

Organizational profile

General disclosures	Paragraph of the report	Page	Comments
102-1 – 102-8 Name of the organization, products, locations of operations, markets served, ownership, scale, employees	Halton Group in Brief	6	
Strategy			
102-14 Statement from senior decision-maker	Chairman´s foreword	4	
	CEO´s foreword	5	Questions and answers
	New strategy for 2025 released	7	
Ethics and integrity			
102-16 Values, principles, standards	Management principles guiding CR at Halton	11	
102-18 Governance structure	Managing CR at Halton	10	
102-23 Chair of the highest governance body	Chairman´s foreword	4	
Stakeholder engagement			
102-40, 42,43 List of stakeholder groups. Identifying and selecting stakeholders	Stakeholder assessment	18	
102-44 Key topics and concerns raised	Stakeholder overview and matrix	19	
Reporting practice			
102-46 Defining report content and topic boundaries	Principles and coverage of CR reporting	14	
102-47 List of material topics	Materiality assessment of performance indicators	20	All other indicators not shown in the matrix are non-material.
102-53 Contact point for questions regarding the report	Contacts	2	
102-55 GRI Content Index	Only on www.halton.com		
102-56 External assurance			This report has not been externally assured.

GRI 200-400: Topic-specific disclosures

Disclosures	Paragraph of the report	Page	Comments
Economic			
201-1 Direct economic value generated and distributed	Economic value distributed	30	
205-2 Communication and training about anti-corruption policies and procedures	Training in anti-corruption policies and procedures	30	Part of Halton´s Code of Conduct training
Environmental			
302-1 Energy consumption within the organization	Purchased energy	40	
302-3 Energy intensity	Key responsibility indicators at a glance	16	Energy used per 1 mill € of turnover
305-1 Scope 1 GHG emissions	Energy indirect GHG emissions		Only very rough estimates

306-2 Waste by type and disposal method	Waste	42	Unit-specific data
308-1 New suppliers that were screened using environmental criteria	Suppliers auditing	42	Few suppliers audited so far
Social			
401-1 New employee hires and employee turnover	Workforce by employment type and contract	32	Data does not yet specify permanent vs. temporary nor full-time vs. part-time contracts.
	Job satisfaction and employee turnover	34	Employee turnover is not yet measured. Employee engagement is a new indicator.
403-2 Types and rates of injury, lost days, etc.	Sick days and injuries	35	
404-1 Average hours of training per employee	Training	36	Only major training programs described.
404-3 Percentage of employees receiving regular performance and career development reviews	Performance and career development reviews	35	The process will be renewed in 2019.
405-2 Ratio of basic salary and remuneration of women to men	Ratio of basic salary of women to men	35	So far statistics only from Finland.
414-1 New suppliers that were screened against social criteria	Suppliers auditing	42	Few suppliers audited so far, risk assessment in 2019.