

		Disclosure level	Annual Report (page reference)	Notes
Profile: Strategy and analysis				
1.1	Statement from the most senior decision-maker of the organization	Full	4, 5	
1.2	Description of key impacts, risks, and opportunities	Full	8, 31-33, 43-46	
Profile: Organisation				
2.1	Name of the organisation	Full	1	
2.2	Primary brands, products, and/or services	Full	6, 7	
2.3	Operational structure of the organisation	Full	14, 86-90	
2.4	Location of organisation's headquarters	Full	1	
2.5	Countries where the organisation operates	Full	6, 7	
2.6	Nature of ownership and legal form	Full	9	
2.7	Markets served	Full	6, 7, 86-90	
2.8	Scale of the reporting organisation	Full	8	
2.9	Significant changes during the reporting period regarding size, structure, ownership	Full	31, 32	
2.1	Awards received in the reporting period	Full	339	
Profile: Report parameters				
3.1	Reporting period for information provided	Full	30, 347	
3.2	Date of most recent previous report	Full	30, 347	
3.3	Reporting cycle	Full	30, 314	
3.4	Contact point for questions regarding the report or its contents	Full		sdreport@itcgr.net
3.5	Process for defining report content	Full	347	
3.6	Boundary of the report	Full	347	
3.7	Specific limitations on the scope, or boundary of the report	Full	347	
3.8	Basis for reporting on joint ventures, subsidiaries, outsourced operations, etc...	Full	347	
3.9	Data measurement techniques and the bases of calculations	Full	347	
3.10	Explanation of effect of re-statements of information provided in earlier reports	Full	347	
3.11	Significant changes from previous reports in the scope, boundary, or measurement methods	Full	30, 347	
3.12	Table identifying the location of the Standard Disclosures in the report	Full	344	
3.13	Policy and current practice with regard to seeking external assurance for the report	Full	345, 346	
Profile: Governance, Commitments, and Engagement				
4.1	Governance structure of the organisation	Full	14-27	
4.2	Indicate if Chair of the Board is also an executive officer	Full	14	
4.3	Board members that are independent and/or non-executive members	Full	14, 173-182	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction	Full	159-160	
4.5	Link between compensation of Board and management with performance	Full	227-229	
4.6	Processes in place for the Board to ensure conflicts of interest are avoided	Full	172-182	
4.7	Process for determining the qualifications and expertise of the members of the Board	Full	26	
4.8	Internally developed statements of mission or values, codes of conduct, and principles	Full	180, 315-317	
4.9	Procedures of the Board for overseeing identification and management of performance	Full	184-186, 315	
4.10	Processes for evaluating the Board's own performance	Full	184-186	
4.11	Explanation of whether and how the precautionary approach or principle is addressed	Full	315, 326	
4.12	Externally developed economic, environmental, and social charters / principles	Full	315, 320	
4.13	Memberships in associations	Full	315, 320	
4.14	List of stakeholder groups engaged by the organisation	Full	327, 328	
4.15	Basis for identification and selection of stakeholders with whom to engage	Full	327, 328	
4.16	Approaches to stakeholder engagements	Full	327, 328	
4.17	Key topics and concerns that have been raised through stakeholder engagement	Full	327, 328	
Disclosures on Management Approach (DMAs)				
DMA EC	Disclosure on Management Approach EC	Full	315	
DMA EN	Disclosure on Management Approach EN	Full	315	
DMA LA	Disclosure on Management Approach LA	Full	315	
DMA HR	Disclosure on Management Approach HR	Full	315	
DMA SO	Disclosure on Management Approach SO	Full	315	
DMA PR	Disclosure on Management Approach PR	Full	315	
Economic				
EC1	Direct economic value generated and distributed	Full	8	
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Full	44-46, 329	
EC3	Coverage of the organisation's defined benefit plan obligations	Full	80, 81, 101-103	
EC4	Significant financial assistance received from government	Full	125, 126	
EC5	Range of ratios of standard entry level wage compared to local minimum wage	Partial	320	
EC6	Policy, practices, and proportion of spending on locally-based suppliers	Full	329	
EC7	Procedures for local hiring and proportion of senior management hired from the local community	Full	320-323	
EC8	Development and impact of infrastructure provided primarily for public benefit	Partial	158, 327, 328	
EC9	Understanding and describing significant indirect economic impacts	Full	31-43	

