

# QUESTIONNAIRE

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## COMMUNICATION ON PROGRESS

(Effective 2024)

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**United Nations**  
Global Compact

Beginning in 2023, the Communication on Progress requires participants to annually a) submit an electronic statement by the Chief Executive Officer expressing continued support for the UN Global Compact, and b) complete the Communication on Progress questionnaire. This reference document contains the questions presented in the questionnaire.

Overall, the questionnaire is designed to add value to participants in several ways:

- Measure and demonstrate progress to stakeholders and the public on the Ten Principles and the Sustainable Development Goals in a consistent and harmonized way;
- Build credibility and brand value by showing their commitment to corporate sustainability, the Ten Principles, and the Sustainable Development Goals;
- Receive insights, learn, and continuously improve sustainability performance by helping to identify gaps and inform goal-setting year over year; and
- Compare progress against peers through access to one of the largest sources of free, public, and comparable corporate sustainability data.

The questionnaire is structured in five sections. The first section, Governance, provides a cross-cutting overview of the companies' sustainability governance structure. The remaining four sections, Human Rights, Labour, Environment, and Anti-Corruption, survey companies about their performance with respect to the Ten Principles of the UN Global Compact. Within each section, companies will answer questions that address processes and policies that demonstrate their commitment to progress, efforts taken to prevent negative social and environmental impact, performance indicators, and remediation and reporting mechanisms to address grievances and reflect on lessons learned.

Notably, the Human Rights and Environment sections contain additional nuance. The Human Rights section provides companies with the opportunity to select their material topics for disclosure, while the Environment section includes additional topic-specific questions, for example on water and biodiversity, that are to be answered only by business participants who consider such topics to be material. This document contains all questions and possible answer options; not all companies will answer all questions when using the digital platform.

Please note that this questionnaire may be subject to minor edits. Please refer to the digital platform for the final version. Please refer to the *Communication on Progress Guidebook* for additional guidance including question rationale and calculation methodology.



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**COMMUNICATION ON  
PROGRESS QUESTIONNAIRE**

# GOVERNANCE

## Policies and Responsibilities

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

*Linked to: GRI Disclosures 2-12, 2-14, 2-22 (2021)*

*(Select all that apply)*

- 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
- Regularly review potential risks related to the business model
- None of the above

Please provide additional information: \_\_\_\_\_

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

*Linked to: GRI Disclosure 2-23 (2021)*

*(Select one answer option per line)*

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on our own operations	Yes, focused on our own operations and suppliers	Yes, focused on our own operations and the value chain (including suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide a link, upload the document, and/or provide additional information:

\_\_\_\_\_

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

Linked to: NASDAQ G6.1; GRI Disclosure 2-23 (2021)

(Select one answer option per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (including suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

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

Linked to: GRI Disclosure 2-13 (2021)

(Select one answer option per line)

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

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

Linked to: GRI Disclosures 2-9, 2-13 (2021)

(Select one answer option per line)

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**Prevention**

**G6. Does the company have a process(es) to assess risk?**

Linked to: GRI Disclosure 205-1 (2016)

(Select one answer option per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers [Prompts G6.1]	Yes, related to our own operations and the value chain (including suppliers, consumers, communities, other business relationships) [Prompts G6.1]
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

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

*(Select one answer option per line)*

	No	Yes
Human rights risks	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**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?**

*Linked to: GRI Disclosures 2-12, 2-23-a-ii, 3-1, 3-3-d (2021)*

*(Select one answer option per line)*

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers <i>[Prompts G7.1]</i>	Yes, related to our own operations and the value chain (including suppliers, consumers, communities, other business relationships) <i>[Prompts G7.1]</i>
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_



**G7.1 During the due diligence process, has the company identified 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?**

*Linked to: GRI Disclosures 2-23-e, 3-1 (2021)*

*(Select one answer option per line)*

	No	Yes
Human rights risks	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**Concerns and Grievance Mechanisms**

**G8. Does the company have a process(es) through which members of the company’s workforce can raise concerns about the company’s conduct on sustainability topics?**

*Linked to: Reporting Guidance on the 10th Principle Against Anti-corruption – B3; GRI Disclosure 2-26 (2021)*

*(Select one answer option per line)*

	No, this is not a current priority	No, but we plan to within the next two years	Yes, we have an informal process (e.g., through supervisors, others) [Prompts G8.1]	Yes, we have a formal process [Prompts G8.1]
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

If respondent answers either of the 'Yes' options in G8, the below question will be displayed.

