

GRI Guideline Reference Chart

The information contained within this report conforms to Global Reporting Initiative (GRI) Sustainability Reporting Guidelines 4.0.

Also shown are references to the GC Principles applied by Olympus as a signatory of the United Nations Global Compact, and ISO 26000.

General Standard Disclosures

Description *Core Indicator		Item	Page	GC Principles	ISO 26000
Strategy and Analysis					
G4-1*	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Message from the President	3-4		4.7 6.2
G4-2	a. Provide a description of key impacts, risks, and opportunities.	Message from the President Special Feature 1 Risk Management System	3-4 5-10 25		7.4.2
Organizational Profile					
G4-3*	a. Report the name of the organization.	Company Outline	13		
G4-4*	a. Report the primary brands, products, and services.	Business Overview and Markets Served	14-16		
G4-5*	a. Report the location of the organization's headquarters.	Company Outline	13		
G4-6*	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Business Areas	13		
G4-7*	a. Report the nature of ownership and legal form.	Company Outline	13		
G4-8*	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Business Overview and Markets Served	14-16		
G4-9*	a. Report the scale of the organization. · Total number of employees · Total number of operations · Net sales (for private sector organizations) or net revenues (for public sector organizations) · Total capitalization broken down in terms of debt and equity (for private sector organizations) · Quantity of products or services provided	Company Outline Financial Highlights	13 13		6.3.10 6.4.1- 6.4.2 6.4.3 6.4.4 6.4.5 6.8.5 7.8 5.2
G4-10*	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Employment-Related Data	30	6	
G4-11*	a. Report the percentage of total employees covered by collective bargaining agreements.	Labor-Management Consultation	30	3	
G4-12*	a. Describe the organization's supply chain.	—			
G4-13*	a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain. · Changes in the location of, or changes in, operations, including facility openings, closings, and expansions · Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) · Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	N/A			
Commitments to External Initiatives					
G4-14*	a. Report whether and how the precautionary approach or principle is addressed by the organization.	CSR Promotion Structure Risk Management System Commitment to External Initiatives	25 25 28		
G4-15*	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Commitment to External Initiatives	28		

	Description *Core Indicator	Item	Page	GC Principles	ISO 26000
G4-16*	a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: · Holds a position on the governance body · Participates in projects or committees · Provides substantive funding beyond routine membership dues · Views membership as strategic	—			

Identified Material Aspects and Boundaries

G4-17*	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	Organizations Covered by the Report	2		
G4-18*	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	—			
G4-19*	a. List all the material Aspects identified in the process for defining report content.	—			
G4-20*	a. For each material Aspect, report the Aspect Boundary within the organization. ● Whether the Aspect is material within the organization ● If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: – The list of entities or groups of entities included in G4-17 for which the Aspect is not material or – The list of entities or groups of entities included in G4-17 for which the Aspects is material ● Specific limitation regarding the Aspect Boundary within the organization	—			5.2 7.3.2 7.3.3 7.3.4
G4-21*	a. For each material Aspect, report the Aspect Boundary outside the organization. · Whether the Aspect is material outside of the organization · 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. · Specific limitation regarding the Aspect Boundary outside the organization	—			
G4-22*	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	—			
G4-23*	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Organizations Covered by the Report	2		

Stakeholder Engagement

G4-24*	a. Provide a list of stakeholder groups engaged by the organization.	Examples of Communication with Stakeholders	17		
G4-25*	a. Report the basis for identification and selection of stakeholders with whom to engage.	—			
G4-26*	a. Report the 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.	Examples of Communication with Stakeholders	17		5.3
G4-27*	a. Report 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. Report the stakeholder groups that raised each of the key topics and concerns.	Examples of Communication with Stakeholders	17		

Report Profile

G4-28*	a. Reporting period (such as fiscal or calendar year) for information provided.	Period Covered by the Report	2		
G4-29*	a. Date of most recent previous report (if any).	Publication Date	2		7.5.3
G4-30*	a. Reporting cycle (such as annual, biennial).	Publication Date	2		7.6.2
G4-31*	a. Provide the contact point for questions regarding the report or its contents.	Back cover	Back cover		

