

# The Comparative Table with GRI Guidelines and UN Global Compact Principles

The following is the comparative table of our CSR initiatives with Sustainability Reporting Guidelines (G4) issued by Global Reporting Initiative (GRI) and with the ten principles of the United Nations Global Compact.

GC Principles	Item	Indicator	Full Report	WEB
<b>Strategy and Analysis</b>				
	G4-1	Statement from the most senior decisionmaker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	3-4	<a href="#">President's Commitment Message from the President Annual Report</a> > <a href="#">President's Message</a>
	G4-2	Description of key impacts, risks, and opportunities.	3-4 8-12 26-29 70 35-38 39-41 42-44 45-48 49-52 53-57	<a href="#">President's Commitment Basic Policy on CSR and Promotion System</a> <a href="#">Water and Environmental Public Infrastructure Projects</a> <a href="#">Precautionary Approach to Environmental Risks</a> <a href="#">CSR at the Textile Company</a> <a href="#">CSR at the Machinery Company</a> <a href="#">CSR at the Metals &amp; Minerals Company</a> <a href="#">CSR at the Energy &amp; Chemicals Company</a> <a href="#">CSR at the Food Company</a> <a href="#">CSR at the ICT, General Products &amp; Realty Company</a>
<b>Organizational Profile</b>				
	G4-3	Name of the organization.	144	<a href="#">Corporate Profile</a>
	G4-4	Primary brands, products, and/or services.	35-57	<a href="#">CSR and Our Business</a>
	G4-5	Location of organization's headquarters.	144	<a href="#">Corporate Profile</a>
	G4-6	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	144	<a href="#">About ITOCHU</a>
	G4-7	Nature of ownership and legal form.	144	<a href="#">Corporate Profile</a>
	G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	35-57 144	<a href="#">CSR Action Plans</a> <a href="#">Corporate Profile</a>
	G4-9	Scale of the organization, including: <ul style="list-style-type: none"> <li>▪ Total number of employees</li> <li>▪ Total number of operations</li> <li>▪ Net sales (for private sector organizations) or net revenues (for public sector organizations)</li> <li>▪ Total capitalization broken down in terms of debt and equity (for private sector organizations)</li> <li>▪ Quantity of products or services provided</li> </ul>	35-61 144	<a href="#">Our Business</a> <a href="#">Corporate Profile</a> <a href="#">Consolidated Financial Statements</a>
	G4-10	Total workforce by employment type, employment contract, and region.	120-121	<a href="#">Employee Relations (Basic Data)</a>
	G4-11	Percentage of employees covered by collective bargaining agreements.	118-119	<a href="#">Communications with Employees</a>
	G4-12	Describe the organization's supply chain.	58-61	<a href="#">Annual Report</a> > <a href="#">Operating Segment</a> > <a href="#">Business Portfolio</a> <a href="#">Supply Chain Management</a>
	G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> <li>▪ Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>▪ Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)</li> <li>▪ Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	-	-

Commitments to External Initiatives				
	G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	8-12 70 58-61 122-131	Basic Policy on CSR and Promotion System Precautionary Approach to Environmental Risks Supply Chain Management Corporate Governance / Compliance
	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	18 15-17	The United Nations Global Compact Respect for Human Rights
	G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> <li>▪ Holds a position on the governance body</li> <li>▪ Participates in projects or committees</li> <li>▪ Provides substantive funding beyond routine membership dues</li> <li>▪ Views membership as strategic</li> </ul>	18	The United Nations Global Compact
Identified Material Aspects and Boundaries				
	G4-17	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	–	About ITOCHU
	G4-18	Process for defining the report content and the Aspect Boundaries including the organization which has implemented the Reporting Principles for Defining Report Content.	8-12	Basic Policy on CSR and Promotion System
	G4-19	All the material Aspects identified in the process for defining report content.	8-12	Basic Policy on CSR and Promotion System
	G4-20	For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> <li>▪ Whether the Aspect is material within the organization</li> <li>▪ If the Aspect is not material for all entities within the organization</li> <li>▪ Specific limitation regarding the Aspect Boundary within the organization</li> </ul>	8-12	Basic Policy on CSR and Promotion System
	G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: <ul style="list-style-type: none"> <li>▪ Report whether the Aspect is material outside of the organization</li> <li>▪ If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified</li> <li>▪ Report any specific limitation regarding the Aspect Boundary outside the organization</li> </ul>	8-12	Basic Policy on CSR and Promotion System
	G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.	–	–
	G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	–	–
Stakeholder Engagement				
	G4-24	List of stakeholder groups engaged by the organization.	13	Stakeholder Relations
	G4-25	Basis for identification and selection of stakeholders with whom to engage.	13	Stakeholder Relations
	G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	58-64 35-57 106-121 85-105	CSR in Our Supply Chain and Business Investment CSR and Our Business Employee Relations Social Contribution Activities Investor Relations
	G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	58-64 35-57 106-121 85-105	CSR in Our Supply Chain and Business Investment CSR and Our Business Employee Relations Social Contribution Activities Investor Relations
Report Profile				
	G4-28	Reporting period (e.g., fiscal/calendar year) for information provided.	–	–