**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.**

*Linked to: GRI Disclosure 2-26 (2021); WEF Common Metrics  
(Select one answer option per line)*

	No	Yes
Is the process communicated to all employees/workers in local languages	<input type="radio"/>	<input type="radio"/>
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)	<input type="radio"/>	<input type="radio"/>
Is the process confidential (e.g., whistleblowing process)	<input type="radio"/>	<input type="radio"/>
Are there processes in place to avoid retaliation	<input type="radio"/>	<input type="radio"/>
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)	<input type="radio"/>	<input type="radio"/>
Other (Please provide additional information) <i>[If yes, makes text box mandatory]</i>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Lessons

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

Linked to: GRI Disclosure 3-3-e (2021)

(Select one answer option per line)

	No lessons are regularly captured	Conducts investigation/review of incidents as needed	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation/review and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Executive Pay

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

Linked to: CDP W6.4 (2022); CDP F4.3a (2022); CDP C1.3a (2022); Nasdaq G3 2335; GRI Disclosure 2-19 (2021); WEF Common Metrics

(Select one answer option per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

# Board Composition

**G11. Please provide details regarding the company’s board/highest governance body:**

*Linked to: UNCTAD, ISAR D.1.2 (2019), UNCTAD, ISAR D.1.3 (2019); GRI Disclosures 29 (2021), 405-1 (2016)  
(Percentage & Commentary for each line)*

	Number	Not applicable
Total number of board members (#)	_____	_____
Male (%)	_____	_____
Female (%)	_____	_____
Non-binary (%)	_____	_____
Under 30 years old (%)	_____	_____
30-50 years old (%)	_____	_____
Above 50 years old (%)	_____	_____
From minority or vulnerable groups (%)	_____	_____
Executive (%)	_____	_____
Independent (%)	_____	_____

Please provide additional information: \_\_\_\_\_

## Data Assurance

### G12. Do you produce sustainability reporting according to:

*Linked to: Nasdaq G9.1*

*(Select all that apply)*

- National/local regulation on sustainability
- Security exchange regulations
- Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
- Task Force on Climate-related Financial Disclosures (TCFD)
- Other voluntary frameworks (Please provide additional information) *[Makes text box mandatory]*
- No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

Please provide additional information: \_\_\_\_\_

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

*Linked to: CDP C.10.1 (2022); GRI Disclosure 2-5 (2021)*

*(Select all that apply)*

- Limited assurance for minority of metrics (e.g., GHG emissions only)
- Limited assurance for majority of metrics
- Reasonable assurance for minority of metrics
- Reasonable assurance for majority of metrics
- Other (Please provide additional information) *[Makes text box mandatory]*
- No assurance for any metrics

Please provide additional information: \_\_\_\_\_

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# HUMAN RIGHTS

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## Materiality

**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?**

*Linked to: GRI Disclosure 3-2 (2021)  
(Select all that apply)*

- Freedom of association and the effective recognition of the right to collective bargaining
- Child labour
- Forced labour
- Non-discrimination in respect of employment and occupation
- Safe and healthy working environment
- Working conditions (wages, working hours) *[Prompts additional line 'Working conditions (wages, working hours)' in Questions L1, L2, L3, L4, L5, L12]*
- Freedom of expression *[Prompts additional line 'Freedom of expression' in Questions HR2–HR7]*
- Access to water and sanitation *[Prompts additional line 'Access to water and sanitation' in Questions HR2–HR7]*
- Digital security/privacy *[Prompts additional line 'Digital security/privacy' in Questions HR2–HR7]*
- Gender equality and women's rights *[Prompts additional line 'Gender equality and women's rights' in Questions HR2–HR7]*
- Rights of indigenous peoples *[Prompts additional line 'Rights of indigenous peoples' in Questions HR2–HR7]*
- Rights of refugees and migrants *[Prompts additional line 'Rights of refugees and migrants' in Questions HR2–HR7]*
- Other \_\_\_\_\_

