

## GRI CONTENT INDEX

Since fiscal year 2017, PALFINGER has prepared its reports in accordance with the GRI standards. In accordance with the requirements of the Global Reporting Initiative (Core option), this report contains general disclosures and a description of the economic, environmental, and social aspects of the topics that the materiality analysis has shown to be relevant, on the basis of GRI disclosures. The following GRI content index contains the relevant references, indicating the sections and page numbers as well as an NaDiVeG reference. In the Integrated Annual Report, the references are marked with the relevant icon. Since 2013, PALFINGER has also been committed to compliance with the ten principles of the UN Global Compact and illustrates the progress made in the impact table and the GRI index below, which also include references to GRI standards.

🌐 **GRI 102-55**

📄 **Impact table, p. 200**

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GRI standard	GRI disclosures NaDiVeG; UN Global Compact	Page numbers	Omission
<b>FOUNDATION</b>			
<b>GRI 101:</b> Foundation 2016			
<b>GENERAL DISCLOSURES</b>			
<b>Organizational profile</b>			
<b>GRI 102:</b> General Disclosures 2016	<b>102-1:</b> Name of the organization NaDiVeG	Strategy and value management p. 33	
	<b>102-2:</b> Activities, brands, products and services NaDiVeG	Strategy and value management p. 33; Customers and dealer network p. 59	
	<b>102-3:</b> Location of headquarters NaDiVeG	World map p. 38	
	<b>102-4:</b> Location of operations NaDiVeG	World map p. 38	
	<b>102-5:</b> Ownership and legal form NaDiVeG	Ownership structure p. 31; Information according to sec. 243a UGB p. 68	
	<b>102-6:</b> Markets served NaDiVeG	World map p. 38; Regions and industries p. 58; Customers and dealer network p. 59	
	<b>102-7:</b> Scale of the organization NaDiVeG	World map p. 38; Customers and dealer network p. 58; Business performance in 2020 p. 63; Responsible employer p. 77	
	<b>102-8:</b> Information on employees and other workers NaDiVeG; UNGC 3-6	Employment trend p. 86; Employment trend (Sustainability Annex) p. 210	
	<b>102-9:</b> Supply chain NaDiVeG	Value creation p. 53; Suppliers p. 60;	
	<b>102-10:</b> Significant changes to the organization and its supply chain NaDiVeG	Value creation p. 53; Suppliers p. 60; Significant changes within the PALFINGER Group p. 67	
	<b>102-11:</b> Precautionary principle or approach NaDiVeG UNGC 7-9	Risk report p. 71	
	<b>102-12:</b> External initiatives NaDiVeG	About this report p. 27; Ratings p. 30; Commitment p. 51	
	<b>102-13:</b> Membership of associations NaDiVeG	Commitment p. 51	
<b>Strategy</b>			
<b>GRI 102:</b> General Disclosures 2016	<b>102-14:</b> Statement from senior decision makers NaDiVeG	Foreword by the Executive Board p. 26	
	<b>102-15:</b> Key impacts, risks, and opportunities NaDiVeG	Risk report p. 71	

