

SUSTAINABILITY REPORT 2021

~Building up a Good Corporate Citizen~

TAKAHATA PRECISION CO., LTD.

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About our Report

GRI 102-49,102-50, 102-51,102-52,105-53,102-54,102-56



- As a good and conscientious corporate citizen, TAKAHATA Group is committed to develop a sustainable society.
- This report covers all TAKAHATA Group activities from 1st January to 31st December 2020. Our sustainable business practices are embedded throughout the Group's operations, comprising key economic, environmental and social considerations. KPI data have also been disclosed for comparison.
- The report was changed from the site data report to group data report since the last submission, on July 5th 2020.
- Data for the factory in Spain have been added since 2020.
- This report conforms to the “core” of *GRI Sustainability Reporting Standard* and has not been audited by any external agency or organization.
- In case of any questions, please feel free to contact us.
Any comments, thoughts and remarks are welcome.

Tomohisa Saito

Chairman of CSR committee at TAKAHATA Precision Co., Ltd.

Striving to be a true global company by revolutionizing business initiatives

I'm proud to say that TAKAHATA is a leading engineering plastics company that serves a wide range of industrial manufacturers and products such as automotive parts, OA equipment, optical equipment, residential facilities parts, medical equipment and the like.

Since our founding in 1929 as a water meter manufacturer, we have created high precision gears and an integrated system of production from start to finish. This includes the development, design, micron order fabrication, molding, and assembly which have earned TAKAHATA a reputation as an advanced technology company. We have sharpened our high-level of technological skills through further development in mechatronics sustained by the latest electronics technology, so that we can continue to grow as a global company with our 14 business affiliates around the world. TAKAHATA's most cherished belief is "Technology, Quality, and Human Assets." This means that we will contribute to society through creating products based on technology, quality, and human assets. Especially in regard to our human assets, we promote and provide a working environment where every employee, regardless of nationality, race or ethnic group, can demonstrate and exert their full potential.

Furthermore, to actively promote activities as good corporate citizens, we will embrace environmental and social issues on a global scale. We support the UN Global Compact, which shows our commitment to solving these issues. The world around us is changing dramatically. As TAKAHATA continues to expand globally and develop new technologies, we will strive to provide more attractive products and services for our customers and contribute to the development of a more sustainable society.



CEO
Yasuo Yamamoto

United Nation Global Compact

GRI 102-12,102-13,102-16



As A Company that operates globally, we support the 10 principles of United Nation Global Compact (UNGC) and conduct activities for compliance, decent work, care for environment and anti-corruption.

TAKAHATA Group's commitment to human rights, labor, environment and anti-corruption is defined in our Code of conduct, corporate Ethics Policy, Environment Policy and CSR Policy.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery



Protection of
Environmental

Global Network of TAKAHATA

GRI 102-1,102-3,102-5,102-7



Vietnam
TAKAHATA PRECISION VIETNAM CO., LTD.

Malaysia
TAKAHATA PRECISION MOULDING SDN. BHD.

Thailand
TAKAHATA PRECISION (THAILAND) LTD.

China
TAKAHATA PRECISION (SUZHOU) CO., LTD.
TAKAHATA (H.K.) CO., LIMITED.
TAKAHATA PRECISION PLASTIC PRODUCTS (SHENZHEN) CO., LTD.
TAKAHATA HI-TECH (SHENZHEN) CO., LTD.

Japan
TAKAHATA PRECISION CO., LTD. (HQ)
TAKAHATA PRECISION YAMANASHI CO., LTD.
TAKAHATA PRECISION KYUSHU CO., LTD.

U.S.A
TAKAHATA PRECISION TENNESSEE, INC.
TAKAHATA PRECISION RESEARCH CENTER

Singapore
TAKAHATA PRECISION PTE. LTD.

Australia
AQUIBA PTY. LTD.

India
TAKAHATA PRECISION INDIA PVT. LTD.

Spain
TAKAHATA PRECISION España S.L.

TAKAHATA Group

GRI 102-1,102-3,102-4,102-5



JAPAN



TAKAHATA PRECISION CO., LTD.

5,8,9F, Nishi Shinjuku diamond Bldg.,
3-9-12 Nishi Shinjuku, Shinjuku-ku,
Tokyo 160-0023, Japan



TAKAHATA PRECISION YAMANASHI CO., LTD.

390 Maemada, Sakaigawa-cho, Fuefuki-shi, Yamanashi,
406-0843, Japan



TAKAHATA PRECISION KYUSHO CO., LTD.

19-22 Ooaza Narazu Deguchi, Kotake-machi
Kurata-gun, Yamanashi 409-2522, Japan

MALAYSIA



TAKAHATA PRECISION MOULDING SDN BHD

Lot 26, Jalan CJ1/1, Kawasan Perindustrian Cheras Jaya,
43200 Cheras, Selangor Darul Ehsan

SINGAPORE



TAKAHATA PRECISION PTE. LTD.

16 Raffles Quay #33-06 Hong Leong Building,
Singapore 048581

THAILAND



TAKAHATA PRECISION (THAILAND) LTD. AYUTTHAYA FACTORY

93, Moo 1 Tambol Banlen Amphur, Bangpa-In
Ayutthaya, 13160 Thailand



TAKAHATA PRECISION (THAILAND) LTD. RAYONG FACTORY

Tambon Tasith, Amphur Pluakdaeng, Rayong province,
21140, Thailand

VIETNAM



TAKAHATA PRECISION VIETNAM CO., LTD.

No 10-11-12, Plot N, Nomura-Haiphong
Industrial Zone An Duong District, Haiphong City,
Vietnam

INDIA



TAKAHATA PRECISION INDIA PVT. LTD.

SP2-41, New Industrial Complex Phase-III,
Neemrana 301705, Alwar, Rajasthan, India

TAKAHATA Group

GRI 102-1,102-3,102-4,102-5



CHINA



TAKAHATA PRECISION (SUZHOU) CO., LTD.

68 Tong Yuan Road, Suzhou, Industrial Park, Suzhou, China



TAKAHATA PRECISION (H.K.) CO., LTD.

Suit 1805 , 18/F Tower 1, China Hong Kong City, 33 Canton Road, Tsimshatsui, Kowloon, Hong Kong



TAKAHATA PRECISION PLASTIC PRODUCTS (SHENZHEN) CO., LTD.

Factory1

No.6 Factory, The 19th MingKeDa Logistics Park, HuanGuan South Road, Guanlan Boulevard, Longhua District, ShenZhen, GuangDong, China

Factory2

No.599 , Dahe Village, Guanlan Dahe Community Longhua New District, Shenzhen 518110, P.R. China



TAKAHATA HI-TECH (SHENZHEN) CO., LTD.

Unit 3812,Tower 4,Excellence Century Center,No.2030 Jintian Road, Futian District, Shenzhen

U.S.A.



TAKAHATA PRECISION TENNESSEE, INC.

370 Marcum Parkway, Halenwood TN 37755-0700, U.S.A.



TAKAHATA PRECISION RESEARCH CENTER

875 North Michigan Avenue Suit 3614 Illinois U.S.A. 60611

AUSTRALIA



AQUIBA PTY. LTD.

Innovation Centre Sunshine Coast, 90 Sippy Down Drive, Sippy Down, Queensland, 4556, Australia

