

GRI Appendix 2018

Together with the Boozt Annual Report for 2018, this GRI Appendix constitutes Boozt AB's first sustainability report according to GRI Standards as well as our Communication on Progress to the UN Global Compact. The majority of information on sustainability is included in the Annual Report. This GRI Appendix complements the Annual Report with further information, as indicated in the page reference column. Below you will also find information on our approach to stakeholder engagement.

GRI Content Index

GRI 101: Foundation 2016		
	Comments	Page reference
GRI 102: General Disclosures 2016		
1. ORGANIZATIONAL PROFILE		
102-1 Name of the organization		2
102-2 Activities, brands, products, and services		2
102-3 Location of headquarters		2
102-4 Location of operations		2
102-5 Ownership and legal form		2, 62
102-6 Markets served		4
102-7 Scale of the organization		2
102-8 Information on employees and other workers		28
102-9 Supply chain		34
102-10 Significant changes to the organization and its supply chain		
102-11 Precautionary Principle or approach	We follow the Precautionary Principle, which means that we avoid using materials for which there is any doubt regarding impact on human health or the environment.	
102-12 External initiatives		
102-13 Membership of associations	As we develop our brand partnerships, we will further look into strategic memberships in relevant associations.	
2. STRATEGY		
102-14 Statement from senior decision-maker		8
3. ETHICS AND INTEGRITY		
102-16 Values, principles, standards, and norms of behavior		26, 36
4. GOVERNANCE		
102-18 Governance structure		72
5. STAKEHOLDER ENGAGEMENT		
102-40 List of stakeholder groups		GRI Appendix p. 5
102-41 Collective bargaining agreements	Employees in Sweden, except senior managers, are covered by collective bargaining agreements.	
102-42 Identifying and selecting stakeholders	Stakeholders selected based on influence and importance to Boozt	
102-43 Approach to stakeholder engagement		GRI Appendix p. 5
102-44 Key topics and concerns raised		GRI Appendix p. 5
6. REPORTING PRACTICE		

102-45 Entities included in the consolidated financial statements	The sustainability report includes Boozt AB, as do the financial statements.	
102-46 Defining report content and topic Boundaries		22
102-47 List of material topics		GRI Appendix p. 3-4
102-48 Restatements of information	Any restatements are made in connection to the data presented.	
102-49 Changes in reporting	Not applicable	
102-50 Reporting period	Fiscal year 2018	
102-51 Date of most recent report	This is our first GRI report	
102-52 Reporting cycle	Annual	
102-53 Contact point for questions regarding the report	Anders Enevoldsen, Head of IR & Corporate Communication, anen@boozt.com	
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option	
102-55 GRI content index	Published separately with a link to the GRI index in the report	
102-56 External assurance	The GRI report constitutes Boozt AB's sustainability report for 2018 and has been approved by the Board of Directors. It has not been externally assured.	

		Comments	Page reference
Material Topic			
<i>Economic Performance</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our objective is to maintain a financially sustainable business. Ensuring that we deliver according to goals and expectations of our <u>owners, board and management.</u>	
	103-2 The management approach and its components	Financial goals are adopted by and continually monitored by the board.	
	103-3 Evaluation of the management approach	Financial audits, continuous follow-up in board meetings, quarterly shareholder reports.	
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	Community investments are not specifically reported.	91, 94
<i>Anti-corruption</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		36
	103-2 The management approach and its components		36
	103-3 Evaluation of the management approach		36
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Training on anti-corruption and bribery prevention is available to all employees through the learning management system. Follow-up of % of employees having completed training is planned for 2019.	
<i>Materials</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		30
	103-2 The management approach and its components		30
	103-3 Evaluation of the management approach		30
GRI 301: Materials 2016	Own indicator: Percentage of bio-based materials in bags		30
<i>Energy consumption</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		30
	103-2 The management approach and its components		33
	103-3 Evaluation of the management approach		33
GRI 302: Energy 2016	302-1 Energy consumption	Estimates are stated with the data reported.	31
<i>Emissions</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		33
	103-2 The management approach and its components		33
	103-3 Evaluation of the management approach		33
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CO2 emission from leased cars calculated on the basis of gas consumption.	31

	305-2 Energy indirect (Scope 2) GHG emissions	Electricity and district heating calculated using CO2 emission data from energy providers.	31
<i>Supplier environmental assessment</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		33-34
	103-2 The management approach and its components		34
	103-3 Evaluation of the management approach		34
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken.	Number of and % of suppliers assessed is not reported and will be included as the brand dialogue evolves.	33-35
<i>Occupational health and safety</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		29
	103-2 The management approach and its components		29
	103-3 Evaluation of the management approach		29
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Number of hours worked is not reported. No fatalities, high-consequence work-related injuries or high-potential work-related incidents took place in 2018.	
<i>Diversity and equal opportunity</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		27
	103-2 The management approach and its components		27
	103-3 Evaluation of the management approach		27
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Number of nationalities included as relevant diversity indicator. Diversity per employee category not reported.	28
<i>Supplier social assessment</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		34
	103-2 The management approach and its components		34
	103-3 Evaluation of the management approach		34
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Number of and % of suppliers assessed is not reported and will be included as the brand dialogue evolves. This includes human rights assessment.	34-35
<i>Customer privacy</i>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		37
	103-2 The management approach and its components		37
	103-3 Evaluation of the management approach		37
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy were received in 2018.	

Stakeholder engagement

Boozt values the ongoing dialogue with our stakeholders. Feedback is gathered throughout the year from our customers, employees, shareholders and suppliers to reinforce our relationships and understand their expectations. This table provides an overview of key stakeholder groups identified, how we interact with these stakeholders, as well as key topics raised throughout the ongoing stakeholder dialogue.

Stakeholder	Interaction	Key Sustainability Topics
Customers	Customer service, customer satisfaction ratings, emails, social media, Webportal Boozt.com, certifications (product descriptions)	Environmental certifications, sustainability in Boozt operations, packaging material (composting and recycling), customer privacy and security, business ethics and environmental aspects in our own operations and the supply chain.
Suppliers	Partnerships/joint projects, Boozt Partner Portal, meetings, agreements, sustainability questionnaire	CSR in supply chain, materials and certifications, GHG emissions from transports, packaging materials
Employees	Employee satisfaction surveys, code of conduct, Policies, Staff handbook, procedures etc., trainings and teaching modules (Boozt Learning Management System).	Talent acquisition, employee development/retention, strategies and priorities, health and work environment, equality and diversity, business ethics and environmental aspects in in our own operations and the supply chain
Shareholders & Investor Community	Investor meetings, board meetings (selective), corporate communication publications (Annual reports, corporate web, audiocasts),	How to apply reporting standards (GRI, Global Compact, legal requirements), sustainability in supply chain, Boozt’s role in the supply chain, gender equality, use of materials and recycling, policies and internal control