CSR Report2018 - GRI Standard Core Option Reference Table

General Standard Dis	closures	
No	Guidelines	Content of CSR Report2018 and Page
1. Organizational pro		ountains of contraportable and rage
102-1	a. Name of the organization.	
Name of the	an riamo di ale di gametatom	Company Profile · Group Companies (P8-9)
organization		company rome croup companies (re sy
102-2	a. A description of the organization's activities.	
Activities, brands,	b. Primary brands, products, and services, including an explanation of	Company Profile · Group Companies (P8-9)
products, and	any products or services that are banned in certain markets.	Our Product Line-up (P10-11)
services	any products or services triat are barried in certain markets.	our roddet Eine up (r 10 11)
102-3	a. Location of the organization's headquarters.	
Location of	a. Eocation of the organization's neadquarters.	Company Profile · Group Companies (P8-9)
		Company Frome Group Companies (F6-9)
headquarters	a Number of countries where the organization energies and the names	
102-4	a. Number of countries where the organization operates, and the names	Clabal Naturals (PO)
Location of	of countries where it has significant operations and/or that are relevant	Global Network (P9)
operations	to the topics covered in the report.	
102-5	a. Nature of ownership and legal form.	
Ownership and legal		Company Profile • Group Companies (P8-9)
form		
102-6	a. Markets served, including:	
Markets served	i. geographic locations where products and services are offered;	Our Product Line-up (P10)
	ii. sectors served;	
	iii. types of customers and beneficiaries.	
102-7	a. Scale of the organization, including:	
Scale of the	i. total number of employees;	
organization	ii. total number of operations;	
	iii. net sales (for private sector organizations) or net revenues (for public	Company Profile · Group Companies (P8-9)
	sector organizations);	Company Profile • Group Companies (Po-9)
	iv. total capitalization (for private sector organizations) broken down in	
	terms of debt and equity;	
	v. quantity of products or services provided.	
102-8	a. Total number of employees by employment contract (permanent and	
Information on	temporary), by gender.	
employees and other	b. Total number of employees by employment contract (permanent and	
workers	temporary), by region.	
	c. Total number of employees by employment type (full-time and part-	
	time), by gender.	
	d. Whether a significant portion of the organization's activities are	
	performed by workers who are not employees. If applicable, a	Employee diversity (P26)
	description of the nature and scale of work performed by workers who	Employee diversity (120)
	are not employees.	
	e. Any significant variations in the numbers reported in Disclosures 102-	
	8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or	
	agricultural industries).	
	f. An explanation of how the data have been compiled, including any	
102.0	assumptions made.	
102-9	a. A description of the organization's supply chain, including its main	
Supply chain	elements as they relate to the organization's activities, primary brands,	NAMICS' material purchasing policy (P25)
	products, and services.	
102-10	a. Significant changes to the organization's size, structure, ownership, or	
Significant changes	supply chain, including:	
to the organization	i. Changes in the location of, or changes in, operations, including facility	
	openings, closings, and expansions;	
	ii. Changes in the share capital structure and other capital formation,	
	maintenance, and alteration operations (for private sector	Establishment of new production facility
	organizations);	
	iii. Changes in the location of suppliers, the structure of the supply chain,	
	or relationships with suppliers, including selection and termination.	
102-11	a. Whether and how the organization applies the Precautionary Principle	
Precautionary	or approach.	Paduction of Environmental impact for Custoinability (D10
Principle or approach		Reduction of Environmental impact for Sustainability (P19-
i incibie or approach		24)
102-12	a. A list of externally-developed economic, environmental and social	
External initiatives	charters, principles, or other initiatives to which the organization	-
	subscribes, or which it endorses.	
