CSR Report201 - GRI Standard Core Option Reference Table

General Standard Dis	closures	
No	Guidelines	Content of CSR Report2018 and Page
1. Organizational pro		contains of contraportable and rage
102-1	a. Name of the organization.	
Name of the	ar rame of the organization	Company Profile · Group Companies (P8-9)
organization		Sompanies (1 o s)
102-2	a. A description of the organization's activities.	
Activities, brands,	b. Primary brands, products, and services, including an explanation of	Company Profile • Group Companies (P8-9)
products, and	any products or services that are banned in certain markets.	Our Product Line-up (P10-11)
services	any produces or services that are barned in certain markets.	our roddet eine up (rio ii)
102-3	a. Location of the organization's headquarters.	
Location of	a. Location of the organization's ficauqualities.	Company Profile • Group Companies (P8-9)
		Company Frome - Group Companies (Fo-9)
headquarters	a Number of countries where the organization energies and the names	
102-4	a. Number of countries where the organization operates, and the names	Clabal Materials (PO)
Location of	of countries where it has significant operations and/or that are relevant	Global Network (P9)
operations	to the topics covered in the report.	
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;	Our Product Line-up (P10)
	ii. sectors served;	our rioddet Eine up (i 10)
	iii. types of customers and beneficiaries.	
102-7	a. Scale of the organization, including:	
Scale of the	i. total number of employees;	
organization	ii. total number of operations;	
	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	
Information on	temporary), by gender.	
	b. Total number of employees by employment contract (permanent and	
workers	temporary), by region.	
	c. Total number of employees by employment type (full-time and part-	
	time), by gender.	
	d. Whether a significant portion of the organization's activities are	_ , , , , , , , , , , , , , , , , , , ,
	performed by workers who are not employees. If applicable, a	Employee diversity (P26)
	description of the nature and scale of work performed by workers who	
	are not employees.	
	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	
Supply chain	elements as they relate to the organization's activities, primary brands,	NAMICS' material purchasing policy (P25)
	products, and services.	
102-10	a. Significant changes to the organization's size, structure, ownership, or	
Significant changes	supply chain, including:	
	1	
	i. Changes in the location of, or changes in, operations, including facility	
and its supply chain	openings, closings, and expansions;	
	ii. Changes in the share capital structure and other capital formation,	Establishment of new production facility
	maintenance, and alteration operations (for private sector	
	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	
Precautionary	or approach.	Reduction of Environmental impact for Sustainability (P19-
Principle or approach		24)
102-12	a. A list of externally-developed economic, environmental and social	
External initiatives	charters, principles, or other initiatives to which the organization	
Excernar initiatives	subscribes, or which it endorses.	-
	Sassa. Sasy of White it chaolises.	

No	Guidelines	Content of CSR Report2018 and Page
	a. A list of the main memberships of industry or other associations, and	
	national or international advocacy organizations.	Editorial Policy (P2)
associations	, 3	Editorial Folicy (FZ)
2. Strategy		
	a. A statement from the most senior decision-maker of the organization	
Statement from	(such as CEO, chair, or equivalent senior position) about the relevance of	Philosophy • Fundamental Management Policy • CSR
	sustainability to the organization and its strategy for addressing	Fundamental Policy
	sustainability.	Message from Our president (P3-7)
	a. A description of key impacts, risks, and opportunities.	
Key impacts, risks,	a. A description of key impacts, risks, and opportunities.	CSR Fundamental Policy,
and opportunities		Message from Our president (P5-7)
3. Ethics and integrity	,	
	a. A description of the organization's values, principles, standards, and	
Values, principles,	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	(543)
advice and concerns	integrity;	Corporate Governance (P12)
about ethics	ii. reporting concerns about unethical or unlawful behavior, and	Permanent Hot line establishment (P28)
	organizational integrity.	