GRI Content Index

G4-32*	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. (GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.)	This chart			
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Description *Core Indicator		Item	Page	GC Principles	ISO 26000
Assurance					
G4-33*	<p>a. Report the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.</p> <p>c. Report the relationship between the organization and the assurance providers.</p> <p>d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.</p>	Assurance Statement related to GHG Emissions	79-80		
Governance					
Governance Structure and Composition					
G4-34*	a. Report the 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.	Corporate Governance Structure (Annual Report)	18		
G4-35	a. Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	CSR Promotion Structure	25		
G4-36	a. Report 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.	CSR Promotion Structure	25		
G4-37	a. Report 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.	—			
G4-38	<p>a. Report the composition of the highest governance body and its committees.</p> <ul style="list-style-type: none"> · Executive or non-executive · Independence · Tenure on the governance body · Number of each individual's other significant positions and commitments, and the nature of the commitments · Gender · Membership of under-represented social groups · Competences relating to economic, environmental and social impacts · Stakeholder representation 	Corporate Governance Structure (Annual Report)	18		6.2 7.4.3 7.7.5
G4-39	a. Report 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).	Corporate Governance Structure (Annual Report)	18		
G4-40	<p>a. Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including:</p> <ul style="list-style-type: none"> · Whether and how diversity is considered · Whether and how independence is considered · Whether and how expertise and experience relating to economic, environmental and social topics are considered · Whether and how stakeholders (including shareholders) are involved 	Corporate Governance Structure (Annual Report)	18		
G4-41	<p>a. Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.</p> <ul style="list-style-type: none"> · Cross-board membership · Cross-shareholding with suppliers and other stakeholders · Existence of controlling shareholder · Related party disclosures 	Corporate Governance Report			
Highest Governance Body's Role in Setting Purpose, Values, and Strategy					
G4-42	a. Report the 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.	Corporate Governance Structure CSR Promotion Structure	18 25		6.2 7.4.3 7.7.5
Highest Governance Body's Competencies and Performance Evaluation					
G4-43	a. Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	—			6.2 7.4.3 7.7.5
G4-44	<p>a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.</p> <p>b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.</p>	—			
Highest Governance Body's Role in Risk Management					
G4-45	<p>a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</p> <p>b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.</p>	Corporate Governance Structure Risk Management System	18 25		6.2 7.4.3 7.7.5

Description *Core Indicator		Item	Page	GC Principles	ISO 26000
G4-46	a. Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	Corporate Governance Structure Risk Management System	18 25		
G4-47	a. Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	CSR Promotion Structure	25		
Highest Governance Body's Role in Sustainability Reporting					
G4-48	a. Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	—			6.2 7.4.3 7.7.5
Highest Governance Body's Role in Evaluating Economic, Environmental and Social Performance					
G4-49	a. Report the process for communicating critical concerns to the highest governance body.	Corporate Governance Structure CSR Promotion Structure	18 25		6.2 7.4.3 7.7.5
G4-50	a. Report the 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.	—			
Remuneration and Incentives					
G4-51	a. Report the remuneration policies for the highest governance body and senior executives. · Fixed pay and variable pay: – Performance-based pay – Equity-based pay – Bonuses – Deferred or vested shares · Sign-on bonuses or recruitment incentive payments · Termination payments · Clawbacks · Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	(Annual Report)			6.2 7.4.3 7.7.5
G4-52	a. Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	(Annual Report)			
G4-53	a. Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	—			
G4-54	a. Report the 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	a. Report the 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.	—			
Ethics and Integrity					
G4-56*	a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	The Olympus Group's Corporate Philosophy and CSR Olympus Group Corporate Conduct Charter	1 20	10	4.4 6.6.3
G4-57	a. Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Compliance Promotion System	21	10	
G4-58	a. Report the 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.	Compliance Hotline Systems	22	10	

