

GRI Content Index

GRI reporting includes a Content Index, in which the reporting company shows how it has applied to the standard. There are two possibilities for showing that the report is in accordance with GRI, either “core” or “comprehensive” approach.

Halton’s second CR report has been produced – as the first one – by using GRI standard as framework. However, the compliance with GRI is still incomplete, and we do not claim to be yet even on the core level. But in order to make our report somewhat comparable to those reports by more advanced companies, we publish here our own, a bit streamlined content index. As concerns general disclosures (organizational profile, strategy, governance etc.), we give a very brief description of the most relevant issues that we handle in the report. And as concerns topic-specific disclosures, we concentrate on the performance indicators that we have regarded as most relevant/important in our Materiality Assessment. We do not comment on the non-material indicators, only if there are some not yet reported but foreseen in our future plans, we mention them.

In our report on 2019, we concentrate in updating our performance data. As concerns our CR management principles, stakeholder assessment, materiality assessment etc., we have now placed them on our website as permanent CR material. To this index, we will also add the remarks on how we implement the Global Compact principles. Next year, we will add our actions towards the Sustainable Development Goals.

Organizational profile	Paragraph of the report	Page	Comments
General disclosures			
102-1 – 102-8 Name of the organization, products, locations of operations, markets served, ownership, scale, employees	Business and Strategy Overview 2019	3-4	Overall information of the group’s development
Strategy			
102-14 Statement from senior decision-maker	Chairman’s foreword CEO’s foreword	2 3-4	In the Business and Strategy Overview
Ethics and integrity			
102-16 Values, principles, Standards.	Management principles guiding CR		Halton website/Sustainability
102-18 Governance structure	Basis for managing CR at Halton		Halton website/Sustainability
102-23 Chair of the highest governance body	Chairman’s foreword	2	

Stakeholder engagement

102-40, 42,43 List of stakeholder groups. Identifying and selecting stakeholders Stakeholder assessment Halton website/Sustainability

102-44 Key topics and concerns raised Stakeholder overview and matrix Halton website/Sustainability

Reporting practice

102-46 Defining report content and topic boundaries Principles and coverage of CR reporting Halton website/Sustainability

102-47 List of material topics Materiality assessment of performance indicators Halton website/Sustainability (all indicators that are not taken into the matrix are non-material)

102-53 Contact point for questions regarding the report Contacts 19

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

Economic

201-1 Direct economic value generated and distributed Economic value distributed to stakeholders 6

205-2 Communication and training about anti-corruption policies and procedures Training in anti-corruption policies and procedures 7 Part of Halton's Code of Conduct training.

Environmental

302-1 Energy consumption within the organization Purchased energy 14

302-3 Energy intensity Key responsibility indicators at a glance 14 Energy used per 1 mill € of turnover.

305-1 Scope 1 GHG emissions Energy indirect GHG emissions 15-16 Only rough estimates, no unit-specific data.

306-2 Waste by type and disposal method Waste 16

308-1 New suppliers that were screened using environmental Criteria Suppliers auditing 17 Very few suppliers audited so far.

Social Responsibility

401-1 New employee hires and employee turnover	Workforce by employment type and contract	8	
	Job satisfaction and employee turnover	9	
403-2 Types and rates of injury, lost days, etc.	Sick days and injuries	10	
404-1 Average hours of training	Training	11	Only major training programs
404-3 Percentage of employees receiving regular performance and career developing reviews	Performance and career development reviews	11	
405-2 Ratio of basic salary and remuneration of women to men	Ratio of basic salary of women to men	11	So far statistics only from Finland.
414-1 New suppliers that were screened against social criteria	Suppliers auditing	17	Very few suppliers audited so far, risk assessment in 2019.

Implementing Global Compact Principles

Human Rights

Principle 1 and 2	Halton Code of Conduct Halton Supplier Code of Conduct 414-1 Suppliers auditing
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Labour

Principles 3-6	Halton Supplier Code of Conduct 414-1 Suppliers auditing
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Environment

Principles 7-9	Halton Code of Conduct Halton Supplier Code of Conduct Halton Environment Policy All environmental performance indicators
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Anti-corruption

Principle 10	Halton Code of Conduct Halton Supplier Code of Conduct 205-2 Training in Anti-Corruption Policies and Procedures
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