SPAIN

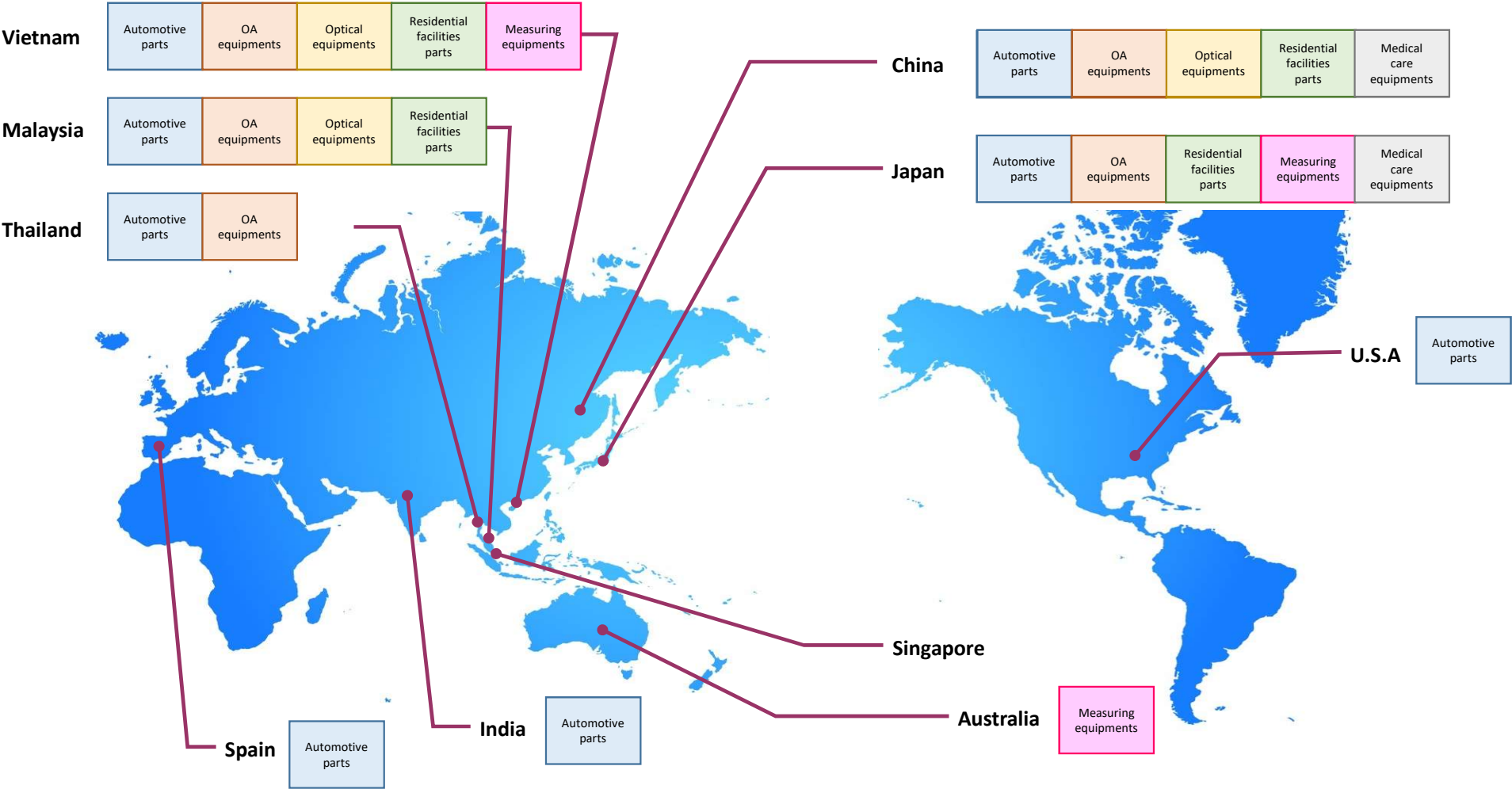


TAKAHATA PRECISION España S.L

S/N, 23200 La Carolina, Jaen, Spain

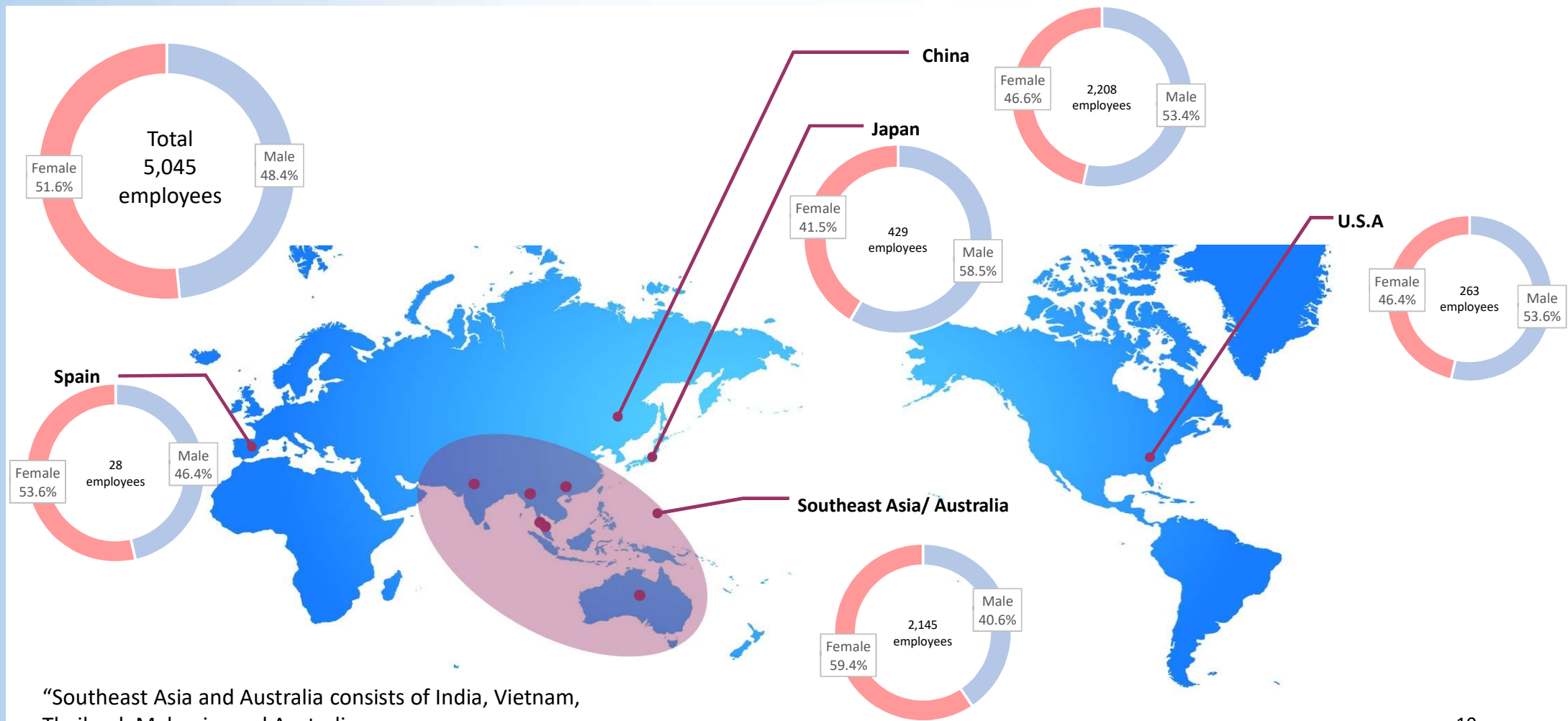
Business Fields

GRI102-2,102-6



Number of Employees

GRI 102-7,102-8



“Southeast Asia and Australia consists of India, Vietnam, Thailand, Malaysia, and Australia.

Corporate Philosophy

Technology, Quality, and Human Assets

Contribute to society through creating products based on technology, quality, and human assets

Company Policy

1. To be reliable
2. Quality first
3. Innovation

4 Core Values

1. Human Assets
2. Collective Strength
3. Ability to Respond
4. Challenging Spirit

Medium-Term Vision

Targets

Growth as a manufacturer
A globally-recognized brand
Business creation in new area

Targets scale of operations by 2023

Consolidated operating
Profit ratio: 7.0%

Overview of TAKAHATA's CSR

GRI 102-17,102-18,,102-20

CSR Policy

We, the TAKAHATA PRECISION GROUP, truly as a global company, conducts business activities that are trusted by society and fulfill the following policies to achieve the harmonious, sustainable development of economy, community, and social environments based on our management philosophy and company policies.

1. Customers

- (1) We utilize our advanced technological capabilities to provide sustainable products with greater value.
- (2) We develop business activities in an impartial and fair manner always with consideration of the customer's point of view.
- (3) We provide safe and high quality products following relevant laws and standards.
- (4) We strive to prevent foreseeable risks surrounding our business.

2. Society

- (1) We respect the cultures of each country and region in every business activity and comply with relevant laws and regulations.
- (2) We aim for coexistence and prosperity between our company and the community of operations.
- (3) We promote activities to contribute to society in each community, aiming at the creation of a prosperous society.

3. Global Environment

(1) We prevent the pollution of the environment of local communities and the Earth and hand an enriched environment to the future generation.

- (2) We promote manufacturing that reduces environmental impacts and uses resources in a sustainable manner.
- (3) We contribute to the mitigation of and adaptation to climate change.
- (4) In procurement activities, we consider the issues set out in these policies, such as the environment and human rights.

4. Fair Trading Practices

- (1) We prohibit bribery and maintain a sound and transparent relationship with administrative agencies.
- (2) We do not deal with antisocial forces.
- (3) We maintain a fair and transparent relationship with our business partners and conduct sincere transactions.
- (4) In procurement activities, we consider the issues set out in these policies, such as the environment and human rights.
- (5) We respect the intellectual property rights of other companies and protect the intellectual property rights in our technologies.
- (6) We carefully manage and protect all personal information and confidential information that we acquire through our business.