	G4-29	Date of most recent previous report.	-	-
	G4-30	Reporting cycle (annual, biennial, etc.)	-	-
	G4-31	Contact point for questions regarding the report or its contents.	-	-
<b>GRI Content Index</b>				
	G4-32	Table identifying the location of the Standard Disclosures in the report.	134-142	<a href="#">Comparative Table with GRI Guidelines</a>
<b>Assurance</b>				
	G4-33	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the organization and the assurance provider and whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	117, 120-121 77-80 84-85 143	<a href="#">Employee Relations (Introduction of Morning-Focused Working System, Basic Data)</a> <a href="#">Environmental Performance Data Initiatives toward Environmental Distribution</a> <a href="#">Independent Assurance Report </a> (742KB)
<b>Governance</b>				
<b>Governance Structure and Composition</b>				
	G4-34	Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	122-127	<a href="#">Corporate Governance</a>
	G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	122-127 128-131 67-69 8-12	<a href="#">Corporate Governance/Internal Control System Compliance</a> <a href="#">Environmental Management Basic Policy on CSR and Promotion System</a>
	G4-36	Explanation of whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	122-127 128-131 67-69	<a href="#">Corporate Governance/Internal Control System Compliance</a> <a href="#">Environmental Management</a>
	G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	122-127 118-119	<a href="#">Corporate Governance/Internal Control System</a> <a href="#">Communications with Employees</a>
	G4-38	Composition of the highest governance body and its committees.	122-127	<a href="#">Corporate Governance Directors and Executive Officers</a>
	G4-39	Explanation of whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	-	<a href="#">Corporate Governance Report </a> (265KB)
	G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	122-127	<a href="#">Corporate Governance</a>
	G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	122-127	<a href="#">Corporate Governance Corporate Governance Report </a> (265KB)
<b>Highest Governance Body's Role in Setting Purpose, Values, and Strategy</b>				
	G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	3-4 35-57 8-12 35-38 39-41 42-44 45-48 49-52 53-57	<a href="#">President's Commitment</a> <a href="#">CSR Action Plans</a> <a href="#">Basic Policy on CSR and Promotion System</a> <a href="#">CSR at the Textile Company</a> <a href="#">CSR at the Machinery Company</a> <a href="#">CSR at the Metals &amp; Minerals Company</a> <a href="#">CSR at the Energy &amp; Chemicals Company</a> <a href="#">CSR at the Food Company</a> <a href="#">CSR at the ICT, General Products &amp; Realty Company</a>
<b>Highest Governance Body's Competencies and Performance Evaluation</b>				
	G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	106-109 128-131	<a href="#">Human Resource Development Supporting the "Seeking of New Opportunities"</a> <a href="#">Compliance</a>