Please provide additional information: \_\_\_\_\_

Note: Labour rights topics (Freedom of association and the effective recognition of the right to collective bargaining, child labour, forced labour, non-discrimination in respect of employment and occupation, and a safe and healthy working environment) are a subset of human rights and for completeness, were included in this question. Regardless of these labour topics being selected as material in this question or not, all companies will be asked to provide additional details about these labour rights topics in the next section (L.1 and following). For the other human rights topics selected as material in this question, seven additional questions will be asked in the following section.

## Commitment

**HR2. Does the company have a policy commitment in relation to the following human rights topics?** Matrix will be populated only for the human rights topics selected in HR1.

*Linked to: GRI Disclosures 2-23-a-iv, 2-23-b, 3-3-c (2021)*

*(Select one answer option per line)*

Human Rights Topics:	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy <i>[Prompts HR 2.1]</i>	Please input the year the relevant human rights policy was last reviewed (YYYY)
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Digital security/privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____

Please provide a link, upload the document, and/or provide additional information: \_\_\_\_\_

If respondent answers 'Yes' in HR2, the below question will be displayed for each relevant topic.

**HR2.1. For each human rights policy commitment, is it:**

*Linked to: GRI Disclosures 2-23-c, 2-23-d, 2-23-e (2021)*

*(Select all that apply for each line)*

Human Rights Topics:	Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (including suppliers, consumers, communities, other business relationships)	Developed involving human rights expertise from inside and outside the company	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security/privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_



## Prevention

**HR3. Within the reporting period, has the company engaged with potentially 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.

*Linked to: GRI Disclosures 3-1-b, 3-3-f (2021)*

*(Select one answer option per line)*

Human Rights Topics:	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security/privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**HR4. What type of action has the company taken within the reporting period with the aim of 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.

Linked to: *GRI Disclosure 3-3-d (2021)*

(Select all that apply for each line)

Human Rights Topics:	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security/privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

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

*Linked to: GRI Disclosure 3-3-d (2021)*

*(Select all that apply for each line)*

Human Rights Topics:	No training provided	Select employees	All employees	Contractors	Direct suppliers	Indirect suppliers	Other – such as partners, clients, etc.
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security/privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**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.  
 Linked to: *GRI Disclosure 3-3-e (2021)*  
 (Select one answer option per line)

Human Rights Topics:	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security/privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Response

**HR7. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights topic(s)?** Matrix will be populated only for the human rights topics selected in HR1.

*Linked to: GRI Disclosure 3-3-d-ii (2021)*

*(Select one answer option per line)*

Human Rights Topics:	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security/privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**HR8. Briefly describe additional relevant, practical actions the company has taken within 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.**

*Linked to: GRI Disclosures 3-3-c and 3-3-d (2021)*

*(Text Box)*

# LABOUR

## Commitment

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

*Linked to: GRI Disclosure 3-3-c (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)*

*(Select one answer option per line)*

Labour Topics:	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy <i>[Prompts L1.1; L1.2 (first labour topic only)]</i>	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>	Please input the year the relevant labour rights policy was last reviewed (YYYY)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____

Please provide a link, upload the document, and/or provide additional information: \_\_\_\_\_

If respondent answers 'Yes' in L1, the below question will be displayed for each relevant topic.

**L1.1. For each labour rights policy commitment, is it:**

*Linked to: ILO C155 - Occupational Safety and Health Convention 1981 (No. 155); GRI Disclosures 2-23-c, 2-23-d, 2-23-e (2021)*

*(Select all that apply for each line)*

Labour Topics:	Aligned with international labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (including suppliers, consumers, communities, other business relationships)	Developed in consultation with workers and their representatives	Developed involving labour rights expertise from inside and outside the company	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

If respondent answers 'Yes' in L1 regarding 'Freedom of association and the effective recognition of the right to collective bargaining,' the below question will be displayed.

