

## GRI G4 and UN Global Compact overview 2018

General standard disclosures				
Indicator		Link to information	Comment	GC Principles
<b>Strategy and Analysis</b>				
G4-1	Statement from the CEO	Annual Report 2018, p 4 <a href="#">Powering sustainability</a>		
G4-2	Key impacts, risks, and opportunities	Annual Report 2018, pp 8-11, 46-47 <a href="#">Powering sustainability</a>		
<b>Organizational Profile</b>				
G4-3	Name of the organization	Annual Report 2018, pp 94-95		
G4-4	Primary brands, products, and/or services	Annual Report 2018, pp 6-7, 19, 22-23 <a href="#">Products</a> <a href="#">Services</a>		
G4-5	Location of organization's headquarters	Annual Report 2018, pp 94-95		
G4-6	Number of countries where the organization operates	Annual Report 2018, pp 13		
G4-7	Nature of ownership and legal form	Annual Report 2018, p 33 <a href="#">Management structure</a>		
G4-8	Markets served	Annual Report 2018, pp 16-17, 21		
G4-9	Scale of the reporting organization	Annual Report 2018, pp 12, 27		
G4-10	Workforce by employment type, employment contract, and region	<a href="#">Employees</a>		6
G4-12	Description of supply chain	Annual Report 2018, p 20		
G4-13	Significant changes during the reporting period	Annual Report 2018, p 16-23		
<i>Commitments to external initiatives</i>				
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	<a href="#">Management systems</a> <a href="#">Chemical management</a>		
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Annual Report 2018, pp 29 <a href="#">Commitments</a>		1-10
G4-16	Memberships in associations	<a href="#">Memberships</a>		1-10
<b>Identified material aspects and boundaries</b>				
G4-17	Entities included in financial statement	Annual Report 2018, pp 94-95		
G4-18	Process for defining report content	Annual Report 2018, p 32		
G4-19	List of material aspects	<a href="#">Material issues</a>		
G4-20	Aspects material inside the company	Annual Report 2018, p 32		
G4-21	Aspects material outside the company	Annual Report 2018, p 32		
G4-22	Re-statements of information provided in earlier reports	Annual Report 2018, p 32		
G4-23	Significant changes from previous reporting periods in the scope of the report	Annual Report 2018, p 32		

Indicator		Link to information	Comment	GC Principles
<b>Stakeholder engagement</b>				
G4-24	List of stakeholder groups engaged by the organization	<a href="#">Relations with stakeholders</a> <a href="#">Main stakeholders</a>		
G4-25	Identification and selection of stakeholders with whom to engage	<a href="#">Relations with stakeholders</a> <a href="#">Main stakeholders</a>		
G4-26	Approaches to stakeholder engagement	Annual Report 2018, pp 18, 23 <a href="#">Relations with stakeholders</a> <a href="#">Main stakeholders</a>		
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Annual Report 2018, pp 27-29 <a href="#">Material issues</a>		
<b>Report profile</b>				
G4-28	Reporting period	Annual Report 2018, pp 12		
G4-29	Date of most recent previous report	Annual Report 2018, pp 12		
G4-30	Reporting cycle	Annual Report 2018, pp 12		
G4-31	Contact point for questions regarding the report	<a href="#">Stakeholder engagement</a>		
<i>GRI content index</i>				
G4-32	GRI overview	<a href="#">GRI and GC index</a>		
<i>Assurance</i>				
G4-33	External assurance for the report	Annual Report 2018, p 106		

