

GRI Index

Each year, the Addtech Group publishes a sustainability report that informs customers, employees, shareholders and other stakeholders about how our CSR work is unfolding. The report complies with the guidelines of the Global Reporting Initiative (GRI), application level C. This index shows which questions that have been answered and where you can find the answers.

	Standard Disclosures	Source	Page
1	Strategy & Analysis		
1.1	Statement from CEO about vision and strategy.	A R	7
2	Organisational Profile		
2.1	Name of the organisation.	A R	98
2.2	Primary brands, products, and/or services.	A R	5-6
2.3	Operational structure of the organisation.	A R	12-13
2.4	Location of organisation's headquarters.	A R	98
2.5	Countries where the organisation operates.	A R	11
2.6	Nature of ownership and legal form.	A R	30, 106-107
2.7	Markets served.	A R	11
2.8	Scale of the reporting organisation.	A R	3
2.9	Significant changes during the reporting period.	A R	14
2.10	Awards received in the reporting period.	A R	15
3	Report Parameters		
	<i>Report Profile</i>		
3.1	Reporting period.	A R	14
3.2	Date of most recent report.	S R	1
3.3	Reporting cycle.	A R	14-15
3.4	Contact point for questions regarding the report or its contents.	A R	98
	<i>Report Content and Boundaries</i>		
3.5	Process for defining report content.	A R	14-15
3.6	Boundaries of the report.	S R	3
3.7	Limitations on the scope or boundary of the report.	S R	3
3.8	Basis for reporting on subsidiaries and outsourced operations.	A R	14-15
3.10	Effect of any re-statements or information provided in earlier reports, and the reasons for such re-statement.	S R	3
	<i>Table of Contents according to GRI</i>		
3.12	Table identifying the location of the Standard Disclosures in the report.	A R	16-17
4	Governance, Commitments, and Engagement		
	<i>Governance</i>		
4.1	Governance structure of the organisation.	A R	30-38, 102-105
	Indication on whether the Chair of the highest governance body (Board) is also an		

4.2	executive officer.	A R	102-105
4.3	Information on whether the CEO is part of the highest governance body.	A R	102-105
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body or Company management.	A R	115
4.8	Internally developed statements of mission our values, codes of conduct, and principles relevant to economic, environmental, and social performance.	A R	14
<i>Stakeholder Communication</i>			
4.14	Stakeholder groups engaged by the organisation.	S R	4
4.15	Basis for identification and selection of stakeholders with whom to engage.	S R	4
4.16	Approaches to stakeholder engagement.	S R	4
4.17	Key topics and concerns raised through stakeholder dialogs and the organization's response to them.	S R	4, 6, 11

Labor practices and Decent Work Performance Indicators*

Source Page

Employees - Employment

LA1	Total workforce.	A R	74
LA2	Rate of employee turnover	S R	6
LA7	Rates of injury and occupational diseases.	S R	9

Employees - Training and education

LA10	Average hours of training.	S R	9
LA12	Percentage of employees receiving regular performance and career development reviews.	S R	8

Diversity and equal opportunity

LA13	Composition of governance bodies based on indicators of diversity.	A R	102-105
LA14	Ratio of basic salary of men to women.	S R	7

Economic Performance Indicators*

Economic Performance

EC1	Economic value generated and distributed.	S R	5
EC4	Financial assistance received from public sector.	S R	5

Environmental Performance Indicators*

Energy

EN4	Indirect energy consumption by primary source.	S R	13
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Compliance

EN28	Compliance with environmental laws and regulations.	S R	12
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Emissions, Effluence and Waste

EN29	Environmental impacts of transporting products and other goods and transporting members of the workforce.	S R	14
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Social Performance Indicators*

Corruption

SO4	Actions taken in response to incidents of corruption	S R	10
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Product Responsibility Performance Indicators*

Compliance

SO4	Compliance with laws and regulations concerning the provision and use of products and services.	S R	11
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A R = Annual Report, S R = Sustainability Report

*The outcome of these performance indicators is reported on www.addtech.com/csr.