GRI INDEX

SkiStar's sustainability report for the 2019/20 financial year has been prepared in accordance with Global Reporting Initiative (GRI) Standards guidelines, Core application level. SkiStar's GRI index contains references to where the information can be found in the annual report.

To prepare a sustainability report in accordance with the GRI guidelines, SkiStar is required to complete three steps: identification, prioritisation and validation. An internal analysis has been carried out as a first step, with the aim of identifying material sustainability topics. This

has enabled a selection of sustainability topics to be identified. The sustainability topics have been drawn up in dialogue with business area managers to ensure that the entire operations are covered by the selection.

GRI STANDARD	DISCLOSUR	E	PAGE REFERENCE	COMMENTS
GRI 101: FOUNDATIO	ON 2016			
GRI 102: GENERAL D	DISCLOSURES 2	016		
ORGANISATIONAL F	PROFILE			
	102-1	Name of the organisation	37	
	102-2	Activities, brands, products and services	12-13, 15	
	102-3	Location of headquarters	37	
	102-4	Location of operations	14	
	102-5	Ownership and legal form	26-27, 80-84	
	102-6	Markets served	14-21	
	102-7	Scale of the organisation	14	
	102-8	Information on employees and other workers	31-32, 60.74-75	
	102-9	Supply chain	29	
	102-10	Significant changes to organisation and its supply chain		No significant changes implemented in the past year
	102-11	Precautionary principle or approach	29, 31	
	102-12	External initiatives	29-30	
	102-13	Membership of associations	29-30	
STRATEGY				
	102-14	Statement from senior decision-maker	5	
	102-15	Key impacts, risks, and opportunities	29-30, 39-40	
ETHICS AND INTEGR	RITY			
	102-16	Values, principles, standards and norms of behaviour	29-30, 32, 75	
GOVERNANCE				
	102-18	Governance structure	14, 64	
STAKEHOLDER ENG	AGEMENT			
	102-40	List of stakeholder groups	74	
	102-41	Collective bargaining agreements	31	
	102-42	Identifying and selecting stakeholders	74	
	102-43	Approach to stakeholder engagement	74	
	102-44	Key topics and concerns raised	74	
REPORTING PRACTI	CE			
	102-45	Entities included in the consolidated financial statements	64	
	102-46	Defining report content and topic boundaries	74	
	102-47	List of material topics	74	
	102-48	Restatements of information	75	Reporting of emissions from greenhouse gases has been distributed across several categories. Figures from past year have been adjusted to allow comparability.
	102-49	Changes in reporting	75	Reporting of emissions from greenhouse gases has been distributed across several categories. Figures from past year have been adjusted to allow compa- rability.
	102-50	Reporting period	74	
	102-51	Date of most recent report	74	
	102-52	Reporting cycle	74	
	102-53	Contact point for questions regarding the report	74	
	102-54	Claims of reporting in accordance with the GRI Standards	74	
	102-55	GRI content index	72-73	
	102-56	External assurance	35	

