UN GLOBAL COMPACT

United Nations
Global Compact

QUESTIONNAIRE

COMMUNICATION ON PROGRESS

Document version: 2025

As of 2023, the Communication on Progress (CoP) requires UN Global Compact business participants to annually:

A. Submit an electronically signed statement from the Chief Executive Officer reaffirming continued support for the UN Global Compact, and

B. Complete the CoP digital questionnaire **and/or** upload a sustainability report.

This document provides a comprehensive set of questions included in the digital CoP questionnaire, which must be completed through the UN Global Compact participant dashboard.

VALUE OF THE CoP DIGITAL QUESTIONNAIRE

The questionnaire is designed to provide value to participants in several ways:

- Strengthen credibility and brand value by showing commitment to corporate sustainability, the Ten Principles of the UN Global Compact, and the United Nations Sustainable Development Goals (SDGs);

- Measure and demonstrate progress to stakeholders and the public on the Ten Principles of the UN Global Compact and the SDGs in a consistent and harmonized way;

- Receive insights, learn, and continuously improve sustainability performance by helping to identify gaps and inform goal-setting year over year; and

- Benchmark progress relative to peers through access to one of the largest sources of free, public and comparable corporate sustainability data

Access the Communication on Progress (CoP) Data Visualization Tool here to explore how UN Global Compact business participants are advancing the Ten Principles.

STRUCTURE OF THE QUESTIONNAIRE

In response to increasing global regulations on corporate sustainability reporting, the 2025 CoP questionnaire has been revised to prioritize the collection of key data while eliminating questions that produced low-quality responses or were misaligned with UN Global Compact programming. This revision aims to create a streamlined, long-term questionnaire that generates valuable insights, supporting the development of timely programmatic offerings that strengthen participants' ability to take meaningful action in advancing the Ten Principles of the UN Global Compact.

The questionnaire is now structured into five key sections. First, companies are asked to respond to two overarching questions that focus on **Successful Initiatives** and **Future Priorities** related to the Ten Principles of the UN Global Compact. The first question provides an opportunity for companies to highlight and showcase successful projects they have implemented during the reporting period. With participants' permission, these projects may be leveraged by the UN Global Compact to promote the impactful work its participants are doing to drive meaningful change. The second question focuses on future priorities, allowing the UN Global Compact to better understand its participants' goals for the coming years. This insight will enable the UN Global Compact to tailor its support through relevant programmatic offerings and its e-learning platform, the Academy. The second section, **Governance**, provides a cross-cutting overview of the companies' sustainability governance structure. The remaining three sections (**Human Rights & Labour, Environment,** and **Anti-Corruption**) survey companies about their performance with respect to the Ten Principles of the UN Global Compact. Within each section, companies will answer questions that address processes and policies that demonstrate their commitment to progress, efforts taken to prevent negative social and environmental impact, performance indicators, and remediation and reporting mechanisms to address grievances and reflect on lessons learned.

Notably, the **Human Rights & Labour** and **Environment** sections contain additional nuance. The Human Rights & Labour section provides companies with the opportunity to select their material topics for disclosure, while the Environment section includes additional topic-specific questions that are to be answered only by business participants that consider such topics to be material.

Please note: not all companies will be prompted to answer every question on the digital platform. This document includes all questions and response options for reference. Minor edits may apply; refer to the digital platform for the final version. For additional guidance, including question rationale and calculation methods, please consult the Communication on Progress Guidebook.

GET STARTED

Once logged into the Communication on Progress digital platform, accessible via the participants' UN Global Compact dashboard, participants are required to submit an acknowledgment of the CEO Statement of Continued Support.

The CEO Statement of Continued Support is a public declaration of the company's ongoing commitment to the Ten Principles of the UN Global Compact at the highest level. To submit the CoP, participants are required to confirm this commitment by having the Chief Executive Officer (CEO) or an authorized representative electronically sign the standardized template.

For the CEO Statement of Continued Support, the following information will be required:

- Name of the CEO or highest-level executive

- Full title of the CEO or highest-level executive

- Company name

- Confirmation of whether the submitter is the CEO or highest-level executive, or has received authorization to sign on their behalf

- Name of the participant contact signing on behalf of the CEO or highest-level executive, if applicable

Once the CEO Statement of Continued Support section is completed, participants will be required to fill out the **2025 Communication on Progress Introduction** section, which includes the following three questions (R1-R3):

R1. How will you complete the Communication on Progress (CoP) reporting requirement?
(Select one)

Complete the digital questionnaire with the option to also add a sustainability report (**Recommended**)

Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)
(Text box)

(OPTIONAL) R3. Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP (e.g., corporate office, investments, subsidiaries) as needed.
(Text box)

CoP QUESTIONNAIRE
TABLE OF CONTENTS

SUCCESS STORIES & FUTURE PRIORITIES

SUCCESSFUL INITIATIVE(S)

(OPTIONAL) S1. Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which the company is particularly proud?
Disclaimer: *These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.*
(Select all that apply)

This stand-out effort relates to:

Governance

Human Rights

Labour

Environment

Anti-Corruption

Please provide additional outcome-focused information through a link(s), an uploaded document(s), and/or a written summary:

