

IVL SR2020 ดัชนีมาตรฐาน GRI สำหรับ 'In Accordance' Option - Core

GRI Standard	Disclosure	Description	Page Number (s)	References SR 2020	External Assurance	Omissions
GRI 101: Foundation 2016						
GRI 102: General Disclosures						
Organizational Profile						
GRI 102: General Disclosures 2016	102-1	Name of the organization	AR: 38 SR: 18	AR: General Information and Other Information SR: Introduction - Overview of IVL	-	-
	102-2	Activities, brands, products, and services	AR: 39-59 SR: 18-19	AR: Investments of the Company SR: Introduction - Value Chain/Business Unit	-	-
	102-3	Location of headquarters	AR: 38	AR: General Information and Other Information	-	-
	102-4	Location of operations	AR: 39-59 SR: 19	AR: Investments of the Company SR: Introduction - IVL Operations	-	-
	102-5	Ownership and legal form	AR: 38 SR: 130-133	AR: General Information and Other Information SR: About This Report	-	-
	102-6	Markets served	AR: 39-59 SR: 18-19	AR: Investments of the Company SR: Introduction - IVL Operations	-	-
	102-7	Scale of the organization	SR: 19-20	SR: Introduction - IVL Operations - Financial Performance, Key Highlights 2020 - Economic Performance	-	-
	102-8	Information on employees and other workers	SR: 20, 125	SR: Key Highlights 2020 - Social Performance	-	-
	102-9	Supply chain	SR: 18-19 IVL Website	SR: Introduction - IVL Operations https://sustainability.indoramaventures.com/en/shorturl/business-overview-and-value-chain	-	-
	102-10	Significant changes to the organization and its supply chain	AR: 87-98 SR: 130-133	AR: Changes and Important Developments SR: About This Report	-	-
	102-11	Precautionary Principle or approach	SR: 130-133	SR: About This Report	-	-
	102-12	External initiatives	AR: 182-183 SR: 36; 38	AR: Sustainability Leadership; Sustainable Development Goals (SDGs) At IVL SR: Contributions to the UN SDGs; Major Sustainability Awards & Recognitions	-	-
	102-13	Membership of associations	SR: 39	SR: Major Industry Association & Memberships	-	-
Strategy						
GRI 102: General Disclosures 2016	102-14	Statement from senior decision-maker	AR: 15-16 SR: 6-9	AR: Message from the Chairman SR: Group CEO Message	-	-
	102-15	Key impacts, risks, and opportunities	AR: 127-139 SR: 34-35	AR: Indorama Ventures Potential Risk Factors SR: Risks and Opportunity	-	-
Ethics and Integrity						
GRI 102: General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior	AR: B SR: 22; 26	AR: Vision, Mission, Value SR: Our Approach To Sustainability; Our Approach to Value Creation	-	-
	102-17	Mechanisms for advice and concerns about ethics	AR: 158-159 SR: 43-45	AR: Corporate Governance Report 2020 SR: Corporate Governance and Compliance Management	-	-
Governance						
GRI 102: General Disclosures 2016	102-18	Governance structure	AR: 77 SR: 43-45	AR: Management Structure SR: Corporate Governance and Compliance Management	-	-
	102-19	Delegating authority	AR: 77-79	AR: Management Structure	-	-
	102-20	Executive-level responsibility for economic, environmental, and social topics	AR: 77 SR: 48	AR: Management Structure SR: Responsible and Effective Governance - Sustainability Governance	-	-
	102-21	Consulting stakeholders on economic, environmental, and social topics	AR: 156-158 SR: 32-33	AR: Role of Stakeholders SR: Materiality Assessment	-	-
	102-22	Composition of the highest governance body and its committees	AR: 77 SR: 43-44	AR: Management Structure SR: Corporate Governance and Compliance Management	-	-
	102-23	Chair of the highest governance body	AR: 78 SR: 6-9	AR: Board of Directors SR: Group CEO Message	-	-
102-24	Nominating and selecting the highest governance body	AR: 170-172; 196-197	AR: Corporate Governance Report 2020; Nomination Compensation and Corporate Governance (NCCG) Committee Report for the Year 2020	-	-	

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Governance						
GRI 102: General Disclosures 2016	102-26	Role of highest governance body in setting purpose, values, and strategy	AR: 149; 162-165 SR: 43-44	AR: Corporate Governance Report 2020; Responsibility of The Board SR: Corporate Governance and Compliance Management	-	-
	102-27	Collective knowledge of highest governance body	AR: 61-76 SR: 43-44	AR: Board of Directors SR: Corporate Governance and Compliance Management	-	-
	102-28	Evaluating the highest governance body's performance	AR: 164-165 SR: 43-44	AR: Corporate Governance Report 2020 SR: Corporate Governance and Compliance Management	-	-
	102-29	Identifying and managing economic, environmental, and social impacts	AR: 140-147 SR: 32-33	AR: Risk Management SR: Materiality Assessment	-	-
	102-30	Effectiveness of risk management processes	AR: 140-147 SR: 34-35	AR: Risk Management SR: Risks and Opportunity	-	-
	102-31	Review of economic, environmental, and social topics	AR: 149-140 SR: 48-49	AR: Corporate Governance Report 2020 - Corporate Governance Principles SR: Responsible and Effective Governance - Sustainability Governance	-	-
