GRI 102: General Standard Disclosures				
	Guidelines	Content of CSR Report2019 and Page		
1. Organizational pro				
102-1	a. Name of the organization.			
Name of the		Company Profile • Group Companies (P8-9)		
organization	A description of the appropriate of a policities			
102-2	 a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets. 	Company Profile • Group Companies (P8-9)		
Activities, brands, products, and	b. Fritingly brailius, products, and services, including an explanation of any products of services that are banned in certain markets.	Our Product Line-up (P10-11)		
services		our roduce Line up (110 11)		
102-3	a. Location of the organization's headquarters.			
Location of		Company Profile • Group Companies (P8-9)		
headquarters				
102-4	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are			
Location of	relevant to the topics covered in the report.	Global Network (P9)		
operations				
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; ii. sectors served;	Our Product Line-up (P10)		
	·			
102-7	iii. types of customers and beneficiaries. a. Scale of the organization, including:			
Scale of the	i. total number of employees;			
organization	ii. total number of operations;			
or garnization	iii. net sales (for private sector organizations) or net revenues (for public sector organizations);	Company Profile • Group Companies (P8-9)		
	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 temporary), by gender.			
Information on	b. Total number of employees by employment contract (permanent and temporary), by region.			
employees and	c. Total number of employees by employment contract (permanent and temporary), by region.			
other workers	d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a			
outer Workers	description of the nature and scale of work performed by workers who are not employees.	Employee diversity (P26)		
	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 assumptions made.			
102-9	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary			
Supply chain	brands, products, and services.	NAMICS' material purchasing policy (P25)		
102-10	 a. Significant changes to the organization's size, structure, ownership, or supply chain, including: 			
Significant changes	i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;			
to the organization	ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector	Full-scale operation of new production facility		
and its supply chain	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 or approach.			
Precautionary		Reduction of Environmental impact for Sustainability (P19-		
Principle or		24)		
approach				
102-12	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization			
External initiatives	subscribes, or which it endorses.			
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.			
Membership of		Editorial Policy (P2)		
associations				
2. Strategy				
102-14	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the	Philosophy - Fundamental Management Policy CCP		
Statement from	relevance of sustainability to the organization and its strategy for addressing sustainability.	Philosophy · Fundamental Management Policy · CSR		
senior decision-		Fundamental Policy Message from Our president (P3-7)		
maker		Message from Our president (P3-7)		
102-15	a. A description of key impacts, risks, and opportunities.	CSR Fundamental Policy,		
Key impacts, risks,		Message from Our president (P5-7)		
and opportunities	,	· ·		
Ethics and integrity102-16				
Values, principles,	a. A description of the organization's values, principles, standards, and norms of behavior.	Philosophy · Fundamental Management Policy · Activity		
standards, and		Guideline (P3-4)		
norms of behavior		- , - ,		
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)		
	ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	Permanent Hot line establishment (P28)		
about ethics				
4. Governance				
102-18	a. Governance structure of the organization, including committees of the highest governance body.	Corporate Governance (P12)		
Governance	b. Committees responsible for decision-making on economic, environmental, and social topics.	CSR Promotion Structure (P14)		
structure 102-19	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives			
	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	Corporate Governance (P12)		
sciegating authority	and date: employees.	CSR Promotion Structure (P14)		
102.20	a. Whether the grantivation has appointed an everythin level residing as residing with			
102-20	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and			
Executive-level	social topics.	Corporate Governance (P12)		
responsibility for	b. Whether post holders report directly to the highest governance body.	CSR Promotion Structure (P14)		
economic,		CSK Fromodori Sudciale (F14)		
environmental, and				
social topics 102-21	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.			
Consulting	b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance			
stakeholders on	b. If consultation is delegated, describe to whom it is delegated and now the resulting reedback is provided to the highest governance body.			
economic,	····	Corporate Governance (P12)		
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102-22	a. Composition of the highest governance body and its committees by:	
	i. executive or non-executive;	
Composition of the	·	
highest governance	ii. independence;	
body and its	iii. tenure on the governance body;	
committees	iv. number of each individual's other significant positions and commitments, and the nature of the commitments;	Corporate Governance (P12)
committeecs		corporate dovernance (1 12)
	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 officer in the organization.	
Chair of the highest	b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this	Corporate Governance (P12)
_		corporate dovernance (112)
governance body	arrangement.	
102-24	a. Nomination and selection processes for the highest governance body and its committees.	
Nominating and	b. Criteria used for nominating and selecting highest governance body members, including whether and how:	
selecting the highest	i. stakeholders (including shareholders) are involved;	
governance body	ii. diversity is considered;	Corporate Governance (P12)
	iii. independence is considered;	
	iv. expertise and experience relating to economic, environmental, and social topics are considered.	
	iv. expertise and experience relating to economic, environmental, and social topics are considered.	
102-25	a Discovere for the highest accompany heady to encure conflicts of interest are avaided and managed	
	 a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. 	
Conflicts of interest	b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:	
	i. Cross-board membership;	
	ii. Cross-shareholding with suppliers and other stakeholders;	Corporate Governance (P12)
	iii. Existence of controlling shareholder;	
	iv. Related party disclosures.	