FUTURE ISSUE AREA(S) PRIORITIZATION

S2. Which of the five issue areas does the company plan to prioritize in the next two years?
(Select all that apply)

Governance

Human Rights

Labour

Environment

Anti-Corruption

None (Please provide additional information) *[Makes text box mandatory]*

Please provide additional information:

GOVERNANCE

POLICIES AND RESPONSIBILITIES

G1. Does the board/highest governance body or most senior executive of the company:
Linked to: GRI Disclosures 2-12, 2-14, 2-22 (2021)
(Select all that apply)

Issue an annual statement about the relevance of sustainable development to the company

Issue an annual statement that addresses impacts on both people and the environment
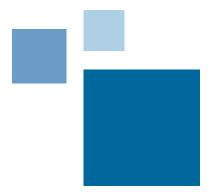
Issue an annual statement highlighting a zero tolerance for corruption

Sign off on organizational sustainability targets

Supervise Environmental, Social, and Governance reporting

Regularly review potential risks related to the business model

None of the above

Please provide additional information:

G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?
Linked to: GRI Disclosure 2-23 (2021)
(Select one answer option per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights					
Labour Rights/Decent Work					
Environment					
Anti-Corruption					

Please provide additional information:

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?
Linked to: GRI Disclosure 2-13 (2021)
(Select one answer option per line)

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority) *[Prompts G3.1]*	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager) *[Prompts G3.1]*	Yes, with direct influence on some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision-making rights) *[Prompts G3.1]*	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company) *[Prompts G3.1]*
Human Rights					
Labour Rights/Decent Work					
Environment					
Anti-Corruption					

Please provide additional information:

If the respondent has an appointed individual or group with influence on outcomes in G3, question G3.1 will be displayed for each relevant topic.

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?
Linked to: GRI Disclosures 2-9, 2-13 (2021)
(Select one answer option per line)

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights *[If prompted by G3]*					
Labour Rights/Decent Work *[If prompted by G3]*					
Environment *[If prompted by G3]*					
Anti-Corruption *[If prompted by G3]*					

Please provide additional information:

PREVENTION

G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?
Linked to: GRI Disclosure 205-1 (2016)
(Select one answer option per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners *[Prompts G4.1]*	Yes, engaging employees, business partners and external stakeholders *[Prompts G4.1]*
Human rights risks						
Labour rights risks						
Environmental risks						
Corruption risks						

Please provide additional information:

If the respondent has processes to identify, assess and mitigate risks that engage employees, business partners and/or external stakeholders in G4, question G4.1 will be displayed for each relevant topic.

G4.1 As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?
(Select one answer option per line)

	Yes	No
Human rights risks *[If prompted by G4]*		
Labour rights risks *[If prompted by G4]*		
Environmental risks *[If prompted by G4]*		
Corruption risks *[If prompted by G4]*		

Please provide additional information:

G5. Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?
Linked to: GRI Disclosures 2-12, 2-23-a-ii, 3-1, 3-3-d (2021)
(Select one answer option per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers [Prompts G5.1]	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships) [Prompts G5.1]
Human rights risks					
Labour rights risks					
Environmental risks					
Corruption risks					

Please provide additional information:

If the respondent has a due diligence process related to suppliers and/or the value chain in G5, question G5.1 will be displayed for each relevant topic.

G5.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or corruption may be particularly severe?
Linked to: GRI Disclosures 2-23-e, 3-1 (2021)
(Select one answer option per line)

	Yes	No
Human rights risks *[If prompted by G5]*		
Labour rights risks *[If prompted by G5]*		
Environmental risks *[If prompted by G5]*		
Corruption risks *[If prompted by G5]*		

Please provide additional information:

CONCERNS AND GRIEVANCE MECHANISMS

G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?
Linked to: GRI Disclosure 2-26 (2021); Reporting Guidance on the 10th Principle Against Anti-Corruption – B3, D9
(Select one answer option per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, we have an informal process (e.g., through supervisors, others) [Prompts G6.1]	Yes, we have a formal process [Prompts G6.1]
Human Rights				
Labour Rights/Decent Work				
Environment				
Anti-Corruption				

Please provide additional information:

If respondent has an informal and/or formal process in G6, question G6.1 will be displayed.

G6.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.
Linked to: GRI Disclosure 2-26 (2021); WEF Common Metrics
(Select one answer option per line)

	Yes	No
Is the process communicated to all employees/workers in local languages?		
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?		
Is the process confidential (e.g., whistleblowing process)?		
Are there processes in place to avoid retaliation?		
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?		
Other (Please provide additional information) *[If 'Yes', makes text box mandatory]*		

Please provide additional information:

TRACKING ACTION EFFECTIVENESS

G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?
Linked to: GRI Disclosure 3-3-e (2021)
(Select one answer option per line)

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation reviews of incidents and changes organizational policies, processes and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Human Rights				
Labour Rights/Decent Work				
Environment				
Anti-Corruption				

Please provide additional information:

EXECUTIVE PAY

G8. Is executive pay linked to performance on one or more of the following sustainability topics?
Linked to: GRI Disclosure 2-19 (2021); CDP Governance 4.5
(Select one answer option per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights			
Labour Rights/Decent Work			
Environment			
Anti-Corruption			

Please provide additional information:

LEADERSHIP COMPOSITION

G9. Please provide details regarding the company's board/highest governance body:
Linked to: GRI Disclosures 2-9 (2021), 405-1 (2016); ISAR D.1.2 (2019), ISAR D.1.3 (2019)
(Text box with option for 'Not applicable')

	Number (Please input a whole number, e.g., 50% = 50)	Not applicable
Total number of board members (#)		
Male (%)		
Female (%)		
Other (%)		
Under 30 years old (%)		
30-50 years old (%)		
Above 50 years old (%)		
From minority or vulnerable groups (%)		
Executive (%)		
Independent (%)		

Please provide additional
information:

G10. Within the reporting period, what was the percentage of women in managerial positions?
Linked to: ISAR C.1.1. (2022)
(Text box with option for 'Unknown')

	Percentage of women (%) (Please input a whole number, e.g., 50% = 50)	Unknown
Managerial position		

Please provide additional information:

G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?
Linked to: GRI Disclosure 405-2 (2016); WEF Common Metrics; CDP Governance 4.1.2, 4.3.1 (2024)
(Select all that apply for each line)

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose *[Makes text box mandatory]*
Chief Executive Officer					
Chief Financial Officer					
Chief Procurement Officer					
Chief Technology Officer					
Chief Marketing Officer					
Chief Operations Officer					
Chief Sustainability Officer					
Chief Legal Officer/General Counsel					
Chief Human Resources Officer					
Other (Please provide additional information) *[Makes text box mandatory]*					

Please provide additional information:

DATA ASSURANCE

G12. Do you produce sustainability reporting according to:
(Select all that apply)

National/local regulation on sustainability

Security exchange regulations

Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)

Global Reporting Initiative (GRI)

Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)

International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)

Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)

Task Force on Climate-related Financial Disclosures (TCFD)

Carbon Disclosure Project (CDP)

Science Based Targets initiative (SBTi)

Other voluntary frameworks (Please provide additional information) *[Makes text box mandatory]*

No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

Please provide additional
information:

G13. Is some or all of the information disclosed in this questionnaire assured by a third-party?
Linked to: GRI Disclosure 2-5 (2021); CDP Environmental Performance - Climate Change 7.9 (2024)
(Select one that applies)

Yes (Please provide additional information) *[Makes text box mandatory]*

No

Please provide additional
information:

HUMAN RIGHTS & LABOUR

MATERIALITY

HR/L1. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?
Linked to: GRI Disclosure 3-2 (2021)
(Select all that apply)

Freedom of association and the right to collective bargaining

Child labour

Forced labour

Non-discrimination in respect of employment and occupation

Safe and healthy working environment

Wages

Working hours

Gender equality and women's rights

Freedom of expression

Digital security and privacy

Product and service end-user rights

Security arrangements

Right to clean and healthy environment: pollution, water, air and land

Land rights and rights of Indigenous Peoples

Rights of vulnerable groups and minorities

Raw material sourcing

Other *[Makes text box mandatory, list material topic(s)]*

Please identify additional current material human rights topics either not on this list or that you believe represent evolving topics:

If respondent selects more than six topics in HR/L1, question HR/L1.1 will be displayed.

HR/L1.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain.
(Select all that apply) (Maximum six)

Freedom of association and the right to collective bargaining *[If prompted by HR/L1]*

Child labour *[If prompted by HR/L1]*

Forced labour *[If prompted by HR/L1]*

Non-discrimination in respect of employment and occupation *[If prompted by HR/L1]*

Safe and healthy working environment *[If prompted by HR/L1]*

Wages *[If prompted by HR/L1]*

Working hours *[If prompted by HR/L1]*

Gender equality and women's rights *[If prompted by HR/L1]*

Freedom of expression *[If prompted by HR/L1]*

Digital security and privacy *[If prompted by HR/L1]*

Product and service end-user rights *[If prompted by HR/L1]*

Security arrangements *[If prompted by HR/L1]*

Right to clean and healthy environment: pollution, water, air and land *[If prompted by HR/L1]*

Land rights and rights of Indigenous Peoples *[If prompted by HR/L1]*

Rights of vulnerable groups and minorities *[If prompted by HR/L1]*

Raw material sourcing *[If prompted by HR/L1]*

Please provide additional
information:

NOTE: *Regardless of whether the labour rights topics (freedom of association and the right to collective bargaining, child labour, forced labour, non-discrimination in employment and occupation, and a safe and healthy working environment) and the gender topic (gender equality and women's rights) are selected as material in questions HR/L1 and HR/L1.1, all UN Global Compact participants will be required to provide additional details about these topics in subsequent questions.*

Additional details about the other human rights topics will be asked if these are selected as material in question HR/L1.1.