4. Governance		
102-18	a. Governance structure of the organization, including committees of the	
Governance	highest governance body.	Corporate Governance (P12)
structure	b. Committees responsible for decision-making on economic,	CSR Promotion Structure (P14)
	environmental, and social topics.	
102-19	a. Process for delegating authority for economic, environmental, and	(2.12)
Delegating authority	social topics from the highest governance body to senior executives and	Corporate Governance (P12)
	other employees.	CSR Promotion Structure (P14)
102-20	a. Whether the organization has appointed an executive-level position or	
	positions with responsibility for economic, environmental, and social	
	topics.	Corporate Governance (P12)
	b. Whether post holders report directly to the highest governance body.	CSR Promotion Structure (P14)
environmental, and		
social topics		
102-21	a. Processes for consultation between stakeholders and the highest	
Consulting	governance body on economic, environmental, and social topics.	
stakeholders on	b. If consultation is delegated, describe to whom it is delegated and how	Corporate Governance (P12)
economic,	the resulting feedback is provided to the highest governance body.	CSR Promotion Structure (P14)
environmental, and		
social topics		
102-22	a. Composition of the highest governance body and its committees by:	
Composition of the	i. executive or non-executive;	
highest governance	man and the second seco	
body and its	ii. independence;	
committees	ii. independence; iii. tenure on the governance body;	
	iii. tenure on the governance body; iv. number of each individual's other significant positions and	Cornorate Governance (P12)
	iii. tenure on the governance body;	Corporate Governance (P12)
	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender;	Corporate Governance (P12)
	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups;	Corporate Governance (P12)
	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics;	Corporate Governance (P12)
	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups;	Corporate Governance (P12)
102-23	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics;	Corporate Governance (P12)
102-23	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation.	Corporate Governance (P12)
102-23 Chair of the highest governance body	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation. a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function	Corporate Governance (P12) Corporate Governance (P12)
102-23 Chair of the highest governance body	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation. a. Whether the chair of the highest governance body is also an executive officer in the organization.	
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102-23 Chair of the highest governance body	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation. a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement. a. Nomination and selection processes for the highest governance body	
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102-23 Chair of the highest governance body 102-24 Nominating and selecting the highest governance body	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation. a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement. a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved;	
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102-23 Chair of the highest governance body 102-24 Nominating and selecting the highest governance body	iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation. a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement. a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered;	Corporate Governance (P12)

202-25 Conflicts of interest A processes for the highest governance body to ensure conflicts of interest A composition of inter	No	Guidelines	Content of CSR Report2018 and Page
Conflicts of interces interces are avoided and monaged. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: cross board membership; ii. Cross-bardending with suppliers and other stakeholders; iii. Cross-bardending with suppliers and delivers and stakeholders; iii. Cross-bardending with suppliers and other stakeholders; iii. Cross-bardending with suppliers and stakeholders; iii. Cross-bardending with suppliers			content of Cort Report2010 and Fage
b. Whether conflicts of interests are disclosed to stakeholders, including, as a minimum: i. Cross-barrending with suppliers and other stakeholders; iii. Existence of controlling shareholder; iii.			
