coste de aquellas multas significativas fruto del incumplimiento de la normativa en relación con el suministro y el uso de productos y servicios de la organización.	Total	Epígrafe 4, PÁGS. 36-37 - V1				



G3.1 Checklist

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

Profile Disclosure	Description	Type of data	Reported	
1,1	Statement from the most senior decision-maker of the organization	Strategic priorities and key topics for the short and medium-term with regard	qualitative	yes
		Including respect for internationally agreed standards and how they relate to	qualitative	yes
		Broader trends affecting the organization and influencing sustainability	qualitative	yes
		Key events during the reporting period.	qualitative	yes
		Achievements during the reporting period.	qualitative	yes
		Failures during the reporting period.	qualitative	yes
		Views on performance with respect to targets.	qualitative	yes
		Outlook on the organization's main challenges and targets for the next year and goals for the coming 3-5 years.	qualitative	yes
		Other items pertaining to the organization's strategic approach.	qualitative	yes
1,2	Description of key impacts, risks, and opportunities.	Narrative section 1 including description of the significant impacts the organization has on sustainability and associated challenges and opportunities.	qualitative	yes
		Narrative section 1 including the effect on stakeholders' rights as defined by national laws and the expectations in internationally-agreed standards and norms.	qualitative	yes
		Narrative section 1 including explanation of the approach to prioritizing these challenges and opportunities.	qualitative	yes
		Narrative section 1 including key conclusions about progress in addressing these topics and related performance.	qualitative	yes
		Narrative section 1 including an assessment of reasons for underperformance or over performance.	qualitative	yes
		Narrative section 1 including a description of the main processes in place to address performance and/or relevant changes.	qualitative	yes
		Narrative section 2 including a description of the most important risks and opportunities for the organization arising from sustainability trends.	qualitative	yes
		Narrative section 2 including prioritization of key sustainability topics as risks and opportunities according to their relevance for long-term organizational strategy, competitive position, qualitative financial value drivers.	qualitative	yes
		If possible: quantitative financial value drivers.	quantitative	yes
		Narrative section 2 including table(s) summarizing targets, performance against targets and lessons-learned.	qualitative/ quantitative	yes
		Narrative section 2 including table(s) summarizing targets for the next reporting period and mid-term objectives and goals (i.e. 3-5 years) related to key risks and opportunities.	qualitative/ quantitative	yes
		Narrative section 2 including a concise description of governance mechanisms in place to specifically manage these risks and opportunities, and identification of other related risks and opportunities.	qualitative	yes

2. Organizational Profile				
Profile Disclosure	Description		Type of data	Reported
2,1	Name of the organization.	Name of the organization	qualitative	yes
2,2	Primary brands, products, and/or services.	Primary brands, products, and/or services.	qualitative	yes
		Indicating the nature of the organization's role in providing these products and services, and the degree to which it utilizes outsourcing.	qualitative	yes
2,3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	qualitative	yes
2,4	Location of organization's headquarters.	Location of organization's headquarters.	qualitative	yes
2,5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability	Number of countries where the organization operates.	quantitative	yes
		Names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	qualitative	yes
2,6	Nature of ownership and legal form.	Nature of ownership	qualitative	yes
		Legal form	qualitative	yes
2,7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Markets served by geographic breakdown	qualitative	yes
		Markets served by sectors served	qualitative	yes
		Markets served by types of customers/beneficiaries	qualitative	yes
2,8	Scale of the reporting organization.	Scale of the reporting organization, by number of employees	quantitative	yes
		Scale of the reporting organization, by net sales (for private sector) or net revenues (for public sector)	quantitative	yes
		Scale of the reporting organization, by number of operations	quantitative	yes
		For private sector: total capitalization by debt.	quantitative	yes
		For private sector: total capitalization by equity.	quantitative	yes
		Scale of the reporting organization, by quantity of products or services provided	quantitative	yes
		Organizations are encouraged to provide additional information, as appropriate, such as: total assets.	quantitative	yes
		Organizations are encouraged to provide additional information, as appropriate, such as: identity of beneficial ownership.	qualitative	yes
		Organizations are encouraged to provide additional information, as appropriate, such as: percentage of ownership of largest shareholders.	quantitative	no
		Organizations are encouraged to provide additional information, as appropriate, such as: sales/revenues by countries/regions that make up 5 percent or more of total revenues,	quantitative	no
Organizations are encouraged to provide additional information, as appropriate, such as: cost by countries/regions that make up 5 percent or more of total revenues	quantitative	no		
Organizations are encouraged to provide additional information, as appropriate, such as: employees by country/region.	quantitative	yes		

2,9	Significant changes during the reporting period regarding size, structure, or ownership.	Significant changes regarding size, structure or ownership including the location of, or changes in operations including facility openings, closings and expansions.	qualitative	yes
		For private sector: Significant changes regarding size, structure or ownership	qualitative	yes
2,10	Awards received in the reporting period.	Awards received in the reporting period.	qualitative	yes
3. Report Parameters				
Profile Disclosure	Description		Type of data	Reported
3,1	Reporting period (e.g., fiscal/calendar year) for information provided.	Reporting period (e.g., fiscal/calendar year) for information provided.	qualitative	yes
3,2	Date of most recent previous report (if any).	Date of most recent previous report (if any).	qualitative	yes
3,3	Reporting cycle (annual, biennial, etc.)	Reporting cycle (annual, biennial, etc.)	qualitative	yes
3,4	Contact point for questions.	Contact point for questions regarding the report or its contents.	qualitative	yes
3,5	Process for defining report content.	Process for defining report content.	qualitative	yes
		Including determining materiality.	qualitative	yes
		Including prioritizing topics within the report.	qualitative	yes
		Including identifying stakeholders the organization expects to use the report.	qualitative	yes
		Include an explanation of how the organization has applied the 'Guidance on Defining Report Content,' the associated Principles and the Technical Protocol: 'Applying the Report Content Principles.'	qualitative	yes
3,6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	qualitative	yes
3,7	State any specific limitations on the scope or boundary of the report (see completeness Principle for explanation of scope).	State any specific limitations on the scope or boundary of the report (see completeness Principle for explanation of scope).	qualitative	yes
		If boundary and scope do not address the full range of material, economic, environmental, and social impacts of the organization, state the strategy and projected timeline for providing complete coverage.	qualitative	no
3,8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	qualitative	yes
3,9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	Data measurement techniques	qualitative/ quantitative	yes
		Bases of calculations	qualitative/ quantitative	yes
		Including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	qualitative/ quantitative	yes
		Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	qualitative	yes
3,10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Explanation of the effect of any re-statements of information provided in earlier reports	qualitative	yes
		In case of such re-statements: the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	qualitative	yes
3,11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	qualitative	yes
3,12	Table identifying the location of the Standard Disclosures in the report.	Table identifying the location of the Standard Disclosures in the report.	qualitative	yes
3,13	Policy and current practice with regard to seeking external assurance for the report.	Policy and current practice with regard to seeking external assurance for the report.	qualitative	yes

