

SPECIAL-IND
A STELIAU COMPANY ••••

Sustainability Report

2022

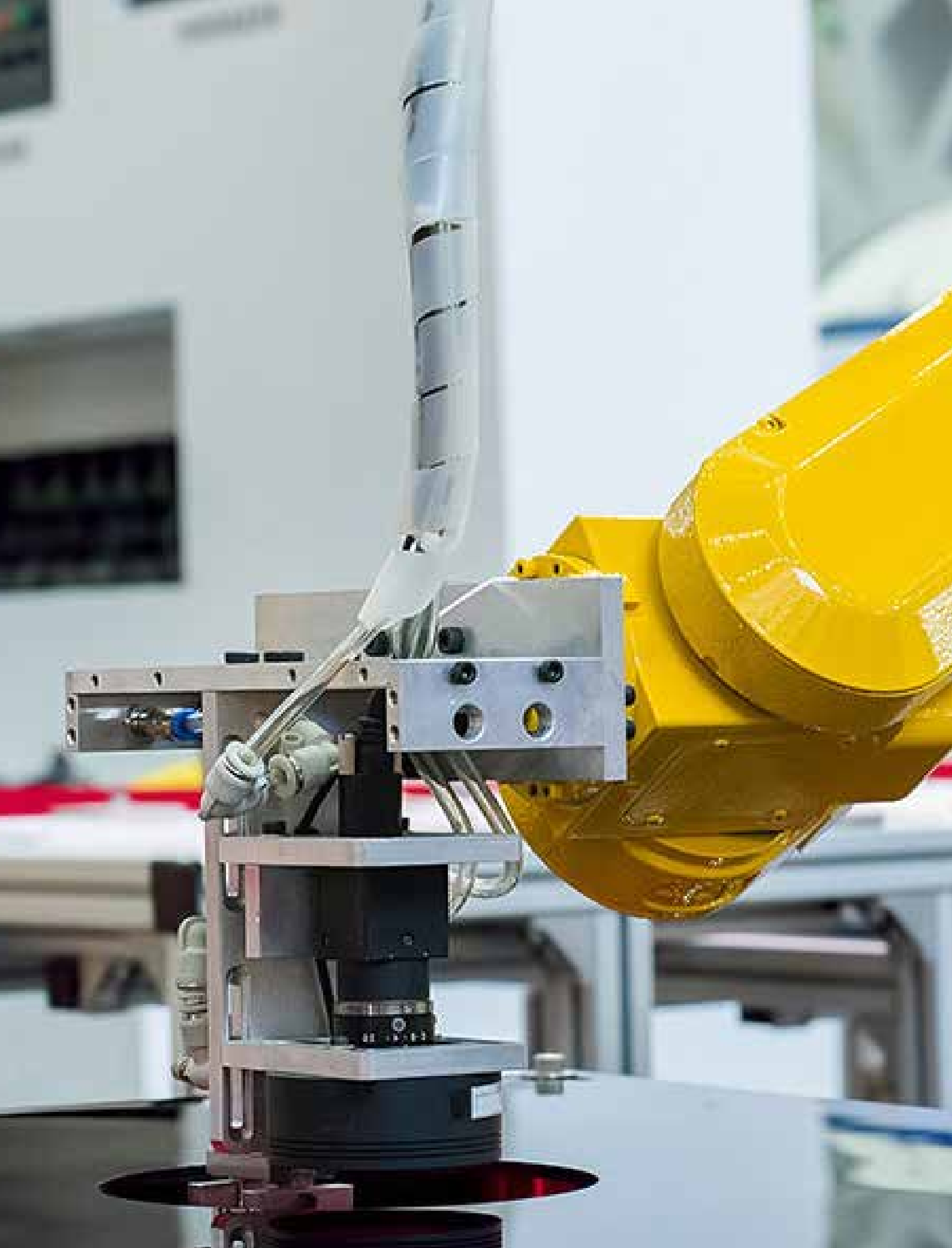
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SPECIAL-IND
A STELIAU COMPANY 

Sustainability Report

2022





SPECIAL-IND

A STELIAU COMPANY ●●●●

Company profile

GRI 2-1 • GRI 2-2 • GRI 2-6 • GRI 2-12 • GRI 3-3

The company distributes electronic and electromechanical components, professional electronic systems, special products and materials for the manufacturing industries that set up electronic equipment and systems in the public and private industrial sector, in the aerospace and defence sector both on a national and international areas.

The company's sales are mainly aimed at direct sales. The company is mainly aimed at the National market. The company operates from the head office of via Sarca 336 - building 13, 20126 Milan.

This report concerns the structure of **Special-Ind** as regards its previous head Office in Piazza Spotorno 3 in Milan.

Sustainability Report 2022



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esg-view
THE SUSTAINABILITY AWARENESS JOURNEY



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“

*Innovation and sustainability:
combining value-sharing
and growth.*

Massimo Loche
CEO Special-Ind



Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company issues a **report on its sustainable development performance**. The publication began in 2022 and will be continued annually. During the reporting period, there was no need to restate the information from the previous year's report.

The Non-financial Statement was prepared in accordance with the **GRI Sustainability Reporting Standards**, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2021, in association with the **Sustainability Accounting Standards Board (SASB)** for the definition of material issues.