5. Employees

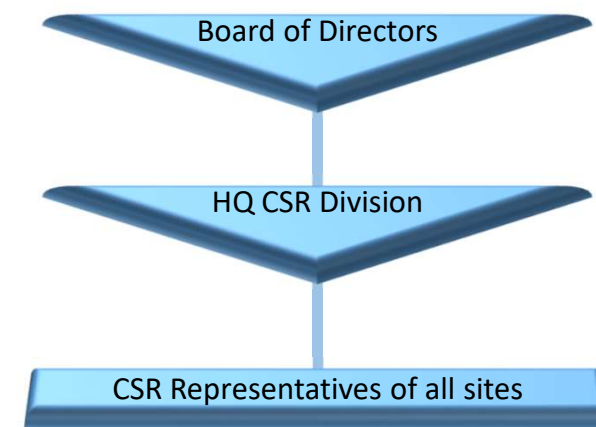
- (1) We respect the human rights and diversity of our employees and provide a fair working environment without discrimination.
- (2) We do not participate in forced labor or child labor.
- (3) We comply with labor-related laws and regulations and provide fair working conditions for all employees.
- (4) We proactively develop human resources and support employees in developing their abilities and creativity.
- (5) We promote the establishment of workplaces where everyone is both mentally and physically healthy and able to work without any worry.

6. Highly Transparent Governance

- (1) We comply with relevant laws and regulations and promote transparent management.
- (2) We provide our stakeholders with timely and fair disclosure.
- (3) We recognize that the environmental and social issues described in the policies are management issues, and our senior management is directly involved.



Structure of CSR management



The TAKAHATA group's CSR management system is composed mainly of the Board of Directors , HQ CSR division and CSR Representative of all sites.

The Board of Directors makes management decisions on strategy and management targets, and HQ CSR division has functions of planning CSR-related items and hold global CSR Meetings twice a year in order to discuss and share matters such as our important issues and activity plans with CSR Representative of all sites.

Process and Purpose of Identifying our Materiality

GRI 102-15,102-21,102-29,102-31,102-44,102-47,103-1,103-2,103-3



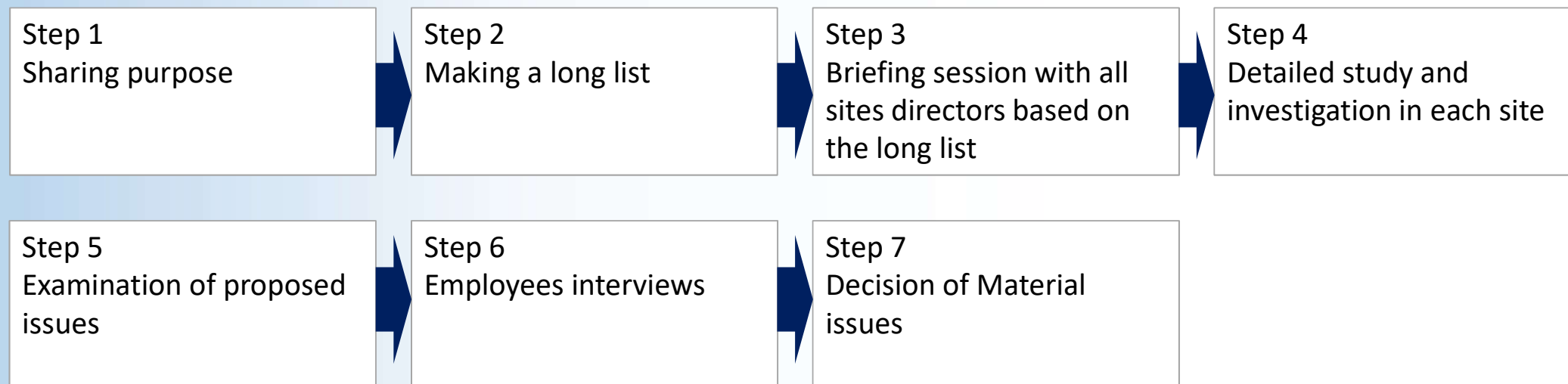
Definition

Materiality analysis is an approach to identify critical economic, environmental and social issues, which may either reflect a significant impact on the company's business performance or substantively influence the assessments and decisions of its stakeholders.

Main purpose for TAKAHATA

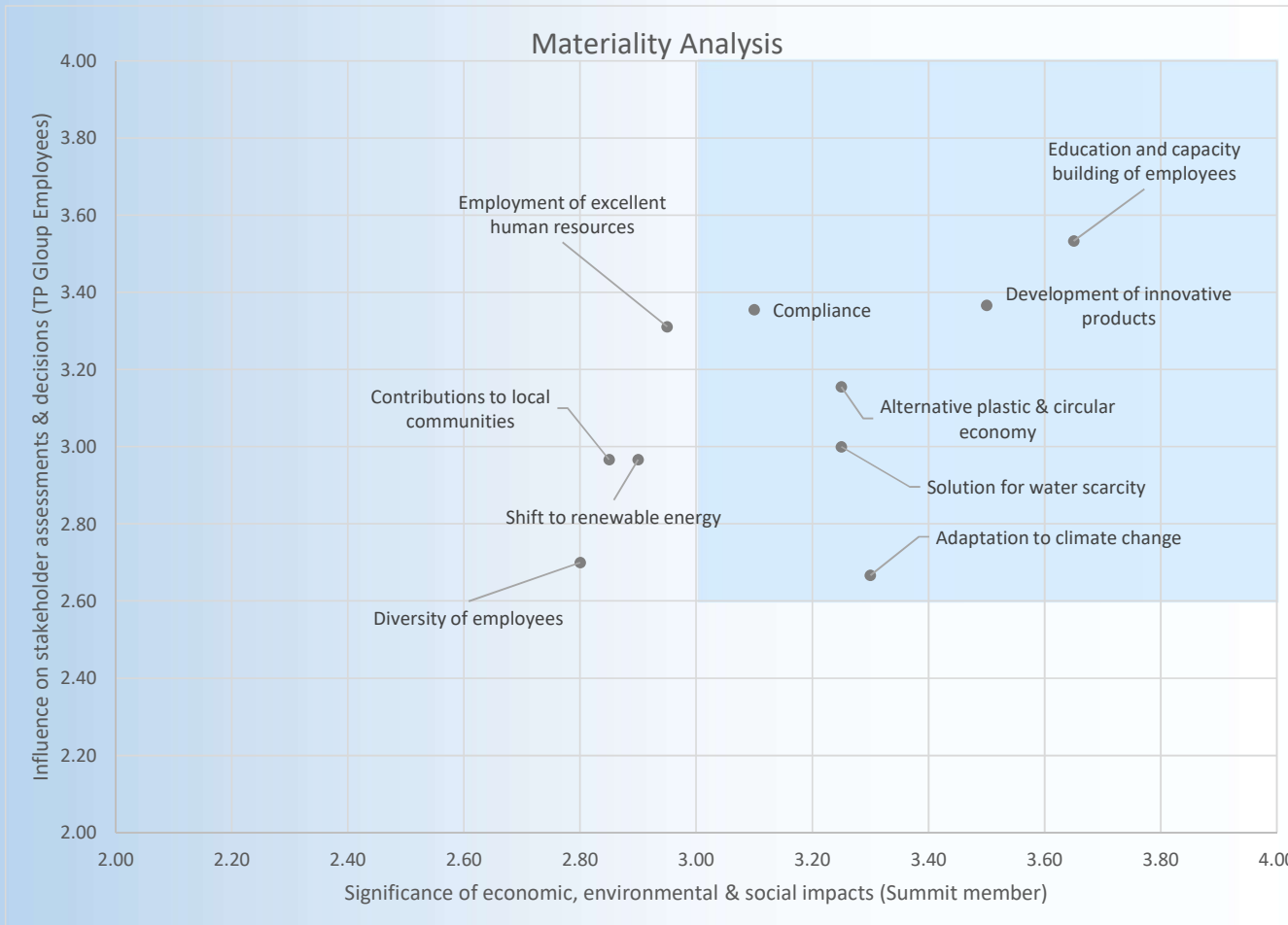
By analyzing and identifying such important issues, we make it identify what we should work on and use effectively for realizing the long-term plan, and enhancement of management strategy toward our sustainable growth.

Process of Materiality analysis



Materiality Matrix

GRI 102-15,102-21,102-29,102-31,102-44,102-47,103-1,103-2,103-3



Further to review our result, the six (6) most important issues have been addressed for the TAKAHATA group.