		If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided.	qualitative	yes
		Explain the relationship between the reporting organization and the assurance provider(s).	qualitative	yes
4. Governance, Commitments, and Engagement				
Profile Disclosure	Description		Type of data	Reported
4,1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance structure of the organization.	qualitative	yes
		Including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	qualitative	yes
		Description of mandate of such committees	qualitative	yes
		Description of composition (including number of independent members and/or non-executive members) of such committees.	qualitative	yes
		Indicate any direct responsibility for economic, social and environmental performance of such committees.	qualitative	yes
		The percentage of individuals by gender within the organization's highest governance body broken down by age group.	quantitative	yes
		The percentage of individuals by gender within the organization's highest governance body broken down by minority group membership.	quantitative	yes
		The percentage of individuals by gender within the organization's highest governance body broken down by other indicators of diversity.	quantitative	yes
4,2	Indicate whether the Chair of the highest governance body is also an executive officer.	Indicate whether the Chair of the highest governance body is also an executive officer.	qualitative	yes
		If so, if their function is within the organization's management and the reasons for this arrangement.	qualitative	yes
4,3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Indicate whether the organization has a unitary board structure.	qualitative	yes
		For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	qualitative	no
		For organizations that have a unitary board structure, state the gender of the members of the highest governance body that are independent and/or non-executive members.	qualitative	no
		State how the organization defines 'independent' and 'non-executive'.	qualitative	yes

4,4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Mechanisms for shareholders to provide recommendations or direction to the highest governance body.	qualitative	yes
		Include reference to processes regarding the use of shareholder resolutions or other mechanisms for enabling minority shareholders to express opinions to the highest governance body.	qualitative	yes
		Mechanisms for employees to provide recommendations or direction to the highest governance body.	qualitative	yes
		Include reference to processes regarding informing and consulting employees	qualitative	yes
4,5	Linkage between compensation for members of the highest governance body, senior managers, and executives.	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental	qualitative	yes
4,6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	qualitative	yes
4,7	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	qualitative	yes
4,8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Internally developed statements of mission or values, and the status of their implementation.	qualitative	yes
		If applicable: explain the degree to which these are applied across the organization in different regions.	qualitative	yes
		If applicable: explain the degree to which these are applied across the organization in different departments/units.	qualitative	yes
		If applicable: explain the degree to which these relate to international standards.	qualitative	no
		Internally developed codes of conduct and the status of their implementation.	qualitative	yes
		If applicable: explain the degree to which these are applied across the organization in different regions.	qualitative	yes
		If applicable: explain the degree to which these are applied across the organization in different departments/units.	qualitative	yes
		If applicable: explain the degree to which these relate to international standards.	qualitative	no
		Internally developed principles relevant to economic, environmental, and social performance and the status of their implementation.	qualitative	yes
		If applicable: explain the degree to which these are applied across the organization in different regions.	qualitative	yes
		If applicable: explain the degree to which these are applied across the organization in different departments/units.	qualitative	yes
		If applicable: explain the degree to which these relate to international standards.	qualitative	yes

4,9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance.	qualitative	yes
		Including relevant risks and opportunities.	qualitative	yes
		Including adherence or compliance with internationally agreed standards.	qualitative	yes
		Including adherence or compliance with codes of conduct.	qualitative	yes
		Including adherence or compliance principles.	qualitative	yes
		Include frequency with which the highest governance body assesses sustainability performance	qualitative	yes
4,10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	qualitative	yes
4,11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Explanation of whether the precautionary approach or principle is addressed by the organization.	qualitative	yes
		If yes, explanation of how the precautionary approach or principle is addressed by the organization.	qualitative	yes
4,12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Externally developed economic, environmental, and social charters to which the organization subscribes or endorses.	qualitative	yes
		If applicable: date of adoption	qualitative	no
		If applicable: countries/operations where applied	qualitative	yes
		If applicable: range of stakeholders involved in the development and governance of these	qualitative	yes
		If applicable: differentiate between non-binding, voluntary and obligatory compliance	qualitative	yes
		Externally developed economic, environmental, and social principles to which the organization subscribes or endorses.	qualitative	yes
		If applicable: date of adoption	qualitative	no
		If applicable: countries/operations where applied.	qualitative	yes
		If applicable: range of stakeholders involved in the development and governance of these .	qualitative	no
		If applicable: differentiate between non-binding, voluntary and obligatory compliance.	qualitative	yes
		Externally developed "other initiatives" to which the organization subscribes or	qualitative	no
		If applicable: date of adoption.	qualitative	no
If applicable: countries/operations where applied.	qualitative	no		
If applicable: range of stakeholders involved in the development and governance of these.	qualitative	no		
If applicable: differentiate between non-binding, voluntary and obligatory compliance.	qualitative	no		