## DETAILED GRI AND SUSTAINABILITY DISCLOSURES

GRI standard	GRI disclosures NaDiVeG; UN Global Compact	Page numbers	Omission
<b>Ethics and integrity</b>			
GRI 102: General Disclosures 2016	102-16: Values, principles, standards, and norms of behavior UNGC 10	Strategy and value management p. 33; Corporate culture and values p. 78; Code of Conduct and Group Policies p. 108	
	102-17: Mechanisms for advice and concerns about ethics UNGC 10	Code of Conduct and Group Policies p. 108; Governance, risk management and compliance; internal audits p. 109	
<b>Governance</b>			
GRI 102: General Disclosures 2016	102-18: Governance structure	Sustainability management p. 43; Governing bodies of the company and functioning of the Executive Board and Supervisory Board pursuant to § 243c(2) and § 267b of the UGB p. 103; Executive Board p. 104; Committees of the Supervisory Board p. 106	
	102-19: Delegating authority	Sustainability management p. 43; Governing bodies of the company and functioning of the Executive Board and Supervisory Board pursuant to § 243c(2) and § 267b of the UGB p. 103	
	102-20: Executive-level responsibility for economic, environmental, and social topics	Sustainability management p. 43; Executive Board p. 104	
	102-21: Consulting stakeholders on economic, environmental, and social topic NaDiVeG	Stakeholders p. 40	
	102-22: Composition of the highest governance body and its committees NaDiVeG	Governing bodies of the company and functioning of the Executive Board and Supervisory Board pursuant to § 243c(2) and § 267b of the UGB p. 103; Executive Board p. 104; Supervisory Board p. 105; Corporate governance code p. 111	
	102-24: Nominating and selecting the highest governance body NaDiVeG	Governing bodies of the company and functioning of the Executive Board and Supervisory Board pursuant to § 243c(2) and § 267b of the UGB p. 103; Supervisory Board p. 105; Committees of the Supervisory Board p. 106	
	102-32: Highest governance body's role in sustainability reporting NaDiVeG	Sustainability management p. 43; Executive Board p. 104	
<b>Stakeholder engagement</b>			
GRI 102: General Disclosures 2016	102-40: List of stakeholder groups	Stakeholders p. 40	
	102-41: Collective bargaining agreements UNGC 3-6	Attractive employer p. 81	
	102-42: Identifying and selecting stakeholders	Stakeholders p. 40	
	102-43: Approach to stakeholder engagement NaDiVeG	Stakeholders p. 40; Sustainability management p. 43; Community activities p. 79	
	102-44: Key topics and concerns raised	Stakeholders p. 40; Sustainability management p. 43	
<b>Reporting practice</b>			
GRI 102: General Disclosures 2016	102-45: Entities included in the consolidated financial statements	Companies of the PALFINGER Group back cover	
	102-46: Defining report content and topic boundaries	Sustainability management p. 43; Sustainability report profile and boundaries (Sustainability annex) p. 195	
	102-47: List of material topics	Strategic sustainability aspects p. 35; Sustainability management p. 43; Impact table p. 49; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	102-48: Restatements of information	Sustainability report profile and boundaries (Sustainability annex) p. 195	
	102-49: Changes in reporting	Sustainability management p. 43	

GRI standard	GRI disclosures NaDiVeG; UN Global Compact	Page numbers	Omission
	<b>102-50:</b> Reporting period	Sustainability report profile and boundaries (Sustainability annex) p. 195	
	<b>102-51:</b> Date of most recent report	Sustainability report profile and boundaries (Sustainability annex) p. 195	
	<b>102-52:</b> Reporting cycle	Sustainability report profile and boundaries (Sustainability annex) p. 195	
	<b>102-53:</b> Contact point for questions regarding the report	General information back cover	
	<b>102-54:</b> Claims of reporting in accordance with the GRI standards	About this report p. 27	
	<b>102-55:</b> GRI content index	GRI content index (Sustainability annex) p. 225	
	<b>102-56:</b> External assurance NaDiVeG	Auditors p. 107; Report about the independent assurance of the non-financial reporting p. 241	

**MATERIAL TOPICS AND ADDITIONAL TOPICS**

**GRI 200: Economic topics**

Material topic: **Research and development for products**

<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Impact table p. 49; Research and development p. 88; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199
	<b>103-2:</b> The management approach and its components NaDiVeG	Research and development p. 88; Sustainability program (Sustainability annex) p. 205
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Research and development p. 88
	<b>PALFINGER KPI:</b> Research and development costs	Research and development p. 88

Material topic: **Innovation in production**

<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Impact table p. 49; Research and development p. 88; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199
	<b>103-2:</b> The management approach and its components NaDiVeG	Research and development p. 88; Sustainability program (Sustainability annex) p. 205
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Research and development p. 88
	<b>PALFINGER KPI:</b> Research and development costs	Research and development p. 88

Material topic: **Viability of the business model**

<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Strategic pillars and sustainability aspects p. 35; Sustainability management p. 43; Impact table p. 49; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199
	<b>103-2:</b> The management approach and its components NaDiVeG	Strategic pillars and sustainable aspects p. 35; Sustainability program (Sustainability annex) p. 205
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Strategic pillars and sustainability aspects p. 35; Stakeholders p. 40; Risk report p. 71
<b>GRI 201:</b> Economic performance 2016	<b>201-1:</b> Direct economic value generated and distributed	Stakeholders p. 40; Commitment p. 51; Taxes by country (Sustainability annex) p. 224
	<b>201-2:</b> Financial implications and other risks and opportunities due to climate change NaDiVeG	Risk report p. 71
	<b>PALFINGER KPI:</b> Management systems	Quality management p. 93; Management systems in use (Sustainability annex) p. 196