**L1.2. Does the company's policy on freedom of association and collective bargaining:**

*Linked to: GRI Disclosure 2-30 (2021)*

*(Select all that apply)*

- Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination
- Prohibit any acts of interference in trade unions
- Facilitate collective bargaining with the trade union representatives
- Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations
- Reference the respect for the right of workers to submit grievances without suffering
- We do have a policy on freedom of association or collective bargaining but it does not include any of these details
- We do not have a policy on freedom of association or collective bargaining

Please provide additional information: \_\_\_\_\_



## Prevention

**L2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following labour rights topics?** For the user, the "Working conditions (wages, working hours)" option would be visible only if selected in HR1.

*Linked to: GRI Disclosures 3-1-b and 3-3-f (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)*

*(Select one answer option per line)*

Labour Topics:	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/ mitigating the risks/ impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**L3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following labour rights topics?** For the user, the "Working conditions (wages, working hours)" option would be visible only if selected in HR1.

Linked to: GRI Disclosure 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)

(Select all that apply for each line)

Labour Topics:	No action within reporting period	Provided internal training/ capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**L4. Who receives training for the following labour rights topics?** For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Linked to: GRI Disclosure 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)

(Select all that apply for each line)

Labour Topics:	No training provided	Select employees	All employees	Contractors	Direct suppliers	Indirect suppliers	Other – such as partners, clients, etc.
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?** For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Linked to: GRI Disclosure 3-3-e (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)

(Select one answer option per line)

Labour Topics:	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Performance

### L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

*(Select all that apply)*

- Yes, by providing more favourable conditions related to wages
- Yes, by providing more favourable conditions related to working hours
- Yes, by providing more favourable conditions related to health coverage and/or sick leave
- Yes, by providing additional rights not otherwise provided (Please provide additional information) *[Makes text box mandatory]*
- There is (are) no existing collective bargaining agreement(s)
- No

Please provide additional information: \_\_\_\_\_

### L7. Within the reporting period, what was the percentage of women in managerial positions? (%)

*Linked to: UNCTAD, ISAR C1.1 (2022)*

*(Text box with option for 'Unknown')*

	Percent women (%)	Unknown
Managerial position	_____	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) within the reporting period?**

Linked to: GRI Disclosure 405-2 (2016)

(Text box with option for 'Unknown')

	Salary ratio (%)	Unknown	Choose to not disclose [Makes text box mandatory]
Women/Men (%)	<input type="text"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**L9. Within the reporting period, how frequently were workers injured (injuries per hour worked)?**

Linked to: ISAR C.4.2; GRI Disclosure 403-9 (2018)

(Text box with option for 'Unknown')

	Frequency of injury	Unknown	Choose to not disclose [Makes text box mandatory]
Frequency of injury	<input type="text"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**L10. Within the reporting period, what was the company's incident rate (injuries per worker)?**

Linked to: ISAR C.4.2; GRI Disclosure 403-9 (2018)

(Text box with option for 'Unknown')

	Incident rate	Unknown	Choose to not disclose [Makes text box mandatory]
Incident rate	<input type="text"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Response and Reporting

**L11. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following labour rights topics?** For the user, the "Working conditions (wages, working hours)" option would be visible only if selected in HR1.

*Linked to: GRI Disclosure 3-3-d-ii (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)*

*(Select one answer option per line)*

Labour Topics:	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose <i>[Makes text box mandatory]</i>
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment (also in note)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**L12. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.**

*Linked to: GRI Disclosures 3-3-c and 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)*

*(Text Box)*

# ENVIRONMENT

## Commitment

### E1. Does the company have a policy commitment in relation to the following environmental topics?

Linked to: CDP C4.1 2022, CDP F6.1 2022, CDP W6.1 2022, GRI Disclosure 3-3-c (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016)  
 (Select one answer option per line)

Environmental Topics:	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy <i>[Prompts E1.1]</i>	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>	Please input the year the relevant environment policy was last reviewed (YYYY)
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____

Please provide a link, upload the document, and/or provide additional information: \_\_\_\_\_



If respondent answers 'Yes' in E1, the below question will be displayed for each relevant topic.