4,13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization has positions in governance bodies.	qualitative	yes
		Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization participates in projects or committees.	qualitative	yes
		Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization provides substantive funding beyond routine membership dues.	qualitative	yes
		Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization views membership as strategic.	qualitative	yes
4,14	List of stakeholder groups engaged by the organization.	List of stakeholder groups engaged by the organization.	qualitative	yes
4,15	Basis for identification and selection of stakeholders with whom to engage.	Basis for identification of stakeholders with whom to engage.	qualitative	yes
		Basis for selection of stakeholders with whom to engage.	qualitative	yes
		Including the organization's process for defining its stakeholder groups.	qualitative	yes
		Including the organization's process for determining the groups with which to engage and not to engage.	qualitative	yes
4,16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	qualitative	yes
		Including frequency of engagement by type .	quantitative	yes
		Including frequency of engagement by stakeholder group.	quantitative	yes
		Indicate whether any of the engagement was undertaken specifically as part of the report preparation process.	qualitative	no
4,17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Key topics and concerns that have been raised through stakeholder engagement.	qualitative	yes
		How the organization has responded to those key topics and concerns, including through its reporting.	qualitative	yes
STANDARD DISCLOSURES PART III: Performance Indicators				
Economic				
Economic performance			Type of data	Reported
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.	Direct economic value generated: revenues.	quantitative	yes
		Direct economic value distributed: operating costs.	quantitative	yes
		Direct economic value distributed: employee wages and benefits.	quantitative	yes
		Direct economic value distributed: payments to providers of capital.	quantitative	yes
		Direct economic value distributed: payments to governments (by country).	quantitative	yes
		Direct economic value distributed: community investments.	quantitative	yes
		Economic value retained (=Economic value generated less (=minus) Economic value distributed).	quantitative	yes

EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Whether the organization's senior management considers climate change and the risks and opportunities it presents to the organization.	qualitative	yes
		Any risks and/or opportunities posed by climate change that have potential financial implications.	qualitative	yes
		Including risks due to physical changes associated with climate change.	qualitative	no
		Including regulatory risks.	qualitative	no
		Including opportunities to provide new technologies, products or services to address challenges related to climate change.	qualitative	no
		Including potential competitive advantages created for the organization by regulatory or other technology changes linked to climate change.	qualitative	no
		Whether management has quantitatively estimated the financial implications of climate change.	qualitative	yes
		In case of a quantitative estimation, provide the financial implications.	quantitative	no
		In case of a quantitative estimation, provide the tools used to quantify.	qualitative	no
		EC3	Coverage of the organization's defined benefit plan obligations.	Whether the structure of retirement plans are based on defined benefit plans or other types of benefits.
When the retirement plan's liabilities are met by the organization's general resources: the estimated value of those liabilities.	quantitative			no
When the retirement plan's liabilities are met through a fund: the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them.	qualitative			no
When the retirement plan's liabilities are met through a fund: the basis on which that estimate has been arrived at.	qualitative			no
When the retirement plan's liabilities are met through a fund: when that estimate was made.	qualitative			no
Whether the pension's liabilities will be fully covered and if not, provide an explanation of the strategy and possible timescale adopted by the employer to work towards full coverage.	qualitative			no
When not fully covered: the percentage of salary contributed by employee or employer.	quantitative			no
The level of participation in retirement plans (e.g. participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).	qualitative			no
The aggregate totals of plan coverage.	quantitative			yes

EC4	Significant financial assistance received from government.	Significant estimated aggregate financial value on an accruals basis for tax relief/credits.	quantitative	yes
		Significant estimated aggregate financial value on an accruals basis for subsidies.	quantitative	yes
		Significant estimated aggregate financial value on an accruals basis for investment grants, research and development grants and other relevant types of grants.	quantitative	yes
		Significant estimated aggregate financial value on an accruals basis for awards.	quantitative	no
		Significant estimated aggregate financial value on an accruals basis for royalty holidays.	quantitative	no
		Significant estimated aggregate financial value on an accruals basis for financial assistance from Export Credit Agencies.	quantitative	no
		Significant estimated aggregate financial value on an accruals basis for financial incentives.	quantitative	no
		Significant estimated aggregate financial value on an accruals basis for any other financial benefits received or receivable from any government for any operation.	quantitative	no
Whether the government is present in the shareholding structure.			qualitative	yes
Market presence			Type of data	Reported
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	The distribution of the ratio of the entry level wage by gender to the minimum wage.	quantitative	no
		The definition used for 'significant locations'.	qualitative	no
		Whether a local minimum wage is absent or variable in significant locations of operation by gender.	qualitative	no
		In situations of different minimums, which minimum wage is used.	quantitative	no
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	The organization's geographic definition of 'local'.	qualitative	yes
		Whether the organization has a policy or common practices for preferring locally based suppliers either organization-wide or for specific locations.	qualitative	yes
		When there is a policy or there are common practices: the percentage of the procurement budget used for significant locations of operations that is spent on suppliers local to that operation.	quantitative	yes
		The factors that influence supplier selection (e.g. costs, environmental and social performance) in addition to their geographic location.	qualitative	yes
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Whether the organization has a global policy or common practices for granting preference to local residents when hiring in significant locations of operation.	qualitative	no
		When there is a policy or there are common practices: the proportion of senior management in significant locations of operation from the local community using data of full-time employees.	quantitative	no
		When there is a policy or there are common practices: the definition of 'senior management' used.	qualitative	yes