COMMITMENT

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?
Linked to: GRI Disclosures 2-23-a-iv, 2-23-b, 3-3-c (2021)
(Select one answer option per line)

Human Rights & Labour Rights Topics:	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy *[Prompts HR/L2.1]* *[Prompts HR/L2.2 and HR/L2.3 if selected for 'freedom of association and the right to collective bargaining']*	Not applicable (Please provide additional information) *[Makes text box mandatory]*	Please input the year the relevant human rights & labour rights policy was last reviewed (YYYY)
Freedom of association and the right to collective bargaining					
Child labour					
Forced labour					
Non-discrimination in respect of employment and occupation					
Safe and healthy working environment					
Gender equality and women's rights					
[Topic(s) selected in HR/L1.1]					

Please provide a link, upload the document, and/or provide additional information:

If respondent answers 'Yes' in HR/L2, question HR/L2.1 will be displayed for each relevant topic.

HR/L2.1. For each human rights & labour rights policy commitment, is it:
Linked to: GRI Disclosures 2-23-c, 2-23-d, 2-23-e (2021); ILO C155 - Occupational Safety and Health Convention 1981 (No. 155)
(Select all that apply for each line)

Human Rights & Labour Rights Topics:	Aligned with international human/ labour rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (including suppliers, consumers, communities, other business relationships)	Developed involving human rights /labour expertise from outside the company	Other (Please provide additional information) *[Makes text box mandatory]*
Freedom of association and the right to collective bargaining *[If prompted by HR/L2]*								
Child labour *[If prompted by HR/L2]*								
Forced labour *[If prompted by HR/L2]*								
Non-discrimination in respect of employment and occupation *[If prompted by HR/L2]*								
Safe and healthy working environment *[If prompted by HR/L2]*								
Gender equality and women's rights *[If prompted by HR/L2]*								
[Topic(s) selected in HR/L1.1] *[If prompted by HR/L2]*								

Please provide additional information:

If respondent answers 'Yes' in HR/L2 regarding 'Freedom of association and the right to collective bargaining', questions HR/L2.2 and HR/L2.3 will be displayed.

HR/L2.2. Does the company's policy on freedom of association and collective bargaining:
Linked to: GRI Disclosure 2-30 (2021); ILO, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
(Select all that apply)

> Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of anti-union discrimination

> Prohibit any acts of interference in trade unions

> Facilitate collective bargaining with the trade union representatives

> Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations

> Reference the respect for the right of workers to submit grievances without suffering

> We do have a policy on freedom of association or collective bargaining but it does not include any of these details

Please provide additional information:

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?
(Select all that apply)

> Yes, by providing more favourable conditions related to wages

> Yes, by providing more favourable conditions related to working hours

> Yes, by providing more favourable conditions related to health coverage and/or sick leave

> Yes, by providing additional rights not otherwise provided (Please provide additional information) *[Makes text box mandatory]*

> There is (are) no existing collective bargaining agreement(s)

> No

Please provide additional information:

PREVENTION

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?
Linked to: GRI Disclosures 3-1-b, 3-3-f (2021)
(Select all that apply for each line)

Human Rights & Labour Rights Topics:	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/ mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question
Freedom of association and the right to collective bargaining						
Child labour						
Forced labour						
Non-discrimination in respect of employment and occupation						
Safe and healthy working environment						
Gender equality and women's rights						
[Topic(s) selected in HR/L1.1]						

Please provide additional information:

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?
Linked to: GRI Disclosure 3-3-d (2021)
(Select all that apply for each line)

Human Rights & Labour Rights Topics:	No action within reporting period	Provided internal training/ capacity building for the direct workforce [Prompts HR/L4.1]	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities) [Prompts HR/L4.1]	Conducted an audit process and/or corrective action plan [Prompts HR/L4.1]	Collective action with peers or other stakeholders to address the issue [Prompts HR/L4.1]	Collaborated with governmental or regulatory bodies [Prompts HR/L4.1]	Other (Please provide additional information) [Makes text box mandatory] [Prompts HR/L4.1]
Freedom of association and the right to collective bargaining							
Child labour							
Forced labour							
Non-discrimination in respect of employment and occupation							
Safe and healthy working environment							
Gender equality and women's rights							
[Topic(s) selected in HR/L1.1]							

Please provide additional information:

If respondent answers any option in HR/L4 besides 'No action within reporting period', question HR/L4.1 will be displayed for each relevant topic.

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?
Linked to: GRI Disclosure 3-3-e (2021)
(Select one answer option per line)

Human Rights & Labour Rights Topics:	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only) [Prompts HR/L4.1.1]	Set annual targets/ goals, track progress over time (internal and external programmes) [Prompts HR/L4.1.1]	Other (Please provide additional information) [Makes text box mandatory]
Freedom of association and the right to collective bargaining *[If prompted by HR/L4]*					
Child labour *[If prompted by HR/L4]*					
Forced labour *[If prompted by HR/L4]*					
Non-discrimination in respect of employment and occupation *[If prompted by HR/L4]*					
Safe and healthy working environment *[If prompted by HR/L4]*					
Gender equality and women's rights *[If prompted by HR/L4]*					
[Topic(s) selected in HR/L1.1] [If prompted by HR/L4]					

Please provide additional information:

If respondent answers in HR/L4.1 that they set annual targets, question HR/L4.1.1 will be displayed and optional for each relevant topic.