**E1.1. For each environmental policy commitment, is it:**

*Linked to: CDP C4.1 2022, CDP F6.1 2022, CDP W6.1 2022; GRI Disclosures 2-23-c, 2-23-d, 2-23-e (2021)*

*(Select all that apply for each line)*

Environmental Topics:	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (including suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and outside the company	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Prevention

### E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

Linked to: GRI Disclosures 3-1-b and 3-3-f (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)  
(Select one answer option per line)

Environmental Topics:	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information) [Makes text box mandatory]
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?**

*Linked to: GRI Disclosure 3-3-d (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-iv (2016)  
(Select all that apply for each line)*

Environmental Topics:	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?**

Linked to: GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)  
 (Select one answer option per line)

Environmental Topics:	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only) <i>[Prompts E4.1; E4.2]</i>	Set annual targets/goals, track progress over time (internal and external programmes) <i>[Prompts E4.1; E4.2]</i>	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

If respondent answers in E4 that they set annual targets, the below question will be displayed for each relevant topic.

**E4.1. For each environmental topic for which the company sets timebound goals/targets, what kind of targets has the company set?**

*Linked to: CDP F6.1 2022; GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)*

*(Text box for each line)*

**Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.)**

Climate change

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Water

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Oceans

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Forests/biodiversity/land use

---

Air pollution

---

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)

---

Energy & resource use

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Please provide additional information: \_\_\_\_\_

If respondent answers in E4 that they set annual targets, the below question will be displayed for each relevant topic.

**E4.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?**

*Linked to: GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)  
(Select all that apply for each line)*

Environmental Topics:	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information) <i>[Makes text box mandatory]</i>
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**E5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?**

*Linked to: GRI Disclosure 3-3-d-ii (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)  
(Select one answer option per line)*

Environmental Topics:	No remedy provided/ enabled	Yes, remedy provided/ enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Climate Action

### E6. What were the company's gross Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions within the reporting period?

Linked to: CDP C6.1 2022, CDP C6.3 2022; GRI Disclosures 305-1, 305-2 (2016); ISAR B.3.1; ISAR B.3.2

(Select one answer option per line)

	Measured total emissions (tCO <sub>2</sub> e)	We did not measure our gross emissions <i>(Please provide additional information)</i> <i>[Makes text box mandatory]</i>
Scope 1 emissions	<input type="text"/>	<input type="radio"/>
Scope 2 emissions	<input type="text"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

### E7. What were the company's gross Scope 3 global greenhouse gas (GHG) emissions within the reporting period?

Linked to: CDP C6.5 2022; GRI Disclosure 305-3 (2016)

(Radial – Select One)

We measured Scope 3 GHG emissions *[Please input the measured tCO<sub>2</sub>e in the text box below]* *[Prompts E7.1]*

We did not measure Scope 3 GHG emissions

Please provide measured tCO<sub>2</sub>e and/or additional information: \_\_\_\_\_



If respondent answers in E7 that they measure Scope 3 emissions, the below question will be displayed.

**E7.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?**

*Linked to: GRI Disclosure 305-3 (2016); CDP C6.5 2022*

*(Select all that apply)*

- Purchased goods and services
- Capital goods
- Fuel- and energy-related activities
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Upstream leased assets
- Downstream transportation and distribution
- Processing of sold products
- Use of sold products
- End-of-life treatment of sold products
- Downstream leased assets
- Franchises
- Investments
- Other - upstream
- Other - downstream

Please provide additional information: \_\_\_\_\_

**E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services within the reporting period?**

Linked to: CDP C4.3c 2022; CDP4.2b 2022; (partially linked to) ISAR A.3.3  
(Text Box with option for 'Unknown')

	Percent of revenue (%)	Unknown	Not applicable (Please provide additional information) [Makes text box mandatory]
R&D for low-carbon products/services	_____	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**E9. Has the company acted to support climate change adaptation and resilience?**

Linked to: GRI Disclosure 201-2-a-iv (2016)  
(Select all that apply)

- We have taken action to increase company-wide resilience to climate change
- We have taken action to increase resilience in our supply chains
- We have taken action to increase resilience in the communities in which we operate
- We have provided funding for climate change adaptation and resilience initiatives and projects
- We have not taken actions to build climate change resilience in the reporting period
- Unknown