This report has been audited by the controller designated CRIF/CRIBIS according to the principles and indications contained in the **ISAE3000** (International Standard on Assurance Engagement 3000 - Revised) of the **International Auditing and Assurance Standard Board (IAASB)**.

This declaration is published on the **Special-Ind** website, at www.specialind.it. Please contact esg@specialind.it for more information.

The **report** is the result of a survey administered at **Special-Ind** on 11/18/2022 by Synesgy. You can consult the report at the following URL www.synesgy.com/it.

SDGs: ONU Goals of Sustainable Development



On **September 25th 2015**, the Governments of **193 ONU member countries** signed the **2030 Agenda for Sustainable Development**.

An action program approved by the UN General Assembly, which includes 17 specific Objectives for Sustainable Development, framed within a broader action program that includes a total of 169 targets.

The 17 goals engage governments and nations, as well as individual businesses. ESG principles reflect what companies need to do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to the safety and health of employees
- ✓ Protection of diversity
- ✓ Proper interpersonal relationships between employees

Governance

- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption scandals
- ✓ Opening of offshore branches to evade tax

Special-Ind and the SDGs

The Synesgy questionnaire allowed Special-Ind to map materialities in the field of sustainability. These actions have highlighted the most relevant facts achieved in the year of reporting and provide Special-Ind stakeholders with an immediate, but above all certified - because it meets internationally recognized parameters - overview of its activities.

The path of awareness initiated by Special-Ind highlights its virtuous intent, as evidenced by the agreement of its actions with 5 of the 17 parameters sdgs (Sustainable Development Goals) recognized by the United Nations.



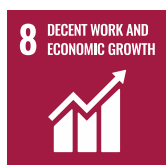
3 - GOOD HEALTH E WELL-BEING

Ensure healthy lives and promote well-being for all at all ages.



7 - AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy for all.



8 - DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



9 - INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



12 - RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

The mapping of the issues thanks to Synesgy and the 26 materialities, traceable to the ESG areas, based on this emergence, has started a real path of awareness that involves, through multiple channels of communication, all stakeholders.





Environment



Management of environmental impacts

GRI 2-25 • GRI 302-4

Organizations can be involved in impacts either through their own activities or because of their business relations with other entities.

Identifying the impacts it causes, as well as those that contribute to and are directly related to its activities, products or services through a business relationship is critical for the company.

In this context, the virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative effects or further improve the positive ones.

The company has started processes of supply chain collaboration with a view to circular economy, that is, to minimize consumption of natural resources and waste.

The company is able to gather environmental data about its activities.

The company takes measures to optimize and/or reduce the environmental footprint of own activities and/or materials/tools used for example from an energy point of view (e.g. LED office lighting).

Measures to optimize/reduce Environmental Footprint are implemented by:

- ✓ LED lighting,
- ✓ heating and high efficiency air conditioning (condensation),
- ✓ domotics, environmental managing: air conditioning (temperature, speed and humidity regulation),
- ✓ lighting: operation of opening and entry systems.

Materials

GRI 301-1 • GRI 301-2 • GRI 301-3

The company's attention to the materials used and their impact on the environment is of primary importance, not only for the production phase of the products, but also throughout the life cycle of the product itself.

The company uses recycled materials as part of its activities.

The percentage of expenditure on recycled materials compared to the total of purchases is aimed at packaging, paper, cardboard.

The company, within its activities, adopts practices and procedures to ensure the recycling/ recovery of waste, through the reuse of waste material or third parties, through the use of environmentally friendly materials.

The managed products of the company require additional packaging before delivery.

In the further packaging process of products, before delivery, the most commonly used types of material are:

- ✓ plastics and derivatives,
- ✓ paper and paperboard,
- ✓ wood.

In the subsequent packaging process of the products, prior to delivery, procurement takes place by purchasing the packaging from a third part company.

Packaging conforms to D. Lgs 3/9/2020 n. 116/2020 (implementation of European Directive 2018/851 - environmental labelling).



Energy

GRI 3-3 • GRI 302 • GRI 302-1 • GRI 302-4

The energy consumption for the company, associated with the forms of rationalization, is a fundamental parameter to describe the impact that this has not only in terms of efficiency, but also in terms of impact on the environment. The monitoring system in terms of energy used/ distributed/ saved allows the company to identify the areas in which it is most necessary to intervene for a better rationalization of resources, with a view to an ever better strategy for its efficiency.

The company has carried out energy efficiency measures in 2018.

The value of the investment in energy efficiency stands at €50,000.

The company estimated the percentage of consumption reduction compared to the year before the efficiency measures. The reduction is 20%.

The analysis and data collection systems used by the company, are able to return information about energy consumption.

The company has energy supply agreements that provide an energy mix with a lower environmental impact (e.g. energy from renewable sources).

The company invests in activities with a focus on the sustainable innovation of logistics processes, in the introduction of innovative systems for energy efficiency, goods management processes.



50.000
Euro

**Investment
in energy efficiency**

Water and water discharges

GRI 303-2 • GRI 303-5

The sustainable management of water resources is of fundamental importance for the environmental impact of the organization, considered as a shared asset and to be preserved.