	G4-44	Processes and actions taken in response for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.	-	<a href="#">Corporate Governance Report PDF</a> (265KB)
<b>Highest Governance Body's Role in Risk Management</b>				
	G4-45	Highest governance body's role in the identification and management of economic, environmental and social and explanation of whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	122-127 70 8-12	<a href="#">Corporate Governance/Internal Control System</a> <a href="#">Precautionary Approach to Environmental Risks</a> <a href="#">Basic Policy on CSR and Promotion System</a>
	G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	122-127 70 128-131 8-12	<a href="#">Corporate Governance/Internal Control System</a> <a href="#">Precautionary Approach to Environmental Risks</a> <a href="#">Compliance</a> <a href="#">Basic Policy on CSR and Promotion System</a>
	G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	122-127 70 128-131 8-12	<a href="#">Corporate Governance/Internal Control System</a> <a href="#">Precautionary Approach to Environmental Risks</a> <a href="#">Compliance</a> <a href="#">Basic Policy on CSR and Promotion System</a>
<b>Highest Governance Body's Role in Sustainability Reporting</b>				
	G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	8-12	<a href="#">Basic Policy on CSR and Promotion System</a>
<b>Highest Governance Body's Role in Evaluating Economic, Environmental and Social Performance</b>				
	G4-49	Process for communicating critical concerns to the highest governance body.	15-17 122-127 128-131 118-119	<a href="#">Respect for Human Rights</a> <a href="#">Corporate Governance</a> <a href="#">Compliance</a> <a href="#">Communications with Employees</a>
	G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	128-131	<a href="#">Compliance</a>
<b>Remuneration and Incentives</b>				
	G4-51	Remuneration policies for the highest governance body and senior executives and explanation of how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	-	<a href="#">Corporate Governance Report PDF</a> (265KB)
	G4-52	Process for determining remuneration and explanation of whether remuneration consultants are involved in determining remuneration and whether they are independent of management.	-	<a href="#">Corporate Governance Report PDF</a> (265KB)
	G4-53	Explanation of how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	122-127 118-119	<a href="#">Corporate Governance</a> <a href="#">Communications with Employees</a> <a href="#">Fiscal 2015 in Review</a> <a href="#">Corporate Governance Report PDF</a> (265KB)
	G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-	-
	G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-	-
<b>Ethics and Integrity</b>				
	G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	6	<a href="#">ITOCHU Mission</a> <a href="#">Sampo Yoshi</a> and <a href="#">ITOCHU CSR</a>
	G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	15-17 128-131	<a href="#">Respect for Human Rights</a> <a href="#">Compliance</a>

	G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	15-17 128-131	Respect for Human Rights Compliance
<b>Disclosures on Management Approach</b>				
	G4-DMA	Reason and impacts that aspect is material and way of organization management.	8-12 35-57	Basic Policy on CSR and Promotion System CSR and Our Business
<b>Economic Performance</b>				
<b>Aspect: Economic Performance</b>				
	G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	120-121 91-92	Employee Relations (Basic Data) Social Contribution Activities (Action on Global Humanitarian Issues) Financial Report P2-3,12,39,42 (Japanese only)
	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	71-73 26-29	Promotion of Environment Conserving Businesses Water and Environmental Public Infrastructure Projects Annual Report (p38,39) Financial Report P23 (Japanese only)
	G4-EC3	Coverage of the organization's defined benefit plan obligations.	-	Financial Report P110-112 (Japanese only)
	G4-EC4	Significant financial assistance received from government.	-	-
<b>Aspect: Market Presence</b>				
1	G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	-	-
6	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	-	-
<b>Aspect: Indirect Economic Impacts</b>				
	G4-EC7	Development and impact of infrastructure investments and services supported.	35-57 85-105	CSR and Our Business Social Contribution Activities
	G4-EC8	Significant indirect economic impacts, including the extent of impacts.	37 26-29	Pre Organic Cotton Program Water and Environmental Public Infrastructure Projects
<b>Aspect: Procurement Practices</b>				
	G4-EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	-	-
<b>Environmental</b>				
<b>Aspect: Materials</b>				
8	G4-EN1	Materials used by weight or volume.	-	-
8,9	G4-EN2	Percentage of materials used that are recycled input materials.	-	-
<b>Aspect: Energy</b>				
8	G4-EN3	Energy consumption within the organization.	77-82	Environmental Performance Data
8	G4-EN4	Energy consumption outside of the organization.	-	-
8	G4-EN5	Energy intensity including the types of energy.	-	-
9	G4-EN6	Reduction of energy consumption including the basis for calculating consumption and types of energy.	77-82 117	Environmental Performance Data Introduction of Morning-Focused Working System
8,9	G4-EN7	Reductions in energy requirements of products and services including the basis for calculating consumption and standards.	71-73	Promotion of Environment Conserving Businesses
<b>Aspect: Water</b>				
8	G4-EN8	Total water withdrawal by source.	77-82	Environmental Performance Data
8	G4-EN9	Water sources significantly affected by withdrawal of water.	-	-
8,9	G4-EN10	Percentage and total volume of water recycled and reused.	77-82	Environmental Performance Data
<b>Aspect: Biodiversity</b>				
8	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	74-75 93	Approaches to Conservation of Biodiversity Activities to Restore the Tropical Rainforests and Conserve Borneo's Ecosystem