Indicator	Link to information	Comment	GC Principles
<b>Governance</b>			
<i>Governance structure and composition</i>			
G4-34	Governance structure of the organization	<a href="#">Management structure</a> <a href="#">Organising sustainability</a> <a href="#">Employees</a>	
G4-35	Process for delegating authority	<a href="#">Rules of procedures</a>	
G4-36	Executive level responsibility	<a href="#">Organising sustainability</a>	
G4-37	Process for consultation between stakeholders and the Board	Annual Report 2018, pp 35-36	
G4-38	Members of the Board	Annual Report 2018, pp 38, 44-45	
G4-39	The roles of the chairman of the Board and the CEO	<a href="#">Rules of procedures</a>	
G4-40	Determining the qualifications of the Board members	<a href="#">Rules of procedures</a>	
G4-41	Processes to ensure conflicts of interest are avoided	<a href="#">Rules of procedures</a>	
<i>Highest governance body's role in setting purpose, values, and strategy</i>			
G4-42	Board's role in setting purpose, values, and strategy	<a href="#">Rules of procedures</a>	
<i>Highest governance body's competencies and performance evaluation</i>			
G4-43	Measures to enhance the Board's knowledge	<a href="#">Rules of procedures</a>	
G4-44	Processes for evaluating the Board's performance	<a href="#">Rules of procedures</a>	
<i>Highest governance body's role in risk management</i>			
G4-45	The Board's role in identification and management of risks and opportunities	<a href="#">Rules of procedures</a> <a href="#">Organising sustainability</a>	
G4-46	Reviewing the effectiveness of the risk management process	Annual Report 2018, p 46	
G4-47	Frequency of reviews	<a href="#">Organising sustainability</a>	
<i>Highest governance body's role in sustainability reporting</i>			
G4-48	Board approves reporting on corporate sustainability	Board approves Annual Report	
<i>Highest governance body's role in evaluating economic, environmental and social performance</i>			
G4-49	Communicating critical concerns to the Board	<a href="#">Organising sustainability</a>	
G4-50	Nature and total number of critical concerns	Annual Report 2018, p 29	
<i>Remuneration and incentives</i>			
G4-51	Remuneration policies for Board members and senior executives	Annual Report 2018, pp 39-43	
G4-52	Process for determining remuneration	Annual Report 2018, pp 39-43	
G4-53	Stakeholders' views regarding remuneration	Annual Report 2018, p 35	
<b>Ethics and Integrity</b>			
G4-56	Values and norms of behaviour, code of conduct	Annual Report 2018, p 29 <a href="#">Commitments</a>	
G4-57	Mechanism for seeking advice on ethical behaviour	Annual Report 2018, p 29 <a href="#">EthicsLine</a>	
G4-58	Mechanism for reporting concerns about unethical behaviour	Annual Report 2018, p 29 <a href="#">EthicsLine</a>	

<b>EC. Economic Performance Indicators</b>				
<b>Indicator</b>		<b>Link to information</b>	<b>Comment</b>	<b>GC Principles</b>
Disclosure of Management Approach		Annual Report 2018, pp 11, 46-47, 48		
<i>Aspect: Economic Performance</i>				
G4-EC1	Direct economic value generated and distributed	Annual Report 2018, p 48	Note*	
G4-EC3	Coverage of the organization's defined benefit plan obligations	Annual Report 2018, p 59 (note 1.3)		
G4-EC4	Significant financial assistance received from government	Annual Report 2018, p 60 (note 1.5)		

## Notes

### \*Economic value generated and distributed

	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Direct economic value generated</b>					
Revenues <sup>1</sup>	10,134	9,953	10,237	8,423	6,910
<b>Economic value distributed</b>					
Operating costs <sup>2</sup>	7,807	7,265	7,383	6,225	5,235
Employee wages and benefits <sup>3</sup>	1,406	1,458	1,433	1,292	1,068
Payments to providers of capital <sup>4</sup>	264	294	247	159	62
Payments to governments <sup>5</sup>	195	262	212	184	148
<b>Economic value retained</b>	<b>462</b>	<b>674</b>	<b>962</b>	<b>563</b>	<b>397</b>

1. Refer to the Group's consolidated income statement
2. Operating costs – is the sum of costs of sales, research and development costs, distribution expenses and administrative expenses minus employee wages and benefits included in the Group's consolidated income statement
3. Refer to note 1.3 of the Group's consolidated financial statements
4. Refer to statement of cash flows and note 4.4 of the Group's consolidated financial statements
5. Refer to note 5.1 of the Group's consolidated financial statements

<b>EN. Environmental Performance Indicators</b>			
<b>Indicator</b>	<b>Link to information</b>	<b>Comment</b>	<b>GC Principles</b>
Disclosure of Management Approach	Annual Report 2018, pp 28-31 <a href="#">Carbon footprint</a> <a href="#">Product waste</a> <a href="#">Management systems</a>		7, 8, 9
<i>Aspect: Materials</i>			
G4-EN1	Materials used by weight or volume <a href="#">Material use</a>		8
<i>Aspect: Energy</i>			
G4-EN3	Energy consumption by the company <a href="#">Selected environmental data</a>		8
G4-EN5	Energy intensity Annual Report 2018, p 31		8
G4-EN7	Initiatives to provide energy-efficient or renewable energy based products and services <a href="#">Carbon footprint</a>		8, 9
<i>Aspect: Water</i>			
G4-EN8	Total water withdrawal by source <a href="#">Selected environmental data</a>		8
<i>Aspect: Emissions</i>			
G4-EN15	Direct greenhouse gas emissions Annual Report 2018, p 27		8
G4-EN16	Indirect greenhouse gas emissions Annual Report 2018, p 27		8
<i>Aspect: Effluents, and Waste</i>			
G4-EN22	Total water discharge by quality and destination <a href="#">Selected environmental data</a>		8
G4-EN23	Total weight of waste by type and disposal method <a href="#">Selected environmental data</a>		8
G4-EN24	Total number and volume of significant spills Annual Report 2018, p 27		8
<i>Aspect: Products and services</i>			
G4-EN27	Initiatives to mitigate environmental impacts of products and services <a href="#">Carbon footprint</a> <a href="#">Product waste</a>		7, 8, 9
<i>Aspect: Compliance</i>			
G4-EN29	Value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Note 1	8

