

LEADERSHIP MESSAGES

EXECUTIVE SUMMARY

PURPOSE AND VALUES

OUR BUSINESS

ESG STRATEGY

SUSTAINABLE SOLUTIONS
AND INNOVATION

ENVIRONMENTAL

SOCIAL

GOVERNANCE

ABOUT THIS REPORT

Appendix A: SASB Indices

Appendix B: TCFD Index

Appendix C: GRI Index

Appendix D:
UN Global Compact Index

Cautionary Statement
Regarding Forward-Looking
Information

Appendix D: UN Global Compact Index

UN GC PRINCIPLE	DESCRIPTION	REFERENCE
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	See the Human Rights section of this report
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	See the Human Rights section of this report
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	See the Human Rights section of this report
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	See the Human Rights section of this report
Principle 5	Businesses should uphold the effective abolition of child labor.	See the Human Rights section of this report
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	See the Human Rights and Diversity, Equity and Inclusion sections of this report
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	See the Sustainable Solutions & Innovation and Management of Climate-Related risks sections of this report
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	See the ESG Strategy, Sustainable Solutions & Innovation and Environmental sections of this report
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	See the Sustainable Solutions & Innovation section of this report
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	See the Anti-Corruption section of this report