102-26	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value	
Role of highest	or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	
	The state of the s	
governance body in		Corporate Governance (P12)
setting purpose,		
values, and strategy		
, and strategy		
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102.20	Description for augusting the highest augusting the highest forces of the control	
102-28	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and	
Evaluating the	social topics.	
highest governance	b. Whether such evaluation is independent or not, and its frequency.	Corporate Governance (P12)
body's performance	c. Whether such evaluation is a self-assessment.	CSR Promotion Structure (P14)
body's performance		CSK Promotion Structure (P14)
	d. Actions taken in response to evaluation of the highest governance 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, environmental, and social topics and their impacts, risks, and	
Identifying and	opportunities – including its role in the implementation of due diligence processes.	
managing economic,	b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic,	Corporate Governance (P12)
environmental, and	environmental, and social topics and their impacts, risks, and opportunities.	
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102-30	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic,	
Effectiveness of risk	environmental, and social topics.	Corporate Governance (P12)
management		CSR Promotion Structure (P14)
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102-31	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and	
Review of economic,	opportunities.	Corporate Governance (P12)
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Social topics		
102-32	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all	
Highest governance	material topics are covered.	0 (010)
body's role in		Corporate Governance (P12)
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Communicating		Corporate Governance (P12)
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critical concerns		
102-34	 Total number and nature of critical concerns that were communicated to the highest governance body. 	
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iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	rd core option
102-56 a. A description of the proprietation's policy and current practice with regard to seeking external assurance for the report	
2 2222 Peter of the organizations policy and carrent produce mannegard to seeking external assurance for the report.	
External assurance 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. 103 : Management Approach	
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 its Boundary is where the impacts occur; Editorial Policy (P2) ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is Specifying Key CSR Issues for NAMICS (Specifying Key CSR Issues for NAMICS) (Specifying Key CSR Issues for NAMICS (Specifying Key CSR Issues for NAMICS (Specifying Key CSR Issues for NAMICS) (Specifying Key CSR Issues for NAMICS) (Specifying Key CSR Issues for NAMICS	ICC Croup (B1C)
directly linked to the impacts through its business relationships.	.CS Group (P16)
c. Any specific limitation regarding the topic Boundary.	
a. An explanation of how the organization manages the topic.	
The management approach and its b. A statement of the purpose of the management approach. approach and its c. A description of the following, if the management approach includes that component:	
components 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 approach, including:	
a. An explanation of how the organization evaluates the management approach, including: Evaluation of the i. the mechanisms for evaluating the effectiveness of the management approach;	
103-3 a. An explanation of how the organization evaluates the management approach, including:	

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GRI 102: General Sta	andard Disclosures			
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 sources, in joules or multiples, and including fuel types used			
within the 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:			
organization	i. electricity consumption			
	ii. heating consumption			
	iii. cooling consumption			
	iv. steam consumption	Facility and a state of the sta		
	d. In joules, watt-hours or multiples, the total:	Environmental impacts overview (P21)		
	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			
007.000.00	a. Source of the conversion factors used			
GRI 303: Water and 303-3				
Water withdrawal	The reporting organization shall report the following information: a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface			
water withdrawar	water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water.			
	b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if			
	applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the	Prevention of Water Pollution (P22)		
	withdrawal sources listed in i-iv.	Waste Control and Recycling (P21)		
	c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the	waste control and receptaining (121)		
	following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).			
	d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and			
	assumptions used.			
303-4	The reporting organization shall report the following information:			
Water discharge	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following			
	types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent			
	for use to other organizations, if applicable.			
	b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved			
	Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).			
	c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i.	Prevention of Water Pollution (P22)		
	Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	Waste Control and Recycling (P21)		
	d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any	, ,		
	international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii.			
	number of incidents of non-compliance with discharge limits.			
	e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and			
	assumptions 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;	Environmental Impacts Overview (P21)		
	ii. emissions in the base year;			
	iii. the context for any significant changes in emissions that triggered 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			
GRI 306: Effluents ar				
306-2	The reporting organization shall report the following information:			
Wasate by type and		Waste Control and Recycling (P21)		
dsiposal method	b. Total weight of non-hazardous waste			
CDV 404 F	c. How the waste disposal method has been determined			
GRI 401: Employment				
	The reporting organization shall report the following information: a. Total number and rate of new employee hires during the reporting period, by age group, gender and region			
New employee hires	lotal number and rate of new employee hires during the reporting period, by age group, gender and region Dotal number and rate of employee turnover during the reporting period, by age group, gender and region	Human Resource Retention (P30)		
and employee turnover	Total names and rate of employee turnover during the reporting period, by age group, gender and region	()		
carnover				
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	I deducation			
404-2	The reporting organization shall report the following information:			
Programs for	a. Type and scope of programs implemented and assistance provided to upgrade employee skills			
	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from	Facility and a training (D40)		
skills and transition	retirement or termination of employment.	Environmental Training (P18)		
assistance programs	· <i>'</i>			
	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 in each of the following diversity categories:			
governance bodies	i. Gender			
and employees	ii. Age group	Employee Diversity (P26)		
	iii. Other indicators of diversity where relevant	·		
	b. Percentage of employees per employee category in each of the following diversity categories:			
	i. Gender;			
405-2	ii. Age group The reporting organization shall report the following information:	Namice provides appropriate administration research		
405-2	The reporting organization shall report the following information:	Namics provides appropriate administration regardless of		
Ratio of basic salary and remuneration of	a. Ratio of the basic salary and remuneration of women to men for each employee category b. The definition used fpr significant locations of operation'	gender and has no difference in basic salaries based on gender.		
women to men	or the definition does up significant locations of operation	90.00.		
women to men 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 human rights policies or procedures concerning aspects of human	(P26)		
on human rights	rights that are relevant to operations.			
policies or	B. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights			
l'	that are relevant to operations.			
procedures	that are relevant to operations.			

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