## DETAILED GRI AND SUSTAINABILITY DISCLOSURES

GRI standard	GRI disclosures NaDiVeG; UN Global Compact	Page numbers	Omission
<b>Material topic: Compliance with legal and ethical standards</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Risk report p. 71; Fair business p. 108; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Risk report p. 71; Fair business p. 108; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Stakeholders p. 40; Risk report p. 71; Fair business p. 108	
<b>GRI 205:</b> Anti-corruption 2016	<b>205-1:</b> Operations assessed for risks related to corruption NaDiVeG; UNGC 10	Governance, risk management and compliance; internal audits p. 109	
	<b>205-3:</b> Confirmed incidents of corruption and actions taken NaDiVeG; UNGC 10	Governance, risk management and compliance; internal audits p. 109	
<b>GRI 206:</b> Anti-competitive behavior 2016	<b>206-1:</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance, risk management and compliance; internal audits p. 109	
<b>GRI 207:</b> Taxes 2019	<b>207-1:</b> Approach to tax	Stakeholders p. 40	Breakdown by country has been implemented
	<b>207-2:</b> Tax governance, control and risk management	Risk report p. 71; Taxes by country (Sustainability annex) p. 224	Breakdown by country has been implemented
<b>GRI 307:</b> Environmental compliance 2016	<b>307-1:</b> Non-compliance with environmental laws and regulations NaDiVeG; UNGC 7-9	Governance, risk management and compliance; internal audits p. 109	
<b>GRI 417:</b> Marketing and labeling 2016	<b>417-2:</b> Incidents of non-compliance concerning product and service information and labeling	Governance, risk management and compliance; internal audits p. 109	
	<b>417-3:</b> Incidents of non-compliance concerning marketing communications	Governance, risk management and compliance; internal audits p. 109	
<b>GRI 419:</b> Socioeconomic compliance 2016	<b>419-1:</b> Non-compliance with laws and regulations in the social and economic area	Governance, risk management and compliance; internal audits p. 109	
<b>Material topic: Industry 4.0 and digitalization</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Strategic pillars and sustainability aspects p. 35; Sustainability management p. 43; Value creation p. 53; Research and development p. 88; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Strategic pillars and sustainable aspects p. 35; Research and development p. 88; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Strategic pillars and sustainable aspects p. 35; Research and development p. 88	
<b>Indirect economic impacts</b>			
<b>GRI 203:</b> Indirect economic impacts 2016	<b>203-2:</b> Significant indirect economic impacts	Risk report p. 71	
<b>GRI 300: Environmental topics</b>			
<b>Material topic: Product life cycle</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Research and development p. 88; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Research and development p. 88; Sustainability program (Sustainability annex) p. 205	