#### Notes

1. If there are significant fines they are included in the financial accounts

<b>LA. Labor Practices &amp; Decent Work Performance Indicators</b>				
<b>Indicator</b>		<b>Link to information</b>	<b>Comment</b>	<b>GC Principles</b>
Disclosure of Management Approach		Annual Report 2018, p 30 <a href="#">Code of Conduct</a> <a href="#">Safety</a> <a href="#">Towards zero injuries</a> <a href="#">Safety awareness</a> <a href="#">Safety standards</a> <a href="#">Management systems</a> <a href="#">Employees</a>		1, 3, 6
<i>Aspect: Employment</i>				
G4-LA 1	Number and rate of employee turnover by age group, gender, and region	<a href="#">Employees</a>		6
<i>Aspect: Occupational Health and Safety</i>				
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Annual Report 2018, pp 27, 30 <a href="#">Towards zero injuries</a>		1
<i>Aspect: Training and education</i>				
G4-LA9	Average hours of training per year per employee	<a href="#">Employees</a>		
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees	<a href="#">Employees</a>		
G4-LA11	Percentage of employees receiving regular performance and career development reviews	<a href="#">Employees</a>		
<i>Aspect: Diversity and Equal Opportunity</i>				
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership etc.	Annual Report 2018 pp 27, 38 Sustainability Report 2018, p 16 <a href="#">Employees</a>		

<b>HR. Human Rights Performance Indicators</b>			
<b>Indicator</b>	<b>Link to information</b>	<b>Comment</b>	<b>GC Principles</b>
Disclosure of Management Approach	Annual Report 2018, p 29 <a href="#">Code of Conduct</a> <a href="#">Human rights and labour</a> <a href="#">Suppliers</a>		1-6
<i>Aspect: Freedom of association and collective bargaining</i>			
G4-HR4	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk	Annual Report 2018, p 29 <a href="#">Human rights and labour</a>	1, 2, 3
<i>Aspect: Child labor</i>			
G4-HR5	Operations identified as having significant risk for incidents of child labor	Annual Report 2018, p 29 <a href="#">Human rights and labour</a>	1, 2, 5
<i>Aspect: Forced and compulsory labor</i>			
G4-HR6	Operations identified as having significant risk for incidents of forced or compulsory labor	Annual Report 2018, p 29 <a href="#">Human rights and labour</a>	1, 2, 4
<i>Aspect: Supplier human rights assessment</i>			
G4-HR10	Percentage of significant suppliers and contractors that have undergone screening on human rights,	<a href="#">Suppliers</a>	1-6

<b>SO. Society Performance Indicators</b>					
<b>Indicator</b>		<b>Link to information</b>		<b>Comment</b>	<b>GC Principles</b>
Disclosure of Management Approach		Annual Report 2018, p 29 <a href="#">Code of Conduct</a> <a href="#">Business ethics</a> <a href="#">Stakeholder engagement</a> <a href="#">Human rights and labour</a>			10
<i>Aspect: Anti-competitive behavior</i>					
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices			Note 1	
<i>Aspect: Compliance</i>					
G4-SO8	Value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations			Note 2	

<b>PR. Product Responsibility Performance Indicators</b>					
<b>Indicator</b>		<b>Link to information</b>		<b>Comment</b>	<b>GC Principles</b>
Disclosure of Management Approach		<a href="#">Product responsibility</a>			1, 8
<i>Aspect: Product and Service Labeling</i>					
G4-PR5	Practices related to customer satisfaction	Annual Report 2018, pp 18, 23 <a href="#">Main stakeholders</a> <a href="#">Customer loyalty</a>			
<i>Aspect: Compliance</i>					
G4-PR9	Value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services			Note 2	

#### Notes

1. If there are legal actions they are included in the Annual Report
2. If there are significant fines they are included in the financial accounts