Specific Standard Disclosures

Description	*Core Indicator	Item	Page	GC Principles	ISO 26000
G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach. ·The mechanisms for evaluating the effectiveness of the management approach ·The results of the evaluation of the management approach ·Any related adjustments to the management approach	Employment and Labor Management Systems			
		Occupational Safety and Health Promotion Structure			
		Health Management Support System	29		
		Promotion Structure	31		
		System for Promoting an Active Role for Diverse Human Resources	33		6
		Systems and Mechanisms (Human Rights)	36		7.3.1
		Systems and Mechanisms (Fair Business Practices)	39		7.4.3
		41		7.7.3	
		43		7.7.5	
		56			
		Environmental Management			

Economic

Economic Performance

G4-EC1	Direct economic value generated and distributed	Financial Highlights (Fiscal Year Ended March 31, 2016)			6.8.1-6.8.2, 6.8.3, 6.8.7, 6.8.9
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	—		10	6.5.5
G4-EC3	Coverage of the organization's defined benefit plan obligations	—			6.8.7
G4-EC4	Financial assistance received from government	—			

Market Presence

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	—		6	

Indirect Economic Impacts

G4-EC7	Development and impact of infrastructure investments and services supported	—			
G4-EC8	Significant indirect economic impacts, including the extent of impacts	—			

Procurement Practices

G4-EC9	Proportion of spending on local suppliers at significant locations of operation	—			
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Environmental

Materials

G4-EN1	Materials used by weight or volume	Material Balance	60	7, 8	6.5.4
G4-EN2	Percentage of materials used that are recycled input materials	—		8	

Energy

G4-EN3	Energy consumption within the organization	Energy/Atmospheric Release	61	7, 8	6.5.4
G4-EN4	Energy consumption outside of the organization	Energy/Atmospheric Release	61	8	6.5.4
G4-EN5	Energy intensity	Energy/Atmospheric Release	61	8	6.5.4
G4-EN6	Reduction of energy consumption	Energy/Atmospheric Release	61	8, 9	6.5.4 6.5.5
G4-EN7	Reductions in energy requirements of products and services	—		8, 9	6.5.4 6.5.5

Water

G4-EN8	Total water withdrawal by source	Water/Waste	63	7, 8	
G4-EN9	Water sources significantly affected by withdrawal of water	—		8	6.5.4
G4-EN10	Percentage and total volume of water recycled and reused	—		8	

Biodiversity

G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—			
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	—		8	6.5.6
G4-EN13	Habitats protected or restored	—			
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	—			

Description *Core Indicator		Item	Page	GC Principles	ISO 26000
Emissions					
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Energy/Atmospheric Release	61	7, 8	6.5.5
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Energy/Atmospheric Release	61		
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Energy/Atmospheric Release	61		
G4-EN18	Greenhouse gas (GHG) emissions intensity	Energy/Atmospheric Release	61	8	
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Energy/Atmospheric Release	61	8, 9	
G4-EN20	Emissions of ozone-depleting substances (ODS)	—		7, 8	6.5.3 6.5.5
G4-EN21	NOx, SOx, and other significant air emissions	Energy/Atmospheric Release	61-63		6.5.3
Effluents and Waste					
G4-EN22	Total water discharge by quality and destination	Water/Waste	63	8	6.5.3 6.5.4
G4-EN23	Total weight of waste by type and disposal method	Water/Waste	63		
G4-EN24	Total number and volume of significant spills	Environmental Risk Management	57-58		6.5.3
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	—			
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	—			6.5.3 6.5.4 6.5.6
Products and Services					
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Environmentally Conscious Products	66	7, 8, 9	6.5.3, 6.5.4, 6.5.5, 6.7.5
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	—		8	6.5.3, 6.5.4, 6.7.5
Compliance					
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental Risk Management	57-58	8	4.6
Transport					
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Energy/Atmospheric Release	61-62	8	6.5.4 6.6.6
Overall					
G4-EN31	Total environmental protection expenditures and investments by type	Environmental Accounting	68	7, 8, 9	6.5.1- 6.5.2
Supplier Environmental Assessment					
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	—		8	6.3.5 6.6.6 7.3.1
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Supplier Survey and Improvement Activities Initiatives with Suppliers Green Procurement	27 41 59		
Environmental Grievance Mechanisms					
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Environmental Risk Management	57-58	8	6.3.6
Social					
Labor practices and decent work					
Employment					
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Employment-Related Data	30	6	6.4.3
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	—			6.4.4 6.8.7
G4-LA3	Return to work and retention rates after parental leave, by gender	Employment-Related Data	30	6	6.4.4
Labor/Management Relations					
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Minimum Notice Period Regarding Operational Changes	30	3	6.4.3 6.4.5
Occupational Health and Safety					
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	Labor-Management Consultation	30		6.4.6
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	Safety & Health Promotion Activities	31-32		6.4.6 6.8.8