Indirect economic impacts			Type of data	Reported
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Explanation of the extent of development (e.g. size, cost, duration) of significant investments and support on communities and local economies.	quantitative	yes
		When there are investments: indicate whether these investments and services are commercial, in-kind or pro bono engagement.	qualitative	yes
		Explanation of the current or expected impacts (positive or negative) on communities and local economies.	qualitative	yes
		Whether the organization conducted a community needs assessment to determine infrastructure and other services need.	qualitative	yes
		When a needs assessment was conducted: explanation of results of the assessment.	qualitative	yes
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Explanation of work undertaken to understand the indirect economic impacts the organization has at the national, regional, or local level.	qualitative	no
		Examples of indirect economic impacts, both positive and negative.	qualitative	no
		The significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas.	qualitative	no
Environmental				
Materials			Type of data	Reported
EN1	Materials used by weight or volume.	The total of materials used, including materials purchased from external suppliers and those obtained from internal sources (captive production and extraction activities).	quantitative	yes
		The total weight or volume of non-renewable materials used.	quantitative	yes
		The total weight or volume of direct materials used.	quantitative	yes
EN2	Percentage of materials used that are recycled input materials.	The weight or volume of recycled input materials as a percentage of the total input materials used.	quantitative	no
Energy			Type of data	Reported
EN3	Direct energy consumption by primary energy source.	Total energy consumption in joules or multiples.	quantitative	yes
		Total direct energy consumption in joules or multiples by renewable primary source.	quantitative	yes
		Total direct energy consumption in joules or multiples by non-renewable primary source.	quantitative	yes
EN4	Indirect energy consumption by primary source.	Total amount of indirect energy used by indirect non-renewable sources and indirect renewable sources in terms of intermediate energy.	quantitative	yes
		The corresponding primary energy consumed in its production.	quantitative	yes
EN5	Energy saved due to conservation and efficiency improvements.	Total energy saved by efforts to reduce energy use and increase energy efficiency.	quantitative	yes
		Total amount of energy saved in joules or multiples taking into consideration energy saved due to process redesign, conversion and retrofitting of equipment, and changes in personnel behavior.	quantitative	yes

EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Existing initiatives to reduce the energy requirements of major products/product groups or services.	qualitative	yes
		Quantified reductions in the energy requirements of products and services achieved during the reporting period.	quantitative	yes
		If use-oriented figures are employed (e.g. energy requirements of a computer): assumptions about underlying consumption patterns or normalization factors referring to available industry standards.	qualitative	yes
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Initiatives to reduce indirect energy use.	qualitative	yes
		The extent to which indirect energy use has been reduced during the reporting period for use of energy-intensive materials, subcontracted production, business-related travel and employee commuting.	quantitative	yes
		Underlying assumptions and methodologies used to calculate other indirect energy use and indicate the source of information.	qualitative	yes
Water			Type of data	Reported
EN8	Total water withdrawal by source.	Total volume of water in m3 withdrawn from any water source that was either withdrawn directly by the reporting organization or through intermediaries such as water utilities by source type including surface water, including water from wetlands, rivers, lakes and oceans.	quantitative	yes
		Total volume of water in m3 withdrawn from any water source that was either withdrawn directly by the reporting organization or through intermediaries such as water utilities by source type including: ground water.	quantitative	yes
		Total volume of water in m3 withdrawn from any water source that was either withdrawn directly by the reporting organization or through intermediaries such as water utilities by source type including: rainwater collected directly and stored by the reporting organization.	quantitative	yes
		Total volume of water in m3 withdrawn from any water source that was either withdrawn directly by the reporting organization or through intermediaries such as water utilities by source type including: waste water from another organization.	quantitative	yes
		Total volume of water in m3 withdrawn from any water source that was either withdrawn directly by the reporting organization or through intermediaries such as water utilities by source type including: municipal water or other water utilities.	quantitative	yes
EN9	Water sources significantly affected by withdrawal of water.	Total number of significantly affected water sources by type, indicating: size of water source in m3.	quantitative	no
		Total number of significantly affected water sources by type, indicating: whether the source is designated as a protected area.	qualitative	no
		Total number of significantly affected water sources by type, indicating: biodiversity value (e.g species diversity and endemism, number of protected species).	qualitative/ quantitative	no
		Total number of significantly affected water sources by type, indicating: value/importance of water source to local communities.	qualitative/ quantitative	no
EN10	Percentage and total volume of water recycled and reused.	The total volume of water recycled/reused in m3 by the organization per year.	quantitative	no
		The total volume of water recycled/reused by the organization as a percentage of the total water withdrawal reported under EN8.	quantitative	no

Biodiversity			Type of data	Reported
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Operational sites owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas, by: geographic location.	qualitative	yes
		Operational sites owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas, by: subsurface and/or underground land that may be owned, leased or managed by the organization.	qualitative	yes
		Operational sites owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas, by: position in relation to protected area (in the area, adjacent to, or containing portions of the protected area) and high biodiversity protected area.	qualitative	yes
		Operational sites owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas, by: type of operation (office, manufacturing/production, or extractive).	qualitative	yes
		Operational sites owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas, by: size of operational site in km ² .	quantitative	yes
		Operational sites owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas, by: biodiversity value characterized by the attribute of the protected area and high biodiversity value area outside protected area (terrestrial, freshwater, or maritime ecosystem).	qualitative	yes
		Operational sites owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas, by: biodiversity value characterized by listing of protected status (e.g. IUCN, Protected Area Management Category, Ramsar Convention, national legislation, Natura 2000 site, etc.).	qualitative	yes
		EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	The nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: 1. construction or use of manufacturing plants, mines, and transport infrastructure; 2. pollution; 3. introduction of substances that do not naturally occur in the habitat from point and non-point sources; 4. reduction of species; 5. habitat conversion; 6. changes in ecological processes outside the natural range of variation.
Significant direct and indirect positive and negative impacts with reference to the following: 1. species affected; 2. extent of areas impacted; 3. duration of impacts; 4. reversibility or irreversibility of the impacts.	qualitative			yes
EN13	Habitats protected or restored.	The size and location of all habitat protected areas and/or restored areas (in hectares).	quantitative	yes
		If restored: whether the success of the restoration measure was/is approved by independent external professionals.	qualitative	no
		Whether partnerships exist with third parties to protect or restore habitat distinct from where the organization has overseen and implemented restoration or protection measures.	qualitative	no

EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	If national regulations have influenced the specific strategies, actions or plans reported under this Indicator.	qualitative	yes
		The organization's strategy for achieving its policy on biodiversity management.	qualitative	yes
		Including integration of biodiversity considerations in analytical tools such as environmental site impact assessments.	qualitative	yes
		Including engagement with relevant stakeholders	qualitative	yes
		Including methodology for establishing risk exposure to biodiversity.	qualitative	yes
		Including setting specific targets and objectives.	qualitative	yes
		Including monitoring processes.	qualitative	yes
		Including public reporting.	qualitative	yes
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	The number of species in habitats identified as affected by the reporting organization, indicating one of the following levels of extinction risk: critically endangered; endangered; vulnerable; near threatened and least concern.	qualitative/ quantitative	no
Emissions, effluents and waste			Type of data	Reported
EN16	Total direct and indirect greenhouse gas emissions by weight.	Indicate the standard used, and indicate the methodology associated with the data with reference to: direct measurement; calculation based on site specific data; calculation based on default data; estimations.	qualitative	yes
		Total greenhouse gas emissions as the sum of direct and indirect emissions in tonnes of CO2 equivalent.	quantitative	yes
EN17	Other relevant indirect greenhouse gas emissions by weight.	The sum of indirect GHG emissions identified in tonnes of CO2 equivalent.	quantitative	yes
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Initiatives to reduce greenhouse gas emissions, including the areas where the initiatives were implemented.	qualitative	yes
		The extent of greenhouse gas emissions reductions achieved during the reporting period as a direct result of the initiative(s) in tonnes of CO2 equivalent.	quantitative	yes
EN19	Emissions of ozone-depleting substances by weight.	The emissions of specific ozone-depleting substances in tonnes and tonnes of CFC-11 equivalent.	quantitative	yes
EN20	NOx, SOx, and other significant air emissions by type and weight.	The weight of significant air emissions (in kilograms or multiples such as tonnes) for NOx.	quantitative	yes
		The weight of significant air emissions (in kilograms or multiples such as tonnes) for SOx.	quantitative	yes
		The weight of significant air emissions (in kilograms or multiples such as tonnes) for persistent organic pollutants (POP).	quantitative	yes
		The weight of significant air emissions (in kilograms or multiples such as tonnes) for volatile organic compounds (VOC).	quantitative	yes
		The weight of significant air emissions (in kilograms or multiples such as tonnes) for particulate matter (PM).	quantitative	yes
		The weight of significant air emissions (in kilograms or multiples such as tonnes) for stack and fugitive emissions.	quantitative	yes
		The weight of significant air emissions (in kilograms or multiples such as tonnes) for other standard categories of air emissions identified in regulations.	quantitative	yes

EN21	Total water discharge by quality and destination.	The total volume of planned and unplanned water discharges in cubic meters per year by destination.	quantitative	yes
		The total volume of planned and unplanned water discharges in cubic meters per year by treatment method.	quantitative	yes
		The total volume of planned and unplanned water discharges in cubic meters per year by whether it was reused by another organization.	quantitative	no
		If effluents or process water are discharged: the water quality in terms of total volumes of effluents using standard effluent parameters.	quantitative	no
EN22	Total weight of waste by type and disposal method.	The total amount of waste (hazardous & non-hazardous) in tonnes by type for composting.	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for reuse.	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for recycling.	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for recovery.	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for composting.	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for incineration (or use as fuel).	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for landfill.	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for deep well injection.	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for on-site storage.	quantitative	yes
		The total amount of waste (hazardous & non-hazardous) in tonnes by type for other (to be specified by the reporting organization).	quantitative	yes
		How the method of disposal has been determined.	qualitative	yes
EN23	Total number and volume of significant spills.	The total number and total volume of recorded significant spills.	quantitative	yes
		For spills that were reported in the organization's financial statement, report the location of the spill.	qualitative	no
		For spills that were reported in the organization's financial statement, report the volume of the spill.	quantitative	no
		For spills that were reported in the organization's financial statement, report the material of spill, categorized by oil spills, fuel spills, spills of wastes, spills	qualitative	no
		Impact of the significant spills.	qualitative	yes

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.	Total weight of hazardous waste transported in kilograms or tonnes.	quantitative	yes
		Total weight of imported hazardous waste in kilograms or tonnes.	quantitative	yes
		Total weight of exported hazardous waste in kilograms or tonnes.	quantitative	yes
		Total weight of treated hazardous waste in kilograms or tonnes.	quantitative	yes
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.	Water bodies significantly affected by water discharges, adding information on size of water body in cubic meters.	quantitative	yes
		Water bodies significantly affected by water discharges, adding information on whether the source is designated as a protected area.	qualitative	no
		Water bodies significantly affected by water discharges, adding information on	qualitative	no
Products and services			Type of data	Reported
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Initiatives to mitigate the most significant environmental impacts of products/service groups in relation to materials use.	qualitative	yes
		Initiatives to mitigate the most significant environmental impacts of products/service groups in relation to water use.	qualitative	yes
		Initiatives to mitigate the most significant environmental impacts of products/service groups in relation to emissions.	qualitative	yes
		Initiatives to mitigate the most significant environmental impacts products/service groups in relation to effluents.	qualitative	yes
		Initiatives to mitigate the most significant environmental impacts of products/service groups in relation to noise.	qualitative	yes
		Initiatives to mitigate the most significant environmental impacts of products/service groups in relation to waste.	qualitative	yes
		Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.	quantitative	yes
		If use-oriented figures are employed, the underlying assumptions regarding consumption patterns or normalization factors.	qualitative	yes
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	The percentage of reclaimed products and their packaging materials for each c	quantitative	no
		How the data for this Indicator has been collected.	qualitative	no
Compliance			Type of data	Reported
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Total monetary value of significant fines.	quantitative	no
		Number of non-monetary sanctions.	quantitative	yes
		Cases brought through dispute resolution mechanisms.	qualitative	yes