GRI 200: ECONOMIC PERFORMANCE GRI 103: Management approach 2016 105:1-3 Material topics, their boundaries and management 11, 29, 74 GRI 201: Economic performance 2016 201-1 Direct economic value generated and distributed 31 NDIRECT ECONOMIC IMPACTS GRI 103: Management approach 2016 103:1-3 Material topics, their boundaries and management 11, 29, 74 GRI 203: Indirect economic impacts 2016 203:2 Significant indirect economic impacts 31 ANTI-CORRUPTION GRI 103: Management approach 2016 103:1-3 Material topics, their boundaries and management 11, 29, 74 GRI 205: Anti-corruption 2016 205:2 Communication and training about anti-corruption 32, 75 GRI 300 EnvironMENTAL STANDARDS ENERGY GRI 103: Management approach 2016 103:1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 30:2-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103:1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and efficients 2018 103:1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and efficients 2018 303:1 Interactions with water as a shared resource 33-34-75 EMISSIONS GRI 103: Management approach 2016 103:1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Banissions 2016 305:2 Energy indirect (Scope 2) GHG emissions 75 GRI 403 SCIENTISTONS 2016 305:2 Energy indirect (Scope 2) GHG emissions 75 GRI 403 Cocupational health and safety 2018 403:1 Occupational health and safety management 31 TRAINING AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 404:1 Average hours of training per year per employee 32,75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103:1-3 Material topics, their boundaries and management 31, 29, 74 GRI 103: Management approach 2016 103:1-3 Material topics, their boundaries and management 31 TRAINING AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103:1-3 Material topics, their boundaries and management 31. 29, 74	DISCLOSURE		PAGE REFERENCE	COMMENTS
GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 201: Economic performance 2016 201-1 Direct economic value generated and distributed 31 INDIRECT ECONOMIC IMPACTS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 203: Indirect economic impacts 2016 203-2 Significant indirect economic impacts 2016 31 ANTI-CORRUPTION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 205: Anti-corruption 2016 205-2 Communication and training about anti-corruption 32, 75 GRI 300 ENVIRONMENTAL STANDARDS ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-3-34-75 EMISSIONS EMISSIONS GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 31 TRAINING AND EQUAL OPPORTUNITY				
GRI 201: Economic performance 2016 201-1 Direct economic value generated and distributed 31 INDIRECT ECONOMIC IMPACTS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 203: Indirect economic impacts 2016 203-2 Significant indirect economic impacts 31 ANTI-CORRUPTION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 205: Anti-corruption 2016 205-2 Communication and training about anti-corruption 32, 75 GRI 300 ENVIRONMENTAL STANDARDS ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34,75 EMISSIONS GRI 303: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 403: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Management approach 2016 103-1-3 Material topics, their boundaries and management 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education				
INDIRECT ECONOMIC IMPACTS	103-1-3 Material topics, ti	pics	aries and management 11, 29, 74	
GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 203: Indirect economic impacts 2016 203-2 Significant indirect economic impacts 31 ANTI-CORRUPTION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 205: Anti-corruption 2016 205-2 Communication and training about anti-corruption 32, 75 GRI 300 ENVIRONMENTAL STANDARDS Service of the procedures Service of the procedures ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34,75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75	201-1 Direct economic	nom	rated and distributed 31	
GRI 203: Indirect economic impacts 2016 203-2 Significant indirect economic impacts 31 ANTI-CORRUPTION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 205: Anti-corruption 2016 205-2 Communication and training about anti-corruption 32, 75 GRI 300 ENVIRONMENTAL STANDARDS ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-3-54,75 EMISSIONIS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 75 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 31, 29, 74 GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 31, 29, 74 GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 31, 29, 74 GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 31, 29, 74 GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 31, 29, 74				
ANTI-CORRUPTION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 205: Anti-corruption 2016 205-2 Communication and training about anti-corruption 32, 75 GRI 300 ENVIRONMENTAL STANDARDS ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34,75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32,75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	103-1-3 Material topics, the	pics	aries and management 11, 29, 74	
GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 205: Anti-corruption 2016 205-2 Communication and training about anti-corruption 32, 75 GRI 300 ENVIRONMENTAL STANDARDS ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34,75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Cocupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32,75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	203-2 Significant indired	indi	c impacts 31	
GRI 205: Anti-corruption 2016 205-2 Communication and training about anti-corruption policies and procedures GRI 300 ENVIRONMENTAL STANDARDS ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34, 75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 404-1 Average hours of training per year per employee 32.75				
GRI 300 ENVIRONMENTAL STANDARDS ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34,75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 1040: Training and education 2016 404-1 Average hours of training per year per employee 32,75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	103-1-3 Material topics, the	pics	aries and management 11, 29, 74	
ENERGY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34.75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74			about anti-corruption 32, 75	
GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34.75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74				
GRI 302: Energy 2016 302-1 Energy consumption within the organisation 34, 75 WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34.75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 103: Management approach 2016 404-1 Average hours of training per year per employee 32.75				
WATER GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34.75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 Material topics, their boundaries and management 11, 29, 74	103-1-3 Material topics, the	pics	aries and management 11, 29, 74	
GRI 103: Management approach 2018 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34.75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32,75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 Material topics, their boundaries and management 11, 29, 74 Material topics, their boundaries and management 11, 29, 74 GRI 103: Management approach 2016 404-1 Average hours of training per year per employee 32,75	302-1 Energy consump	nsun	the organisation 34, 75	
GRI 303: Water and effluents 2018 303-1 Interactions with water as a shared resource 33-34.75 EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74				
EMISSIONS GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	103-1-3 Material topics, ti	pics	aries and management 11, 29, 74	
GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	303-1 Interactions with	s wi	shared resource 33-34.75	
GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 75 GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74				
GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions 75 GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	103-1-3 Material topics, the	pics	aries and management 11, 29, 74	
GRI 400 SOCIAL STANDARDS HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	305-1 Direct (Scope 1)	эре	ions 75	
HEALTH AND SAFETY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	305-2 Energy indirect (irec'	HG emissions 75	
GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74 GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74				
GRI 403: Occupational health and safety 2018 403-1 Occupational health and safety management system 31 TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74				
TRAINING AND EDUCATION GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	103-1-3 Material topics, the	pics	aries and management 11, 29, 74	
GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11,29, 74 GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	403-1 Occupational hea	nal ł	ety management system 31	
GRI 404: Training and education 2016 404-1 Average hours of training per year per employee 32.75 DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74				
DIVERSITY AND EQUAL OPPORTUNITY GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	103-1-3 Material topics, the	pics	ries and management 11,29, 74	
GRI 103: Management approach 2016 103-1-3 Material topics, their boundaries and management 11, 29, 74	404-1 Average hours of	ours	er year per employee 32.75	
	103-1-3 Material topics, the	pics	aries and management 11, 29, 74	
GRI 405: Diversity and equal opportunity 2016 405-1 Diversity of governance bodies and employees 31, 75	405-1 Diversity of gove	f go	ies and employees 31, 75	