	102-32	Highest governance body's role in sustainability reporting	SR: 43-44	SR: Corporate Governance and Compliance Management	-	-
	Stakeholder Engagement					
GRI 102: General Disclosures 2016	102-40	List of stakeholder groups	AR: 156-158 SR: 30-31	AR: Corporate Governance Report 2020 SR: Stakeholder Engagement	-	-
	102-41	Collective bargaining agreements	SR: 126	SR: Global Human Resources Data	-	-
	102-42	Identifying and selecting stakeholders	SR: 30-31	SR: Stakeholder Engagement	-	-
	102-43	Approach to stakeholder engagement	AR: 156-158 SR: 30-31	AR: Corporate Governance Report 2020 SR: Stakeholder Engagement	-	-
	102-44	Key topics and concerns raised	AR: 184-186 SR: 32-33	AR: Materiality Assessment SR: Materiality Assessment	-	-
Reporting Practice						
GRI 102: General Disclosures 2016	102-45	Entities included in the consolidated financial statements	AR: 39-59; 205-207	AR: Investments of the Company; Statement of Financial Position	-	-
	102-46	Defining report content and topic boundaries	SR: 130-133	SR: About This Report	-	-
	102-47	List of material topics	AR: 184 SR: 33	AR: Materiality Assessment SR: Materiality Assessment	-	-
	102-48	Restatements of information	SR: 130-133	SR: About This Report	-	-
	102-49	Changes in reporting	SR: 130-133	SR: About This Report	-	-
	102-50	Reporting period	SR: 130-133	SR: About This Report	-	-
	102-51	Date of most recent report	SR: 130-133	SR: About This Report	-	-
	102-52	Reporting cycle	SR: 130-133	SR: About This Report	-	-
	102-53	Contact point for questions regarding the report	SR: 153	SR: Contacts and Feedback	-	-
	102-54	Claims of reporting in accordance with the GRI Standards	SR: 142-151	SR: About This Report; IVL SR2020 GRI Standards Content Index; Data Reporting, Verification and Report Assurance	-	-
	102-55	GRI content index	SR: 142-151	SR: IVL SR2020 GRI Standards Content Index	-	-
102-56	External assurance	SR: 134-137; 138	Independent Assurance Statement GHG Scope 1,2 and 3 Audit Certificate	-	-	
SPECIFIC STANDARD DISCLOSURES						
GRI 200: ECONOMIC						
Economic Performance						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 18-19 IVL Website	SR: Introduction https://sustainability.indoramaventures.com/en/our-sustainability/materiality-assessment	-	-
	103-2	The management approach and its components	SR: 18-19 IVL Website	SR: Introduction https://sustainability.indoramaventures.com/en/our-sustainability/materiality-assessment	-	-
	103-3	Evaluation of the management approach	SR: 18-19	SR: Introduction	-	-
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	AR: 5-12; 100-101; 205-207 SR: 20	AR: Performance Highlights; Revenue Structure; Statements of Financial Position SR: Key Highlights 2020 - Economic Performance	-	-
	201-2	Financial implications and other risks and opportunities due to climate change	AR: 132-134 SR: 24-25	AR: Indorama Ventures Potential Risk Factors - Climate Change Risks SR: Climate Change Strategy 2025	-	-

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Market Presence						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	IVL Website	https://sustainability.indoramaventures.com/en/social/human-resources/talent-attraction-and-retention	-	-
	103-2	The management approach and its components	IVL Website	https://sustainability.indoramaventures.com/en/social/human-resources/talent-attraction-and-retention	-	-
	103-3	Evaluation of the management approach	IVL Website	https://sustainability.indoramaventures.com/en/social/human-resources/talent-attraction-and-retention	-	-
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	IVL Website	https://sustainability.indoramaventures.com/en/social/human-resources/talent-attraction-and-retention	-	-
Anti-Corruption						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
	103-2	The management approach and its components	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
	103-3	Evaluation of the management approach	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
	205-2	Communication and training about anti-corruption policies and procedures	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
	205-3	Confirmed incidents of corruption and actions taken"	SR: 44	SR: Corporate Governance and Compliance Management - 2020 Highlights	-	-
Anti-Competitive Behavior						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
GRI 206: Anti-Competitive Behavior 2016	103-2	The management approach and its components	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
	103-3	Evaluation of the management approach	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	AR: 158-159 SR: 45-47	AR: Corporate Governance Report 2020 SR: Business Ethics, Integrity and Transparency	-	-
Tax						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 48 IVL Website	SR: Tax Strategy https://www.indoramaventures.com/en/our-company/governance/taxation	-	-
	103-2	The management approach and its components	SR: 48 IVL Website	SR: Tax Strategy https://www.indoramaventures.com/en/our-company/governance/taxation	-	-