Transport			Type of data	Reported
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	The significant environmental impacts of transportation used for logistical purposes.	qualitative / quantitative	yes
		The significant environmental impacts of transportation of the members of the organization's workforce.	qualitative / quantitative	yes
		The criteria and methodology used to determine which environmental impacts	qualitative	yes
		How the environmental impacts of transporting products, members of the organization's workforce, and other goods and materials are mitigated.	qualitative	yes
Overall			Type of data	Reported
EN30	Total environmental protection expenditures and investments by type.	Total environmental protection expenditures broken down by waste disposal.	quantitative	yes
		Total environmental protection expenditures broken down by emissions treatment.	quantitative	yes
		Total environmental protection expenditures broken down by remediation costs.	quantitative	yes
		Total environmental protection expenditures broken down by prevention costs.	quantitative	yes
		Total environmental protection expenditures broken down by environmental management costs.	quantitative	yes
Social: Labor Practices and Decent Work				
Employment			Type of data	Reported
LA1	Total workforce by employment type, employment contract, and region broken down by gender.	The total workforce broken down by employees, supervised workers, and gender.	quantitative	no
		If a substantial portion of the organization's work is performed by self-employed workers or by individuals other than employees or supervised workers.	quantitative	no
		The total number of employees broken down by type of employment contract and gender.	quantitative	no
		The total number of permanent employees broken down by employment type and gender.	quantitative	no
		The total workforce broken down by region and gender based on the scale of the organization's operations.	quantitative	yes
		If applicable: any significant seasonal variations in employment numbers.	qualitative	no

LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Total number of new employee hires entering employment during the reporting period broken down by gender.	quantitative	no
		Rate of new employee hires entering employment during the reporting period broken down by gender.	quantitative	no
		Total number of new employee hires entering employment during the reporting period broken down by age group.	quantitative	no
		Rate of new employee hires entering employment during the reporting period broken down by age group.	quantitative	no
		Total number of new employee hires entering employment during the reporting period broken down by region.	quantitative	yes
		Rate of new employee hires entering employment during the reporting period broken down by region.	quantitative	no
		Total number of employees leaving employment during the reporting period broken down by gender.	quantitative	yes
		Rate of employees leaving employment during the reporting period broken down by gender.	quantitative	yes
		Total number of employees leaving employment during the reporting period broken down by age group.	quantitative	yes
		Rate of employees leaving employment during the reporting period broken down by age group.	quantitative	yes
		Total number of employees leaving employment during the reporting period broken down by region.	quantitative	no
		Rate of employees leaving employment during the reporting period broken down by region.	quantitative	no
		LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Whether life insurance, health care, disability/invalidity coverage, maternity/paternity leave, retirement provision, stock ownership and other benefits are standard for full-time employees of the organization but are not
LA15	Return to work and retention rates after parental leave, by gender.	The number of employees by gender that were entitled to parental leave.	quantitative	yes
		The number of employees by gender that took parental leave.	quantitative	yes
		The number of employees who returned to work after parental leave ended, by gender.	quantitative	no
		The number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.	quantitative	no
		The return to work and retention rates of employees who returned to work after leave ended, by gender.	quantitative	no
G			Type of data	Reported
LA4	Percentage of employees covered by collective bargaining agreements.	The percentage of total employees covered by collective bargaining agreements.	quantitative	yes
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	The minimum number of weeks notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them.	quantitative	yes
		If there are collective bargaining agreements: whether the notice period and/or provisions for consultation and negotiation are specified in collective	qualitative	yes

Occupational health and safety		Type of data	Reported	
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.	The percentage of the total workforce represented in formal joint management-worker health and safety committees.	quantitative	yes
		The level(s) at which the committee(s) typically operates.	qualitative	yes
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and gender.	Whether minor (first-aid level) injuries are included.	qualitative	no
		In calculating lost days, whether 'days means 'calendar days' or 'scheduled work days' and at what point the 'lost days' count begins.	qualitative	no
		Injury rate (IR) for total workforce (total employees plus supervised workers) by region and gender.	quantitative	yes
		Injury rate (IR) for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region and gender.	quantitative	no
		Occupational diseases rate (ODR) for total workforce (total employees plus supervised workers) by region and gender.	quantitative	no
		Occupational diseases rate (ODR) for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region and gender.	quantitative	no
		Lost day rate (LDR) for total workforce (total employees plus supervised workers) by region and gender.	quantitative	yes
		Lost day rate (LDR) for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region and gender.	quantitative	no
		Absentee rate (AR) for total workforce (total employees plus supervised workers) by region and gender.	quantitative	yes
		Absentee rate (AR) for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region and gender.	quantitative	no
		Absolute number of fatalities for total workforce (total employees plus supervised workers) by region and gender.	quantitative	yes
		Absolute number of fatalities for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region and gender.	quantitative	no
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	The system of rules applied in recording and reporting accident statistics.	qualitative	yes
		Education/training program(s) to assist work force members, their families or community members.	qualitative	yes
		Counseling program(s) to assist work force members, their families or community members.	qualitative	yes
		Prevention/Risk control program(s) to assist work force members, their families or community members.	qualitative	yes
		Treatment program(s) to assist work force members, their families or community members.	qualitative	yes
Whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.	qualitative	yes		