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L Crose-band membership: It. Existence of controlling shareholders; It. Related sorty disclosures. A. Highrest povermance body in section propose, value or mission statements, strategies, policies, and goals neisted to concornic, convironmental, and social topics. Collectors knowledge of conomic, environmental, and social topics, strategies, policies, and social registers and social registers. A. Percensor for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social registers and social registers. D. Whether such redulation is independent or not, and its frequency. Whether such collection is a self-sessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance body services and provided in the self-sessment. d. Actions taken in response to evaluation of the highest governance body services and social registers. D. Whether such collations is a self-sessment. d. Actions taken in response to evaluation of the highest governance body services and controlling and managing conomic, environmental, and social topics and their impacts, risk, and opportunities – including its red in the implementation of due diligence processes. D. Whether stakeholder consultation is used to support the highest governance (P12) SR Pomostion Structure (P14) D. SR Pomosti		b. Whether conflicts of interest are disclosed to stakeholders, including,	
Economic control memberships with suppliers and other stakeholders; i. Existence of controlling shareholders; ii. Existence of controlling shareholders; iii. Existence of controlling shareholders; i		as a minimum:	(24.2)
ii. Cross-interchalding with suppliers and other stakeholders; iv. Related party disclosures. IV. State of the place occurrence of the place of th		i. Cross-board membership:	Corporate Governance (P12)
IL Business of controlling shareholdery. 102-26 N. Related barty indicatoruss. 102-27 A. Highest powernance body in selecting purpose, value or mission statements, strategies, polices, and goals related to committee, with committee of the highest governance body. 2. Measures taken to devision and enhance the highest governance body or collective knowledge of economic, environmental, and social topics. 2. Measures taken to devision and enhance the highest governance body or collective knowledge of economic, environmental, and social topics. 2. Processes for evaluating the highest governance body's performance with respect to governance body's performance with respect to governance for economic, environmental, and social topics. 2. Whether such evaluation is an self-assessment. 3. Processes for evaluation is independent or not, and its frequency. 4. Actions taken in responte to evaluation of the highest governance body's performance with respect to governance for economic, environmental, and social process. 4. Actions taken in response to evaluation of the highest governance body's relation of the highest governance body's relation of the highest governance body's relation of the highest governance (P12). CSR Promotion Structure (P14). CSR pr		• •	
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102-22 Collective knowledge of conomic, environmental, and social topics. Organized Governance Dody Corporate Governance (P12) C	setting purpose,	economic, environmental, and social topics.	
Collective knowledge of conomic, environmental, and social topics. of highest governance body 102-28 condesing the second of the processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. 102-29 conomic topics in interport of evaluation is a self-assessment. 102-29 distinctiving and control topics, including, as a minimum, changes in membership and organizational practice. 102-29 distinctiving and conomic, environmental, and social topics and their impacts, risks, and managing conomic, environmental, and social topics and their impacts, risks, and social topics. 102-30 a. Trequency of the highest governance body's releve of economic, environmental, and social topics and their impacts, risks, and social topics are covered. 102-31 a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered. 102-32 a. The highest povernance body. b. Mechanism(sylvasia of their highest governance body and senior executives for the highest governance body, senior because of control	values, and strategy		
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topics	h (LIO)
a. The effect of any restatements of information given in previous	
Restatements of reports, and the reasons for such restatements.	
information	
102-49 a. Significant changes from previous reporting periods in the list of	
Changes in reporting material topics and topic boundaries.	
changes in reporting infacenal topics and topic boundables.	
a. Reporting period for the information provided. Editorial Policy (P2)	
Reporting period	
a. If applicable, the date of the most recent previous report.	
Date of most recent Editorial Policy (P2)	
report	
102-52 a. Reporting cycle	
Editorial Policy (P2)	
Reporting cycle	

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102-53	a. The contact point for questions regarding the report or its contents.	Situate of Contineportators and Lago
Contact point for	a. The contact point for questions regarding the report of its contents.	
questions regarding		General affairs Group CSR (P35)
the report 102-54	a. The claim made by the organization, if it has prepared a report in	
Claims of reporting	accordance with the GRI Standards, either:	
in accordance with	i. 'This report has been prepared in accordance with the GRI Standards:	Editorial Policy (P2) and GRI standard Core option
the GRI Standards	Core option';	
	ii. 'This report has been prepared in accordance with the GRI Standards:	
102 55	Comprehensive option'	
102-55	a. The GRI content index, which specifies each of the GRI Standards used	
GRI content index	and lists all disclosures included in the report.	
	b. For each disclosure, the content index shall include:	
	i. the number of the disclosure (for disclosures covered by the GRI	5 15 1 5 15 (22) 1 627 1 1 1 1 1 1 1 1
	Standards);	Editorial Policy (P2) and GRI standard core option
	ii. the page number(s) or URL(s) where the information can be found,	
	either within the report or in other published materials;	
	iii. if applicable, and where permitted, the reason(s) for omission when a	
	required disclosure cannot be made.	