- (1) Education and capacity building of employees
- (2) Development of innovative products
- (3) Compliance
- (4) Alternative plastic & circular economy
- (5) Solution for water scarcity
- (6) Adaptation to climate change

We have summarized the result of materiality analysis 2019 and have classified to 2 groups for the selected six items. The first group (1), (2), (3) are the main issues for internal and important for our company itself. The second group (4), (5), (6) are mainly social issues related to external stakeholders. And our survey was performed based on the evaluation of our internal stakeholder, the voted result has shown our internal issues are valued higher than social issues. However, we consider that social issues are important to set the science-based target to reduce the global issue and to address such items enable TAKAHATA Group to create an important value for society as a whole.

Integrate & Respond to 6 Priority of Material Matter

GRI 102-15,102-21,102-29,102-31,102-44,102-47,103-1,103-2,103-3



	Priorities	Targets	The Key Performance Indices
1	Education and capacity building of employees	To develop human asset/human capital <ul style="list-style-type: none"> • Leadership program • To enhance diversity 	<ul style="list-style-type: none"> • Ratio of female in management position • Numbers of leadership programs and young leadership programs
2	Develop innovative products	<ul style="list-style-type: none"> • R&D in the existing fields. • Development of new products in new fields 	<ul style="list-style-type: none"> • Amount of revenue in new business field
3	Compliance	<ul style="list-style-type: none"> • To provide safety, secure and comfort working environment 	<ul style="list-style-type: none"> • Number of consultation report and handling with complaints
4	Alternative plastic & circular economy	<ul style="list-style-type: none"> • To have CSR procurement policies • To use more recycled materials • To develop sustainable packaging 	<ul style="list-style-type: none"> • Amount of usage of recycled materials
5	Solution for water scarcity	<ul style="list-style-type: none"> • To develop smart water meters 	<ul style="list-style-type: none"> • Amount of revenue in new business field
6	Adaption of climate changes	To reduce more CO ₂ emissions <ul style="list-style-type: none"> • To reduce wastes • To travel green 	<ul style="list-style-type: none"> • Number of LED lights or solar power system installed.

Mapping Our Material Matters to the SDGs

GRI 102-15,102-21,102-29,102-31,102-44,102-47,103-1,103-2,103-3



The six material matters selected by Takahata are closely related to the seven in the SDGs.

To improve CSR activities, we need to review our previous experiences and set plans to effectively deal with issues visible in the KPI target (such as increase employees' education and training opportunities, improvement of compliance training, carrying out an employee satisfaction survey, stricter control of water consumption, education on Prevention Measures, etc.)

We believe our approach introduces in the materiality analysis will help us specify the issues and take a better direction for our activities. Each site representative will be able to carry out specific CSR activities, based on each site's priority and share results at a global CSR meeting.

Protection of Environment

GRI 301-1, 302, 303-3, 303-4, 303-5, 306-1

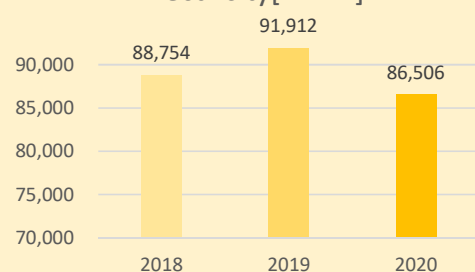


We continue to carry out reduction activities using key performance indicators.

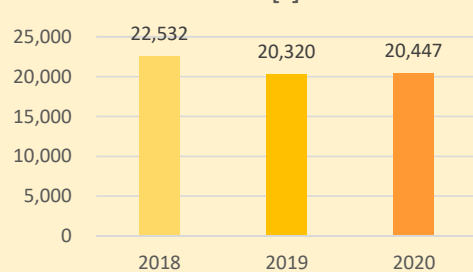
Trend of inputs

Report Unit: TAKAHATA Group

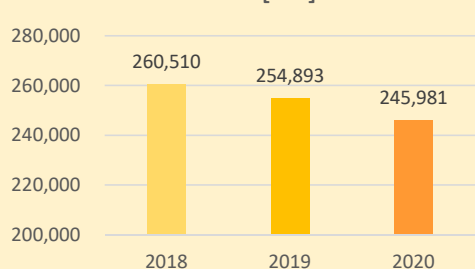
Electricity[MWh]



Resin[t]



Water[m³]

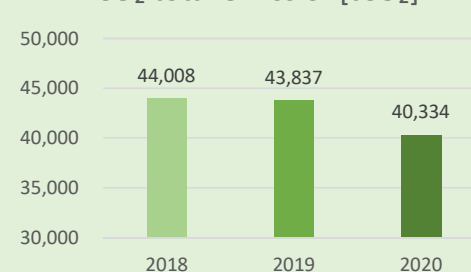


• Waterworks data are recorded mainly used for domestic usage (toilet, hand wash, drinks).

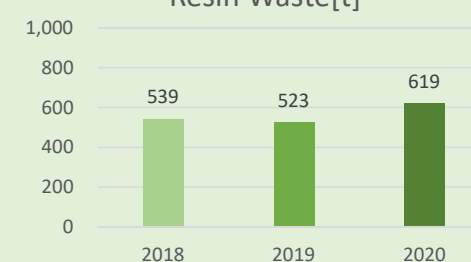
Trend of outputs

Report Unit: TAKAHATA Group

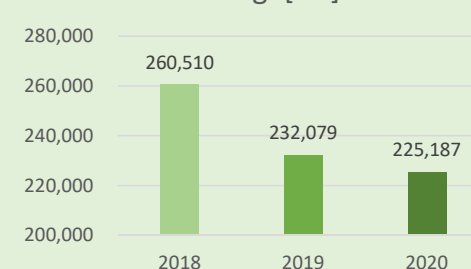
CO₂ total emission[tCO₂]



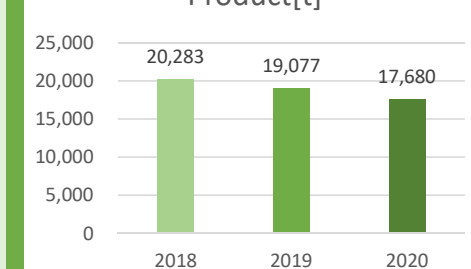
Resin Waste[t]



Sewage[m³]



Product[t]



Calculation Formula

CO₂ total emission [tCO₂] = The emissions from Electricity, gasoline, Fuel oil A, Diesel fuel, and LP gas
 = Electricity consumption [MWh] * 0.000486 [t-CO₂/kWh] + Gasoline [L] * 2.322 [kg-CO₂/L] * 0.001 +
 Diesel fuel consumption [L] * 2.619[kg-CO₂/L] * 0.001 + LP gas[m³] * 2.183 [kg/m³] * 0.001 * 3.00 [tCO₂/t]

• Emission factors are based on Japanese data. Originally, there is an emission factor for each country, but it is not known yet, we use the emission factor of the headquarters.
 They are referred to Tokyo Electric Power Company Holdings, Ministry of the Environment and Japan LP Gas Association.
 Electricity factor is also fluctuated annually (2018 is 0.000486, 2019 is 0.000468, 2020 is 0.000457).

Protection of Environment

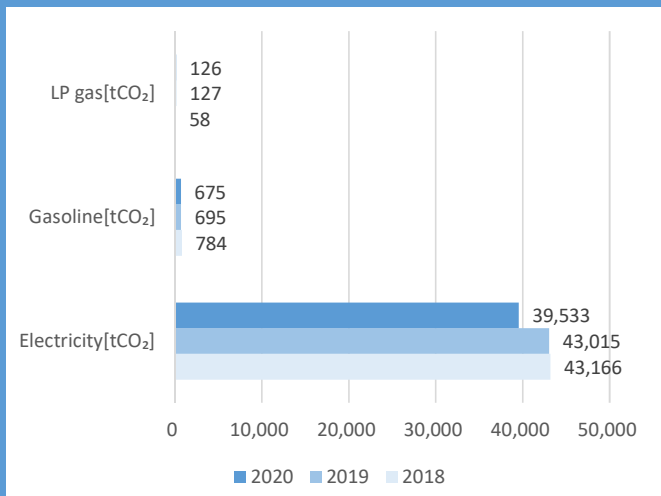
GRI 301-1,301-2,301-3, 305-1,305-2



• 2020 CO₂ emission

Total	40,334 [tCO ₂]
Electricity	39,533 [tCO ₂]
Gasoline	675 [tCO ₂]
LP gas	126 [tCO ₂]

CO₂ emissions by source



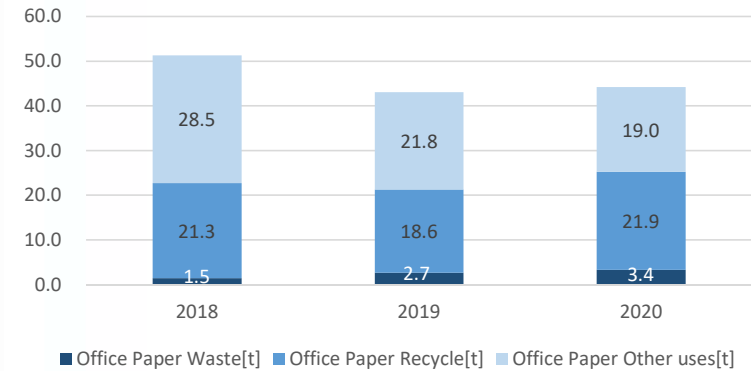
Data collecting period : Jan – Dec 2020

• Their data are calculated on TAKAHATA group basis.