Please provide additional information: \_\_\_\_\_

**Energy/Resource Use**

**E10. Please report the company's renewable energy consumption as a percentage of total energy consumption within the reporting period.**

Linked to: ISAR B.5.1; GRI Disclosure 302-1 (2016)  
(Text Box with option for 'Unknown')

	Percent of total energy consumption (%)	Unknown
Renewable energy consumption/total energy consumption	_____	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Technology

**E11. What percent of the company's revenue came from low-carbon products/services within the reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications products/services included in your calculation (e.g., relevant certifications)**

*Linked to: SASB CG-MR-410a.1a; WEF Common Metrics*

*(Text box with option for 'Unknown' or 'Not applicable')*

	Percent of total revenue (%)	Unknown	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>
Low-carbon products and services/total revenue for the reporting period	_____	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Additional Topic-specific Questions

**E12. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?**

*Linked to: GRI Disclosure 3-2 (2021)*

*(Select all that apply)*

- Water [Prompts E13, E14]
- Forests, Biodiversity, and Land use [Prompts E15, E16, E17]
- Air pollution [Prompts E18]
- Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) [Prompts E19, E20, E21]
- None of the topics have been identified as material by the company

Please provide additional information: \_\_\_\_\_

**Additional Topic-specific Questions: Water**

**E13. Please provide details regarding the company’s water withdrawal and consumption (own operations) within the reporting period.**

*Linked to: ISAR B.1.3; CDP W1.2b 2022, CDP W1.2d 2022; SASB CG-HP-140a.1; GRI Disclosures 303-1, 303-3, 303-5 (2018)*

*(Text boxes with option for 'Unknown' or 'Not applicable')*

	Known (Volume of water in megaliters)	Unknown	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>
Total water withdrawal	_____	<input type="radio"/>	<input type="radio"/>
Fresh surface water withdrawal:	_____	<input type="radio"/>	<input type="radio"/>
Groundwater withdrawal:	_____	<input type="radio"/>	<input type="radio"/>
Brackish surface water/seawater withdrawal:	_____	<input type="radio"/>	<input type="radio"/>
Produced water withdrawal:	_____	<input type="radio"/>	<input type="radio"/>
Third-party water withdrawal:	_____	<input type="radio"/>	<input type="radio"/>
Percentage of water withdrawn in regions with high or extremely high water stress(%):	_____	<input type="radio"/>	<input type="radio"/>

	Known (Volume of water in megaliters)	Unknown	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>
Total water consumption	_____	<input type="radio"/>	<input type="radio"/>
Fresh surface water consumption:	_____	<input type="radio"/>	<input type="radio"/>
Groundwater consumption:	_____	<input type="radio"/>	<input type="radio"/>
Brackish surface water/seawater consumption:	_____	<input type="radio"/>	<input type="radio"/>
Produced water consumption:	_____	<input type="radio"/>	<input type="radio"/>
Third-party water consumption:	_____	<input type="radio"/>	<input type="radio"/>
Percentage of water consumed in regions with high or extremely high water stress (%):	_____	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**E14. Please provide details about the company's water intensity of products in regions with high or extremely high water stress.**

Linked to: CDP W1.3 2022; CDP W1.3a 2022

(Text box with option for 'Unknown' or 'Not applicable')

	Unknown	Not applicable (Please provide additional information) [Makes text box mandatory]
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Water intensity of products (cubic meter/\$ OR cubic meter/product type):

\_\_\_\_\_

Please provide additional information: \_\_\_\_\_

**Additional Topic-specific Questions: Forests, Biodiversity, and Land Use**

**E15. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).**

Linked to: GRI Disclosure 304-1 (2016); ISAR B6.1, WEF Common Metrics

(Text box with option for 'Unknown' or 'Not applicable')

	Unknown	Not applicable (Please provide additional information) [Makes text box mandatory]
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Sites

\_\_\_\_\_

Hectares

\_\_\_\_\_

Please provide additional information: \_\_\_\_\_

**E16. In hectares, please report the area of natural ecosystems converted in areas owned, leased, or managed by the company (if any) within the reporting period.**