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102-13	a. A list of the main memberships of industry or other associations, and	esticate of contineportation and rugo
Membership of	national or international advocacy organizations.	Editorial Policy (P2)
associations		Editorial Folicy (F2)
2. Strategy	A shahara and forms the great positive decision made as at the great inching	
102-14	a. A statement from the most senior decision-maker of the organization	Philosophy • Fundamental Management Policy • CSR
Statement from	(such as CEO, chair, or equivalent senior position) about the relevance of	Fundamental Policy
senior decision-	sustainability to the organization and its strategy for addressing	Message from Our president (P3-7)
maker 102-15	sustainability. a. A description of key impacts, risks, and opportunities.	
	a. A description of key impacts, risks, and opportunities.	CSR Fundamental Policy,
Key impacts, risks, and opportunities		Message from Our president (P5-7)
Ethics and integrity		
102-16	a. A description of the organization's values, principles, standards, and	
Values, principles,	norms of behavior.	Philosophy · Fundamental Management Policy · Activity
standards, and	TOTALS OF BEHAVIOR	Guideline (P3-4)
norms of behavior		Caldeline (1.5.1)
102-17	a. A description of internal and external mechanisms for:	
Mechanisms for	i. seeking advice about ethical and lawful behavior, and organizational	
	integrity;	Corporate Governance (P12)
about ethics	ii. reporting concerns about unethical or unlawful behavior, and	Permanent Hot line establishment (P28)
	organizational integrity.	
4. Governance		
102-18	a. Governance structure of the organization, including committees of the	
Governance	highest governance body.	Corporate Governance (P12)
structure	b. Committees responsible for decision-making on economic,	CSR Promotion Structure (P14)
	environmental, and social topics.	
102-19	a. Process for delegating authority for economic, environmental, and	
Delegating authority	social topics from the highest governance body to senior executives and	Corporate Governance (P12)
	other employees.	CSR Promotion Structure (P14)
102-20	a. Whether the organization has appointed an executive-level position or	
Executive-level	positions with responsibility for economic, environmental, and social	
responsibility for	topics.	Corporate Governance (P12)
economic,	b. Whether post holders report directly to the highest governance body.	CSR Promotion Structure (P14)
environmental, and	ar threater post holders report an easy to the mightest governance soup.	
social topics		
102-21	a. Processes for consultation between stakeholders and the highest	
Consulting	governance body on economic, environmental, and social topics.	
stakeholders on	b. If consultation is delegated, describe to whom it is delegated and how	Corporate Governance (P12)
economic,	the resulting feedback is provided to the highest governance body.	CSR Promotion Structure (P14)
environmental, and		
social topics		
102-22	a. Composition of the highest governance body and its committees by:	
Composition of the	i. executive or non-executive;	
highest governance	ii. independence;	
body and its	iii. tenure on the governance body;	
committees	iv. number of each individual's other significant positions and	Company to Company on (D12)
	commitments, and the nature of the commitments;	Corporate Governance (P12)
	v. gender;	
	vi. membership of under-represented social groups;	
	vii. competencies relating to economic, environmental, and social topics;	
	viii. stakeholder representation.	
102-23	a. Whether the chair of the highest governance body is also an executive	
Chair of the highest	officer in the organization.	
governance body	b. If the chair is also an executive officer, describe his or her function	Corporate Governance (P12)
	within the organization's management and the reasons for this	
	arrangement.	
102-24	a. Nomination and selection processes for the highest governance body	
Nominating and	and its committees.	
selecting the highest	b. Criteria used for nominating and selecting highest governance body	
governance body	members, including whether and how:	
	i. stakeholders (including shareholders) are involved;	Corporate Governance (P12)
	ii. diversity is considered;	
	iii. independence is considered;	
	iv. expertise and experience relating to economic, environmental, and	
	social topics are considered.	

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102-25	a. Processes for the highest governance body to ensure conflicts of	
Conflicts of interest	interest are avoided and managed.	
	b. Whether conflicts of interest are disclosed to stakeholders, including,	
	as a minimum:	(24.2)
	i. Cross-board membership;	Corporate Governance (P12)
	ii. Cross-shareholding with suppliers and other stakeholders;	
	iii. Existence of controlling shareholder;	
100.05	iv. Related party disclosures.	
