

IVL SR2020 GRI STANDARDS CONTENT INDEX

For 'In Accordance' Option - Core

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	103-3	Evaluation of the management approach	SR: 96	SR: Empowering Our People and Communities - Employee Well-being	-	-
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	SR: 96; 116; 126	SR: Empowering Our People and Communities - Employee Well-being; Global Performance Data; Global Human Resources Data - Collective Bargaining	-	-

GRI Standard	Disclosure	Description	Page Number (s)	References SR 2020	External Assurance	Omissions
Child Labor						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 51 IVL Website	SR: Human Rights and Compliance in the Supply Chain https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
	103-2	The management approach and its components	SR: 51-52 IVL Website	SR: Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
	103-3	Evaluation of the management approach	SR: 51-52 IVL Website	SR: Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	SR: 51-52; 116; 127	SR: Supplier ESG Assessments; Global Performance Data; Global Human Resources Data - Human Rights Assessment	-	-
Forced or Compulsory Labor						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 51	SR: Human Rights and Compliance in the Supply Chain	-	-
	103-2	The management approach and its components	SR: 51-52 IVL Website	SR: Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
	103-3	Evaluation of the management approach	SR: 51-52 IVL Website	SR: Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR: 51-52; 116; 127	SR: Supplier ESG Assessments; Global Performance Data; Global Human Resources Data - Human Rights Assessment	-	-
Security Practices						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 51	SR: Human Rights and Compliance in the Supply Chain;	-	-
	103-2	The management approach and its components	SR: 51-52 IVL Website	SR: Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
	103-3	Evaluation of the management approach	SR: 51-52 IVL Website	SR: Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	SR: 51-52; 127	SR: Supplier ESG Assessments; Global Human Resources Data - Human Rights Assessment	-	-
Rights of Indigenous Peoples						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 51; 98	SR: Human Rights and Compliance in the Supply Chain; Workplace Human Rights Assessment	-	-
	103-2	The management approach and its components	SR: 51-52; 98-99 IVL Website	SR: Supplier ESG Assessments Workplace Human Rights Assessment https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
	103-3	Evaluation of the management approach	SR: 51-52; 98-99 IVL Website	SR: Supplier ESG Assessments; Workplace Human Rights Assessment https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	SR: 51-52; 98-99; 127	SR: Supplier ESG Assessments; Workplace Human Rights Assessment; Global Human Resources Data - Human Rights Assessment	-	-
Human Rights Assessment						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 51; 98	SR: Human Rights and Compliance in the Supply Chain	-	-
	103-2	The management approach and its components	SR: 51-52; 98 IVL Website	SR: Supplier ESG Assessments; Workplace Human Rights Assessment https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
	103-3	Evaluation of the management approach	SR: 51-52; 98 IVL Website	SR: Supplier ESG Assessments; Workplace Human Rights Assessment https://sustainability.indoramaventures.com/en/social/human-rights/human-rights	-	-
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	SR: 51-52; 98-99; 127	SR: Supplier ESG Assessments; Workplace Human Rights Assessment; Global Human Resources Data - Human Rights Assessment	-	-
	412-2	Employee training on human rights policies or procedures	SR: 51-52; 98-99; 127	SR: Supplier ESG Assessments; Workplace Human Rights Assessment; Global Human Resources Data - Human Rights Assessment	-	-