(OPTIONAL) HR/L4.1.1. For relevant human rights & labour rights topics for which the company sets timebound goals/targets, what targets has the company set?
Linked to: GRI Disclosure 3-3-e (2021)
(Text box for each line)

Human Rights & Labour Rights Topics:	
Freedom of association and the right to collective bargaining *[If prompted by HR/L4.1]*	
Child labour *[If prompted by HR/L4.1]*	
Forced labour *[If prompted by HR/L4.1]*	
Non-discrimination in respect of employment and occupation *[If prompted by HR/L4.1]*	
Safe and healthy working environment *[If prompted by HR/L4.1]*	
Gender equality and women's rights *[If prompted by HR/L4.1]*	
[Topic(s) selected in HR/L1.1] [If prompted by HR/L4.1]	

Please provide additional information:

RESPONSE AND REPORTING

HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour rights topic(s)?
Linked to: GRI Disclosure 3-3-d-ii (2021)
(Select one answer option per line)

Human Rights & Labour Rights Topics:	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose [Makes text box mandatory]
Freedom of association and the right to collective bargaining				
Child labour				
Forced labour				
Non-discrimination in respect of employment and occupation				
Safe and healthy working environment				
Gender equality and women's rights				
[Topic(s) selected in HR/L1.1]				

Please provide additional information:

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period?
Linked to: EFRAG: VSME ESRS 2024 Draft (B 10 Workforce – Remuneration, collective bargaining and training)
(Text box with options for 'Unknown' and 'Choose not to disclose')

	Average gender pay gap (%) (Please input a whole number, e.g., 50% = 50)	Unknown	Choose not to disclose [Makes text box mandatory]
Gender Pay Gap			

Please provide additional information:

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees?
Linked to: EFRAG: VSME ESRS 2024 Draft (B 9 – Workforce – Health and safety)
(Text box with options for 'Unknown' and 'Choose not to disclose')

	Rate of work-related accidents (Please input a whole number, e.g., 50% = 50)	Unknown	Choose not to disclose [Makes text box mandatory]
Rate of work-related accidents			

Please provide additional information:

(OPTIONAL) HR/L8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.
Linked to: GRI Disclosures 3-3-c and 3-3-d (2021)
(Text box)

ENVIRONMENT

COMMITMENT

E1. Does the company have a policy commitment in relation to the following environmental topics?
Linked to: GRI Disclosure 3-3-c (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016); CDP Governance 4.6 (2024)
(Select one answer option per line)

Environmental Topics:	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy *[Prompts E1.1]*	Not applicable (Please provide additional information) *[Makes text box mandatory]*	Please input the year the relevant environmental policy was last reviewed (YYYY)
Climate change					
Water					
Oceans					
Nature and biodiversity					
Air pollution					
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)					
Energy & resource use					
Other environmental topic(s) (Please provide additional information)					

Please provide a link, upload the document, and/or provide additional information:

If respondent answers 'Yes' in E1, question E1.1 will be displayed for each relevant topic.

E1.1. For each environmental policy commitment, is it:
Linked to: GRI Disclosure 3-3-c (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016); CDP Governance 4.6.1 (2024)
(Select all that apply for each line)

Environmental Topics:	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from outside the company	Other (Please provide additional information) *[Makes text box mandatory]*
Climate change *[If prompted by E1]*								
Water *[If prompted by E1]*								
Oceans *[If prompted by E1]*								
Nature and biodiversity *[If prompted by E1]*								
Air pollution *[If prompted by E1]*								
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) *[If prompted by E1]*								
Energy & resource use *[If prompted by E1]*								
Other environmental topic(s) *[If prompted by E1]*								

Please provide additional information:

PREVENTION

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?
Linked to: GRI Disclosures 3-1-b and 3-3-f (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)
(Select all that apply for each line)

Environmental Topics:	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/ mitigate the risks/impacts in question	To assess progress in preventing/ mitigating the risks/impacts in question	To collaborate in the prevention/ mitigation of the risks/impacts in question	Other (Please provide additional information) *[Makes text box mandatory]*
Climate change							
Water							
Oceans							
Nature and biodiversity							
Air pollution							
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)							
Energy & resource use							
Other environmental topic(s)							

Please provide additional information:

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

Linked to: GRI Disclosure 3-3-d (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-iv (2016)
(Select all that apply for each line)

Environmental Topics:	No action within reporting period	Provided internal training/capacity building for the direct workforce [Prompts E3.1]	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities) [Prompts E3.1]	Conducted an audit process and/or corrective action plan [Prompts E3.1]	Collective action with peers or other stakeholders to address the issue [Prompts E3.1]	Collaborated with governmental or regulatory bodies [Prompts E3.1]	Other (Please provide additional information) [Makes text box mandatory] [Prompts E3.1]
Climate change							
Water							
Oceans							
Nature and biodiversity							
Air pollution							
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)							
Energy & resource use							
Other environmental topic(s)							

Please provide additional information:

If respondent answers any option in E3 besides 'No action within reporting period', question E3.1 will be displayed for each relevant topic.

