



G3 Content Index - GRI Application Level C

Application Level C		Self-declared	
STANDARD DISCLOSURES PART I: Profile Disclosures			
1. Strategy and Analysis			
Profile Disclosure	Disclosure	Level of Reporting	Location of disclosure
1.1	Statement from the most senior decision-maker of the organization.	Fully	CEO's Message 2015 Annual Report
2. Organizational Profile			
Profile Disclosure	Disclosure	Level of Reporting	Location of disclosure
2.1	Name of the organization.	Fully	Coverpage
2.2	Primary brands, products, and/or services.	Fully	2015 Annual Report
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	2015 Annual Report
2.4	Location of organization's headquarters.	Fully	2015 Annual Report
2.5	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.	Fully	2015 Annual Report
2.6	Nature of ownership and legal form.	Fully	2015 Annual Report
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	2015 Annual Report
2.8	Scale of the reporting organization.	Fully	2015 Annual Report
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	2015 Sustainability Report
2.10	Awards received in the reporting period.	Fully	No awards received
3. Report Parameters			
Profile Disclosure	Disclosure	Level of Reporting	Location of disclosure
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	2015 Sustainability Report

3.2	Date of most recent previous report (if any).	Fully	2014 Sustainability Report available on website
3.3	Reporting cycle (annual, biennial, etc.)	Fully	2015 Sustainability Report
3.4	Contact point for questions regarding the report or its contents.	Fully	corporate@emecogroup.com
3.5	Process for defining report content.	Fully	About this report 2015 Sustainability Report
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	2015 Annual Report
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	2015 Annual Report
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	2015 Annual Report
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	No restatements
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	No changes from prior period
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	www.emecogroup.com
4. Governance, Commitments, and Engagement			
Profile Disclosure	Disclosure	Level of Reporting	Location of disclosure
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	2015 Annual Report
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	2015 Annual Report
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	2015 Annual Report
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	2015 Annual Report
4.14	List of stakeholder groups engaged by the organization.	Fully	Our stakeholders 2015 Sustainability Report
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Our stakeholders 2015 Sustainability Report
STANDARD DISCLOSURES PART III: Performance Indicators			
Economic			

Indicator	Disclosure	Level of Reporting	Location of disclosure
Economic performance			
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.	Fully	2015 Annual Report
Environmental			
Indicator	Disclosure	Level of Reporting	Location of disclosure
Energy			
EN5	Energy saved due to conservation and efficiency improvements.	Partially	Environment 2015 Sustainability Report
Emissions, effluents and waste			
EN23	Total number and volume of significant spills.	Fully	Environment 2015 Sustainability Report
Social: Labor Practices and Decent Work			
Indicator	Disclosure	Level of Reporting	Location of disclosure
Employment			
LA1	Total workforce by employment type, employment contract, and region.	Fully	People - Data 2015 Sustainability Report
LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully	People - Data 2015 Sustainability Report
Occupational health and safety			
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	People - Safety Performance 2015 Sustainability Report
Training and education			
LA10	Average hours of training per year per employee by employee category.	Partially	People - Employee development 2015 Sustainability Report
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	People - Employee development 2015 Sustainability Report
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	People - Data 2015 Sustainability Report

Social: Human Rights			
Indicator	Disclosure	Level of Reporting	Location of disclosure
Child labor			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Fully	No operations have significant risk for incidents of child labor
Forced and compulsory labor			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Fully	No operations have significant risk for incidents of forced or compulsory labor
Security practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	Not required for our operations
Indigenous rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	There were no incidents of violations involving rights of indigenous people
Social: Society			
Indicator	Disclosure	Level of Reporting	Location of disclosure
Community			
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.	Fully	Community 2015 Sustainability report