Working with stakeholders in this context is essential for the organization, so that water resources are managed sustainably as a shared asset and to take into account the needs of other users of the river basin. Working with stakeholders, the organization can define collective goals for water use, increased investment in infrastructure, policy advocacy, capacity building and outreach.

It is therefore important, in this context, to involve every stakeholder, starting from the closest and more internal - employees, non-employee workers, consultants, suppliers - for the sharing of best practices in terms of rationalization of water resources and better use and exploitation of them.

The water consumed in one year by all company offices is equal to 150 m³.

The analysis and data collection systems used by the company, are able to return information about the amount of water consumed and/ or reused.



150m³
Water consumption

Emissions

GRI 305-1 • GRI 305-5

Direct or indirect GHG emissions, emissions of other gases toxic to ozone layer and their monitoring, as well as actions to reduce them, confirm the organisation's attitude towards reducing its production impact on the ecosystem.

Direct emissions are also influenced by energy sources owned or controlled by the organization, such as electricity generation, heating, cooling and steam, as a result of the combustion of energy sources. This statement reflects the importance of monitoring the company's emissions and the importance of contributing to the ever greater efficiency of energy resources conditioning the levels of emissions into the air.

The company is equipped with:

- ✓ 6 diesel vehicles,
- ✓ 1 petrol vehicles,
- ✓ 16 hybrid vehicles.



Use of Diesel and Hybrid vehicles

The company operates with cooling and/or refrigeration systems.

The company has refrigeration systems in line with the new limits set for 2022 by the EU F-Gas Regulation on fluorinated greenhouse gases.

In 2023, the company invested in the change of office location into Net Carbon Zero building, for a 100% emissions reduction over its lifetime.

Waste

GRI 306-2

In the frame of GRI Standards, the environmental dimension of sustainability refers to an organization's impacts on living and non-living natural systems, including soil, air, water and ecosystems.

The issue of waste that can be generated by the main activities of the company is grafted perfectly into this context. But it has to be specified as well that waste may also be generated by upstream and downstream entities in the value chain of the organization.

As a result, waste may have significant negative impacts on the environment and human health if mishandled.

The total amount of waste produced in one year by all company sites is 79.68 tons.

The company promotes separate waste collection, conferring paper, plastic, glass and IT material in all its sites.



79,68

Tons

Both in sorting centres and within its offices, the company has defined special areas for the separate collection of waste generated during all phases of goods management.

Sustainable headquarters and net zero carbon.

*“A tangible contribution
to Special-Ind’s renewed
commitment to sustainability.”*

Project

A new fully sustainable headquarters for Special-Ind. The move is scheduled for April 2023.

The company’s headquarters will be housed in new premises in Bicocca, Milan, at 336 Viale Sarca.

Special-Ind will occupy, in particular, the entire top floor of the building (the 4th), equipped with large office spaces and a 200-square-meter rooftop terrace.

The futuristic “net carbon zero” Open 336 building on Sarca Avenue, designed by Park Associati will be able, thanks to a technology that mimics nature, to breathe like a tree, zeroing out carbon dioxide emissions and cleaning the air that is breathed in.

This will happen, thanks to the implementation of a special filtering technology, based on biodegradable materials (e.g., coffee grounds), developed by the Fervo Group and capable of generating up to 8 times more carbon dioxide absorption than the natural absorption operated by plants.

The breathing building has five floors, plus two basements for parking spaces. On the ground floor is the lobby, framed by greenery; the upper floors are entirely for offices. The top floor, where Special-Ind will move, also houses a 380-square-meter rooftop terrace, while interior lighting is provided by large, airy windows that ensure the passage of light while containing heat.

The goal pursued by Special-Ind, through the change of location is:

- Reduce its environmental impact by lowering GHG emissions;
- Strengthen the path of social responsibility initiated by joining the Steliau Technology - Europe group;
- Continue its commitment to ESG issues.

SDGs del progetto

The Project is in line with 3 of the 17 SDGs (Sustainable Development Goals) parameters recognized by the United Nations as part of Agenda 2030.





Environmental Impacts, SASB and GRI Standards

The environmental impacts defined by the Taxonomy Regulations, indicate the environmental sustainability of the investments. SASB materialities enable the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

Environmental Objectives (Reg. Taxonomy)

- 1) Climate change mitigation
- 2) Climate change adaptation
- 5) Pollution prevention and reduction

 roject SASB Materiality	
GHG Emissions	305-1, 305-2, 305-5
Air quality	305-3
Employee Health & Safety	403-6
Business Ethics	2-25, 307, 419





People



Employment

**GRI 2-7 • GRI 2-30 • GRI 3-3 • GRI 401-2 • GRI 403-1 • GRI 403-9
GRI 405-1 • GRI 405-2**

It is essential to understand the organisation's approach to employment and job creation, as well as to the recruitment, selection and retention of staff, and related practices, including the working conditions it offers.

Contractual stability for the employees, related to internal welfare policies, is a fundamental element in the organisation's ability to achieve high productivity performance.

An appropriate working environment that promotes social inclusion and work-life balance, enhances diversity and offers equal opportunities, accompanied by welfare instruments, improves the performance of the company and strengthens the capacity of the organization to adapt to extraordinary events.

