

Global Reporting Initiative Performance Indicator Table

G3 Indicator	Description	Page
1.	STRATEGY AND ANALYSIS	
1.1	Statement from senior decision-maker	24-33
1.2	Description of key impacts, risks, and opportunities	26-33, 42, 44-45, 69
2.	ORGANISATIONAL PROFILE	
2.1	Organization's name	IBC
2.2	Major products	4-5
2.3	Operational structure and major divisions	16-17
2.4	Location of headquarters	IBC
2.5	Countries of operation	52
2.6	Nature of ownership	16-17
2.7	Markets served including geographic breakdown/sectors served/customers	4-5, 36-37
2.8	Scale of organization including number of employees, nets sales/revenues, total capitalization	2-3, 30-33, 70
2.9	Significant changes during reporting period	26-29
2.10	Awards	None
3.	REPORT PARAMETERS	
3.1	Reporting period	1
3.2	Date of previous report	30-33
3.3	Reporting cycle	Annual
3.4	Contact point	IBC
3.5	Process for defining report content	Material issues identified by stakeholders (p80)
3.6	Boundary of the report	Managed operations
3.7	Limitations on the scope or boundary of the report	Limited to managed operations
3.8	Basis for reporting on joint ventures, etc	NA
3.10	Restatements of information	NA
3.11	Significant changes from previous reporting periods	Greater detail and insight into sustainability issues
3.12	GRI Content Index table	94-95
3.13	Policy and practice for seeking independent assurance for report ..	65
4.	GOVERNANCE, COMMITMENTS & ENGAGEMENT	
4.1	Governance structure including committees	98-99
4.2	Indicate whether chair of highest governance body is also an executive officer	98
4.3	Percent of independent directors	18-19, 98
4.4	Mechanisms for shareholders and employees to provide recommendations/direction to highest governance body	80, 184-IBC
4.14	List of stakeholder groups	80
4.15	Basis for identification and selection of stakeholders with whom to engage	80

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	ECONOMIC PERFORMANCE INDICATORS	
	Management approach	
EC1	Direct economic value generated and distributed....	24-25, 30-33, 90
EC2	Financial implications and other risks and opportunities due to climate change	86, 104
EC3	Coverage of the organization's defined benefit plan obligations ...	163
EC4	Significant financial assistance received from government.....	NA
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.....	Not reported
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	63, 90
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	70, 72
EC8	Development and impact of infrastructure investments and services provided for public benefit.....	77
EC9	Indirect impacts	42, 45
	ENVIRONMENTAL PERFORMANCE INDICATORS	
	Management approach	
EN1	Weight of materials used	83-85
EN2	Percentage of materials used that are recycled.....	86
EN3	Direct energy consumption by primary source.....	85
EN4	Indirect energy consumption by primary source	85
EN5	Total energy saved due to conservation and efficiency improvements	85
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	85
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	27, 85
EN8	Total water withdrawal	83
EN9	Water sources and related habitats significantly affected by withdrawal of water	83
E10	Percentage and total volume of water recycled and reused.....	83
EN11	Location and size of land owned, leased or managed in, or adjacent to protected areas	87
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.....	64, 83-85
EN13	Habitats protected or restored	87
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	86-87
EN15	Number of IUCN Red List species with habitats in areas affected by operations broken down by level of extinction risk.....	86-87
EN16	Total direct and indirect greenhouse gas emissions by weight	64, 86
EN17	Other relevant indirect greenhouse gas emissions by weight.....	86
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	64, 86
EN19	Emissions of ozone-depleting substances by weight	Not reported

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EN20	NOx, SOx, and other significant air emissions by weight	Not reported
EN21	Total water discharge by quality and destination	64, 86
EN22	Total weight of waste by type and disposal method	64, 86
EN23	Total number and volume of significant spills	86
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	86
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	87
EN26	Initiatives to mitigate environmental impacts of products	NA
EN27	Percentage of products sold that is reclaimed at the end of the products' useful life by product category	NA
EN28	Compliance	65, 87
EN29	Transport	Not reported
EN30	Total environmental protection expenditures by type	Not reported
SOCIAL PERFORMANCE INDICATORS		
Management approach		
LA1	Total workforce by employment type, employment contract, and region	70
LA2	Total number and rate of employee turnover by age group, gender and region	70
LA3	Benefits	90, 163
LA4	Percentage of employees covered by collective bargaining agreements	Not reported
LA5	Minimum notice period(s) and consultation and negotiation practices with employees and/or their representatives regarding operational changes	Not reported
LA6	Percentage of workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational safety programs	Not reported
LA7	Health and safety rates	74-75
LA8	Programs to assist employees, families, or community members regarding serious diseases	24-25, 74-75
L9	Elements of occupational health and safety management approach	66-67, 74-75
LA10	Average hours of training per year per employee by employee category	70
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	70
LA12	Percentage of employees receiving regular performance and career development reviews	70
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	72
LA14	Ratio of basic salary of men to women by employee category	Not reported
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Not reported

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HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Not reported
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Not reported
HR4	Total number of incidents of discrimination and actions taken	Not reported
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Not reported
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	Not reported
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	Not reported
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	Not reported
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	NA
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	77, 80
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	Not reported
SO4	Actions taken in response to incidents of corruption	Not reported
SO5	Public policy positions and participation in public policy development and lobbying	Not reported
SO6	Total value of contributions to political parties, politicians, and related institutions	Not reported
SO7	Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes ..	Not reported
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Not reported
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	NA
PR2	Number and type of instances of non-compliance with regulations concerning health and safety effects of products and services	Not reported
PR3	Procedures for product and service information and labelling	Not reported
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Not reported
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Not reported
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Not reported
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	Not reported
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not reported
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not reported