

Governance

POLICIES AND RESPONSIBILITIES

What is the time period covered by your Communication on Progress?

Communication of Progress Period Start Date

{Empty}

Communication of Progress Period End Date

{Empty}

G1. Does the board/highest governance body or most senior executive of the company:

Issue an annual statement about the relevance of sustainable development to the company, Issue an annual statement that addresses impacts on both people and the environment, Issue an annual statement highlighting a zero tolerance for corruption, Sign off on organizational sustainability targets, Supervise Environmental, Social, and Governance reporting

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

- **Human Rights:**
- **Labour Rights/ Decent Work:**
- **Environment:**
- **Anti-Corruption:**

Additional Info

{Empty}

Water Documents

{Empty}

G3. Does the company have in place a code of conduct regarding each of the following sustainability topics?

- **Human Rights:**
- **Labour Rights/ Decent Work:**
- **Environment:**

Additional Info

{Empty}

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

- **Human Rights:**
- **Labour Rights/Decent Work:**
- **Environment:**
- **Anti-Corruption:**

Additional Info

{Empty}

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

- **Human Rights:**
- **Labour Rights/Decent Work:**
- **Environment:**
- **Anti-Corruption:**

Additional Info

{Empty}

Documents

{Empty}

PREVENTION

G6. Does the company have a process or processes to assess risk

- **Human rights risks:**
- **Labour rights risks:**
- **Environmental risks:**
- **Corruption risks:**

Additional Info

{Empty}

G6.1 During the assessment of risk, has your company reviewed those suppliers and/or other business relationships where the risk related to human rights, labour, environment and/or anti-corruption may be particularly severe?

- **Human rights risks:**
- **Labour rights risks:**
- **Environmental risks:**
- **Corruption risks:**

Additional Info

{Empty}

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

- **Human rights risks:**
- **Labour rights risks:**
- **Environmental risks:**
- **Corruption risks:**

Additional Info

{Empty}

G7.1 During the due diligence process, has your company reviewed those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

- **Human rights risks:**
- **Labour rights risks:**
- **Environmental risks:**
- **Corruption risks:**

Additional Info

{Empty}

CONCERNS AND GRIEVANCE MECHANISMS

G8. Are there any processes through which members of the company's workforce can raise concerns about the company's conduct related to human rights, labour rights, environment, or anti-corruption?

{Empty}

Additional Info

{Empty}

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

- **Is the process communicated to all employees/workers in local languages:**
- **Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships):**
- **Is the process confidential (e.g., whistleblowing process):**
- **Are there processes in place to avoid retaliation:**
- **Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.):**

- **Other:**

Additional Info

{Empty}

LESSONS

G9. How does the company capture lessons regarding each of the following sustainability topics?

- **Human Rights:**
- **Labor Rights/Decent Work:**
- **Environment:**
- **Anti-Corruption:**

Additional Info

{Empty}

EXECUTIVE PAY

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

- **Human Rights:**
- **Labour Rights/Decent Work:**
- **Environment:**
- **Anti-Corruption:**

Additional Info

{Empty}

BOARD COMPOSITION

G12. Do you produce sustainability reporting according to:

{Empty}

Additional Info

{Empty}

DATA ASSURANCE

G13. Is the information disclosed in this questionnaire assured by a third-party?

Limited assurance for minority of metrics (e.g., GHG emissions only), Limited assurance for majority of metrics

Additional Info

{Empty}

Human Rights

MATERIALITY (INCLUDING SALIENCY)

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

{Empty}

Additional Info

{Empty}

COMMITMENT

PREVENTION

HR3. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following human rights topics? Matrix will be populated only for the human rights topics selected in HR1.

- **Freedom of expression:**
- **Access to water and sanitation:**
- **Digital security/privacy:**
- **Gender equality and women's rights:**
- **Rights of indigenous peoples:**
- **Rights of refugees and migrants:**

Additional Info

{Empty}

HR4. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this human rights topic?

- **Freedom of expression:**
- **Access to water and sanitation:**

Additional Info

{Empty}

HR5. Who receives training for the following human rights topics? Matrix will be populated only for the human rights topics selected in HR1.

- **Freedom of expression:**
- **Access to water and sanitation:**
- **Digital security/privacy:**
- **Gender equality and women's rights:**
- **Rights of indigenous peoples:**
- **Rights of refugees and migrants:**

Additional Info

{Empty}

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics? Matrix will be populated only for the human rights issues selected in HR1.

- **Freedom of expression:**
- **Access to water and sanitation:**
- **Digital security/privacy:**
- **Gender equality and women's rights:**
- **Rights of indigenous peoples:**
- **Rights of refugees and migrants:**

Additional Info

{Empty}

RESPONSE AND REPORTING

HR7. During the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact associated with the following human rights topic(s)?

