

## GRI CONTENT INDEX



## GRI Content Index

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	Diversity Charter (Germany)		
	Charta zur Vereinbarkeit von Pflege und Beruf in Hessen (Charter on reconciling care and work – Hesse, Germany)		
102-13	Membership of associations		
	"NORMA Group SE is member of the following associations (memberships of local or regional subsidiaries not included):		
	Berufsverband der Compliance Manager (BCM) e. V. (Association of Compliance Managers)		
	Deutsches Aktieninstitut e.V. (German Equity Institute)		
	DIRK - Deutscher Investor Relations Verband e.V. (German Investor Relations Association)		
	Gesellschaft für Finanzwirtschaft in der Unternehmensführung e.V. (Society of Corporate Finance in Management)		
	Stifterverband für die Deutsche Wissenschaft e.V. (Association for the Promotion of German Science and Humanities)		

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GRI Standards		Page annual report	UN Global Compact
<b>Strategy</b>			
102-14	Statement from senior decision-maker	9ff.	
102-15	Key impacts, risks, and opportunities	35, 117ff.	
	Besides the general presentation of the risk identification in the chapter "Stakeholders and Materiality," descriptions of impacts and risks in the individual subject areas are described in the individual subchapters. Detailed information on risks regarding NORMA Group's financial, assets and earnings position can be found in the Risk and Opportunity Report of the Annual Report.		
<b>Ethics And Integrity</b>			
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<b>Governance</b>			
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102-26	Effectiveness of risk management processes	31	
102-27	Highest governance body's role in sustainability reporting	22	
	In accordance with section 171 (1.4) AktG (new version), the Supervisory Board is obliged to review the content of the non-financial report.		

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<b>Stakeholder Engagement</b>		
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<b>Reporting Practice</b>		
102-45 Entities included in the consolidated financial statements	70	
102-46 Defining report content and topic Boundaries	171ff.	
102-47 List of material topics	35	
102-48 Restatements of information		
In 2020, NORMA Group integrated Kimplas Piping Systems Ltd (Kimplas), NORMA Manufacturing NA SW, LLC and Statek Stanzertechnik GmbH (Statek) into the environmental reporting. Emission data for Kimplas and Statek prior to 2020 have been re-calculated according to the Greenhouse Gas Protocol, Chapter 5.		
102-49 Changes in reporting	2, 34ff.	
102-50 Reporting period	2, 62	
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NORMA Group publishes its CR Report annually.		
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102-55 GRI content index		
NORMA Group has published its GRI Content Index since the 2020 Annual Report on the corporate website at <a href="http://WWW.NORMAGROUP.COM">WWW.NORMAGROUP.COM</a>		
102-56 External assurance	67	

## Topic-specific standards

GRI Standards	Page annual report	UN Global Compact
<b>Economic Topics</b>		
<b>Procurement Practices</b>		
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundaries	42	
103-2 The management approach and its components	42	
103-3 Evaluation of the management approach	42	
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers		
NORMA Group's purchasing philosophy is to purchase all goods and services locally if possible. The only exceptions are procurement opportunities at significantly lower rates or if the goods are not available locally. While materials for use are purchased largely locally, only two-thirds of production materials can be obtained from regional suppliers due to the special (quality) requirements. One-third comes from a few (global) suppliers who supply to all NORMA Group sites.		
<b>Anti-corruption</b>		
GRI 103: Management Approach 2016		
103-1 Explanation of the material topic and its Boundaries	39	10
103-2 The management approach and its components	39	
103-3 Evaluation of the management approach	40	
GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	39, 40	10
Communication and training about anti-corruption policies and procedures		
205-2	39, 40, 64	10
205-3 Confirmed incidents of corruption and actions taken		10
During the reporting period, there have been no confirmed incidents of corruption.		