GRI standard	GRI disclosures NaDiVeG; UN Global Compact	Page numbers	Omission
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Research and development p. 88; Quality management p. 93; Efficient use of raw materials (Sustainability annex) p. 219	
	<b>PALFINGER KPI:</b> Scrap	Efficient use of raw materials (Sustainability annex) p. 219	
	<b>PALFINGER KPI:</b> Warranty costs	Quality management p. 93	
<b>Material topic: Energy and climate protection</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Energy consumption and efficiency p. 95; Climate protection p. 96; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Energy consumption and efficiency p. 95; Climate protection p. 96; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Energy consumption and efficiency p. 95; Climate protection p. 96; Energy efficiency (Sustainability annex) p. 221 Climate protection (Sustainability annex) p. 223	
<b>GRI 302:</b> Energy 2016	<b>302-1:</b> Energy consumption within the organization NaDiVeG; UNGC 7-9	Energy consumption and efficiency p. 95; Energy efficiency (Sustainability annex) p. 221	Not applicable: PALFINGER has not consume cooling energy or steam and does not sell energy.
	<b>302-3:</b> Energy intensity NaDiVeG; UNGC 7-9	Energy consumption and efficiency p. 95; Definition of metrics and key performance indicators p. 112; Energy efficiency (Sustainability annex) p. 221	
<b>GRI 305:</b> Emissions 2016	<b>305-1:</b> Direct (Scope 1) GHG emissions NaDiVeG; UNGC 7-9	Climate protection p. 96; Sustainability report profile and boundaries (Sustainability annex) p. 195; Climate protection (Sustainability annex) p. 223	Not applicable: PALFINGER does not produce any biogenicCO <sub>2</sub> emissions.
	<b>305-2:</b> Energy indirect (Scope 2) GHG emissions NaDiVeG; UNGC 7-9	Climate protection p. 96; Sustainability report profile and boundaries (Sustainability annex) p. 195; Climate protection (Sustainability annex) p. 223	No information available: in practice, the market-based approach makes more sense for PALFINGER.
	<b>305-3:</b> Other indirect (Scope 3) GHG emissions NaDiVeG; UNGC 7-9	Climate protection p. 96; Sustainability report profile and boundaries (Sustainability annex) p. 195; Climate protection (Sustainability annex) p. 223	Not applicable: PALFINGER does not produce any biogenicCO <sub>2</sub> emissions.
	<b>PALFINGER KPI:</b> Management systems	Environmental and energy management p. 97; Management systems in use (Sustainability annex) p. 196	
<b>Material topic: Raw material demand and efficiency</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Efficient use of raw materials p. 94; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Efficient use of raw materials p. 94; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Efficient use of raw materials p. 94; Efficient use of raw materials (Sustainability annex) p. 219	
<b>GRI 301:</b> Materials 2016	<b>301-1:</b> Materials used by weight or volume NaDiVeG; UNGC 7-9	Efficient use of raw materials p. 94; Efficient use of raw materials (Sustainability annex) p. 219	No information available: PALFINGER does not use renewable materials, so this is not relevant.
	<b>PALFINGER KPI:</b> Scrap	Efficient use of raw materials (Sustainability annex) p. 219	
	<b>PALFINGER KPI:</b> Hazardous waste	Hazardous waste p. 94; Hazardous waste (Sustainability annex) p. 219	
<b>Supplier environmental assessment</b>			
<b>GRI 308:</b> Supplier environmental assessment 2016	<b>308-1:</b> New suppliers that were screened using environmental criteria NaDiVeG; UNGC 7-9	Suppliers p. 60;	

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GRI standard	GRI disclosures NaDiVeG; UN Global Compact	Page numbers	Omission
	<b>308-2:</b> Negative environmental impacts in the supply chain and actions taken NaDiVeG; UNGC 7	Suppliers p. 60	
<b>GRI 400: Social topics</b>			
Material topic: <b>Product safety</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Sustainable products and solutions p. 90; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Sustainable products and solutions p. 90; Governance, risk management and compliance; internal audits p. 109; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Sustainable products and solutions p. 90; Governance, risk management and compliance; internal audits p. 109	
<b>GRI 416:</b> Customer health and safety 2016	<b>416-1:</b> Assessment of the health and safety impacts of product and service categories	Sustainable products and solutions p. 90	
	<b>416-2:</b> Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainable products and solutions p. 90; Governance, risk management and compliance; internal audits p. 109	Not applicable: Regardless of fault, every incident is documented and investigated. Due to PALFINGER's business model, service incidents are not reported separately.
Material topic: <b>Health and safety</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Health and safety p. 84; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Health and safety p. 84; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Health and safety p. 84; Health and safety (Sustainability annex) p. 217	
<b>GRI 403:</b> Occupational Health and Safety 2018	<b>403-1:</b> Occupational health and safety management system NaDiVeG	Health and safety p. 84; Management systems in use (Sustainability annex) p. 196	
	<b>403-2:</b> Hazard identification, risk assessment, and incident investigation NaDiVeG	Health and safety p. 84; Health and safety (Sustainability annex) p. 217	
	<b>403-3:</b> Occupational health services NaDiVeG	Health and safety p. 84	
	<b>403-4:</b> Worker participation, consultation, and communication on occupational health and safety NaDiVeG	Health and safety p. 84	
	<b>403-5:</b> Worker training on occupational health and safety NaDiVeG	Health and safety p. 84	
	<b>403-6:</b> Promotion of worker health NaDiVeG	Health and safety p. 84	