The following table shows the composition of Special-Ind's manpower, regarding to number of employees (included trainees and interns) by professional category, gender and average pay by gender.

EMPLOYEES	Number of women	Number of men
Executives	0	5
Middle management	1	7
Employees	23	12
Average pay	35.142€	40.062€

The average wage difference between men and women is 7%.

The average age of employees is 30 to 50.

Contract types - % of total of employees: part-time: 8%.

2% of employees hired by the Company belong to protected categories ex L. 68/99 or under-privileged persons ex L.381/91.

Accidents occurred in the current year amounted to 0.

Accidents occurred last year amounted to 0.

Accidents occurred two years ago amounted to 0.

The total number of days lost in the current year due to accidents causing temporary incapacity was 0.

The total number of days lost in the last year due to accidents causing temporary incapacity was 0.

The total number of days lost two years ago due to accidents causing temporary incapacity was 0.

The average total time worked over the past year was 75,073 hours.

Over the past year, the company, net of retirements, has created 3 new jobs.

L'azienda applica il CCNL Commercio Terziario.

The Company applies the collective agreement of Tertiary Commerce.

Society, in terms of welfare, provides its personnel with flexible hours and smartworking.

The company assesses employees' satisfaction through a periodic survey.



3

New jobs
created

Training

GRI 404-1

The development and maintenance of professionalism and skills are conditions that allow companies to pursue their strategic objectives of creating value to the organization.

The total amount of time spent on training per employee in the past year is 16 hours.

Throughout the year, the training topics offered were:

- ✓ Health and safety at work,
- ✓ Anti-corruption,
- ✓ Privacy,
- ✓ Foreign language,
- ✓ Management,
- ✓ BDO & Sales,
- ✓ Inside sales & Customer service.









Network and Territory



Customer relations

GRI 416-1 • GRI 418

In terms of customer relations, it is of great importance how the company considers the impacts on the health and safety of its customers, starting from the products and services that it realizes and how these impacts are evaluated in the different phases of the life cycle of its activity, from the development of the product concept, to the research and development phase and eventual subsequent certification.

The same impact must be sought in the stages of construction, then manufacturing and production, but also in marketing, up to the supply, use and attention that the company subsequently places, including an after-sales support phase up to the end-of-life cycle of the product or service.

In this context, the initiatives undertaken by the organization to address the issue of health and safety during the entire life cycle of a product or service and the evaluations related to this issue become relevant, including increasingly important data privacy and security.



The company has a privacy and data security policy in accordance with EU Regulation 2016/679 - GDPR.

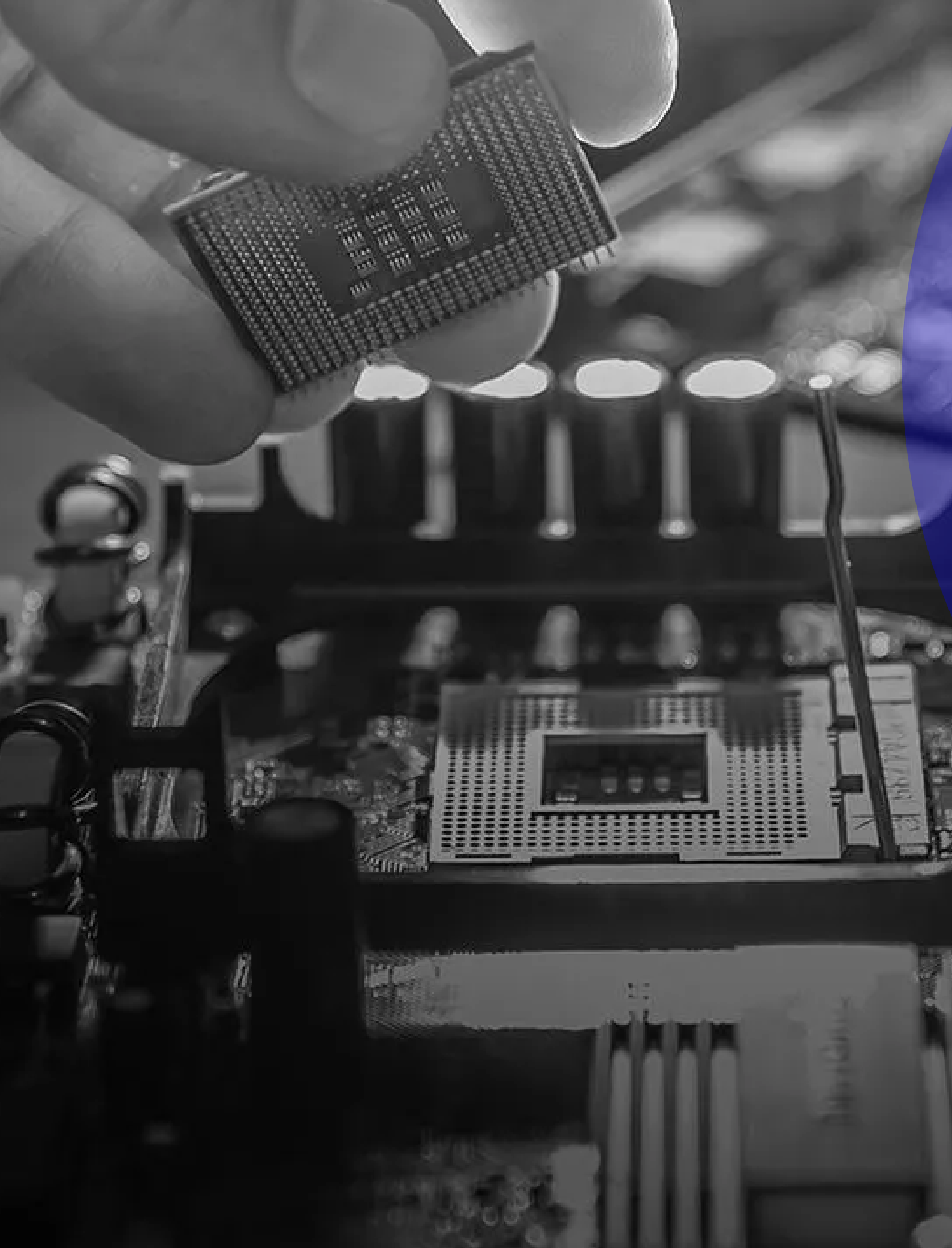
The aspects that are traced by the company in the trade of its goods are the characteristics of the product.