	Description *Core Indicator	Item	Page	GC Principles	ISO 26000
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	—			
G4-LA8	Health and safety topics covered in formal agreements with trade unions	—			6.4.6
Training and Education					
G4-LA9	Average hours of training per year per employee by gender, and by employee category	—		6	6.4.7
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Systems and Mechanisms (Training and Education)	36		6.4.7 6.8.5
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	—		6	6.4.7
Diversity and Equal Opportunity					
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	Employment-Related Data Diversity of Human Resources	30 39	6	6.2.3, 6.3.7, 6.3.10, 6.4.3
Equal Remuneration for Women and Men					
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	—		6	6.3.7, 6.3.10, 6.4.3, 6.4.4
Supplier Assessment for Labor Practices					
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	—			6.3.5 6.4.3
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Supplier Survey and Improvement Activities	27 41		6.6.6 7.3.1
Labor Practices Grievance Mechanisms					
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	—			6.3.6
Human Rights					
Investment					
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—		2	6.3.3 6.3.5 6.6.6
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	—		1	6.3.5
Non-discrimination					
G4-HR3	Total number of incidents of discrimination and corrective actions taken	—		6	6.3.6, 6.3.7, 6.3.10, 6.4.3
Freedom of Association and Collective Bargaining					
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	Initiatives with Suppliers Human Rights Due Diligence	41 42	3	6.3.3, 6.3.4, 6.3.5, 6.3.8, 6.3.10, 6.4.5, 6.6.6
Forced or Compulsory Labor					
G4-HR5	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	Supplier Survey and Improvement Activities Initiatives with Suppliers Human Rights Due Diligence	27 41 42	5	6.3.3, 6.3.4, 6.3.5, 6.3.7, 6.3.10, 6.6.6, 6.8.4
Security Practices					
G4-HR6	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Supplier Survey and Improvement Activities Initiatives with Suppliers Human Rights Due Diligence	27 41 42	4	6.3.3, 6.3.4, 6.3.5, 6.3.10, 6.6.6
Security Practices					
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	—		1	6.3.4, 6.3.5, 6.6.6
Indigenous Rights					
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	—		1	6.3.4, 6.3.6, 6.3.7, 6.3.8, 6.6.7, 6.8.3
Assessment					
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	—		1	6.3.3, 6.3.4, 6.3.5