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?
Linked to: GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)
(Select one answer option per line)

Environmental Topics:	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only) *[Prompts E3.1.1; E3.1.2]*	Set annual targets/goals, track progress over time (internal and external programmes) *[Prompts E3.1.1; E3.1.2]*	Other (Please provide additional information) *[Makes text box mandatory]*
Climate change *[If prompted by E3]*					
Water *[If prompted by E3]*					
Oceans *[If prompted by E3]*					
Nature and biodiversity *[If prompted by E3]*					
Air pollution *[If prompted by E3]*					
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) *[If prompted by E3]*					
Energy & resource use *[If prompted by E3]*					
Other environmental topic(s) *[If prompted by E3]*					

Please provide additional information:

If respondent answers in E3.1 that they set annual targets, question E3.1.1 will be displayed and optional for each relevant topic.

(OPTIONAL) E3.1.1. For relevant environmental topics for which the company sets timebound goals/targets, what targets has the company set?
Linked to: GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016); CDP F6.1 2022
(Text box for each line)

Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.)
Climate change *[If prompted by E3.1]*
Water *[If prompted by E3.1]*
Oceans *[If prompted by E3.1]*
Nature and biodiversity *[If prompted by E3.1]*
Air pollution *[If prompted by E3.1]*
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) *[If prompted by E3.1]*
Energy & resource use *[If prompted by E3.1]*
Other environmental topic(s) *[If prompted by E3.1]*

Please provide additional information:

If respondent answers in E3.1 that they set annual targets, question E3.1.2 will be displayed for each relevant topic.

E3.1.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?
Linked to: GRI Disclosure 3-3-e (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)
(Select all that apply for each line)

Environmental Topics:	Progress is not tracked	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information) *[Makes text box mandatory]*
Climate change *[If prompted by E3.1]*					
Water *[If prompted by E3.1]*					
Oceans *[If prompted by E3.1]*					
Nature and biodiversity *[If prompted by E3.1]*					
Air pollution *[If prompted by E3.1]*					
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) *[If prompted by E3.1]*					
Energy & resource use *[If prompted by E3.1]*					
Other environmental topic(s) *[If prompted by E3.1]*					

Please provide additional information:

E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?
Linked to: GRI Disclosure 3-3-d-ii (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)
(Select one answer option per line)

Environmental Topics:	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose *[Makes text box mandatory]*
Climate change				
Water				
Oceans				
Nature and biodiversity				
Air pollution				
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)				
Energy & resource use				
Other environmental topic(s)				

Please provide additional information:

CLIMATE ACTION

E5. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?
Linked to: GRI Disclosure 305-5; CDP Environmental Performance - Climate Change 7.9 (2024)
(Text box with option for ''No targets set')

	Baseline year	Target year	No targets set
Scope 1 targets validated by a third-party *[Prompts E5.1]*			
Scope 2 targets (market-based) validated by a third-party *[Prompts E5.1]*			
Scope 2 targets (location-based) validated by a third-party *[Prompts E5.1]*			
Scope 3 targets validated by a third-party			
Set targets are not validated by a third-party *[Prompts E5.1]*			

Please provide additional information:

If respondent answers in E5 that they have targets (except for scope 3 targets), question E5.1 will be displayed for each relevant topic.

E5.1. Within the reporting period, did the company measure Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions?
Linked to: GRI Disclosures 305-1, 305-2 (2016); ISAR B.3.1; ISAR B.3.2; CDP Environmental Performance – Climate Change 7.6, 7.7 (2024)
(Text box with option for 'No measurement')

	Measured total emissions (tCO$_2$e)	We did not measure our gross emissions (Please provide additional information) *[Makes text box mandatory]*
Scope 1 emissions		
Scope 2 (market-based) emissions		
Scope 2 (location-based) emissions		

Please provide additional information:

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?
Linked to: GRI Disclosures 305-3 (2016); CDP Environmental Performance – Climate Change 7.8 (2024)
(Text box with option for 'Partial measurement 'and 'No measurement')

	Yes, measured total emissions (tCO$_2$e) *[Prompts E6.1]*	Yes, partially measured *[Prompts E6.1]*	We did not measure Scope 3 emissions (Please provide additional information) *[Makes text box mandatory]*
Scope 3 emissions			

Please provide additional information:

If respondent answers 'Yes' in E6, question E6.1 will be displayed.