102-26	a. Highest governance body's and senior executives' roles in the	
Role of highest	development, approval, and updating of the organization's purpose,	
governance body in	value or mission statements, strategies, policies, and goals related to	Corporate Governance (P12)
setting purpose,	economic, environmental, and social topics.	
values, and strategy		
102-27	a. Measures taken to develop and enhance the highest governance body'	
Collective knowledge	s collective knowledge of economic, environmental, and social topics.	
of highest	, , , , , , , , , , , , , , , , , , ,	Corporate Governance (P12)
governance body		CSR Promotion Structure (P14)
governance body		
102.20	a Processor for avaluating the highest governous had to reafer the	
102-28	a. Processes for evaluating the highest governance body's performance	
Evaluating the	with respect to governance of economic, environmental, and social	
highest governance	topics.	
body's performance	b. Whether such evaluation is independent or not, and its frequency.	Corporate Governance (P12)
	c. Whether such evaluation is a self-assessment.	CSR Promotion Structure (P14)
	d. Actions taken in response to evaluation of the highest governance	CSR Promotion Structure (P14)
	body's performance with respect to governance of economic,	
	environmental, and social topics, including, as a minimum, changes in	
	membership and organizational practice.	
102-29	a. Highest governance body's role in identifying and managing economic,	
Identifying and	environmental, and social topics and their impacts, risks, and	
	opportunities – including its role in the implementation of due diligence	
environmental, and	processes.	Corporate Governance (P12)
social impacts	b. Whether stakeholder consultation is used to support the highest	CSR Promotion Structure (P14)
	governance body's identification and management of economic,	
	environmental, and social topics and their impacts, risks, and	
	opportunities.	
102-30	a. Highest governance body's role in reviewing the effectiveness of the	
Effectiveness of risk	organization's risk management processes for economic, environmental,	Corporate Governance (P12)
management	and social topics.	CSR Promotion Structure (P14)
-	and social topics.	CSK FTOTHOLION Structure (F14)
processes		
102-31	a. Frequency of the highest governance body's review of economic,	(2.12)
Review of economic,	environmental, and social topics and their impacts, risks, and	Corporate Governance (P12)
environmental, and	opportunities.	CSR Promotion Structure (P14)
social topics		
102-32	a. The highest committee or position that formally reviews and approves	
Highest governance	the organization's sustainability report and ensures that all material	Corporato Covernance (D12)
body's role in	topics are covered.	Corporate Governance (P12)
sustainability		CSR Promotion Structure (P14)
reporting		
102-33	a. Process for communicating critical concerns to the highest governance	
		Corporato Covernanco (D12)
Communicating	body.	Corporate Governance (P12)
critical concerns		
102-34	a. Total number and nature of critical concerns that were communicated	
Nature and total	to the highest governance body.	Corporate Governance (P12)
number of critical	b. Mechanism(s) used to address and resolve critical concerns.	CSR Promotion Structure (P14)
concerns		
102-35	a. Remuneration policies for the highest governance body and senior	
Remuneration	executives for the following types of remuneration:	
policies	i. Fixed pay and variable pay, including performance-based pay, equity-	
	based pay, bonuses, and deferred or vested shares;	
	ii. Sign-on bonuses or recruitment incentive payments;	
	iii. Termination payments;	
	iv. Clawbacks;	-
	v. Retirement benefits, including the difference between benefit schemes	
	and contribution rates for the highest governance body, senior	
	executives, and all other employees.	
	b. How performance criteria in the remuneration policies relate to the	
	highest governance body's and senior executives' objectives for	
	economic, environmental, and social topics.	
<u>L</u>	Territory or morning and social topics	<u>i</u>

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topics	h (LIO)
a. The effect of any restatements of information given in previous	
Restatements of reports, and the reasons for such restatements.	
information	
102-49 a. Significant changes from previous reporting periods in the list of	
Changes in reporting material topics and topic boundaries.	
changes in reporting infacenal topics and topic boundables.	
a. Reporting period for the information provided. Editorial Policy (P2)	
Reporting period	
a. If applicable, the date of the most recent previous report.	