Office Paper (2020)

Purchase	44.20 [t]
Recycle	21.87 [t]
Waste	3.37 [t]

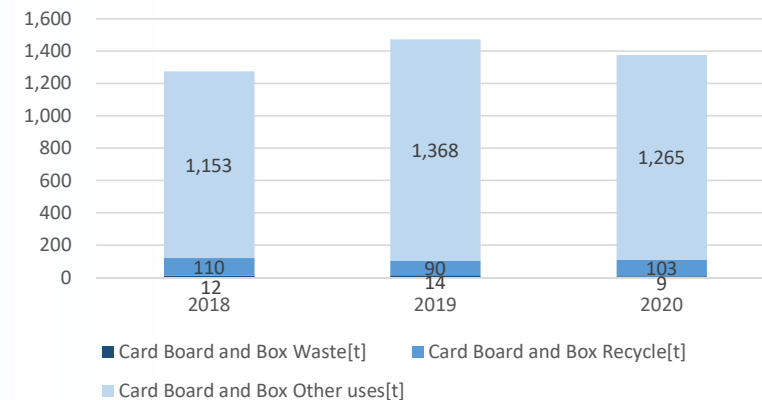
They are used for product drawings, inspection charts etc..



Card Board and Box (2020)

Purchase	1,376.53 [t]
Recycle	102.66 [t]
Waste	8.88 [t]

They are used for the package of products.



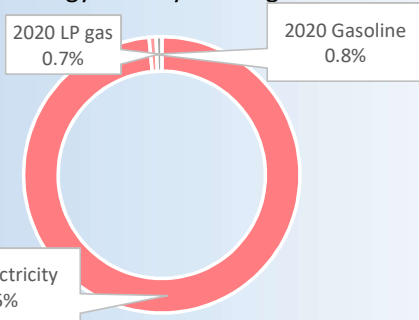
Protection of Environment

GRI 302-1,302-2,302-3



Total energy 316.04 [TJ] (Scope 1 & 2)

Energy ratio by the origin



By origin

Electricity	311.42 [TJ]
Gasoline	2.51 [TJ]
LP gas	2.10 [TJ]

Energy intensity

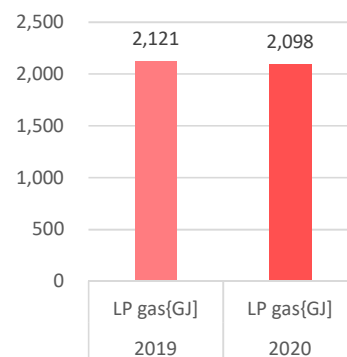
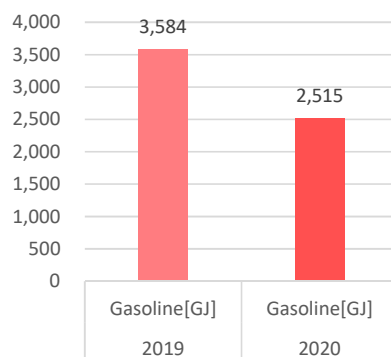
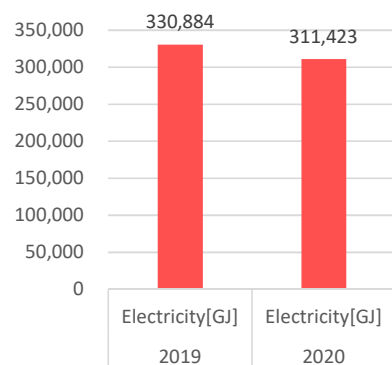
2020	17.88 [GJ/t]
2019	17.64 [GJ/t]

Calculation Formula

$$\text{Total Energy [TJ]} = \text{Electricity consumption [MWh]} * 3600 [\text{MJ/kWh}] * 0.000001 + \text{Gasoline consumption [L]} * 33.36 [\text{MJ/L}] * 0.000001 + \text{LP gas [m}^3\text{]} * 2.183 [\text{kg/m}^3] * 50.8 [\text{GJ/t}] * 0.000001$$

$$\text{Energy intensity [GJ/t]} = \text{Total energy [GJ]} / \text{Product [t]}$$

Scope 3 is not able to counting the data. In the future, we will improve the counting system.



The usage in all of electricity, gasoline and LP gas decreased than 2019.

Data collecting period : Jan – Dec 2020

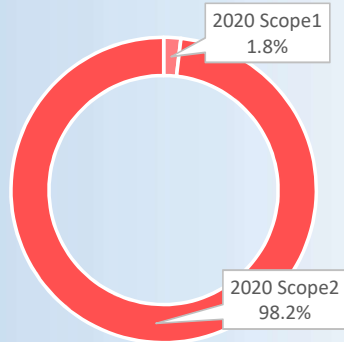
Protection of Environment

GRI 305-1,305-2,305-3,305-4



Total GHG emissions 40,277 tCO₂

GHG emission ratio by the scope ※



Type of GHGs

• CO₂

GHG intensity

2020 2.28 [tCO₂/t]

2019 2.30 [tCO₂/t]

Scope 1 is 744 tCO₂, included the values of Gasoline and LP gas.

Scope 2 is included the values of Electricity.

Scope 3 will be improved the counting system in the future.

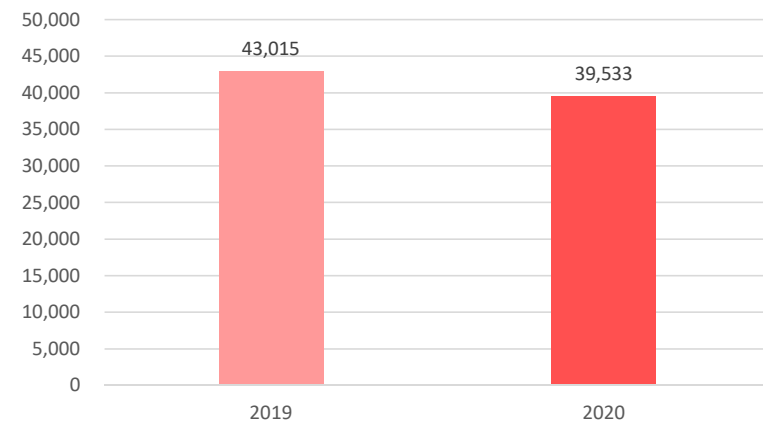
Calculation Formula :

GHG emissions intensity [tCO₂/t] = Total GHG emissions [tCO₂] / Product [t]

Product data is referred to page 17.

Data collecting period : Jan – Dec 2020

GHG emission (Scope 2) [t]

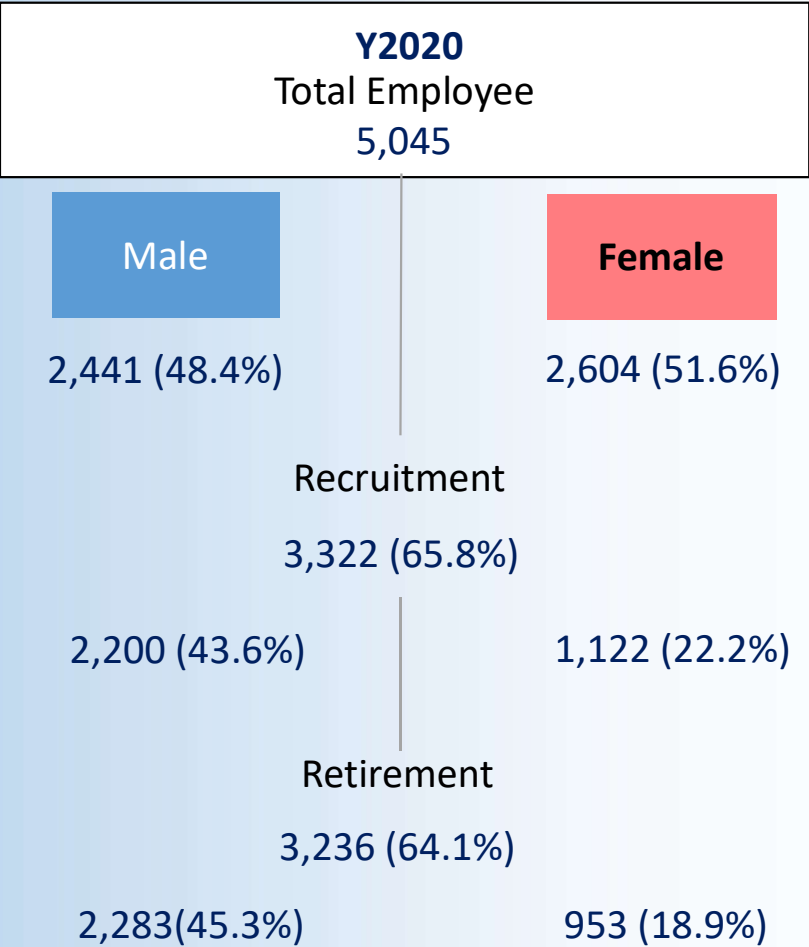


We are proactive in environmental management such as reduction of CO₂ emission. This year, CO₂ total emission decreased 8.1 % by last year.