GRI standard	GRI disclosures NaDiVeG; UN Global Compact	Page numbers	Omission
	<b>403-7:</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships NaDiVeG	Health and safety p. 84	
	<b>403-9:</b> Work-related injuries NaDiVeG	Health and safety p. 84; Health and safety (Sustainability annex) p. 217	
<b>Material topic: Employee development</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Attractive employer p. 81; Learning organization p. 82; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Attractive employer p. 81; Learning organization p. 82; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Attractive employer p. 81; Learning organization p. 82; Learning organization (Sustainability annex) p. 216	
<b>GRI 404:</b> Training and Education 2016	<b>404-1:</b> Average hours of training per year per employee NaDiVeG	Learning organization p. 82; Learning organization (Sustainability annex) p. 216	
<b>Material topic: Attractive employment</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Corporate culture and values p. 78; Attractive employer p. 81; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Corporate culture and values p. 78; Attractive employer p. 81; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Corporate culture and values p. 78; Attractive employer p. 81; Employment trend (Sustainability annex) p. 86 Employment trend (Sustainability annex) p. 210	
<b>GRI 401:</b> Employment 2016	<b>401-1:</b> New employee hires and employee turnover NaDiVeG; UNGC 3-6	Employment trend p. 86; Employment trend (Sustainability Annex) p. 210	
<b>GRI 405:</b> Diversity and equal opportunity 2016	<b>405-1:</b> Diversity of governance bodies and employees NaDiVeG; UNGC 3-6	Employment trend p. 86; Executive Board p. 104; Supervisory Board p. 105; Diversity scheme p. 107; Diversity (Sustainability annex) p. 214	
<b>Material topic: Corporate culture and values</b>			
<b>GRI 103:</b> Management approach 2016	<b>103-1:</b> Explanation of the material topic and its boundary NaDiVeG	Sustainability management p. 43; Corporate culture and values p. 78; Impacts of sustainability topics along the value creation chain (Sustainability annex) p. 199	
	<b>103-2:</b> The management approach and its components NaDiVeG	Corporate culture and values p. 78; Sustainability program (Sustainability annex) p. 205	
	<b>103-3:</b> Evaluation of the management approach NaDiVeG	Corporate culture and values p. 78	

## DETAILED GRI AND SUSTAINABILITY DISCLOSURES

GRI standard	GRI disclosures NaDiVeG; UN Global Compact	Page numbers	Omission
<b>Labor/Management relations</b>			
GRI 402: Labor/Management relations 2016	402-1: Minimum notice periods regarding operational changes NaDiVeG	Communication p. 80	
<b>Non-discrimination</b>			
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken NaDiVeG	Diversity p. 80	
<b>Freedom of association and collective bargaining</b>			
GRI 407: Freedom of association and collective bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk NaDiVeG; UNGC 1-6	Suppliers p. 60; Corporate culture and values p. 78; Code of Conduct and Group Policies p. 108	
<b>Child labor</b>			
GRI 408: Child labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor NaDiVeG; UNGC 1-6	Suppliers p. 60; Corporate culture and values p. 78; Code of Conduct and Group Policies p. 108	
<b>Forced or compulsory labor</b>			
GRI 409: Forced or compulsory labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor NaDiVeG; UNGC 1-6	Suppliers p. 60; Corporate culture and values p. 78; Code of Conduct and Group Policies p. 108	
<b>Human rights assessment</b>			
GRI 412: Human rights assessment 2016	412-1: Operations that have been subject to human rights reviews or impact assessments NaDiVeG; UNGC 1-6	Suppliers p. 60; Sustainable products and solutions p. 78; Governance, risk management and compliance; internal audits p. 109	
<b>Supplier social assessment</b>			
GRI 414: Supplier social assessment 2016	414-1: New suppliers that were screened using social criteria NaDiVeG; UNGC 1-6	Suppliers p. 60	
	414-2: Negative social impacts in the supply chain and actions taken NaDiVeG; UNGC 1-6	Suppliers p. 60	
<b>Public policy</b>			
GRI 415: Public policy 2016	415-1: Political contributions NaDiVeG; UNGC 10	Commitment p. 51	