Date of most recent Editorial Policy (P2)	
report	
102-52 a. Reporting cycle	
Editorial Policy (P2)	
Reporting cycle	

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102-53	a. The contact point for questions regarding the report or its contents.	Situate of Contineportators and Lago
Contact point for	a. The contact point for questions regarding the report of its contents.	
questions regarding		General affairs Group CSR (P35)
the report 102-54	a. The claim made by the organization, if it has prepared a report in	
Claims of reporting	accordance with the GRI Standards, either:	
in accordance with	i. 'This report has been prepared in accordance with the GRI Standards:	Editorial Policy (P2) and GRI standard Core option
the GRI Standards	Core option';	
	ii. 'This report has been prepared in accordance with the GRI Standards:	
102 55	Comprehensive option'	
102-55	a. The GRI content index, which specifies each of the GRI Standards used	
GRI content index	and lists all disclosures included in the report.	
	b. For each disclosure, the content index shall include:	
	i. the number of the disclosure (for disclosures covered by the GRI	5 15 1 5 15 (22) 1 627 1 1 1 1 1 1 1 1
	Standards);	Editorial Policy (P2) and GRI standard core option
	ii. the page number(s) or URL(s) where the information can be found,	
	either within the report or in other published materials;	
	iii. if applicable, and where permitted, the reason(s) for omission when a	
	required disclosure cannot be made.	
102-56	a. A description of the organization's policy and current practice with	
External assurance	regard to seeking external assurance for the report.	
	b. If the report has been externally assured:	
	i. A reference to the external assurance report, statements, or opinions.	
	If not included in the assurance report accompanying the sustainability	
	report, a description of what has and what has not been assured and on	
	what basis, including the assurance standards used, the level of	-
	assurance obtained, and any limitations of the assurance process;	
	ii. The relationship between the organization and the assurance provider;	
	iii. Whether and how the highest governance body or senior executives	
	are involved in seeking external assurance for the organization's	
	sustainability report.	
100 14		
103 : Management A		T
103-1	a. An explanation of why the topic is material.	
Explanation of the	b. The Boundary for the material topic, which includes a description of:	
material topic and	i. where the impacts occur;	Editorial Policy (P2)
its Boundary	ii. the organization's involvement with the impacts. For example,	Specifying Key CSR Issues for NAMICS Group (P16)
	whether the organization has caused or contributed to the impacts, or is	
	directly linked to the impacts through its business relationships.	
102.2	c. Any specific limitation regarding the topic Boundary.	
103-2	a. An explanation of how the organization manages the topic.	
The management	b. A statement of the purpose of the management approach.	
approach and its	c. A description of the following, if the management approach includes	
components	that component:	
	i. Policies	
	ii. Commitments	-
	iii. Goals and targets	
	iv. Responsibilities	
	v. Resources	
	vi. Grievance mechanisms	
	vii. Specific actions, such as processes, projects, programs and initiatives	
103-3	a. An explanation of how the organization evaluates the management	
Evaluation of the	approach, including:	
management	i. the mechanisms for evaluating the effectiveness of the management	
approach	approach;	-
1	ii. the results of the evaluation of the management approach;	
	ii. the results of the evaluation of the management approach,	

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GRI 302: Energy		
302-1	The reporting organization shall report the following information:	
Energy consumption	a. Total fuel consumption within the organization from non-renewable	
within the	sources, in joules or multiples, and including fuel types used	
organization	b. Total fuel consumption within the organization from renewable	
	sources, in joules or multiples, and including fuel types used.	
