Corporate Social Resposibility Report2017 - GRI Guideline(G4) Reference Table

General Standard	Corporate Social Resposibility Report2017 - GRI G	Suideline(G4) Reference Table
No		Content of CSB Bonort and Bogo
	Guidelines	Content of CSR Report and Page
Strategy and Ana	1	T
G4-1	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position)	Philosophy • Fundamental Management Policy •
	about the relevance sustainability to the organization and the	CSR Fundamental Policy
	organization's strategy for addressing sustainability.	Message from our president (P3-7)
G4-2	a. Provide a description of key impacts, risks and opportunities.	CSR Fundamental Policy, Message from our president (P5-7)
		CSK Fundamental Folicy, Wessage from our president (F5-7)
Organizational Pr		
G4-3	a. Report the name of the organization.	Company Profile • Group Companies (P8-9)
G4-4	a. Report the primary brands, products, and services.	Our Product Line-up, Our Technology (P10-11)
G4-5	a. Report the location of the organization's headquarters.	Company Profile • Group Companies (P8-9)
G4-6	a. Report the number of countries where the organization operates,	
	and names of countries where either the organization has	National Network, Glabal Network (P9)
	significant operations or that are specifically relevant to the sustainability topics covered in the report.	
G4-7	a. Report the nature of ownership and legal form.	Company Profile • Group Companies (P8-9)
G4-8	a. Report the markets served (including geographic breakdown,	Company Frome Group Companies (F6-9)
G4-0	sectors served, and types of customers and beneficiaries).	Our Product Line-up(P10)
C4.0		
G4-9	a. Report the scale of the organization, including: Total number of employees	
	•Total number of operations	
	•Net sales (for private sector organizations) or net revenues (for	
	public sector organizations)	Company Profile • Group Companies (P8-9)
	•Total capitalization broken down in terms of debt and equity (for	
	private sector organizations)	
	•Quantity of products or services provided	
G4-10	a. Report the total number of employees by employment contract	
	and gender.	
	 b. Report the total number of permanent employees by employment type and gender. 	
	c. Report the total workforce by employees and supervised workers	
	and by gender.	
	d. Report the total workforce by region and gender.	Franks and discounting (DOC)
	e. Report whether a substantial portion of the organization's work is	Employee diversity (P26)
	performed by workers who are legally recognized as self-employed,	
	or by individuals other than employees or supervised workers,	
	including employees and supervised employees of contractors.	
	 f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural 	
	industries.)	
G4-11	a. Report the percentage of total employees covered by collective	
04 11	bargaining agreenents.	-
G4-12	a. Describe the organization's supply chain.	NAMICS' material purchasing policy (P25)
G4-13	a. Report any significant changes during the reporting period	The twice of material parenasing policy (1 20)
00	regarding the organization's size, structure, ownership, or its supply	
	chain, including:	
	·Changes in the location of, or changes in, operations, including	
	facility openings, closings, and expansions	
	•Changes in the share capital structure and other capital formation,	Company Profile • Group Companies (P8-9)
	maintenance, and alteration operations (for private sector	
	organizations) • Changes in the location of suppliers, the structure of the supply	
	chain, or in relationships with suppliers, including selection and	
	termination.	
Commitments to	External Initiatives	
G4-14	a. Report whether and how the precautionary approach or principle	B 1 4 4 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	is addressed by the organization.	Reduction of Environmental impact for Sustainability (P19-24)
G4-15	a. List externally developed economic, environmental and social	
	charters, principles, or other initiatives to which the organization	_
	subscribes or which it endorses.	
G4-16	a. List memberships of associations (such as industry associations)	
	and national or international advocacy organizations in which the	
	organization:	/
	 Holds a position on the governance body Participates in projects or committees. 	Editional Policy (P2)
	Provides substantive funding beyond routine membership dues	
	Views membership as strategic	
Identified Materia	Il Aspects and Boundaries	
G4-17		
G4-1 <i>1</i>	a. List all entities included in the organization's consolidated financial statements or equivalent documents.	
	b. Report whether any entity included in the organization's	Editional Policy (P2)
	consolidated financial statements or equivalent document is not	Lamonal Folloy (1 2)
	covered by the report.	