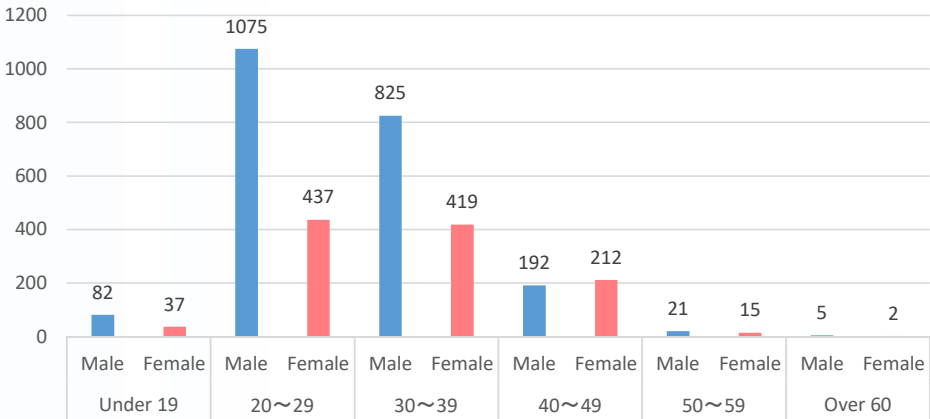
In addition, We keep trying for Net Zero of CO₂ emission and are going to consider to plan to the long term goal until 2030.

Our Employees Breakdown

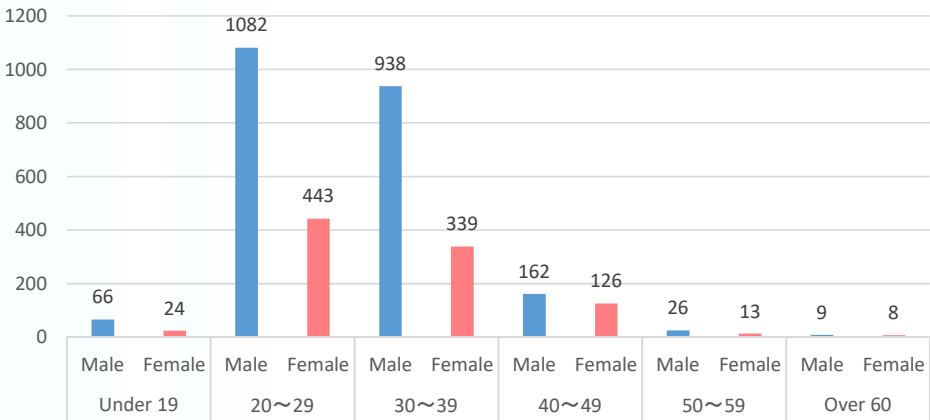
GRI 401-1



Recruitment by age and gender



Retirement by age and gender



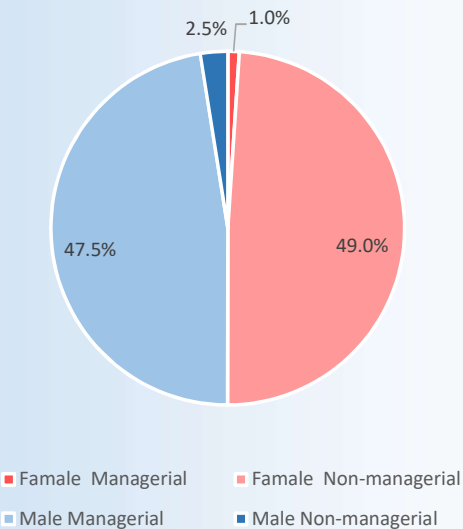
Workforce for Managerial and non-Managerial



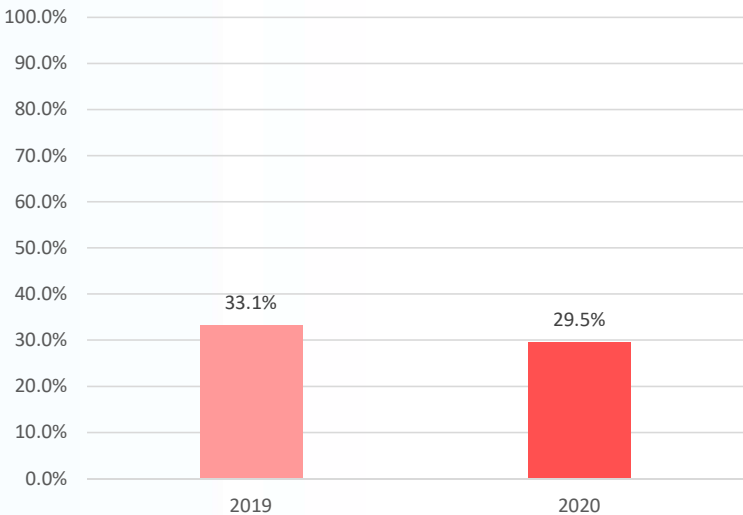
GRI 405-1, 405-2

We aspire to develop a diverse talent pool and foster and inclusive workforce culture. The male-female ratio of employees is almost 1 : 1. Of these, women in managerial position are 1.0%, and men in managerial position are 2.5%. Our employee demographics are also categorized management and non-managements as well as, gender as shown in the Employee Demographic diagrams below.

Rate of employee by category for gender and managerial in 2020



Women in management position



This shows the proportion of women in overall management.

Building Capacity by education opportunities

GRI 404



We provide training both inside and outside the company to foster a positive attitude to solving bribery, harassment, and all social issues. Here are some of them.



In Vietnam, we organized a poster design contest "Say no to single-use plastic", made big cleaning around our factory and planted more trees.

In Malaysia we organized the half-day of Beach Clean-Up to create an awareness to our employees and the public on sustainable practice located at Pantai Acheh, Pulau Indah with a group of 30 employees to collect 219.6 kg of plastic waste.

We also made a donation to the national foundation. We believe with the right education, skills, tools, and social support through programs organized by Non-profit Organization, we can help our employees adopt and maintain a healthy lifestyle.

Health and Safety Management

GRI 403-1,403-2,403-9,403-10

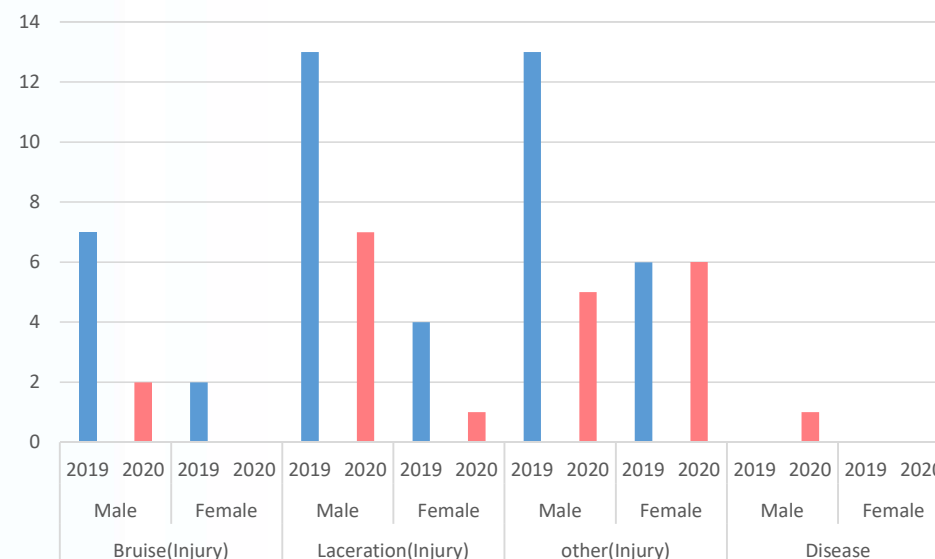
The health and safety committee

We hold on the health and safety committee based on company regulation.