	c. In joules, watt-hours or multiples, the total:	
	i. electricity consumption	
	ii. heating consumption	
	iii. cooling consumption	
	iv. steam consumption	Environmental impacts overview (P21)
	d. In joules, watt-hours or multiples, the total:	Environmental impacts overview (121)
	i. electricity sold	
	ii. heating sold	
	iii. cooling sold	
	iv. steam sold	
	e. Total energy consumption within the organization, in joules or	
	multiples	
	f. Standards, methodologies, assumptions, and/or calculation tools used	
	g. Source of the conversion factors used	
	g. Source of the conversion factors used	
GRI 305: Emissions		
305-1	The reporting organization shall report the following information:	
Direct (Scope 1)	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	
GHG emissions	b. Gases included in the calculation	
	c. Biogenic CO2 emissions in metric tons of CO2 equivalent	
	d. Base year for the calculation, if applicable, including:	
	i. the rationale for choosing it;	
	ii. emissions in the base year;	
	iii. the context for any significant changes in emissions that triggered	Environmental Impacts Overview (P21)
	recalculations of base year emissions.	
	e. Source of the emission factors and the global warming potential	
	(GWP) rates used, or a reference to the GWP source	
	f. Consolidation approach for emissions; whether equity share, financial	
	control, or operational control	
	g. Standards, methodologies, assumptions, and/or calculation tools	
221 224 525		
GRI 306: Effluents ar	-	
306-1	a. Total volume of planned and unplanned water discharges	
Water discharge by	b. Standards, methodologies, and assumptions used	Prevention of Water Pollution (P22)
quality and		
destination		
306-2	The reporting organization shall report the following information:	
Wasate by type and	a. Total weight of hazardous waste	Waste Control and Recycling (P21)
dsiposal method	b. Total weight of non-hazardous waste	
	c. How the waste disposal method has been determined	

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GRI 401: Employmer	nt	
401-1	The reporting organization shall report the following information:	
New employee hires	a. Total number and rate of new employee hires during the reporting	
and employee	period, by age group, gender and region	
turnover	b. Total number and rate of employee turnover during the reporting	
	period, by age group, gender and region	Human Resource Retention (P30)
401-3	The reporting organization shall report the following information:	
Parental leave	a. Total number of employees that were entitled to parental leave, by	
	gender	
	b. Total number of employees that took parental leave, by gender	In-House Nursery School Establishment (P30)
	c. Total number of employees that returned to work in the reporting	
	period after parental leave ended, by gender	
GRI 404: Training an	d Education	
404-2	The reporting organization shall report the following information:	
Programs for	a. Type and scope of programs implemented and assistance provided to	
upgrading employee	upgrade employee skills	Environmental Training (P18)
skills and transition	b. Transition assistance programs provided to facilitate continued	Environmental framing (F10)
assistance programs	employability and the management of career endings resulting from	
	retirement or termination of employment.	
GRI 405: Diversity ar	nd Equal Opportunity	
405-1	The reporting organization shall report the following information:	
Diversity of	a. Percentage of individuals within the organization's governance bodies	
governance bodies	in each of the following diversity categories:	
and employees	i. Gender	
	ii. Age group	Employee Diversity (P26)
	iii. Other indicators of diversity where relevant	Employee Diversity (F20)
	b. Percentage of employees per employee category in each of the	
	following diversity categories:	
	i. Gender;	
	ii. Age group	
405-2	The reporting organization shall report the following information:	Namics provides appropriate administration regardless of
Ratio of basic salary	a. Ratio of the basic salary and remuneration of women to men for each	gender and has no difference in basic salaries based on
and remuneration of	employee category	gender.
women to men	b. The definition used fpr significant locations of operation'	
GRI 412: Human rights Assessment		
412-2	The reporting organization shall report the following information:	Human rights aspect and humanity improvement training
Employee training	a. Total number of hours in the reporting period devoted to training on	(P26)
on human rights	human rights policies or procedures concerning aspects of human rights	
policies or	that are relevant to operations.	
procedures	B. Percentage of employees trained during the reporting period in human	
	rights policies or procedures concerning aspects of human rights that are	
	relevant to operations.	