*Linked to: CDP F1.3 2022; GRI Disclosure 304-1 (2016)*

*(Text box with option for 'Unknown' or 'Not applicable')*

	Area (hectares)	Unknown	Not applicable (Please provide additional information) [Makes text box mandatory]
Conversion of natural ecosystems	_____	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**E17. Is the company supporting or implementing project(s) focused on ecosystem restoration and protection?**

*Linked to: CDP F6.11 2022; GRI Disclosure 304-3 (2016)*

*(Select one answer option per line + text box)*

	No	No, but we plan to within the next 2 years	Yes	If yes, project(s) area to date (hectares)
Forest ecosystem restoration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Other ecosystem restoration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Reforestation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Natural regeneration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Agroforestry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Set-aside land	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Biodiversity offsetting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____
Other (Please provide additional information)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____

Please provide additional information: \_\_\_\_\_

**Additional Topic-specific Questions: Air Pollution**

**E18. Where applicable, please report the company's emissions of the following pollutants within the reporting period.**

*Linked to: GRI Disclosure 305-7 (2016); ISAR B.3.1  
(Text box with option for 'Unknown' or 'Not applicable')*

Air pollutant:	Emissions (t)	Unknown	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>
NO <sub>x</sub>	<hr/>	<input type="radio"/>	<input type="radio"/>
SO <sub>x</sub>	<hr/>	<input type="radio"/>	<input type="radio"/>
Volatile organic compounds (VOCs)	<hr/>	<input type="radio"/>	<input type="radio"/>
Hazardous air pollutants (HAPs)	<hr/>	<input type="radio"/>	<input type="radio"/>
Particulate matter (PM <sub>10</sub> )	<hr/>	<input type="radio"/>	<input type="radio"/>
Persistent organic pollutants (POPs)	<hr/>	<input type="radio"/>	<input type="radio"/>
Other (Please provide additional information)	<hr/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_



**Additional Topic-specific Questions: Waste**

**E19. In metric tonnes, please report the company's total weight of waste generated within the reporting period.**

*Linked to: GRI Disclosure 306-3 (2020); (partially linked to) ISAR B.2.1  
(Text box with option for 'Unknown' or 'Not applicable')*

	Waste generated (t)	Unknown	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>
Solid waste	_____	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**E20. Please report the company's hazardous waste as a percentage of total waste (e.g., hazardous waste ratio) generated within the reporting period.**

*Linked to: GRI Disclosures 306-4, 306-5 (2020); ISAR B.2.3  
(Text box with option for 'Unknown' or 'Not applicable')*

	Hazardous waste ratio (%)	Unknown	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>
Hazardous waste	_____	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**E21. In metric tonnes, please report the company's estimated consumption of single-use plastic, wherever material along the value chain, within the reporting period.**

*Linked to: WEF Common Metrics*

*(Text box with option for 'Unknown' or 'Not applicable')*

	Single-use plastic (t)	Unknown	Not applicable (Please provide additional information) <i>[Makes text box mandatory]</i>
Single-use plastics	<hr/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**Overall Environment**

**E22. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.**

*Linked to: GRI Disclosures 3-3-c and 3-3-d (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016)*

*(Text Box)*

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# ANTI-CORRUPTION

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## Commitment

### AC1. Does the company have an anti-corruption compliance programme?

*Linked to: GRI Disclosure 3-3-c (2021) for the topic GRI 205 (2016)*

*(Radial – Select One)*

- No, this is not a current priority
- No, but we plan to within the next two years
- Yes [*Prompts AC1.1*]

Please provide additional information: \_\_\_\_\_

If respondent answers 'Yes' in AC1, the below question will be displayed.