	Site	Number of members	Frequency of meetings (per month)
China	SUZHOU	22	At any time
	SHENZHEN-FACTORY1	5	1
	SHENZHEN-FACTORY2	5	1
Japan	KYUSYU(FUKUOKA)	10	1
	YAMANASHI-SAKAIGAWA	12	1
South Asia	INDIA	16	Quarterly
	MALAYSIA	36	Quarterly
	VIETNAM	13	1
	THAILAND-AYUTTHAYA	9	1
	THAILAND-RAYONG	15	1
U.S.A.	TENNESSEE	12	1
Spain	SPAIN	1	Quarterly



Occupational Injury and Disease by gender



We are working to improve employee safety and the work environment by holding regular safety and health committee meetings and meetings to address individual issues such as coronavirus.

Preventive Precaution to COVID-19

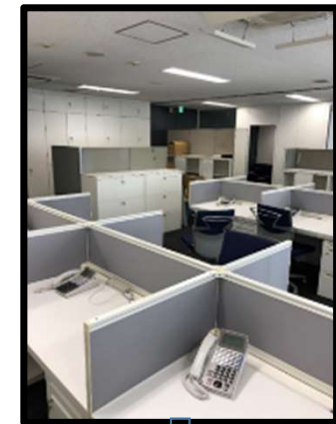
GRI 403



In order to cope with COVID-19 pandemic, we have geared up our standard operating procedures and appropriate measures in all sites in a timely manner which include physical distancing, the use of face masks, frequent hand washing as well as the use of gloves when necessary as preventive measures to minimize the risk of our employees being exposed to infection at work. Information on the updated precaution was shared with our employees through official memo time to time.

Our HQs has introduced renewal from individual desk to open space with flexible working style. Our sites also engaged on social contributions voluntary, such as providing for local clinic for ear supporter, face mask and face shield by 3D printer, and arranging food donations to calm local people mental distress in quarantine area.

Renewal office



Quality Management and Compliance System

GRI 416-1,416-2, 417-1,417-2,417-3, 418-1



For products and services, the quality control department conducts safety evaluations.

Personal information and intellectual property are also strictly managed.

We are disseminating our CSR policy to our employees, raising their awareness of compliance, and setting up internal and external consultation desks to continue to create a system to prevent fraud.

Helpline System

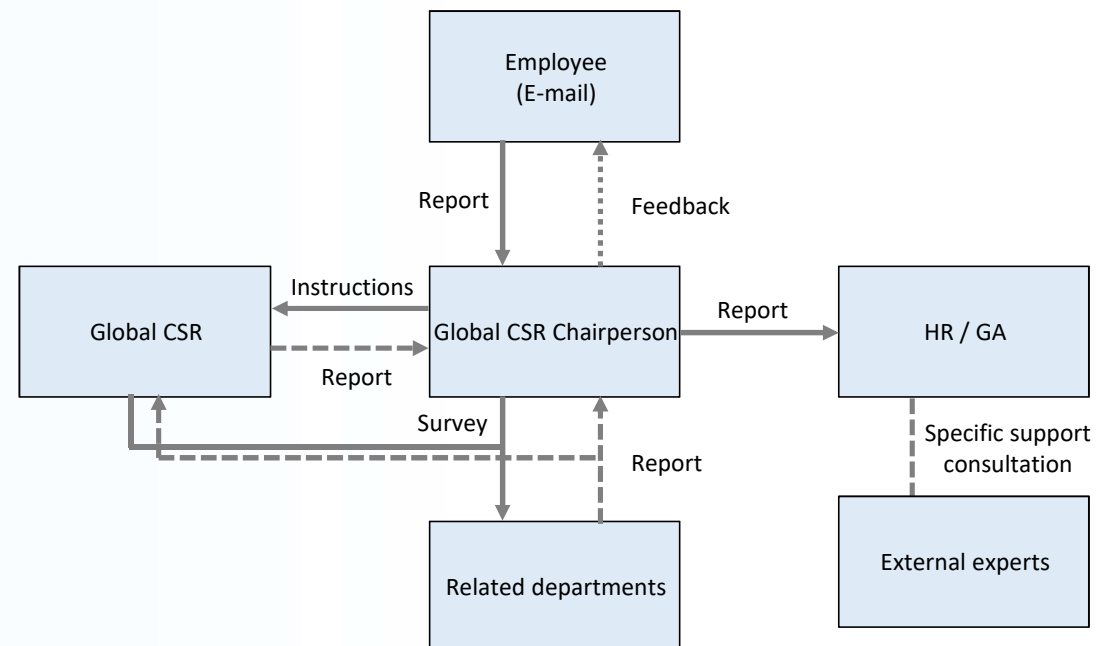
I. System Goal

The purpose of the helpline system is identification, account and resolution of any compliance issues via an independent route of communication.

Reports should include real names, to allow quick and effective response.

II. Helpline Structure

1. Accepted content : Wide range of internal issues is surveyed.
2. Consultation desk : Global CSR Chairperson
3. How to apply
4. Information Flow



Local Community Engagement

GRI 413

We value interaction with local community and the natural environment and listen to what is needed in each region and are actively working. For example, blood donation, disaster relief, food donation and support to children, etc.

Despite facing difficulties due to COVID-19, We continued the implementation of our social responsibility activities. We think that doing social activities and contributing to the community is one of our major responsibilities and concerns.



Disaster Relief



Blood Donation



Distribute Food



Support to Children



In Vietnam, we dedicate our hearts to the future generations, people who have difficulties and disabilities: visit and give support gifts to poor children, distribute charity food at the hospital, visit blind children.

In Thailand, our 40 employees together with teachers, students and people in the area jointly renovated the school buildings to get a better condition for studying and improve to the playground to play safe.

In Tennessee, we heavily involved each season with Youth club baseball teams, sponsoring uniforms, coaching by our employees.

GRI Content Indices

GRI 102-55



This content index provides an overview of GRI standards Disclosures made in this report.

GRI Content Index	Disclosure	Adaptation
GRI 101	Foundation	
Organizational Profile		
GRI 102	General Disclosure	
GRI 102 - 1	Name of Organization	○
GRI 102 - 2	Activities, brands, Products, and services	○
GRI 102 - 3	Location of Headquarters	○
GRI102 - 4	Location of Operation	○
GRI102 - 5	Ownership of legal Form	○
GRI102 - 6	Market Served	○
GRI102 - 7	Scale of the organization	○
GRI102 - 8	Information on Employees and other workers	○
GRI102 - 9	Supply chain	N/A
GRI102 - 10	Significant changes to the organization and its supply chain	N/A
GRI102 - 11	Precautionary Principle or approach	N/A
GRI102 - 12	External initiatives	○
GRI102 - 13	Membership of associations	○
GRI 102 - 14	Statement from Senior decision maker	○

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
Strategy		
GRI 102 - 15	Key Impacts risk, and opportunity	○
GRI 102 - 16	Value, Principles, Standards, and norms of behavior	○
GRI 102 - 17	Mechanisms for advice and concerns about ethics	○
GRI 102 - 18	Governance Structure	○
GRI 102 - 19	Delegating authority	N/A
GRI 102 - 20	Executive-level responsibility for economic, environmental, and social topics	○
GRI 102 - 21	Consulting stakeholders on economic, environmental, and social topics	○
GRI 102 - 22	Composition of the highest governance body and its committees	○
GRI 102 - 23	Chair of the highest governance body	N/A
GRI 102 - 24	Nominating and selecting the highest governance body	N/A
GRI 102 - 25	Conflicts of interest	N/A
GRI 102 - 26	Role of highest governance body in setting purpose, values, and strategy	○
GRI 102 - 27	Collective knowledge of highest governance body	N/A
GRI 102 - 28	Evaluating the highest governance body's performance	N/A
GRI 102 - 29	Identifying and managing economic, environmental, and social impacts	○
GRI 102 - 30	Effectiveness of risk management processes	N/A
GRI 102 - 31	Review of economic, environmental, and social topics	○