## Topic-specific standards

GRI Standards		Page annual report	UN Global Compact
<b>Anti-competitive Behavior</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	39	
103-2	The management approach and its components	39	
103-3	Evaluation of the management approach	40	
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
	In the reporting period, neither penalties nor fines were imposed on NORMA Group for infringements, violations or non-compliance with antitrust laws, regulations or obligations.		
<b>Environmental Topics</b>			
<b>Materials</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	46, 52	7, 8
103-2	The management approach and its components	46, 52	7, 8
103-3	Evaluation of the management approach	46, 52	7, 8
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	52, 64, 106	7, 8
	Reducing the volume of materials used is an important goal of NORMA Group. The purchase value (in EUR) of materials is NORMA Group's most important measure for simplifying control worldwide.		
<b>Energy</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	46, 48	7, 8
103-2	The management approach and its components	46, 48	7, 8
103-3	Evaluation of the management approach	46, 48	7, 8
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	49, 65	7, 8
302-3	Energy intensity	49	7, 8
302-4	Reduction of energy consumption	49, 65	7, 8

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GRI Standards		Page annual report	UN Global Compact
<b>Water</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	46, 50	7, 8
103-2	The management approach and its components	46, 50	7, 8
103-3	Evaluation of the management approach	46, 50	7, 8
GRI 303: Water 2018			
303-1	Interactions with water as a shared resource	50ff.	7, 8
303-3	Water withdrawal	51, 65	7, 8
<b>Emissions</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	46, 49	7, 8
103-2	The management approach and its components	46, 49	7, 8
103-3	Evaluation of the management approach	46, 49	7, 8
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	49, 65	7, 8
305-2	Energy indirect (Scope 2) GHG emissions	49, 65	7, 8
305-3	Other indirect (Scope 3) GHG emissions	50	
305-4	GHG emissions intensity	49	7, 8
305-5	Reduction of GHG emissions	50	9
<b>Effluents and Waste</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	46, 52	7, 8
103-2	The management approach and its components	46, 52	7, 8
103-3	Evaluation of the management approach	46, 52	7, 8
GRI 306: Effluents and Waste 2016			
306-2	Waste by type and disposal method	52, 65	7, 8
<b>Environmental Compliance</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	46	7, 8
103-2	The management approach and its components	46	7, 8
103-3	Evaluation of the management approach	46	7, 8

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GRI Standards		Page annual report	UN Global Compact
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations In the reporting period, NORMA Group has not paid any penalties or fines in the environmental area for significant offenses, violations or non-compliance with environmental laws, regulations or obligations.	64	7, 8
<b>Supplier Environmental Assessment</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	42	7, 8
103-2	The management approach and its components	42	7, 8
103-3	Evaluation of the management approach	42	7, 8
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria Negative environmental impacts in the supply chain and actions taken	44, 64	7, 8
308-2		44, 46, 50, 52	7, 8
<b>Social Topics</b>			
<b>Employment</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	54, 57ff.	
103-2	The management approach and its components	54, 57ff.	
103-3	Evaluation of the management approach	54, 57ff.	
GRI 401: Employment 2016			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees In principle, the outlined offers from NORMA Group are addressed to all members of the core workforce (generally proportionate for part-time employees). The only exception are part-time employees in the US with an average weekly working time of less than 25 hours, who do not receive certain social benefits.	54, 57ff.	

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GRI Standards		Page annual report	UN Global Compact
<b>Occupational Health and Safety</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	54, 55	
103-2	The management approach and its components	54, 55	
103-3	Evaluation of the management approach	54, 55	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system Hazard identification, risk assessment, and incident investigation	55, 56	
403-2		55, 56	
403-3	Occupational health services	55, 56	
403-4	Worker participation, consultation, and communication on occupational health and safety The proportion of employees represented by safety committees is currently not tracked by NORMA Group.	55, 56	
403-6	Promotion of worker health Larger NORMA Group sites have occupational health physicians which do also provide regular information on general non-work related health topics. Awareness-raising on healthy living is also part of dedicated "Health and Safety Days" which are organized by individual entities on their own initiative.		
403-9	Work-related injuries	56, 66	
<b>Training and Education</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	56ff.	6
103-2	The management approach and its components	56ff.	
103-3	Evaluation of the management approach	56ff.	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee Programs for upgrading employee skills and transition assistance programs	57, 65	6
404-2		57, 58	