LA9	Health and safety topics covered in formal agreements with trade unions.	Whether formal agreements (either local or global) with trade unions cover health and safety.	qualitative	yes
		If yes, the extent to which various health and safety topics are covered by local	qualitative	yes
Training and education			Type of data	Reported
LA10	Average hours of training per year per employee by gender and by employee category.	Average number of hours of training per year per employee by employee category.	quantitative	yes
		Average number of training per year per gender	quantitative	no
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Whether employee training or assistance programs to upgrade skills provide any internal training courses, any funding support for external training and	qualitative	no
		Whether transition assistance programs to support employees who are retiring or who have been terminated provide any pre-retirement planning for intended retirees; any retraining for those intending to continue working; any severance pay (if severancy pay is provided, does it take into account employee age and years of service); any job placement services; and any	qualitative	yes
LA12	Percentage of employees receiving regular performance and career development reviews by gender.	The percentage of total employees (from LA1) by gender who received a formal performance appraisal and review during the reporting period.	quantitative	yes
Diversity and equal opportunity			Type of data	Reported
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	The percentage of employees in the gender category (female/male).	quantitative	yes
		The percentage of employees in minority groups.	quantitative	yes
		The percentage of employees by age group (under 30; 30-50; over 50).	quantitative	yes
		For the identified minority and age groups, report the percentage of employees by gender.	quantitative	yes
		The percentage of individuals within the organization's governance bodies in the gender category (female/male).	quantitative	yes
		The percentage of individuals within the organization's governance bodies in minority groups.	quantitative	yes
		The percentage of individuals within the organization's governance bodies by age group (under 30; 30-50; over 50).	quantitative	no
Equal remuneration for women and men			Type of data	Reported
LA14	Ratio of basic salary of men to women by employee category.	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	quantitative	yes
Social: Human Rights				
Investment and procurement practices			Type of data	Reported
HR1	Percentage and total number of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	Total number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	quantitative	yes
		Percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	quantitative	yes
		The definition of "significant agreements".	qualitative	no
HR2	Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening and actions taken.	Percentage of contracts with significant suppliers and contractors that included clauses or screening on human rights	quantitative	yes
		Percentage of contracts with significant suppliers, contractors and other business partners that were either declined or imposed performance	quantitative	no

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.	Total number of hours in the reporting period devoted to training on policies and procedures concerning aspects of human rights that are relevant to operations.	quantitative	yes
		Percentage of employees in the reporting period trained in policies and procedures concerning aspects of human rights that are relevant to	quantitative	yes
Non-discrimination			Type of data	Reported
HR4	Total number of incidents of discrimination and corrective actions taken.	Total number of incidents of discrimination during the reporting period.	quantitative	yes
		Status of the incidents and actions taken with reference to whether the organization has reviewed the incident.	qualitative	no
		Status of the incidents and actions taken with reference to whether a remediation plan is being implemented.	qualitative	no
		Status of the incidents and actions taken with reference to whether a remediation plan has been implemented and results reviewed through routine internal management review processes.	qualitative	no
		Status of the incidents and actions taken with reference to whether an incident is no longer subject to action.	qualitative	no
Freedom of association and collective bargaining			Type of data	Reported
HR5	Operations and significant suppliers 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.	Operations and significant suppliers identified in which employee rights to exercise freedom of association or collective bargaining may be at risk either in terms of type of operations OR countries or geographical areas with <u>operations considered at risk</u> .	qualitative	yes
		Any measures taken by the organization in the reporting period intended to support rights to freedom of association and collective bargaining.	qualitative	yes
Child labor			Type of data	Reported
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Operations and significant suppliers considered to have significant risk for incidents of child labor and/or young workers exposed to hazardous work <u>either in terms of type of operations OR countries or geographical areas with</u>	qualitative	yes
		Any measures taken by the organization in the reporting period intended to contribute to the elimination of child labor.	qualitative	yes
Forced and compulsory labor			Type of data	Reported
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Operations considered to have significant risk for incidents of compulsory labor either in terms of type of operations OR countries or geographical areas with operations considered at risk.	qualitative	yes
		Any measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	qualitative	yes
Security practices			Type of data	Reported
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	The percentage of security personnel who have received formal training in the organization's policies on, or specific procedures for, human rights issues and	quantitative	yes
		Whether training requirements also apply to third party organizations providing security personnel.	qualitative	yes

Indigenous rights			Type of data	Reported
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Total number of identified incidents involving indigenous rights during the reporting period.	quantitative	yes
		The status of the incidents and actions taken with reference to whether the organization has reviewed the incident.	qualitative	yes
		The status of the incidents and actions taken with reference to whether a remediation plan is being implemented.	qualitative	yes
		The status of the incidents and actions taken with reference to whether a remediation plan has been implemented and results reviewed through routine	qualitative	yes
		The status of the incidents and actions taken with reference to whether an incident is no longer subject to action.	qualitative	yes
Assessment			Type of data	Reported
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Total number of operations, by country.	quantitative	yes
		Total number of operations that have undergone human rights reviews or human rights impact assessments, by country.	quantitative	yes
		Percentage of operations that have undergone human rights reviews or human rights impact assessments, by country.	quantitative	yes
Remediation			Type of data	Reported
HR11	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms.	Total number of grievances related to human rights filed through formal organizational grievance mechanisms during the reporting period.	quantitative	yes
		Total number of addressed grievances related to human rights from those filed in the reporting period, broken down by internal stakeholders.	quantitative	yes
		Total number of addressed grievances related to human rights from those filed in the reporting period, broken down by external stakeholders.	quantitative	yes
		For grievances filed by an individual or group of people and not an organization: total number of addressed grievances related to human rights	quantitative	yes
		Total number of resolved grievances related to human rights from those filed in the reporting period, broken down by internal stakeholders.	quantitative	yes
		Total number of resolved grievances related to human rights from those filed in the reporting period, broken down by external stakeholders.	quantitative	yes
		For grievances filed by an individual or group of people and not an organization: total number of resolved grievances related to human rights	quantitative	yes
		Total number of grievances related to human rights addressed and resolved during the reporting period that were filed before the reporting period, broken	quantitative	yes
		Total number of grievances related to human rights addressed and resolved during the reporting period that were filed before the reporting period, broken	quantitative	yes
		For grievances filed by an individual or group of people and not an organization: total number of grievances related to human rights addressed	quantitative	yes
Social: Society				
Local communities			Type of data	Reported
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Percentage of operations with implemented local community engagement, impact assessments, and development programs including, but not limited to, the use of social impact assessments, including gender impact assessments, based on participatory processes.	quantitative	yes
		Including, but not limited to, environmental impact assessments and ongoing monitoring.	quantitative	yes
		Including, but not limited to, public disclosure of results of environmental and social impact assessments	quantitative	yes