GRI Standard	Disclosure	Description	Page Number (s)	References SR 2020	External Assurance	Omissions
Local Communities						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 107 IVL Website	SR: Empowering Our People and Communities - Giving Back to Our Communities https://www.indoramaventures.com/en/sustainability/social/csr	-	-
	103-2	The management approach and its components	SR: 107-113 IVL Website	SR: Empowering Our People and Communities - Giving Back to Our Communities https://www.indoramaventures.com/en/sustainability/social/csr	-	-
	103-3	Evaluation of the management approach	SR: 107-113 IVL Website	SR: Empowering Our People and Communities - Giving Back to Our Communities https://www.indoramaventures.com/en/sustainability/social/csr	-	-
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	SR: 107-113; 116; 128	SR: Empowering Our People and Communities - Giving Back to Our Communities; Global Performance Data; Global CSR Data - Local Community Engagement	-	-
Supplier Social Assessment						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 51-52 IVL Website	SR: Responsible and Effective Governance - Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights-protections-in-our-supply-chain	-	-
	103-2	The management approach and its components	SR: 51-52 IVL Website	SR: Responsible and Effective Governance - Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights-protections-in-our-supply-chain	-	-
	103-3	Evaluation of the management approach	SR: 51-52 IVL Website	SR: Responsible and Effective Governance - Supplier ESG Assessments https://sustainability.indoramaventures.com/en/social/human-rights/human-rights-protections-in-our-supply-chain	-	-
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	SR: 52	SR: Responsible and Effective Governance - Supplier ESG Assessments	-	-
Public Policy						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 45-47 IVL Website	SR: Responsible and Effective Governance - Business Ethics, Integrity and Transparency https://www.indoramaventures.com/en/our-company/governance/industry-associations-and-memberships	-	-
	103-2	The management approach and its components	SR: 47 IVL Website	SR: Responsible and Effective Governance - Business Ethics, Integrity and Transparency - Political activities and contributions https://www.indoramaventures.com/en/our-company/governance/industry-associations-and-memberships	-	-
	103-3	Evaluation of the management approach	SR: 47 IVL Website	SR: Responsible and Effective Governance - Business Ethics, Integrity and Transparency - Political activities and contributions https://www.indoramaventures.com/en/our-company/governance/industry-associations-and-memberships	-	-
GRI 415: Public Policy 2016	415-1	Political Contributions	SR: 47 IVL Website	SR: Responsible and Effective Governance - Business Ethics, Integrity and Transparency - Political activities and contributions https://www.indoramaventures.com/en/our-company/governance/industry-associations-and-memberships	-	-
Customer Health and Safety						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 69-72	SR: Driving Sustainable Growth - Safe and Sustainable Products	-	-
	103-2	The management approach and its components	SR: 69-72	SR: Driving Sustainable Growth - Safe and Sustainable Products	-	-
	103-3	Evaluation of the management approach	SR: 69-72	SR: Driving Sustainable Growth - Safe and Sustainable Products	-	-
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SR: 69; 73	SR: Driving Sustainable Growth - Safe and Sustainable Products; Creating Strong Customer Relationships	-	-

GRI Standard	Disclosure	Description	Page Number (s)	References SR 2020	External Assurance	Omissions
Marketing and Labelling 2016						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 56-57	SR: Driving Sustainable Growth	-	-
	103-2	The management approach and its components	SR: 72-73	SR: Driving Sustainable Growth - Creating Strong Customer Relationships	-	-
	103-3	Evaluation of the management approach	SR: 72-73	SR: Driving Sustainable Growth - Creating Strong Customer Relationships	-	-
GRI 417: Marketing and Labelling 2016	417-3	Incidents of non-compliance concerning marketing communications	SR: 73	SR: Driving Sustainable Growth - Creating Strong Customer Relationships	-	-
Customer Privacy						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 55	SR: Responsible and Effective Governance - Cyber Security Management	-	-
	103-2	The management approach and its components	SR: 55	SR: Responsible and Effective Governance - Cyber Security Management	-	-
	103-3	Evaluation of the management approach	SR: 55	SR: Responsible and Effective Governance - Cyber Security Management	-	-
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR: 55; 73	SR: Responsible and Effective Governance - Cyber Security Management SR: Driving Sustainable Growth - Creating Strong Customer Relationships	-	-
Socioeconomic Compliance						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 43	SR: Responsible and Effective Governance - Corporate Governance and Compliance Management	-	-
	103-2	The management approach and its components	SR: 43-45	SR: Responsible and Effective Governance - Corporate Governance and Compliance Management	-	-
	103-3	Evaluation of the management approach	SR: 43-45	SR: Responsible and Effective Governance - Corporate Governance and Compliance Management	-	-
GRI 419: Social Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	SR: 43-45; 72-73; 88	SR: Responsible and Effective Governance - Corporate Governance and Compliance Management; Driving Sustainable Growth - Creating Strong Customer Relationships; Towards Carbon Neutrality - Strong Environmental Governance	-	-



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