- **Freedom of expression:**
- **Access to water and sanitation:**
- **Digital security/privacy:**
- **Gender equality and women's rights:**
- **Rights of indigenous peoples:**
- **Rights of refugees and migrants:**

Additional Info

{Empty}

HR8. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement

the human rights principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

{Empty}

Labor

COMMITMENT

L1. Does the company have a policy commitment in relation to the following labour rights principles? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

- **Freedom of association and the effective recognition of the right to collective bargaining:**
- **Forced labour:**
- **Child labour:**
- **Non-discrimination in respect of employment and occupation:**
- **Safe and healthy working environment:**
- **Working conditions (wages, working hours):**

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Communication of Progress Period End Date

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G1. Does the board/highest governance body or most senior executive of the company:

Issue an annual statement about the relevance of sustainable development to the company, Issue an annual statement that addresses impacts on both people and the environment, Sign off on organizational sustainability targets

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

- **Human Rights:** No, this is not a current priority
- **Labour Rights/ Decent Work:** No, but we plan to within the next two years
- **Environment:** No, but we plan to within the next two years
- **Anti-Corruption:** No, but we plan to within the next two years

Additional Info

{Empty}

Water Documents

{Empty}

G3. Does the company have in place a code of conduct regarding each of the following sustainability topics?

- **Human Rights:** No, this is not a current priority
- **Labour Rights/ Decent Work:** No, this is not a current priority
- **Environment:** Yes, focused on employee conduct

Additional Info

{Empty}

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

- **Human Rights:**
- **Labour Rights/Decent Work:**
- **Environment:**
- **Anti-Corruption:**

Additional Info

{Empty}

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

- **Human Rights:**
- **Labour Rights/Decent Work:**
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Additional Info

{Empty}

Documents

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PREVENTION

G6. Does the company have a process or processes to assess risk

- **Human rights risks:**
- **Labour rights risks:**
- **Environmental risks:**
- **Corruption risks:**

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G6.1 During the assessment of risk, has your company reviewed those suppliers and/or other business relationships where the risk related to human rights, labour, environment and/or anti-corruption may be particularly severe?

- **Human rights risks:**
- **Labour rights risks:**
- **Environmental risks:**
- **Corruption risks:**

Additional Info

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G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

- **Human rights risks:**
- **Labour rights risks:**
- **Environmental risks:**
- **Corruption risks:**

Additional Info

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G7.1 During the due diligence process, has your company reviewed those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

- **Human rights risks:**
- **Labour rights risks:**
- **Environmental risks:**
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Additional Info

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CONCERNS AND GRIEVANCE MECHANISMS

G8. Are there any processes through which members of the company's workforce can raise concerns about the company's conduct related to human rights, labour rights, environment, or anti-corruption?

{Empty}

Additional Info

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G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

- **Is the process communicated to all employees/workers in local languages:**
- **Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships):**
- **Is the process confidential (e.g., whistleblowing process):**
- **Are there processes in place to avoid retaliation:**
- **Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.):**
- **Other:**

Additional Info

{Empty}

LESSONS

G9. How does the company capture lessons regarding each of the following sustainability topics?

- **Human Rights:**
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EXECUTIVE PAY

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

- **Human Rights:**
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Additional Info

{Empty}

BOARD COMPOSITION

G12. Do you produce sustainability reporting according to:

{Empty}

Additional Info

{Empty}

DATA ASSURANCE

G13. Is the information disclosed in this questionnaire assured by a third-party?

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Human Rights

MATERIALITY (INCLUDING SALIENCY)

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

{Empty}

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COMMITMENT

PREVENTION

HR3. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following human rights topics? Matrix will be populated only for the human rights topics selected in HR1.

- **Freedom of expression:**
- **Access to water and sanitation:**
- **Digital security/privacy:**
- **Gender equality and women's rights:**
- **Rights of indigenous peoples:**
- **Rights of refugees and migrants:**

Additional Info

{Empty}

HR4. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this human rights topic?

- **Freedom of expression:**
- **Access to water and sanitation:**

Additional Info

{Empty}

**HR5. Who receives training for the following human rights topics?
Matrix will be populated only for the human rights topics selected in HR1.**

- **Freedom of expression:**
- **Access to water and sanitation:**
- **Digital security/privacy:**
- **Gender equality and women's rights:**
- **Rights of indigenous peoples:**
- **Rights of refugees and migrants:**

Additional Info

{Empty}

**HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?
Matrix will be populated only for the human rights issues selected in HR1.**

- **Freedom of expression:**
- **Access to water and sanitation:**
- **Digital security/privacy:**
- **Gender equality and women's rights:**

- **Rights of indigenous peoples:**
- **Rights of refugees and migrants:**

Additional Info

{Empty}

RESPONSE AND REPORTING

HR7. During the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact associated with the following human rights topic(s)?

- **Freedom of expression:**
- **Access to water and sanitation:**
- **Digital security/privacy:**
- **Gender equality and women's rights:**
- **Rights of indigenous peoples:**
- **Rights of refugees and migrants:**

Additional Info

{Empty}

HR8. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the human rights principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

{Empty}

Labor

COMMITMENT

L1. Does the company have a policy commitment in relation to the following labour rights principles? For the user, the "Working conditions (wages, working hours)" option would be visible only if

selected in HR1.

- **Freedom of association and the effective recognition of the right to collective bargaining:**
- **Forced labour:**
- **Child labour:**
- **Non-discrimination in respect of employment and occupation:**
- **Safe and healthy working environment:**
- **Working conditions (wages, working hours):**