8	G4-EN12	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	74-75 93	<a href="#">Approaches to Conservation of Biodiversity Activities to Restore the Tropical Rainforests and Conserve Borneo's Ecosystem</a>
8	G4-EN13	Habitats protected or restored.	74-75 93	<a href="#">Approaches to Conservation of Biodiversity Activities to Restore the Tropical Rainforests and Conserve Borneo's Ecosystem</a>
8	G4-EN14	Total number of iucn red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	-	-
<b>Aspect: Emissions</b>				
8	G4-EN15	Direct greenhouse gas (GHG) emissions.	77-82	<a href="#">Environmental Performance Data</a>
8	G4-EN16	Energy indirect greenhouse gas (GHG) emissions.	77-82	<a href="#">Environmental Performance Data</a>
8	G4-EN17	Other indirect greenhouse gas (GHG) emissions.	84	<a href="#">Initiatives toward Environmental Distribution</a>
8	G4-EN18	Greenhouse gas (GHG) emissions intensity.	-	-
7,8,9	G4-EN19	Reduction of greenhouse gas (GHG) emissions.	77-82	<a href="#">Environmental Performance Data</a>
8	G4-EN20	Emissions of ozone-depleting substances (ODS).	-	-
8	G4-EN21	NOx, SOx, and other significant air emissions.	-	-
<b>Aspect: Effluents and Waste</b>				
8	G4-EN22	Total water discharge by quality and destination.	77-82	<a href="#">Environmental Performance Data</a>
8	G4-EN23	Total weight of waste by type and disposal method.	77-82	<a href="#">Environmental Performance Data</a>
8	G4-EN24	Total number and volume of significant spills.	70	<a href="#">Precautionary Approach to Environmental Risks</a>
8	G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the basel convention <sup>2</sup> annex I , II , III , and VIII, and percentage of transported waste shipped internationally.	-	-
8	G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	-	-
<b>Aspect: Products and Services</b>				
7,8,9	G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	35-38 39-41 42-44 45-48  49-52 53-57  71-73	<a href="#">CSR at the Textile Company</a> <a href="#">CSR at the Machinery Company</a> <a href="#">CSR at the Metals &amp; Minerals Company</a> <a href="#">CSR at the Energy &amp; Chemicals Company</a> <a href="#">CSR at the Food Company</a> <a href="#">CSR at the ICT,General Products &amp; Realty Company</a> <a href="#">Promotion of Environment Conserving Businesses</a>
8,9	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	-	-
<b>Aspect: Compliance</b>				
8	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	70	<a href="#">Precautionary Approach to Environmental Risks</a>
<b>Aspect: Transport</b>				
8	G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	84	<a href="#">Initiatives toward Environmental Distribution</a>
<b>Aspect: Overall</b>				
7,8,9	G4-EN31	Total environmental protection expenditures and investments by type.	83	<a href="#">Environmental Accounting</a>
<b>Aspect: Supplier Environmental Assessment</b>				
7,8	G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	70	<a href="#">Precautionary Approach to Environmental Risks</a>
8	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	70	<a href="#">Precautionary Approach to Environmental Risks</a>

<b>Aspect: Environmental Grievance Mechanisms</b>				
7,8	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	70	<a href="#">Precautionary Approach to Environmental Risks</a>
<b>Social</b>				
<b>Sub-Category: Labor Practices and Decent Work</b>				
<b>Aspect: Employment</b>				
6	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	-	-
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or parttime employees, by significant locations of operation.	110-114	<a href="#">Creating Environments That Bring Out the Best in Employees Careers (welfare) (Japanese only)</a>
	G4-LA3	Return to work and retention rates after parental leave, by gender.	120-121	<a href="#">Employee Relations (Basic Data)</a>
<b>Aspect: Labor/Management Relations</b>				
3	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	-	-
<b>Aspect: Occupational Health and Safety</b>				
1	G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	-	-
1	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	-	-
1	G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	115-116	<a href="#">Initiatives Aimed at Occupational Health and Safety that Support the Activity of Employees</a>
1	G4-LA8	Health and safety topics covered in formal agreements with trade unions.	-	-
<b>Aspect: Training and Education</b>				
	G4-LA9	Average hours of training per year per employee by gender, and by employee category.	-	-
	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	106-109 110-114	<a href="#">Human Resource Development Supporting the "Seeking of New Opportunities"</a> <a href="#">Creating Environments That Bring Out the Best in Employees</a>
	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	-	-
<b>Aspect: Diversity and Equal Opportunity</b>				
1,6	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	120-121 110-114	<a href="#">Employee Relations (Basic Data)</a> <a href="#">Creating Environments That Bring Out the Best in Employees</a>
<b>Aspect: Equal Remuneration for Women and Men</b>				
1,6	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	-	-
<b>Aspect: Supplier Assessment for Labor Practices</b>				
3,4,5,6	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.	59-61	<a href="#">CSR Survey of Supply Chains</a>
3,4,5,6	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	59-61	<a href="#">CSR Survey of Supply Chains</a>
<b>Aspect: Labor Practices Grievance Mechanisms</b>				
3,4,5,6	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	-	-
<b>Sub-Category: Human rights</b>				
<b>Aspect: Investment</b>				
1,2,3,4,5,6	G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	59-61	<a href="#">CSR Survey of Supply Chains</a>

