

# GRI index

## 102 - GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE			LOCATION
102	1-7	S Group: operations, operating countries, ownership and size	S Group
102	8	Information on employees and other workers	Diversity Well-being at work
102	9	Supply chain	Responsible procurement
102	10	Significant changes to the organization and its supply chain	Personnel and locations
102	11	Precautionary Principle or approach	Human rights in S Group
102	12	External initiatives	<a href="http://www.s-kanava.fi/web/s-ryhma/vastuullisuus">www.s-kanava.fi/web/s-ryhma/vastuullisuus</a>
102	13	Membership of associations	<a href="http://www.s-kanava.fi/web/s-ryhma/vastuullisuus">www.s-kanava.fi/web/s-ryhma/vastuullisuus</a>
STRATEGY			
102	14	Statement from senior decision-maker	CEO's comment
102	15	Key impacts, risks, and opportunities	Climate change and the circular economy Human rights in S Group
ETHICS AND INTEGRITY			
102	16	Values, principles, standards, and norms of behavior	Human rights in S Group, <a href="http://www.s-kanava.fi/web/s-ryhma/eettiset-periaatteet">www.s-kanava.fi/web/s-ryhma/eettiset-periaatteet</a>
102	17	Mechanisms for advice and concerns about ethics	Anonymous channel for reporting violations of ethical principles
GOVERNANCE			
102	18	Governance structure	SOK's governance model
102	19-20	Delegating authority and executive-level responsibilities	Cooperative Meeting
102	22-23	Composition and chair of the highest governance body and its committees	SOK's Executive Board 2018
102	24	Nominating and selecting the highest governance body	Executive Board
102	25	Conflicts of interest	Executive Board
102	26	Role of highest governance body in setting purpose, values, and strategy	Supervisory Board
102	28	Evaluating the highest governance body's performance	The Executive Board's self-assessment
102	29-31	Identifying and managing economic, environmental, and social impacts and risks	Internal control and risk management systems
STAKEHOLDER ENGAGEMENT			
102	40-44	S Group's stakeholders and engagement	S Group GHG Inventory Report 2018

REPORTING PRACTICE			
102	45	Entities included in the consolidated financial statements	Personnel and locations
102	46-48	Defining material topics	Responsibility programme
102	49-50	About the report	Description of the Annual Report
102	56	External assurance	S Group GHG Inventory Report 2018
103 - MANAGEMENT APPROACH			LOCATION
103	1-3	Management approach and boundary of material topics	Responsibility programme, <a href="http://www.s-kanava.fi/web/s-ryhma/vastuullisuuden-johtaminen">www.s-kanava.fi/web/s-ryhma/vastuullisuuden-johtaminen</a>
200 - ECONOMIC			
ECONOMIC PERFORMANCE			LOCATION
201	1	Direct economic value generated and distributed	For the good of society
201	2	Financial implications and other risks and opportunities due to climate change	Renewable energy
INDIRECT ECONOMIC IMPACT			
203	1	Infrastructure investments and services supported	Sustainability cooperation
203	2	Significant indirect economic impacts	For the good of society
PROCUREMENT PRACTICES			
204	1	Proportion of spending on local suppliers	Finnish origin
ANTI-CORRUPTION			
205	2	Communication and training about anti-corruption policies and procedures	Training for employees
300 - ENVIRONMENTAL			
MATERIALS			LOCATION
301	1	Materials used by weight or volume	The use of plastic bags is decreasing
301	3	Reclaimed products and their packaging materials	Circular Economy
ENERGY			
302	1	Energy consumption within the organization	Energy consumption
302	3	Energy intensity	Energy consumption
302	4	Reduction of energy consumption	Energy consumption
WATER			
303	1	Water consumption	Energy consumption
BIODIVERSITY			
304	2	Impacts of activities, products, and services on biodiversity	Certified products and raw materials

EMISSIONS			
305	1	Direct (Scope 1) GHG emissions	Emissions
305	2	Energy indirect (Scope 2) GHG emissions	Emissions
305	3	Other indirect (Scope 3) GHG emissions	Emissions
305	4	GHG emissions intensity	Emissions
305	5	Reduction of GHG emissions	Emissions
WASTE			
306	2	Waste by type and disposal method	Waste
SUPPLIER ENVIRONMENTAL ASSESSMENT			
308	1	Suppliers that were screened using environmental criteria	Audits Certified products and raw materials
400 - SOCIAL			
EMPLOYMENT		LOCATION	
401	1	New employee hires and employee turnover	Personnel and locations Jobs for young people
OCCUPATIONAL HEALTH AND SAFETY			
403	2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Flexible work
DIVERSITY AND EQUAL OPPORTUNITY			
405	1	Diversity of governance bodies and employees	Diversity
NON-DISCRIMINATION			
406	1	Incidents of discrimination and corrective actions taken	Anonymous recruitment Diversity
CHILD LABOR			
408	1	Operations and suppliers at significant risk for incidents of child labor	Human rights assessment in procurement Audits
FORCED AND COMPULSORY LABOR			
409	1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human rights assessment in procurement Audits
HUMAN RIGHTS ASSESSMENT			
412	1	Operations that have been subject to human rights reviews or impact assessments	Human rights in S Group
412	2	Employee training on human rights policies or procedures	Training for employees
LOCAL COMMUNITIES			
413	1	Operations with local impact assessments, and development programs	Radical transparency for supply chains
SUPPLIER SOCIAL ASSESSMENT			
414	1	New suppliers that were screened using social criteria	Human rights assessment in procurement Audits
414	2	Negative social impacts in the supply chain and actions taken	Radical transparency for supply chains
CUSTOMER HEALTH AND SAFETY			
416	1	Assessment of the health and safety impacts of product and service categories	For a healthier daily life
CUSTOMER PRIVACY			
418	1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data protection principles