Environmental					
EN1	Materials used by weight or volume	Full	331, 337		
EN2	Percentage of materials used that are recycled input materials	Full	331, 337		
EN3	Direct energy consumption by primary energy source	Full	329-332		
EN4	Indirect energy consumption by primary source	Full	329-332		
EN5	Energy saved due to conservation and efficiency improvements	Full	329-332		
EN6	Energy-efficient or renewable energy products and services	Full	329-332		
EN7	Initiatives to reduce indirect energy consumption and results	Full	329-332		
EN8	Total water withdrawal by source	Full	335, 336		
EN9	Water sources significantly affected by withdrawal of water	Partial	335, 336		
EN10	Percentage and total volume of water recycled and reused	Partial	335, 336		
EN11	Location and size of land owned, leased, managed in, or adjacent to protected areas and areas of high	Full	336-338		
EN12	Description of significant impacts of activities, products & services on biodiversity in protected areas	Full	336-338		
EN13	Habitats protected or restored	Full	336-338		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	Full	336-338		
EN15	IUCN Red List species and other list species with habitats affected by operations	Not available	336-338		
EN16	Total direct and indirect GHG emissions by weight	Full	330		
EN17	Other relevant indirect GHG emissions by weight	Not relevant	330		As from the WBCSD GHG Protocol, CO2 is the only relevant gas for the sector. All others account for less than 0.1%
EN18	Initiatives to reduce GHG emissions and results	Full	329, 330		
EN19	Emissions of ozone-depleting substances by weight	Not relevant	329, 330		Already eliminated in most of the Group subsidiaries. Cement process does not require extensive use
EN20	NOx, SO ₂ , and other significant air emissions by type and weight	Full	334, 335		
EN21	Total water discharge by quality and destination	Partial	335, 336		
EN22	Total weight of waste by type and disposal method	Full	333		
EN23	Total number and volume of significant spills	None	-		No recorded events
EN24	Weight of waste deemed hazardous	Full	333		
EN25	Details of water & habitats significantly affected by discharges of water and runoff	None	-		No recorded events
EN26	Initiatives and extent of environmental impacts of products and services mitigation	Partial	-		
EN27	Percentage of products sold and their packaging materials reclaimed by category	Not relevant	-		Most of production is delivered bulk. Cement bags are supposed to be destroyed when opened. Where in use, pallets are managed in a closed circuit
EN28	Significant fines and non-monetary sanctions for non-compliance with environmental law	Full	333		
EN29	Significant environmental impacts of transporting products etc... and workforce	Full	330		
EN30	Total environmental protection expenditures and investments by type	Full	332		
Social: Labour Practices and Decent Work					
LA1	Total workforce by employment type, employment contract, and region	Full	321-323		
LA2	Total number and rate of employee turnover by age group, gender, and region	Full	321-323		
LA3	Benefits for full-time employees, that are not provided to temporary or part-time employees	Full	320, 321		
LA4	Percentage of employees covered by collective bargaining agreements	Full	320, 321		
LA5	Minimum notice period(s) regarding significant operational changes	Partial	320, 321		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees	Partial	320, 321		Formal Safety Committees are established at all Group sites, covering the whole workforce, addressing also some health issues
LA7	Rates of injury, occupational diseases, lost days & absenteeism, & number of work-related fatalities by region	Full	320, 321		
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	Partial	323, 324		
LA9	Health and safety topics covered in formal agreements with trade unions	Full	324, 325		
LA10	Average hours of training per year per employee by employee category	Full	323, 324		
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Partial	320-324		
LA12	Percentage of employees receiving regular performance and career development reviews	Partial	320-324		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Partial	320-324		
LA14	Ratio of basic salary of men to women by employee category	Full	320-324		
Social: Human Rights Performance Indicators					
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Partial	320, 321		Included in the HR Merger and Acquisition Policy
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Full	339		
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations	Partial	323, 324		Included in the training for Sustainable Development
HR4	Total number of incidents of discrimination and actions taken	Full	320		
HR5	Operations 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	Full	320		
HR6	Operations with significant risk for incidents of child labour, and measures taken to eliminate	Full	320		
HR7	Operations with significant risk of forced or compulsory labour, and measures to eliminate	Full	320		
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	Not available	320, 321, 324		
HR9	Incidents of violations involving rights of indigenous people and actions taken	None	-		No recorded events

Social: Society Performance Indicators					
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	Partial	327, 328		Partially embedded in Social Initiatives Policy and supported by ESIA approach
SO2	Percentage and total number of business units analysed for risks related to corruption	Full	317		
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	Full	317		
SO4	Actions taken in response to incidents of corruption	Full	317		
SO5	Public policy positions and participation in public policy development and lobbying	None	-		Only through participations in regional trade associations
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by	None	-		No occurrence recorded
SO7	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	Full	317		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Full	-		Non material contribution to non-recurring income (expense)
Social: Product Responsibility Performance Indicators					
PR1	Life cycle stages in which health & safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	Partial	326, 327		Partially included in the approach to product responsibility. It will be also implemented through the Product Sustainability Index
PR2	Incidents of non-compliance with regulations and voluntary codes on health & safety impacts of products and services during their life cycle	None	-		No occurrence recorded
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	Partial	326, 327		All cement products already covered by relevant information sheet
PR4	Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling	None	-		No occurrence recorded
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Full	339		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Partial	326		Embedded in the approach to customer satisfaction, quality and product design
PR7	Incidents of non-compliance with regulations and voluntary codes on marketing communications, including advertising, promotion, and sponsorship by type of outcomes	None	-		No occurrence recorded
PR8	Substantiated complaints regarding breaches of customer privacy and losses of customer data	None	-		No occurrence recorded
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Full	-		Non material contribution to non-recurring income (expense)