	103-3	Evaluation of the management approach	SR: 48 IVL Website	SR: Tax Strategy https://www.indoramaventures.com/en/our-company/governance/taxation	-	-
GRI 201: Economic Performance 2016	207-1	Approach to tax	SR: 48 IVL Website	SR: Tax Strategy https://www.indoramaventures.com/en/our-company/governance/taxation	-	-
	207-2	Tax governance, control, and risk management	SR: 48 IVL Website	SR: Tax Strategy https://www.indoramaventures.com/en/our-company/governance/taxation	-	-
	207-3	Stakeholder engagement and management of concerns related to tax	SR: 48 IVL Website	SR: Tax Strategy https://www.indoramaventures.com/en/our-company/governance/taxation	-	-
	Country-by-country reporting	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	IVL Website	https://www.indoramaventures.com/en/our-company/governance/taxation http://sustainability.indoramaventures.com/en/shorturl/2020/tax-reporting	-	-

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SPECIFIC STANDARD DISCLOSURES						
GRI 300: ENVIRONMENTAL						
Materials						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 22-25; 82	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management	-	-
	103-2	The management approach and its components	SR: 22-25; 85-86	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Waste Management	-	-
	103-3	Evaluation of the management approach	SR: 22-25; 85-86	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Waste Management	-	-
GRI 301: Materials 2016	301-1	Materials used by weight or volume	SR: 119	SR: Global Performance Data - Materials	-	-
	301-2	Recycled input materials used	SR: 86; 119	SR: Towards Carbon Neutrality - Environmental Management - Waste Management; Global Performance Data	-	-
Energy						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 22-25; 82	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management	-	-
	103-2	The management approach and its components	SR: 22-25; 82-83	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Energy Management	-	-
	103-3	Evaluation of the management approach	SR: 22-25; 82-83	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Energy Management	-	-
GRI 302: Energy 2016	302-1	Energy consumption within the organization	SR: 21; 82; 119	SR: Key Highlights 2020 - Environmental Performance; Towards Carbon Neutrality - Environmental Management - Energy Management; Global Performance Data - Energy	SR: 134-138	-
	302-3	Energy intensity	SR: 21; 82; 119	SR: Key Highlights 2020 - Environmental Performance; Towards Carbon Neutrality - Environmental Management - Energy Management; Global Performance Data - Energy	SR: 134-138	-
	302-4	Reduction of energy consumption	SR: 82-83	SR: Towards Carbon Neutrality - Environmental Management - Energy Management	SR: 134-138	-
Water and Effluents						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 22-25; 82	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management	-	-
	103-2	The management approach and its components	SR: 22-25; 83	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Water Management	-	-
	103-3	Evaluation of the management approach	SR: 22-25; 83	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Water Management	-	-
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	SR: 22-25; 83; 85; 85	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Water Management; Water Risk Management; Water Sensitivity Analysis	-	-
	303-2	Management of water discharge-related impacts	SR: 22-25; 83; 85; 85	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Water Management; Water Risk Management; Water Sensitivity Analysis	-	-
	303-3	Water withdrawal	SR: 21; 84; 120	SR: Key Highlights 2020 - Environmental Performance; Towards Carbon Neutrality - Environmental Management - Water Management; Global Performance Data - Water Withdrawal and Consumption	-	-

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Emissions						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 22-25; 82	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management	-	-
	103-2	The management approach and its components	SR: 22-25; 87	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Air Emissions Management	-	-
	103-3	Evaluation of the management approach	SR: 22-25; 87	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Air Emissions Management	-	-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	SR: 21; 87; 120	SR: Key Highlights 2020 - Environmental Performance - GHG Management; Towards Carbon Neutrality - Environmental Management - Air Emissions Management; Global Performance Data - Emissions	SR: 134-138	-
	305-2	Energy indirect (Scope 2) GHG emissions	SR: 21; 87; 120	SR: Key Highlights 2020 - Environmental Performance - GHG Management; Towards Carbon Neutrality - Environmental Management - Air Emissions Management; Global Performance Data - Emissions	SR: 134-138	-