To monitor and control the status of the products intended for sale/distribution, the company applies product control plans during all product management phases, from arrival at the plant to their delivery, in order to guarantee their integrity.

To monitor and control the status of products for sale/distribution, the company has a FI\FO stock tracking plan that allows products stored longer to be sold/delivered first, in order to reduce the risk of decay and/or degradation linked to the long stock.

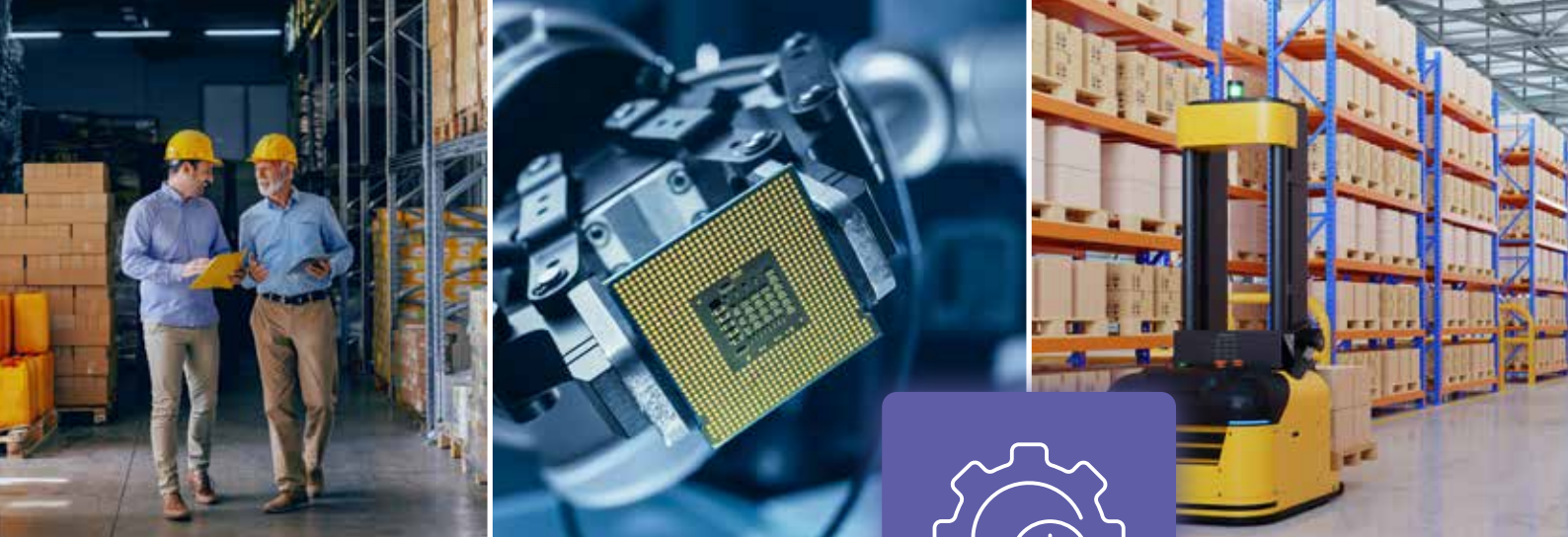


Privacy and data security





Business Model and innovation



Suppliers and sourcing practices

**GRI 2-25 • GRI 2-27 • GRI 204 • GRI 301-1 • GRI 302 • GRI 308
GRI 308-1 • GRI 414 • 419-1**

In the framework of relationships among the company and its suppliers, one must focus on the social evaluation of the latter. This must be intended as the commitment of the providers in terms of sustainability, acting in accordance to those issues.

In the perspective of a constant improvement of the impacts and the mitigation of the negative ones, the organization is more and more inclined to estimate the compliant behaviors of the suppliers in terms of social, economic and environmental impacts since they are directly and indirectly reflected in the company's value chain.

On the one hand, therefore, the organization is lead to the monitoring of the behavior of the suppliers and, on the other, to the definition of strategies and actions in order to limit the scope of those that have negative impacts.