E6.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?
Linked to: GRI Disclosures 305-3 (2016); CDP Environmental Performance – Climate Change 7.8 (2024)
(Select all that apply)

Purchased goods and services

Capital goods

Fuel- and energy-related activities

Upstream transportation and distribution

Waste generated in operations

Business travel

Employee commuting

Upstream leased assets

Downstream transportation and distribution

Processing of sold products

Use of sold products

End-of-life treatment of sold products

Downstream leased assets

Franchises

Investments

Other - upstream

Other - downstream

Please provide additional information:

E7. Does the company have a climate adaptation plan?
Linked to: GRI Disclosure 201-2-a-iv (2016)
(Select all that apply)

Yes, and it includes physical risk assessments

Yes, and it includes a physical climate risk scenario analysis

Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate

No, but we plan to within the next two years

No

Please provide additional information:

ENERGY / RESOURCE USE

E8. Has the company taken steps to reduce its fossil fuel consumption within the reporting period?
Linked to: GRI Disclosure 302-4 (2016), CDP Environmental Performance – Climate Change 7.55 (2024)
(Select one that applies)

Yes *[Makes text box mandatory]*

No *[Makes text box mandatory]*

Please provide additional information:

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?
Linked to: GRI Disclosure 302 (2016); CDP Environmental Performance – Climate Change 7.55 (2024)
(Select all that apply)

Yes, we have increased direct/indirect investment in renewable energy

Yes, we have increased direct/indirect investment in nuclear energy

Yes, we have increased direct/indirect investment in Carbon Capture and Storage (CCS)

Yes, we have increased direct/indirect investment in other low-carbon technologies *[Makes text box mandatory]*

No change – direct/indirect investment in low-carbon technologies remained the same

No, we have decreased direct/indirect investment in low-carbon technologies *[Makes text box mandatory]*

Please provide additional information:

ADDITIONAL TOPIC-SPECIFIC QUESTIONS

E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?
Linked to: GRI Disclosure 2-6-a (2021)
(Select all that apply)

Climate change

Oceans

Energy & resource use

Water *[Prompts E11, E12]*

Nature and biodiversity *[Prompts E13]*

Air pollution *[Prompts E14]*

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) *[Prompts E15]*

None of the topics have been identified as material by the company

Please provide additional information:

ADDITIONAL TOPIC-SPECIFIC QUESTIONS: **WATER**

If respondent selects 'Water' as a material topic in E10, question E11 will be displayed.

E11. Please provide details regarding the company's water withdrawal and consumption (own operations) within the reporting period.
Linked to: GRI Disclosures 303-1, 303-3, 303-5 (2018); ISAR B.1.3; CDP Environmental Performance - Water Security 9.2.2, 9.2.4 (2024)
(Text box with options for 'Unknown' and 'Not applicable')

	Known (volume of water in megaliters)	Unknown	Not applicable (Please provide additional information) [Makes text box mandatory]
Total water withdrawal			
Percentage of water withdrawn in regions with high or extremely high water stress (%)			
Total water consumption			
Percentage of water consumed in regions with high or extremely high water stress (%)			

Please provide additional information:

If respondent selects 'Water' as a material topic in E10, question E12 will be displayed.

E12. Please indicate the water basin(s) of highest priority for engagement based on the company's direct operations and/or supply chains.
Indicate basins by selecting relevant locations on the map, accessible via the CoP digital platform. Geographic data will not be disclosed publicly.
Only aggregated totals of engagements by type will be publicly disclosed.
(Select one that applies, then fill our the Basin Matrix if 'Known' selected)

Known - Fill out the Basin Matrix *[Makes table below mandatory]*

Not Applicable

Basin Name	Currently engaging?		Planning to engage within the next two years?	
	Yes	No	Yes	No
	Yes	No	Yes	No
	Yes	No	Yes	No

ADDITIONAL TOPIC-SPECIFIC QUESTIONS: **NATURE AND BIODIVERSITY**

If respondent selects 'Nature and Biodiversity' as a material topic in E10, question E13 will be displayed.

E13. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).
Linked to: GRI Disclosure 304-1 (2016); ISAR B6.1; WEF Common Metrics
(Text box with option for 'Unknown' or 'Not applicable')

	Number	Unknown	Not applicable (Please provide additional information) *[Makes text box mandatory]*
Sites			
Hectares			

Please provide additional information:

ADDITIONAL TOPIC-SPECIFIC QUESTIONS: **AIR POLLUTION**

If respondent selects 'Air Pollution' as a material topic in E10, question E14 will be displayed.

E14. Where applicable, please report the company's emissions of the following pollutants within the reporting period.
Linked to: GRI Disclosure 305-7 (2016); ISAR B.3.1
(Text box with option for 'Unknown' or 'Not applicable')

Air pollutant:	Emissions (t)	Unknown	Not applicable (Please provide additional information) *[Makes text box mandatory]*
NO_x			
SO_x			
Volatile organic compounds (VOCs)			
Hazardous air pollutants (HAPs)			
Particulate matter (PM_{10})			
Persistent organic pollutants (POPs)			
Primary $PM_{2.5}$			
Ammonia (NH_3)			
Black Carbon (BC)			
Organic Carbon (OC)			
Carbon Monoxide (CO)			
Methane (CH_4)			
Other (Please provide additional information) *[Makes text box mandatory]*			

Please provide additional information:

ADDITIONAL TOPIC-SPECIFIC QUESTIONS: **WASTE**

If respondent selects 'Waste' as a material topic in E10, question E15 will be displayed

E15. Within the reporting period, has the company acted to reduce waste generated by its operations?
Linked to: GRI Disclosure 306-2 (2020)
(Select all that apply)

Yes, through the implementation of circular and/or reuse initiatives

Yes, through investment in alternative materials

Yes, through recycling measures

No, we are not actively reducing waste

Please provide additional information:

OVERALL ENVIRONMENT

(OPTIONAL) E16. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.
Linked to: GRI Disclosures 3-3-c and 3-3-d (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016)
(Text Box)

ANTI-CORRUPTION

COMMITMENT

AC1. Does the company have an anti-corruption compliance programme?
Linked to: GRI Disclosure 3-3-c (2021) for the topic GRI 205 (2016)
(Select one that applies)

No, this is not a current priority

No, but we plan to within the next two years

Yes *[Prompts AC1.1; AC1.2]*

Please provide additional information:

If respondent answers 'Yes' in AC1, question AC1.1 will be displayed.