	305-4	GHG emissions intensity	SR: 21; 87; 120	SR: Key Highlights 2020 - Environmental Performance - GHG Management; Towards Carbon Neutrality - Environmental Management - Air Emissions Management; Global Performance Data - Emissions	-	-
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant emissions	SR: 87; 120	SR: Towards Carbon Neutrality - Environmental Performance - Air Emissions Management; Global Performance Data - Emissions	SR: 134-138	-
Waste						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 22-25; 82	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management	-	-
	103-2	The management approach and its components	SR: 22-25; 85-86	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Waste Management	-	-
	103-3	Evaluation of the management approach	SR: 22-25; 85-86	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Waste Management	-	-
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	SR: 22-25; 85-86	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Waste Management	-	-
	306-2	Management of significant waste-related impacts	SR: 22-25; 85-86	SR: Our Approach to Sustainability; Towards Carbon Neutrality - Environmental Management - Waste Management	-	-
	306-3	Waste generated	SR: 86; 120	SR: Towards Carbon Neutrality - Environmental Management - Waste Management; Global Performance Data - Solid Waste	-	-
	306-4	Waste diverted from disposal	SR: 86; 120	SR: Towards Carbon Neutrality - Environmental Management - Waste Management; Global Performance Data - Solid Waste	-	-
	306-5	Waste directed to disposal	SR: 86; 120	SR: Towards Carbon Neutrality - Environmental Management - Waste Management; Global Performance Data - Solid Waste	-	-
Environmental Compliance						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 32-33 IVL Website	SR: Materiality Assessment https://sustainability.indoramaventures.com/en/our-sustainability/materiality-assessment	-	-
	103-2	The management approach and its components	SR: 32-33 IVL Website	SR: Materiality Assessment https://sustainability.indoramaventures.com/en/our-sustainability/materiality-assessment	-	-
	103-3	Evaluation of the management approach	SR: 32-33 IVL Website	SR: Materiality Assessment https://sustainability.indoramaventures.com/en/our-sustainability/materiality-assessment	-	-
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	SR: 88; 121	SR: Towards Carbon Neutrality - Strong Environmental Governance; Global Performance Data - Environmental Compliance	-	-

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Supplier Environmental Assessment						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	IVL Website	https://sustainability.indoramaventures.com/en/social/human-rights/human-rights-protections-in-our-supply-chain	-	-
	103-2	The management approach and its components	IVL Website	https://sustainability.indoramaventures.com/en/social/human-rights/human-rights-protections-in-our-supply-chain	-	-
	103-3	Evaluation of the management approach	IVL Website	https://sustainability.indoramaventures.com/en/social/human-rights/human-rights-protections-in-our-supply-chain	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	SR: 51-52	SR: Responsible and Effective Governance - Supply Chain Management - Human Rights and Compliance in the Supply Chain - Supplier ESG Assessments	-	-
SPECIFIC STANDARD DISCLOSURES						
GRI 400: SOCIAL						
Employment						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	AR: 174-178 SR: 90-91	AR: Corporate Governance Report 2020 SR: Empowering Our People and Communities	-	-
	103-2	The management approach and its components	AR: 174-178 SR: 90-91	AR: Corporate Governance Report 2020 SR: Empowering Our People and Communities	-	-
	103-3	Evaluation of the management approach	AR: 174-178 SR: 90-91	AR: Corporate Governance Report 2020 SR: Empowering Our People and Communities	-	-
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	AR: 175 SR: 20; 104-105; 125	AR: Corporate Governance Report 2020 - 1. Our Global Workforce is Making a Difference SR: Key Highlights 2020 - Social Performance; Empowering Our People and Communities - Investing in Our People - Attract, Develop and Engage; Global Human Resource Data - New Employee Hires; Global Human Resources Data - Employee Turnover	-	-
	401-3	Parental leave	SR: 125	SR: Global Human Resources Data - Parental Leave	-	-
Occupational Health and Safety						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 91-92	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace	-	-
	103-2	The management approach and its components	SR: 91-92	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace	-	-
	103-3	Evaluation of the management approach	SR: 91-92	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace	-	-
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	SR: 91-93	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace - Robust Health and Safety Management	-	-
	403-2	Hazard identification, risk assessment, and incident investigation	SR: 94	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace - Occupational Health and Safety Performance	-	-