G4-18	a. Explain the process for defining the report content and the	+
0110	Aspect Boundaries.	
	b. Explain how the organization has implemented the Reporting	Editional Policy (P2)
	Principles for Defining Report Content.	
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G4-26 a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process. a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns. Report Profile G4-28 a. Reporting period (such as fiscal or calendar year) for information provided. G4-29 a. Date of most recent previous report (if any). G4-30 a. Reporting cycle (such as annual, biennial). G4-31 a. Provide the contact point for questions regarding the report or its contents. GRI Content Index G4-32 a. Report the "in accordance" option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assurance All recommends the use of external assurance but it is not a requirement to be "in accordance" with the Guidelines. Assurance G4-33 a. Report the organization's policy and current practice with regard to seeking external assurance but it is not a requirement to be "in accordance" with the Guidelines. Assurance G4-34 a. Report the erganization's policy and current practice with regard to seeking external assurance but it is not a requirement to be "in accordance" with the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance provider. d. Report the governance structure of the organization including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	No	Guidelines	Content of CSR Report and Page
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organization, as follows: - Report whether the Aspect is material within the organization - If the Aspect is not material for all entities within the organization (as described in [4-17], select on of the following two approaches and report wither - Aspect is not material - The list of entities or groups of entities included in G4-17 for which the Aspect is not material - Report any specific limitation regarding the Aspect Boundary - Report whether the Aspect is material - Report any specific limitation regarding the Aspect Boundary - White the organization - If the Aspect is material - Report whether the Aspect is material custile of the organization, identify the - Report whether the Aspect is material reports to which the Aspect is material - Report whether the Aspect is material custile of the organization, identify the - Aspect is material for the entities discribed - Report whether the Aspect is material custile of the organization, identify the - Aspect is material or the entities discribed - Report the Aspect is material custile of the organization, identify the - Aspect is material or the entities discribed - Report the Aspect is material or the entitle discribed - Report the Aspect is material or the entitle discribed - Report the Aspect is material or the entitle discribed - Report the Aspect is material or the entitle discribed - Report the Aspect is material or the entitle discribed - Report the Description of the Aspect Boundaries - Report the Section of Section of Stakeholder - Report the Description of the Aspect Boundaries - Report the Organization and Section of Stakeholder - Report the Section of Stakeholder - Report the Section of Stakeholder - Report the Section and Concerns the Section of Stakeholder - Report the Section and Concerns the Section of Stakeholder - Report the Section of Section and Concerns the Section of Stakeholder - Report t		•	Specifying NAMICS Group Key CSR Issues(P16)
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Permanent Hot Line establishment (P27)	G4-49		
	04.50		Permanent Hot Line establishment (P27)
G4-50 a. Report the nature and total number of critical concerns that were	G4-50		COD F In (14 Pull 1957)
communicated to the highest governance body and the CSR Fundamental Policy(P5) mechanism(s) used to address and resolve them.			CSK Fundamental Policy(P5)
ווופטומוווסווונים) עספע נט מעעופסס מווע ופסטועפ נוופווו.		medianioni(s) used to address and resolve (nem.	<u> </u>

No	Guidelines	Content of CSR Report and Page
G4-51	a. Report the remuneration policies for the highest governance	Contain of Controport and Lago
	body and senior executives for the below types of	
	remuneration:	
	Fixed pay and variable pay:	
	- Performance-based pay	
	- Equity-based pay - Bonuses	
	- Deferred or vested shares	
	Sign-on bonuses or recruitment incentive payments	Corporate Governance (P12)
	• Termination payments	,
	Clawbacks	
	Retirement benefits, including the difference between benefit	
	schemes and contribution rates for the highest governance body,	
	senior executives, and all other employees b. Report how performance criteria in the remuneration policy relate	
	to the highest governance body's and senior executives' economic,	
	environmental and social objectives	
G4-52	a. Report the process for determining remuneration. Report	
	whether remuneration consultants are involved in determining	
	remuneration and whether they are independent of management.	Corporate Governance (P12)
	Report any other relationships which the remuneration consultants	
C4 F2	have with the organization.	