		Including, but not limited to, local community development programs based on local communities' needs.	quantitative	yes
		Including, but not limited to, stakeholder engagement plans based on stakeholder mapping.	quantitative	yes
		Including, but not limited to, broad based local community consultation committees and processes that include vulnerable groups.	quantitative	yes
		Including, but not limited to, works councils, occupational health and safety committees and other employee representation bodies to deal with impacts.	quantitative	yes
		Including, but not limited to, formal local community grievance processes.	quantitative	yes
SO9	Operations with significant potential or actual negative impacts on local communities.	Operations and associated communities with significant potential or actual negative impacts.	qualitative	yes
		Location of the operations with significant potential or negative impacts.	qualitative	yes
		Potential or actual negative impacts of operations.	qualitative	yes
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation measures were implemented.	qualitative	yes
		Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation measures were implemented in order to:	qualitative	yes
		Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation measures were implemented in order to:	qualitative	yes
		Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation measures were implemented in order to:	qualitative	yes
		Whether, for the significant potential and actual negative impacts reported in SO9: Prevention and mitigation objectives were achieved or not.	qualitative	yes
Corruption			Type of data	Reported
SO2	Percentage and total number of business units analyzed for risks related to corruption.	The total number of business units analyzed for risks related to corruption.	quantitative	yes
		The percentage of business units analyzed for risks related to corruption.	quantitative	yes
SO3	Percentage of employees trained in organization's anti corruption policies and procedures.	The percentage of total number of management employees who have received	quantitative	yes
		The percentage of total number of non-management employees who have received anti-corruption training during the reporting period.	quantitative	yes
SO4	Actions taken in response to incidents of corruption.	Actions taken in response to incidents of corruptions.	qualitative	yes
		Including the total number of incidents in which employees were dismissed or disciplined for corruption.	quantitative	no
		Including the total number of incidents when contracts with business partners were not renewed due to violations related to corruption.	quantitative	no
		Any concluded legal cases regarding the reporting organization or its employees during the reporting period.	qualitative	yes
		The outcomes of such cases.	qualitative	no

Public policy			Type of data	Reported
SO5	Public policy positions and participation in public policy development and lobbying.	Significant issues that are the focus of the reporting organization's participation in public policy development and lobbying.	qualitative	yes
		Core positions held on each of the reported issues above.	qualitative	yes
		Any significant differences between lobbying positions and stated policies, sustainability goals or other public positions.	qualitative	yes
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by	The total monetary value broken down by country for those countries where the organization has major operations and/or sales, the organization holds a	quantitative	yes
Anti-competitive behavior			Type of data	Reported
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	The total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices.	quantitative	yes
		The main outcomes of such actions, including any decisions or judgements.	qualitative	no
Compliance			Type of data	Reported
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.			no
		Total monetary value of significant fines.	quantitative	no
		Number of non-monetary sanctions.	quantitative	no
		Cases brought through dispute resolution mechanisms.	qualitative	no
Social: Product responsibility				
Customer health and safety			Type of data	Reported
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.	For development of product concept, whether the health and safety impacts of products and services are assessed for improvement.	qualitative	yes
		For R&D, whether the health and safety impacts of products and services are assessed for improvement.	qualitative	yes
		For certification, whether the health and safety impacts of products and services are assessed for improvement.	qualitative	yes
		For manufacturing and production, whether the health and safety impacts of products and services are assessed for improvement.	qualitative	yes
		For marketing and promotion, whether the health and safety impacts of products and services are assessed for improvement.	qualitative	yes
		For storage distribution and supply, whether the health and safety impacts of products and services are assessed for improvement.	qualitative	yes
		For use and service, whether the health and safety impacts of products and services are assessed for improvement.	qualitative	yes
		For disposal, reuse or recycling, whether the health and safety impacts of products and services are assessed for improvement.	qualitative	yes
	Percentage of significant product or service categories that are covered by and assessed for compliance with such procedures.	quantitative	yes	
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.	The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with	quantitative	yes
		The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with	quantitative	yes
		The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with	quantitative	yes

Product and service labelling			Type of data	Reported
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Whether the following product and service information is required by the organization's procedures for product and service information and labelling:	qualitative	yes
		organization's procedures for product and service information and labelling:	qualitative	yes
		content, particularly with regard to substances that might produce an allergic reaction or other adverse effects:	qualitative	yes
		organization's procedures for product and service information and labelling: safe use of the product or service	qualitative	yes
		organization's procedures for product and service information and labelling: disposal of the product and environmental/social impacts.	qualitative	yes
		organization's procedures for product and service information and labelling: disposal of the product and environmental/social impacts: other (explain).	qualitative	no
		The percentage of significant product or service categories covered by and assessed for compliance with such procedures.	quantitative	yes
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	The total number of incidents of non-compliance with regulations concerning product and service information and labelling, broken down by incidents of	quantitative	yes
		The total number of incidents of non-compliance with regulations concerning product and service information and labelling, broken down by incidents of	quantitative	yes
		The total number of incidents of non-compliance with regulations concerning product and service information and labelling, broken down by incidents of	quantitative	yes
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Organization-wide practices in place to assess and maintain customer satisfaction.	qualitative	yes
		Results or key conclusions of surveys conducted that were related to the organization as a whole, a major product/service category or significant	qualitative	yes
Marketing communications			Type of data	Reported
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Any codes or voluntary standards relating to marketing communications applied across the organization.	qualitative	no
		The frequency with which the organization reviews these standards or codes.	quantitative	no
		Whether the organization sells products that are banned in certain market or are the subject of stakeholder questions or public debate.	qualitative	no
		How the organization has responded to questions or concerns regarding these products.	qualitative	no
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.	The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with	quantitative	yes
		The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with	quantitative	yes
		The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with	quantitative	yes
Customer privacy			Type of data	Reported
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Total number of substantiated complaints received concerning breaches of customer privacy, categorized by complaints received from outside parties	quantitative	yes
		Total number of substantiated complaints received concerning breaches of customer privacy, categorized by complaints from regulatory bodies.	quantitative	yes
		Total number of identified leaks, thefts or losses of customer data.	quantitative	yes
Compliance			Type of data	Reported
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision	Total monetary value of significant fines.	quantitative	no