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
Strategy		
GRI 102 - 32	Highest governance body's role in sustainability reporting	○
GRI 102 - 33	Communicating critical concerns	N/A
GRI 102 - 34	Nature and total number of critical concerns	N/A
GRI 102 - 35	Remuneration policies	N/A
GRI 102 - 36	Process for determining remuneration	N/A
GRI 102 - 37	Stakeholders' involvement in remuneration	N/A
GRI 102 - 38	Annual total compensation ratio	N/A
GRI 102 - 39	Percentage increase in annual total compensation ratio	N/A
Stakeholder Engagement		
GRI 102 - 40	List of Stakeholder Groups	N/A
GRI 102 - 41	Collective bargaining agreements	N/A
GRI 102 - 42	Identifying and selecting stakeholders	N/A
GRI 102 - 43	Approach to stakeholder engagement	N/A
GRI 102 - 44	Key Topics and concern raised	○
GRI 102 - 45	Entities included in the consolidated financial statements	N/A
GRI 102 - 46	Defining report content and topic Boundaries	N/A
GRI 102 - 47	List of material topics	○

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
GRI 102 - 48	Restatements of information	N/A
GRI 102 - 49	Changes in reporting	○
GRI 102 - 50	Reporting period	○
GRI 102 - 51	Date of most recent report	○
GRI 102 - 52	Reporting cycle	○
GRI 102 - 53	Contact point for questions regarding the report	○
GRI 102 - 54	Claims of reporting in accordance with the GRI standards	○
GRI 102 - 55	GRI content index	○
GRI 102 - 56	External Assurance	○
GRI 103	Management Approach	
GRI 103 - 1	Explanation of Material topic and its Boundary	○
GRI 103 - 2	The management approach and its component	○
GRI 103 - 3	The evaluation of the management approach	○
GRI 200	Economic	
GRI 201	Economic Performance	
GRI 201 - 1	Direct economic value generated and distributed	N/A
GRI 201 - 2	Financial implication and other risks and opportunities due to climate change	N/A
GRI 201 - 3	Defined benefit plan obligations and other retirement plans	N/A

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
GRI 201 - 4	Financial assistance received from government	N/A
GRI 202	Market Presence	
GRI 202 - 1	Ratios of standard entry level wage by gender compared to local minimum wage	N/A
GRI 202 - 2	Proportion of senior management hired from the local community	N/A
GRI 203	Indirect Economic Impacts	
GRI 203 - 1	Infrastructure investments and services supported	N/A
GRI 203 - 2	Significant indirect economic impacts	N/A
GRI 204	Procurement Practices	
GRI 204 - 1	Proportion of spending on local suppliers	N/A
GRI 205	Ant-Corruption	
GRI 205 - 1	Operations assessed for risks related to corruption	N/A
GRI 205 - 2	Communication and training about anti-corruption policies and procedures	N/A
GRI 205 - 3	Confirmed incidents of corruption and actions taken	N/A
GRI 206	Ant-Competitive Behavior	
GRI 206 - 1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
GRI 300	Environment	
GRI 301	Materials	
GRI 301 - 1	Materials used by weight or volume	○

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
GRI 301 - 2	Recycled input materials used	○
GRI 301 - 3	Reclaimed products and their packaging materials	○
GRI 302	Energy	
GRI 302 - 1	Energy consumption within the organization	○
GRI 302 - 2	Energy consumption outside of the organization	○
GRI 302 - 3	Energy intensity	○
GRI 302 - 4	Reduction of energy consumption	N/A
GRI 302 - 5	Reduction of energy requirements of products and services	N/A
GRI 303	Water	
GRI 303 - 1	Interactions with water as a shared resource	N/A
GRI 303 - 2	Management of water discharge-related impacts	N/A
GRI 303 - 3	Water withdrawal	○
GRI 303 - 4	Water discharge	○
GRI 303 - 5	Water consumption	○
GRI 304	Biodiversity	
GRI 304 - 1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
GRI 304 - 2	Significant impacts of activities, products, and services on biodiversity	N/A
GRI 304 - 3	Habitats protected or restored	N/A

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
GRI 304 - 4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
GRI 305	Emissions	
GRI 305 - 1	Direct greenhouse gas (GHG) emissions (Scope 1)	○
GRI 305 - 2	Energy indirect greenhouse gas (GHG) emission (Scope 2)	○
GRI 305 - 3	Other indirect (Scope3) GHG emissions	○
GRI 305 - 4	GHG emission intensity	○
GRI 305 - 5	Reduction of GHG emissions	N/A
GRI 305 - 6	Emissions of ozone-depleting substances (ODS)	N/A
GRI 305 - 7	Nitrogen oxide (NOx), sulfur oxides (SOx), and other significant air emissions	N/A
GRI 306	Effluents and Waste	
GRI 306 - 1	Water discharge by quality and destination	○
GRI 306 - 2	Waste by type and disposal method	N/A
GRI 306 - 3	Significant spills	N/A
GRI 306 - 4	Transport of hazardous waste	N/A
GRI 306 - 5	Water bodies affected by water discharges and/or runoff	N/A
GRI 307	Environmental Compliance	
GRI 307 - 1	Non-compliance with environmental laws and regulations	N/A
GRI 308	Supplier Environmental Assessment	

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
GRI 308 - 1	New supplier that were screened using environmental criteria	N/A
GRI 308 - 2	Negative environmental impacts in the supply chain and actions taken	N/A
GRI 400	Social	
GRI 401	Employment	
GRI 401 - 1	New employee hires and employee turnover	○
GRI 401 - 2	Benefit provided to full time employees that are not provided to temporary or part time employee	N/A
GRI 401 - 3	Parental leave	N/A
GRI 402	Labour/Management Relation	
GRI 402 - 1	Minimum notice period regarding operation changes	N/A
GRI 403	Occupational health and safety	
GRI 403 - 1	Occupational health and safety management system	○
GRI 403 - 2	Hazard identification, risk assessment, and incident investigation	○
GRI 403 - 3	Occupational health services	N/A
GRI 403 - 4	Worker participation, consultation and communication on occupational health and safety	N/A
GRI 403 - 5	Working training on occupational health and safety	N/A
GRI 403 - 6	Promotion of worker health	N/A
GRI 403 - 7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	N/A
GRI 403 - 8	Workers covered by an occupational health and safety management system	N/A

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
GRI 403 - 9	Work-related injuries	○
GRI 403 - 10	Work-related ill health	○
GRI 404	Training & Education	
GRI 404 - 1	Average hours of training per year per employee	N/A
GRI 404 - 2	Programs for upgrading employee skills and transition assistance programs	N/A
GRI 404 - 3	Percentage of employees receiving regular performance and career development reviews	N/A
GRI 405	Diversity and Equal Opportunity	
GRI 405 - 1	Diversity of governance bodies and employees	N/A
GRI 405 - 2	Ratio of basic salary and remuneration of women to men	N/A
GRI 406	Non-Discrimination	
GRI 406 - 1	Incidents of discrimination and corrective actions taken	N/A
GRI 407	Freedom of Association and Collective Bargaining	
GRI 407 - 1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
GRI 408	Child Labor	
GRI 408 - 1	Operations and suppliers at significant risk for incidents of child labor	N/A
GRI 409	Forced or Compulsory Labor	
GRI 409 - 1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
GRI 410	Security Practices	

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
GRI 410 - 1	Security personnel trained in human right policies or procedures	N/A
GRI 411	Rights of Indigenous Peoples	
GRI 411 - 1	Incidents of violations involving rights of indigenous peoples	N/A
GRI 412	Human Right Assessment	
GRI 412 - 1	Operations that have been subject to human rights reviews or impact assessments	N/A
GRI 412 - 2	Employee training on human rights policies or procedures	N/A
GRI 412 - 3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	N/A
GRI 413	Local Communities	
GRI 413 - 1	Operation with local community engagement, impact assessments and development programs	N/A
GRI 413 - 2	Operation with significant actual and potential negative impacts on local communities	N/A
GRI 414	Supplier-social-assessment	
GRI 414 - 1	New suppliers that were screened using social criteria	N/A
GRI 414 - 2	Negative social impacts in the supply chain and actions taken	N/A
GRI 415	Public Policy	
GRI 415 - 1	Political contributions	N/A

GRI Content Indices

GRI 102-55



GRI Content Index	Disclosure	Adaptation
GRI 416	Customer Health and Safety	
GRI 416 - 1	Assessment of the health and safety impacts of product and service categories	○
GRI 416 - 2	Incidents of non-compliance concerning the health and safety impacts of products and services	○
GRI 417	Marketing and Labeling	
GRI 417 - 1	Requirements for product and service information and labeling	○
GRI 417 - 2	Incidents of non-compliance concerning product and service information and labeling	○
GRI 417 - 3	Incidents of non-compliance concerning marketing communications	○
GRI 418	Customer privacy	
GRI 418 - 1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	○
GRI 419	Socioeconomic Compliance	
GRI 419 - 1	Non-compliance with laws and regulations in the social and economic area	N/A