	403-3	Occupational health and services	SR: 91-93	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace - Robust Health and Safety Management	-	-
	403-4	Worker participation, consultation, and communication on occupational health and safety	SR: 91-93	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace - Robust Health and Safety Management	-	-
	403-5	Worker training on occupational health and safety	SR: 93	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace - Robust Health and Safety Management	-	-
	403-6	Promotion of worker health	SR: 95; 96-97	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace - Occupational Health and Safety Performance; Employee Well-being	-	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: 91-93	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace - Robust Health and Safety Management	-	-
403-9	Work-related injuries	SR: 94; 121-122	SR: Empowering Our People and Communities - Ensuring a Safe and Conductive Workplace - Occupational Health and Safety Performance; Global Performance Data - Occupational Health and Safety	-	-	

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Training and Education						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	AR: 174-178 SR: 90-91	AR: Corporate Governance Report 2020 SR: Empowering Our People and Communities	-	-
	103-2	The management approach and its components	AR: 174-178 SR: 90-91	AR: Corporate Governance Report 2020 SR: Empowering Our People and Communities	-	-
	103-3	Evaluation of the management approach	AR: 174-178 SR: 90-91	AR: Corporate Governance Report 2020 SR: Empowering Our People and Communities	-	-
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	AR: 178 SR: 20; 100; 103; 126	AR: Corporate Governance Report 2020 - 4. People Development Opportunities SR: Key Performance Highlights 2020 - Social Performance; Empowering Our People and Communities - Investing in Our People - Leadership Development as a Strategic Enabler; Global Human Resources Data - Employees Training	SR: 134-138	-
	404-2	Programs for upgrading employee skills and transition assistance programs	AR: 176-177 SR: 104	AR: Corporate Governance Report 2020 - 4. People Development Opportunities SR: Empowering Our People and Communities - Investing in Our People - Attract, Develop and Engage	-	-
	404-3	Percentage of employees receiving regular performance and career development reviews	SR: 126	SR: Global Human Resources Data - Performance Review	-	-
Diversity and Equal Opportunity						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 90-91 IVL Website	SR: Empowering Our People and Communities https://sustainability.indoramaventures.com/en/social/human-resources/workforce-diversity	-	-
	103-2	The management approach and its components	SR: 90-91 IVL Website	SR: Empowering Our People and Communities https://sustainability.indoramaventures.com/en/social/human-resources/workforce-diversity	-	-
	103-3	Evaluation of the management approach	SR: 90-91 IVL Website	SR: Empowering Our People and Communities https://sustainability.indoramaventures.com/en/social/human-resources/workforce-diversity	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	AR: 161; 163; 175-176 SR: 106; 125 IVL Website	AR: Corporate Governance Report 2020 - 1.3 Disclosures and Transparency; AR: Corporate Governance Report 2020 - 1.4 Responsibility of the Board - b. Board Structure; Corporate Governance Report 2020 - 2. Diversity is our Strength SR: Empowering Our People and Communities - Investing in Our People - Creating a Diverse and Inclusive Workplace; Global Human Resources Data - Employees https://sustainability.indoramaventures.com/en/social/human-resources/workforce-diversity	-	-
	405-2	Ratio of basic salary and remuneration of women to men	SR: 126	SR: Global Human Resources Data - Remuneration ratio of women to men	-	-
Non-Discrimination						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR: 90-91 IVL Website	SR: Empowering Our People and Communities https://sustainability.indoramaventures.com/en/social/human-resources/workforce-diversity	-	-
	103-2	The management approach and its components	SR: 90-91 IVL Website	SR: Empowering Our People and Communities https://sustainability.indoramaventures.com/en/social/human-resources/workforce-diversity	-	-
	103-3	Evaluation of the management approach	SR: 90-91 IVL Website	SR: Empowering Our People and Communities https://sustainability.indoramaventures.com/en/social/human-resources/workforce-diversity	-	-
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	SR: 126	SR: Global Human Resources Data - Non-discrimination	-	-
Freedom of Association and Collective Bargaining						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	SR: 90	SR: Empowering Our People and Communities	-	-
	103-2	The management approach and its components	SR: 96	SR: Empowering Our People and Communities - Employee Well-being	-	-
	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	-	-