1,2,3,4,5,6	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	15-17	<a href="#">Respect for Human Rights</a>
<b>Aspect: Non-discrimination</b>				
1,2,6	G4-HR3	Total number of incidents of discrimination and corrective actions taken.	-	-
<b>Aspect: Freedom of Association and Collective Bargaining</b>				
1,2,3	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	58-64	<a href="#">CSR in Our Supply Chain and Business Investment</a>
<b>Aspect: Child Labor</b>				
1,2,5	G4-HR5	Operations and suppliers identified as having significant risk for incidents of childlabor, and measures taken to contribute to the effective abolition of child labor.	58-64	<a href="#">CSR in Our Supply Chain and Business Investment</a>
<b>Aspect: Forced and Compulsory Labor</b>				
1,2,4	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	58-64	<a href="#">CSR in Our Supply Chain and Business Investment</a>
<b>Aspect: Security Practices</b>				
1,2	G4-HR7	Percentage of security personnel trained in the organization's human rights.	15-17	<a href="#">Respect for Human Rights</a>
<b>Aspect: Indigenous Rights</b>				
1,2	G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken.	-	-
<b>Aspect: Assessment</b>				
	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	59-61	<a href="#">CSR Survey of Supply Chains</a>
<b>Aspect: Supplier Human Rights Assessment</b>				
1,2,3,4,5,6	G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	59-61	<a href="#">CSR Survey of Supply Chains</a>
1,2	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	58-64	<a href="#">CSR in Our Supply Chain and Business Investment</a>
<b>Aspect: Human Rights Grievance Mechanisms</b>				
	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	-	-
<b>Sub-Category: Society</b>				
<b>Aspect: Local Communities</b>				
	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	37 70 35-57	<a href="#">Pre Organic Cotton Program</a> <a href="#">Precautionary Approach to Environmental Risks</a> <a href="#">CSR Action Plans</a>
	G4-SO2	Operations with significant actual and potential negative impacts on local communities.	-	-
<b>Aspect: Anti-corruption</b>				
10	G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	128-131	<a href="#">Compliance</a>
10	G4-SO4	Communication and training on anti-corruption policies and procedures.	128-131	<a href="#">Compliance</a>
10	G4-SO5	Confirmed incidents of corruption and actions taken.	128-131	<a href="#">Compliance</a>
<b>Aspect: Public Policy</b>				
10	G4-SO6	Total value of political contributions by country and recipient/beneficiary.	-	-
<b>Aspect: Anti-competitive Behavior</b>				
	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	-	-



<b>Aspect: Compliance</b>				
	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	128-131	<a href="#">Compliance</a>
<b>Aspect: Supplier Assessment for Impacts on Society</b>				
	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society.	59-61	<a href="#">CSR Survey of Supply Chains</a>
	G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.	58-61	<a href="#">CSR in Our Supply Chain and Business Investment</a>
<b>Aspect: Grievance Mechanisms for Impacts on Society</b>				
	G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	70	<a href="#">Precautionary Approach to Environmental Risks</a>
<b>Sub-Category: product responsibility</b>				
<b>Aspect: Customer Health and Safety</b>				
1	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	58-61 49-52 42-44	<a href="#">Supply Chain Management</a> <a href="#">CSR at the Food Company</a> <a href="#">CSR at the Metals &amp; Minerals Company</a>
1	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	-	-
<b>Aspect: Product and Service Labeling</b>				
8	G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	-	-
8	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcome.	-	-
	G4-PR5	Results of surveys measuring customer satisfaction.	-	-
<b>Aspect: Marketing Communications</b>				
	G4-PR6	Sale of banned or disputed products.	-	-
	G4-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.	-	-
<b>Aspect: Customer Privacy</b>				
1	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	-	-
<b>Aspect: Compliance</b>				
1	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	-	-