102-56	a. A description of the organization's policy and current practice with	
External assurance	regard to seeking external assurance for the report.	
	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.	
100 14		
103 : Management A		T
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	i. where the impacts occur;	Editorial Policy (P2)
its Boundary	ii. the organization's involvement with the impacts. For example,	Specifying Key CSR Issues for NAMICS Group (P16)
	whether the organization has caused or contributed to the impacts, or is	
	directly linked to the impacts through its business relationships.	
102.2	c. Any specific limitation regarding the topic Boundary.	
103-2	a. An explanation of how the organization manages the topic.	
The management	b. A statement of the purpose of the management approach.	
approach and its	c. A description of the following, if the management approach includes	
components	that component:	
	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	
Evaluation of the	approach, including:	
management	i. the mechanisms for evaluating the effectiveness of the management	
approach	approach;	-
1	ii. the results of the evaluation of the management approach;	
	ii. the results of the evaluation of the management approach,	

No	Guidelines	Content of CSR Report2018 and Page
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	
within the	sources, in joules or multiples, and including fuel types used	
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:	
	i. electricity consumption	
	ii. heating consumption	
	iii. cooling consumption	
	iv. steam consumption	Environmental impacts overview (P21)
	d. In joules, watt-hours or multiples, the total:	Environmental impacts overview (121)
	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	
	g. Source of the conversion factors used	
	g. Source of the conversion factors 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;	
	ii. emissions in the base year;	
	iii. the context for any significant changes in emissions that triggered	Environmental Impacts Overview (P21)
	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	-	
306-1	a. Total volume of planned and unplanned water discharges	
Water discharge by	b. Standards, methodologies, and assumptions used	Prevention of Water Pollution (P22)
quality and		(, ==)
destination		
306-2	The reporting organization shall report the following information:	
Wasate by type and	a. Total weight of hazardous waste	Waste Control and Recycling (P21)
dsiposal method	b. Total weight of non-hazardous waste	Trace control and recycling (121)
	c. How the waste disposal method has been determined	

No	Guidelines	Content of CSR Report2018 and Page
GRI 401: Employmer	t	
401-1	The reporting organization shall report the following information:	
New employee hires	a. Total number and rate of new employee hires during the reporting	
and employee	period, by age group, gender and region	
turnover	b. Total number and rate of employee turnover during the reporting	Human Barana Bahartian (B20)
	period, by age group, gender and region	Human Resource Retention (P30)
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		
404-2	The reporting organization shall report the following information:	
Programs for	a. Type and scope of programs implemented and assistance provided to	
upgrading employee	upgrade employee skills	Environmental Training (P18)
skills and transition	b. Transition assistance programs provided to facilitate continued	3 (1)
assistance programs	employability and the management of career endings resulting from	
	retirement or termination of employment.	
GRI 405: Diversity ar		
405-1	The reporting organization shall report the following information:	
Diversity of	a. Percentage of individuals within the organization's governance bodies	
governance bodies	in each of the following diversity categories:	
and employees	i. Gender	
	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;	
	ii. Age group	
405-2	The reporting organization shall report the following information:	Namics provides appropriate administration regardless of
Ratio of basic salary	a. Ratio of the basic salary and remuneration of women to men for each	gender and has no difference in basic salaries based on
and remuneration of	employee category	gender.
women to men	b. The definition used fpr significant locations of operation'	
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	(P26)
on human rights	human rights policies or procedures concerning aspects of human rights	
policies or	that are relevant to operations.	
procedures	B. Percentage of employees trained during the reporting period in human	
	rights policies or procedures concerning aspects of human rights that are	
	relevant to operations.	