The company certifies its quality management system, having obtained ISO 9001 certification.

The company has achieved AS/EN9120:2018 certification, specifically for aerospace distributors.



The company trades goods whose traceability is guaranteed.

To monitor and control the status of products intended for sale/ distribution, the company uses special technologies for tracking the incoming goods.

In order to optimize the supply of the goods in function of the demand (of the market), the company plans the management of the items considering the reduction of the wastes.

In researching and selecting suppliers, their commitment to the circular economy is assessed and rewarded. The selection of suppliers for packaging considers criteria for greater recyclability of packaging.



Commitment to the Circular Economy

For the implementation of practices and procedures to ensure the recycling/ recovery of waste, the company has initiated collaboration processes with other parties (including external to the sector and the supply chain).

The collaborative process to ensure recycling/ waste recovery, led the company involve for the waste management and disposal operations, the certified company: "Il Recupero".

The company invests in activities that focus on sustainable innovation of logistical processes.

Special-Ind logistics is managed by a sustainable supplier (see FERCAM SPA website).





Leadership and Governance



Governance

GRI 2-9 • GRI 2-28

The society's governance structure, composition, knowledge, and roles are important for understanding how the organization's impact on the economy, environment, and people, including the impact on their human rights, is integrated into the company's strategy and operations. Such these information underline how much the organizations itself is "equipped" to supervise the management of impacts.

The corporate governance body is represented by a Board of Directors.

The BoD consists of 3 to 5 people.

The BoD has up to 3 independent members.

Female representation on the governing body is greater than 50%.

The average age of the Board of Directors is 30 to 50 years.



The company is a member of trade associations.

The company is part of Assolombarda and Assodel.

Professional ethics

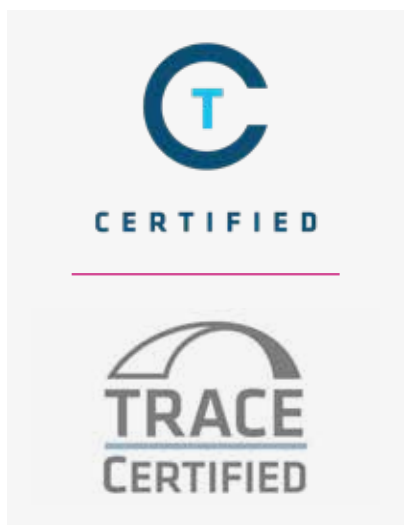
GRI 2-25 • GRI 307 • GRI 419

The organization must commit itself to responsible business conduct, including a commitment to respect human rights. These aims represent the values, principles and rules of conduct of the company and the integrated mission within the economic objectives.

Human rights enshrined in national and international norms, associated with the actions of the organization to prevent or mitigate potential negative impacts for each material theme are the lattice through which the activities of the company must pass, considering political commitment as an integral part of the company's strategy. Society should therefore identify its own risk factors and equip itself with strategic tools to address them.



The company considers the socio-environmental impacts among the corporate risk factors and manages the risks normally foreseen. The company has completed an evaluation of the socio-environmental impacts of its supply chain. The assessment of the socio-environmental impacts of the logistics chain has evaluated also the variety of means of transport.



In assessing the socio-environmental impacts of its supply chain, the company considered how to keep working hours within the legal limits. The company has completed an evaluation of the socio-environmental impacts of its supply chain.

Special-Ind has an anti-corruption code of conduct: since 2011, the company has maintained its certification and adopted the TRACE International (T Compliance) code of conduct. TRACE International is credited with establishing corporate ethics and anti-bribery standards that have been adopted worldwide.

Regulatory compliance

GRI 2-25

An organization's compliance indicates the ability of the governing bodies to ensure that operations meet certain performance metrics or universally accepted standards. Therefore, being certified for the high degree of compliance of the business, sector or company procedure, is a guarantee for the stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular sustainability issues, as well as in the social, environmental and economic spheres.

The company has internal controls, in particular an internal audit function.

A man with a beard and glasses, wearing a blue patterned shirt, is smiling while looking at a smartphone. He is sitting at a desk with a laptop and some papers. The background is blurred, showing an office environment. Overlaid on the image are several concentric circles in shades of gray and white, creating a graphic effect. The text 'Multichannel communication' is written in bold black font inside a white circle.

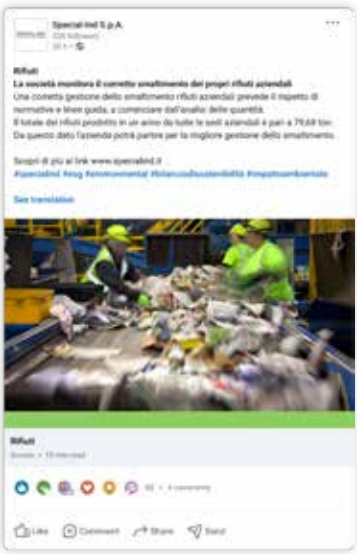
Multichannel communication

Multichannel communication

The multi-channel communication activity based on the emergence carried out through the Synesgy questionnaire has allowed the realization of a communication and sharing plan of the following contents:

Post Linkedin by tags

ENVIRONMENTAL



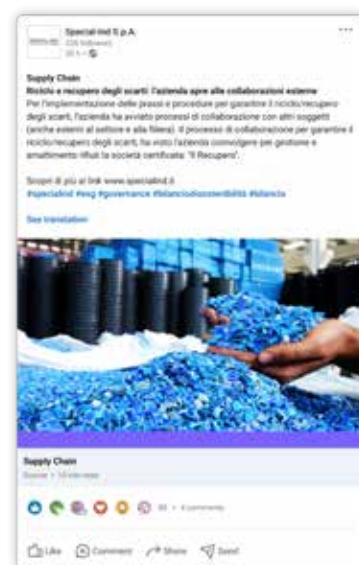
PEOPLE



NETWORK AND TERRITORY

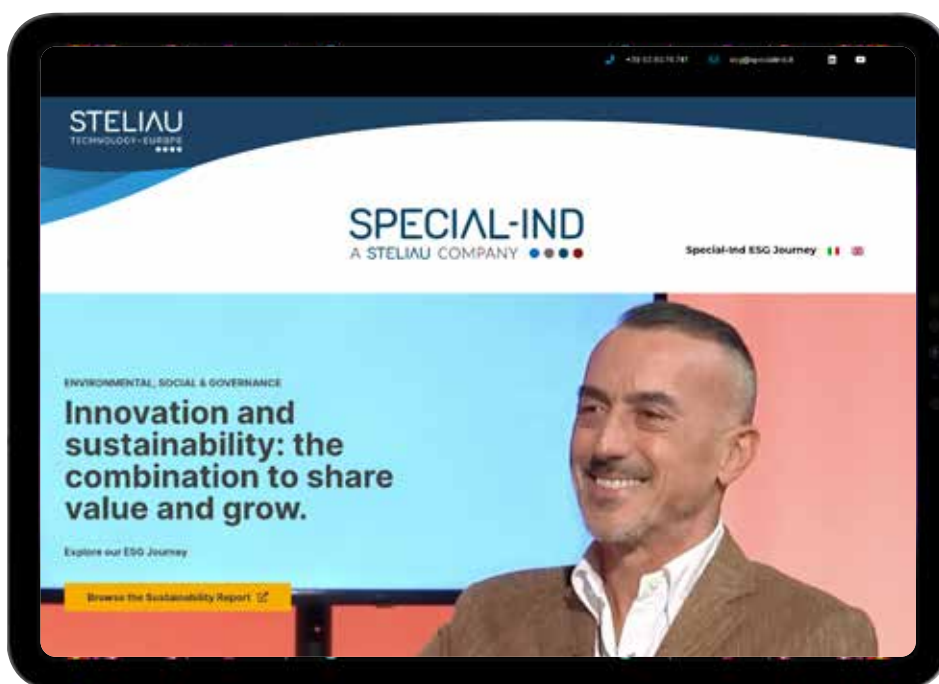


BUSINESS MODEL AND INNOVATION





Landing page



Scan QrCode

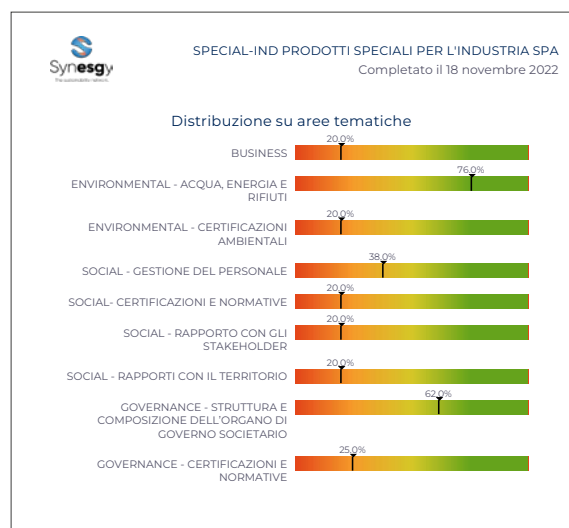
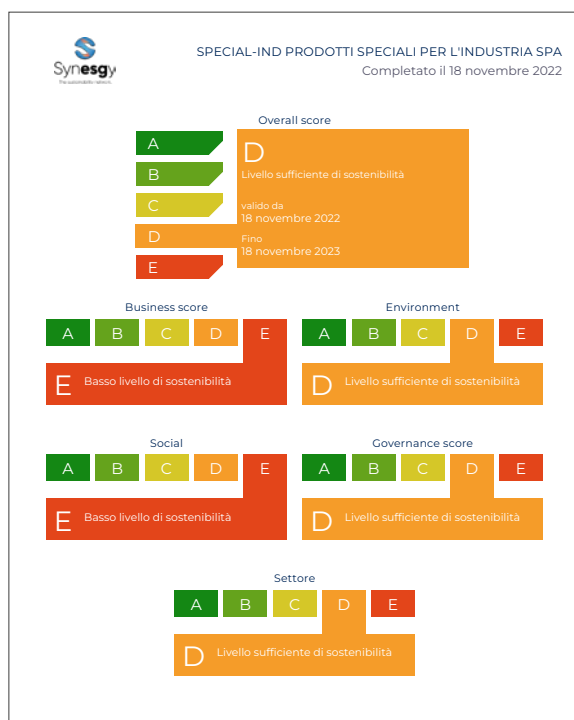




Stakeholder Engagement and next steps

GRI 2-29

Special-Ind score by Synesgy



Why was it important for Special-Ind to fill in the Synesgy questionnaire?