Description *Core Indicator		Item	Page	GC Principles	ISO 26000
Supplier Human Rights Assessment					
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	—		2	6.3.3, 6.3.4, 6.3.5, 6.6.6
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Supplier Survey and Improvement Activities Initiatives with Suppliers	27 41		
Human Rights Grievance Mechanisms					
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	—		1	6.3.6
Society					
Local Communities					
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	—		1	6.3.9, 6.5.1-6.5.2, 6.5.3, 6.8
G4-SO2	Operations with significant actual or potential negative impacts on local communities	—			6.3.9, 6.5.3, 6.8
Anti-corruption					
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	—			6.6.1-6.6.2, 6.6.3
G4-SO4	Communication and training on anti-corruption policies and procedures	Compliance Education Prevention of Bribery	23 43	10	6.6.1-6.6.2, 6.6.3, 6.6.6
G4-SO5	Confirmed incidents of corruption and actions taken	Status of Legal Compliance	24		6.6.1-6.6.2, 6.6.3
Public Policy					
G4-SO6	Total value of political contributions by country and recipient/beneficiary	—		10	6.6.1-6.6.2, 6.6.4
Anti-competitive Behavior					
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	—			6.6.1-6.6.2, 6.6.5, 6.6.7
Compliance					
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Status of Legal Compliance	24		4.6
Supplier Assessment for Impacts on Society					
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	—			6.3.5, 6.6.1-6.6.2, 7.3.1, 6.6.6, 6.8.1-6.8.2,
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Supplier Survey and Improvement Activities	27		
Grievance Mechanisms for Impacts on Society					
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	—			6.3.6, 6.6.1-6.6.2, 6.8.1-6.8.2
Product Responsibility					
Customer Health and Safety					
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	—			6.7.1-6.7.2, 6.7.4, 6.7.5, 6.8.8
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	—			4.6, 6.7.1-6.7.2, 6.7.4, 6.7.5, 6.8.8
Product and Service Labeling					
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	—			6.7.1-6.7.2, 6.7.3, 6.7.4, 6.7.5, 6.7.9

Description *Core Indicator		Item	Page	GC Principles	ISO 26000
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	—			4.6, 6.7.1-6.7.2, 6.7.3, 6.7.4, 6.7.5, 6.7.9
G4-PR5	Results of surveys measuring customer satisfaction	—			6.7.1-6.7.2, 6.7.6
Marketing Communications					
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	—			4.6, 6.7.1-6.7.2, 6.7.3
Customer Privacy					
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	—			6.7.1-6.7.2, 6.7.7
Compliance					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	—			4.6, 6.7.1-6.7.2, 6.7.6

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<p>Human Rights</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p> <p>Labor</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labor;</p> <p>Principle 5: the effective abolition of child labor; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>Environment</p> <p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p> <p>Anti-Corruption</p> <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>
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© ISO 26000: Core Social Responsibility Subjects and Issues

Core Subject	Issues	
Organizational governance	6.2 Organizational governance	
Human rights	6.3.3 Due diligence	
	6.3.4 Human rights risk situations	
	6.3.5 Avoidance of complicity	
	6.3.6 Resolving grievances	
	6.3.7 Discrimination and vulnerable groups	
	6.3.8 Civil and political rights	
	6.3.9 Economic, social and cultural rights	
	6.3.10 Fundamental principles and rights at work	
	Labor practices	6.4.3 Employment and employment relationships
		6.4.4 Conditions of work and social protection
6.4.5 Social dialogue		
6.4.6 Health and safety at work		
6.4.7 Human development and training in the workplace		
The environment	6.5.3 Prevention of pollution	
	6.5.4 Sustainable resource use	
	6.5.5 Climate change mitigation and adaptation	
	6.5.6 Protection of the environment, biodiversity and restoration of natural habitats	

Core Subject	Issues	
Fair operating practices	6.6.3 Anti-corruption	
	6.6.4 Responsible political involvement	
	6.6.5 Fair competition	
	6.6.6 Promoting social responsibility in the value chain	
	6.6.7 Respect for property rights	
	Consumer issues	6.7.3 Fair marketing, factual and unbiased information and fair contractual practices
		6.7.4 Protecting consumers' health and safety
6.7.5 Sustainable consumption		
6.7.6 Consumer service, support, and complaint and dispute resolution		
6.7.7 Consumer data protection and privacy		
6.7.8 Access to essential services		
6.7.9 Education and awareness		
Community involvement and development		6.8.3 Community involvement
		6.8.4 Education and culture
		6.8.5 Employment creation and skills development
	6.8.6 Technology development and access	
	6.8.7 Wealth and income creation	
	6.8.8 Health	
	6.8.9 Social investment	