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on	Corporate Governance (P12)
	remuneration policies and proposals, if applicable.	Permanent Hot Line establishment (P27)
G4-54	a. Report the ratio of the annual total compensation for the	
O- 1 -0 1	organization's highest-paid individual in each country of significant	
	operations to the median annual total compensation for all	_
	employees (excluding the highest-paid individual) in the same	
	country.	
G4-55	a. Report the ratio of percentage increase in annual total	
	compensation for the organization's highest-paid individual	
	in each country of significant operations to the median percentage	_
	increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	
Ed.: 11.4 %		
Ethics and Integrity		
G4-56	a. Describe the organization's values, principles, standards and	Activity Guideline(P4)
04.57	norms of behavior such as codes of conduct and codes of ethics.	
G4-57	a. Report the internal and external mechanisms for seeking advice	Corporate Governance (P12)
	on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Permanent Hot Line establishment (P27)
G4-58	a. Report the internal and external mechanisms for reporting	
0.00	concerns about unethical or unlawful behavior, and matters related	Corporate Governance (P12)
	to organizational integrity, such as escalation through line	Permanent Hot Line establishment (P27)
	management, whistleblowing mechanisms or hotlines.	
Specific Standard D	Disclosures	
No	Guidelines	Content of CSR Report and Page
Category: Economic	CS	
Aspects: Economic		
G4-EC1	Direct economic value generated and distributed	Company Profile · Group Companies (P8-9)
	Ü	Company From Croup Companies (FCC)
Category: Environm	ICH	
Aspects: Energy		In the second throats
G4-EN3	Energy consumption within the organization	Environmental impacts overview
A	<u> </u>	(Including overseas factory) (P21)
Aspects: Emmission	ns	le :
G4-EN15	Direct Greenhouse Gas (GHG) emissions (Scope 1)	Environmental impacts overview
	Grossmosos Gas (Grio) ornicoloria (Goope 1)	(Including overseas factory) (P21)
G4-EN16	Indirect Greenhouse Gas (GHG) emissions (Scope 2)	Environmental impacts overview
		(Including overseas factory) (P21)
Aspects: Effluents a	and Waste	
G4-EN22	Total water discharge by quality and destination	Environmental impacts overview
		(Including overseas factory) (P21)
G4-EN23	Total weight of waste by type and disposal method	Environmental impacts overview
		(Including overseas factory) (P21)
Aspects: Products a		
G4-EN27	Extent of impact mitigation of environmental impacts of products	Environmentally-friendly product development (P24)
	and services	Environmentally-mentally product development (F24)
Category: Social		
Sub-Category: Labo	or Practices and Decent Work	
Aspects: Employme		
G4-LA1	Total number and rates of new employee hires and employee	I
—	turnover by age group, gender and region	Human Resource Retention (P29)
G4-LA3	Return to work and retention rates after parental leave, by gender	Human Resource Retention (P29)
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No	Guidelines	Content of CSR Report and Page	
Aspects: Occupational Health and Safety			
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Workplace Safty(P17)	
Aspects: Diversity ar	nd Equal Opportunity		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Corporate Governance (P12) Respect for Human right, Legal Compliance, Diversity(P26)	
Aspects: Equal Rem	Aspects: Equal Remuneration for Women and Men		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Namics provides appropriate administration regardless of gender and has no difference in basic salaries based on gender.	
Aspects: Supplier As	ssessment for Labor Practices		
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	NAMICS' material purchasing pilicy(P25)	
Sub-Category: Human Rights			
Aspects: Investment			
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Human right aspect and humanity improvement training(P26)	