#### AC1.1. If yes, in what year was this programme last reviewed? (YYYY)

\_\_\_\_\_

Please provide additional information: \_\_\_\_\_

### AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

*(Radial – Select One)*

- No, and we have no plans to develop any policy/recommendation
- No, but we plan to within the next two years
- Yes, included within a broader policy or as a stand-alone policy

Please provide a link, upload the document, and/or provide additional information: \_\_\_\_\_

## Prevention

### AC3. Who receives training on anti-corruption and integrity?

Linked to: WEF Common Metrics; GRI Disclosure 205-2 (2016)

(Select all that apply)

- Select employees [Prompts AC3.1]
- All employees [Prompts AC3.1]
- Contractors [Prompts AC3.1]
- Direct suppliers [Prompts AC3.1]
- Indirect suppliers [Prompts AC3.1]
- Other – such as partners, clients, etc. [Prompts AC3.1]
- No training provided

Please provide additional information: \_\_\_\_\_

If respondent answers any option in AC3 besides 'No training provided', the below question will be displayed for each chosen category.

### AC3.1. How often is such training provided?

(Select one answer option per line)

	One time only	Every two or more years	Every year	Unknown
Select employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contractors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Direct suppliers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indirect suppliers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other – such as partners, clients, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

**AC4. Does the company monitor its anti-corruption compliance programme?**

*Linked to: GRI Disclosure 3-3-e (2021) for the topic GRI 205 (2016); SDG Action Manager - SDG 16: Peace, Justice, and Strong Institutions (Select all that apply)*

- Yes, through review on ad hoc basis
- Yes, through internal employee self-evaluations
- Yes, through automated controls monitoring
- Yes, through external independent monitoring
- Yes, through other mechanisms (Please provide additional information) *[Makes text box mandatory]*
- No, we do not monitor the anti-corruption compliance programme (Please provide additional information) *[Makes text box mandatory]*

Please provide additional information: \_\_\_\_\_

**Performance**

**AC5. Please report the company's total number and nature of incidents of corruption within the reporting period.**

*Linked to: GRI Disclosure 205-3 (2016); WEF Common Metrics ; ISAR D.2.1 (Select one answer option per line)*

	Number of incident(s) (Please describe the nature of the incidents in the text box below)	Unknown	Choose to not disclose
Confirmed within the reporting period, but related to previous years	_____	<input type="radio"/>	<input type="radio"/>
Confirmed within the reporting period, and related to the reporting period	_____	<input type="radio"/>	<input type="radio"/>

Please provide additional information: \_\_\_\_\_

## Response and Reporting

### AC6. Within the reporting period, what actions has the company taken to address suspected incidents of corruption?

*Linked to: GRI Disclosure 3-3-d (2021) for the topic GRI 205 (2016); Reporting Guidance on the 10th Principle Against Anti-corruption – B3; ISAR D.2.1 (Select all that apply)*

- Initial case assessment
- Internal investigation
- Review by risk/ethics committee
- Review by board of directors
- External audit/review
- Other (Please provide additional information) *[Makes text box mandatory]*
- Not applicable/no incidents in the reporting period

Please provide additional information: \_\_\_\_\_

If respondent answers any option in AC6 besides 'Not applicable/no incidents in the reporting period', the below question will be displayed for each chosen category.

### AC6.1 Were these actions taken independently or in response to a dispute or investigation by a government regulator?

*Linked to: GRI Disclosure 3-3-d (2021) for the topic GRI 205 (2016).; Reporting Guidance on the 10th Principle Against Anti-corruption – B3 (Radial – Select one)*

- Minority of actions taken in response to a dispute/investigation by a government regulator
- Majority of actions taken in response to a dispute/investigation by a government regulator
- All actions taken in response to a dispute/investigation by a government regulator
- No action taken in response to a dispute/investigation by a government regulator

Please provide additional information: \_\_\_\_\_

**AC7. Does the company engage in collective action against corruption?**

*Linked to: GRI Disclosure 3-3-d (2021) for the topic GRI 205 (2016)*

*(Radial – Select one)*

- No, this is not a current priority
- No, but we plan to within the next two years
- Yes (Please provide additional information) [Makes text box mandatory]

Please provide additional information: \_\_\_\_\_

**AC8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to implement the anti-corruption principle, including goals set and any challenges faced and actions taken towards prevention and/or remediation.**

*Linked to: GRI Disclosures 3-3-c and 3-3-d (2021) for the topic GRI 205 (2016)*

*(Text Box)*