- ✓ It has allowed the company to create a virtuous circle with its customers, suppliers and all stakeholders
- ✓ It relies on a platform that allows data collection in a few moments
- ✓ This questionnaire can be used in all recognised banking circuits, since it is based on international measuring instruments (GRI)
- ✓ It has been released by CRIF, an internationally recognized player
- ✓ Datas are shared in real time

The purpose for Stakeholder Engagement

Strengthening a sustainable business model requires the following-up and improvement of environmental and social impacts, as well as engaging and discussing with stakeholders.

The ability to understand and evaluate the needs and expectations of stakeholders is particularly important in order to share a common value aimed at improving the impact, quality and efficiency of business services and at the same time, the well-being of stakeholders who directly or indirectly relate to society.

Thanks to the activity of listening/comparing with different stakeholders and local players, it is possible to create the conditions to guide the sustainability strategies of the company itself, defining objectives in the common interest.

Next steps: workshop and survey

In order to improve its score, taking it from “D” to “C” within a year and from “C” to “B” by 2025, it will be essential for Special-Ind to move in two directions: on the one hand, thanks to the Synesgy questionnaire, activate a series of actions to improve one’s organizational asset and, on the other hand, activate a real stakeholder engagement process.

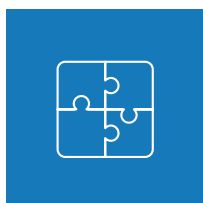
From this last point of view, in fact, it will be fundamental for Special-Ind to identify its stakeholders, as well as the level of involvement in consideration of the functions and tools of comparison and dialogue and activate together with them a listening/comparison path through surveys, providing, for this purpose, the start of a planning activity of engagement actions.

Based on what was found through the questionnaire, in fact, the business started its own phase of “emergence”. Following this phase, through a workshop involving the ESG manager, CFO, COO, Marketing and Communication, the society now has the opportunity to define:



Mapping

Stakeholder mapping, target awareness activity and identification/integration of the target Sdgs selected by the company.



Assessment

Assessment of the importance of stakeholders by the Board and allocation of the level of risk.



Tracking

Tracking of the issues and 26 materialities, traceable to the ESG areas on which the company has already activated communication and priority actions.

A first shortlist of stakeholders and of priority issues as considered by Special-Ind, allow the company to submit a first survey in order to compare these topics perception of importance by both Board and Stakeholders.

The compilation of surveys by stakeholders, will allow the generation of materiality maps. The analysis, both as aggregate data, as differentiated by individual cluster of stakeholders, of those maps will guide the activity of stakeholder engagement.

I will also lead the company's communication in the coming years, in order to create shared value among the entire company ecosystem in terms of environmental, social and economic sustainability and improve its score accordingly.

The data of disconnection between the priorities of the Board and those of the stakeholders will in fact provide the guidelines for the material issues on which the Company will have to direct its communication activities in the future and that will allow it to improve its score.



Synesgy's recommend actions



Business and corporate governance

- Define a mission and/or sustainability strategy to manage the economic, social and environmental impacts of its activities.
- Take into account socio-environmental impacts as part of the risk factors of the enterprise, in addition to those normally expected.
- Draw up a report underlining corporate results on environmental and social sustainability.



Water, energy and waste

- Favour power providers who produce mainly from renewable sources.
- Evaluate equipment for the production of energy from renewable sources.
- Measure air pollution company emissions so to trace its environmental impact and identify appropriate improvement actions.
- Calculate a main product/service's carbon footprint to understand its environmental impact and identify appropriate improvement actions.

Environmental certification

- Adopt ISO 14001 certification on environmental management.
- Adopt ISO 50001 certification on energy management systems.



Personnel Management, Certifications and Regulations

- Adopt OHSAS 18001 or UNI EN ISO 45001 certifications in relation to worker safety and health management.
- Publish company's Equity, Diversity and Inclusion policy on its own website.
- Adopt ISO 26000 certification on corporate social responsibility.



Stakeholder and Territory Relations

- Investing/donating or organizing initiatives for the benefit of the community in the area in which the company operates (e.g. donations to local associations working on social issues.).
- Implementing school- and community-based projects on sustainability issues.
- Organizing Purchasing in a perspective of sustainability, by defining a correct purchasing strategy. A supplier and supply chain analysis is required to assess the purchasing strategy.
- Where relevant to the type of business, adopting policies for the management of human rights and child, forced or compulsory labour.



Regulatory certifications

- Adopt a code of ethics that includes references to sustainability issues.
- Identify a sustainable enterprise figure.

Gri Content Index

Declaration of use

Special-Ind reported on the GRI Standard for the period 1/1/2022 to 18/11/2022

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GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials	13
	301-2	Recycled input materials used.	Materials	13
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GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Suppliers and sourcing practices	14 32
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	303-5	Water consumption	Water and water discharges	15
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GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Waste	17

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GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	Employment	22
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