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GRI Standards		Page annual report	UN Global Compact
404-3	Percentage of employees receiving regular performance and career development reviews NORMA Group does not currently collect information about the proportion of employees regularly participating in a performance assessment.		6
<b>Diversity and Equal Opportunity</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	25ff., 58	6
103-2	The management approach and its components	25ff., 58	
103-3	Evaluation of the management approach	25ff., 58	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	25ff., 58	6
<b>Non-discrimination</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	39, 41ff., 59, 64	6
103-2	The management approach and its components	39, 41ff., 59, 64	
103-3	Evaluation of the management approach	39, 41ff., 59, 64	
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	39, 41ff., 59, 64	6
<b>Freedom of Association and Collective Bargaining</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	39, 42	3
103-2	The management approach and its components	39, 42	
103-3	Evaluation of the management approach	39, 42	
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	39, 42, 64	3

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GRI Standards		Page annual report	UN Global Compact
<b>Child Labor</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	39, 41	5
103-2	The management approach and its components	39, 41	
103-3	Evaluation of the management approach	39, 41	
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor During the reporting period, no structured analysis of respective risks was carried out. No significant risks became known via other reporting channels during the reporting period.	39, 41	5
<b>Forced or Compulsory Labor</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	39, 41	4
103-2	The management approach and its components	39, 41	
103-3	Evaluation of the management approach	39, 41	
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor During the reporting period, no structured analysis of respective risks was carried out. No significant risks became known via other reporting channels during the reporting period.	39, 41	4
<b>Human Rights Assessment</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	39, 41	
103-2	The management approach and its components	39, 41	
103-3	Evaluation of the management approach	39, 41	

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GRI Standards	Page annual report	UN Global Compact
<b>GRI 412: Human Rights Assessment 2016</b>		
412-1 Operations that have been subject to human rights reviews or impact assessments		1
In 2020, there was no human rights assessment of NORMA Group locations. However, in the course of the revision of the <a href="#">CODE OF CONDUCT</a> , a separate section on human rights was added to clarify NORMA Group's position.		
<b>Local Communities</b>		
<b>GRI 103: Management Approach 2016</b>		
103-1 Explanation of the material topic and its Boundaries	59, 60	1
103-2 The management approach and its components	59, 60	
103-3 Evaluation of the management approach	59, 60	
<b>GRI 413: Local Communities 2016</b>		
413-1 Operations with local community engagement, impact assessments, and development programs	59ff., 60	1
<b>Supplier Social Assessment</b>		
<b>GRI 103: Management Approach 2016</b>		
103-1 Explanation of the material topic and its Boundaries	42	2
103-2 The management approach and its components	42	
103-3 Evaluation of the management approach	42	
<b>GRI 414: Supplier Social Assessment 2016</b>		
414-1 New suppliers that were screened using social criteria	42ff., 64	2

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GRI Standards	Page annual report	UN Global Compact
<b>Public Policy</b>		
<b>GRI 103: Management Approach 2016</b>		
103-1 Explanation of the material topic and its Boundaries	39	
103-2 The management approach and its components	39	
103-3 Evaluation of the management approach	39, 40	
<b>GRI 415: Public Policy 2016</b>		
415-1 Political contributions		
Donations directly or indirectly to political parties, politicians and their families or entities they hold interests in, or organizations affiliated with political parties are not permitted by NORMA Group.		
<b>Socioeconomic Compliance</b>		
<b>GRI 103: Management Approach 2016</b>		
103-1 Explanation of the material topic and its Boundaries	39	
103-2 The management approach and its components	39	
103-3 Evaluation of the management approach	39, 40	
<b>GRI 419: Socioeconomic Compliance 2016</b>		
419-1 Non-compliance with laws and regulations in the social and economic area		
During the reporting period, NORMA Group paid no significant penalties or fines for infringements, violations or non-compliance with laws, regulations or obligations in the area of compliance and products.		

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