AC1.1 Is the anti-corruption compliance programme:
(Select all that apply)

Publicly available

Approved at most senior level of the company

Applied to the company's own operations

Applied to the company's own operations and suppliers

Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

Other (Please provide additional information) *[Makes text box mandatory]*

Please provide additional information:

If respondent answers 'Yes' in AC1, question AC1.2 will be displayed.

AC1.2. Does the company monitor its anti-corruption compliance programme?
Linked to: GRI Disclosure 3-3-e (2021) for the topic GRI 205 (2016)
(Select all that apply)

Yes, through review on an ad hoc basis

Yes, through internal employee self-evaluations

Yes, through automated controls monitoring

Yes, through external independent monitoring

Yes, through other mechanisms (Please provide additional information) *[Makes text box mandatory]*

No, we do not monitor the anti-corruption compliance programme (Please provide additional information) *[Makes text box mandatory]*

Please provide additional information:

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g., with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?
(Select one that applies)

No, and we have no plans to develop any policy/recommendation

No, but we plan to within the next two years

Yes, included within a broader policy or as a stand-alone policy

Please provide additional information:

AC3. Does the company engage in collective action against corruption?
Linked to: Disclosure 3-3-d (2021) for the topic GRI 205 (2016)
(Select one that applies)

No, this is not a current priority

No, but we plan to within the next two years

Yes (Please provide additional information) *[Makes text box mandatory]*

Please provide additional information:

AC4. Who receives training on anti-corruption and integrity?
Linked to: GRI Disclosure 205-2 (2016); WEF Common Metrics
(Select all that apply)

Selected employees (Please provide additional information) *[Makes text box mandatory] [Prompts AC4.1]*

All employees *[Prompts AC4.1]*

Third-party suppliers, contractors and/or consultants *[Prompts AC4.1]*

No training provided

Please provide additional information:

If respondent answers any option in AC4 besides 'No training provided', question AC4.1 will be displayed for each chosen category.

AC4.1 How often is such training provided?
(Select one answer option per line)

	One time only	Every two or more years	Every year	Unknown
Selected employees *[If prompted by AC4]*				
All employees *[If prompted by AC4]*				
Third-party suppliers, contractors and/or consultants *[If prompted by AC4]*				

Please provide additional information:

PERFORMANCE

AC5. Within the reporting period, have there been any suspected incidents of corruption?
Linked to: GRI Disclosure 205-3 (2016); ISAR D.2.1; WEF Common Metrics
(Select one that applies)

Yes *[Makes text box mandatory] [Prompts AC5.1]*

No

Please provide additional information:

RESPONSE AND REPORTING

If respondent answers 'Yes' in AC5, question AC5.1 will be displayed.

AC5.1. Within the reporting period, what actions has the company taken to address suspected incidents of corruption?
Linked to: GRI Disclosure 3-3-d (2021) for the topic GRI 205 (2016); Reporting Guidance on the 10th Principle Against Anti-corruption – B3; ISAR D.2.1
(Select all that apply)

Internal measures (e.g., internal investigation, review by board of directors, review by ethics committee) *[Prompts AC5.1.1]*

External measures (e.g., audit, review, authorities) *[Prompts AC5.1.1]*

Other (Please provide additional information) *[Makes text box mandatory] [Prompts AC5.1.1]*

No actions were taken to address suspected incidents of corruption

Please provide additional information:

If respondent has taken actions to address suspected incidents of corruption in AC5.1, question AC5.1.1 will be displayed.

AC5.1.1. What triggered these actions? Were they initiated independently by the company, or in response to a dispute or an investigation by public authorities?
Linked to: GRI Disclosure 3-3-d (2021) for the topic GRI 205 (2016).; Reporting Guidance on the 10th Principle Against Anti-corruption – B3
(Select one that applies)

Actions were taken in response to an internal report (e.g., from an employee)

Actions were taken in response to other internal mechanisms (e.g., an audit)

Actions were taken in response to an external report (e.g., from an external party)

Actions were taken in response to a dispute/investigation by public authorities (e.g., government regulator or a justice operator)

Other (Please provide additional information) *[Makes text box mandatory]*

Please provide additional information:

(OPTIONAL) AC6. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to implement the anti-corruption principle, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

Linked to: GRI Disclosures 3-3-c and 3-3-d (2021) for the topic GRI 205 (2016)

(Text Box)

United Nations
Global Compact