

# 2016 UN Global Compact Communication on Progress

## Johnson Controls, Inc.

### Introduction

Johnson Controls is a global diversified technology and industrial leader serving customers in more than 150 countries. Our 117,000 employees create quality products, services and solutions to optimize energy and operational efficiencies of buildings; lead-acid automotive batteries and advanced batteries for hybrid and electric vehicles; and seating components and systems for automobiles. Our commitment to sustainability dates back to our roots in 1885, with the invention of the first electric room thermostat. Through our growth strategies and by increasing market share we are committed to delivering value to shareholders and making our customers successful.



For additional information, please visit <http://www.johnsoncontrols.com> or follow us @johnsoncontrols on Twitter.

Access a printable version of our [2016 Communication on Progress](#) in PDF format.

### Statement of Continued Support



Message from Alex A. Molinaroli, Chairman, President and Chief Executive Officer

Johnson Controls signed the United Nations Global Compact in 2004. We have been committed to aligning our operations and strategies with the Compact's Ten Principles, which are universally accepted and cover human rights, labor, health and safety, the environment and anti-corruption. Our Human Rights & Sustainability Policy defines how we abide by these principles and related global standards. Our Ethics Policy, which is reviewed annually, guides us as we grow and confront new business issues in the countries in which we operate. Our

Ethics Policy defines how we treat each other with fairness, dignity and respect, and provides guidance regarding acceptable and appropriate practices and actions for all of our employees.

As part of our commitment to support the Compact's Ten Principles, we have updated our Communication on Progress (COP) Report as well as met each of the 21 criterion required to achieve "Advanced Level" status. Our COP Report provides details on how we are implementing the Ten Principles and meeting many, if not most, best practices under each criterion relevant to our company.

In addition to posting our COP Report on the [UN Global Compact website](#), we also post it on our [public website](#), where you will also find our most recent Global Reporting Initiative (GRI) Report, Business and Sustainability Report, Ethics Policy and Human Rights & Sustainability Policy.

For more than 130 years, Johnson Controls, a global diversified technology and industrial leader, has made sustainability an integral part of business through its vision and values. We are continually recognized for these efforts through the results we deliver. We collaborate with customers, suppliers and communities worldwide, acting ethically to protect the environment and improve quality of life. Through our products, services, operations and partnerships, we promote the efficient use of resources, supporting global sustainability as well as business success.

We work to grow our business through sustainable products and services, improving operational effectiveness and expanding our engagement with key stakeholders on sustainability issues. These strategies not only reduce the environmental footprint of our operations and supply chain but also drive profitable growth as we lower costs, increase productivity and exceed increasing expectations for more sustainable products and services.

Johnson Controls remains committed to strengthening communities through environmental conservation, social service and education where we work and operate. In 2015, we donated \$14.5 million and over 25,000 employees in more than 58 countries logged more than 316,000 volunteer hours to support these efforts. We are especially proud of our Conservation Leadership Program which supports hands-on youth environmental education around the globe.

In 2015, Johnson Controls was ranked #17 among the 100 Best Corporate Citizens by Corporate Responsibility Magazine and recognized as one of the World's Most Ethical Companies by Ethisphere Magazine list for the tenth consecutive year. It is the dedication and hard work of all of our employees across the globe that allow us to achieve the sustainability goals we set for ourselves and to stand behind our vision of creating a more safe, comfortable and sustainable world.

Alex A. Molinaroli  
 Chairman, President and Chief Executive Officer  
 Johnson Controls  
[www.johnsoncontrols.com](http://www.johnsoncontrols.com)

## UN Global Compact Principles and Associated GRI Indicators

Principles		GRI G4 Indicators			
<b>Human Rights</b>					
<b>1</b>	Businesses should support and respect the protection of internationally proclaimed human rights.	<a href="#">G4- HR1</a>	<a href="#">G4- HR2</a>	<a href="#">G4- HR3</a>	<a href="#">G4- HR4</a>
		<a href="#">G4- HR5</a>	<a href="#">G4- HR6</a>	<a href="#">G4- HR7</a>	<a href="#">G4- HR8</a>
		<a href="#">G4- HR9</a>	<a href="#">G4- HR10</a>	<a href="#">G4- HR12</a>	<a href="#">G4- SO1</a>
		<a href="#">G4- SO2</a>			
<b>2</b>	Businesses should ensure that they are not complicit in human rights abuses.	<a href="#">G4- HR1</a>	<a href="#">G4- HR7</a>	<a href="#">G4- HR10</a>	<a href="#">G4- HR11</a>
<b>Labour Standards</b>					
<b>3</b>	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<a href="#">G4- L1</a>	<a href="#">G4- LA4</a>	<a href="#">G4- LA11</a>	<a href="#">G4- HR4</a>
<b>4</b>	Businesses should support the elimination of all forms of forced and compulsory labour.	<a href="#">G4-HR6</a>			
<b>5</b>	Businesses should support the effective abolition of child labour.	<a href="#">G4-HR5</a>			
<b>6</b>	Businesses should support the elimination of discrimination in respect of employment and occupation.	<a href="#">G4- L10</a>	<a href="#">G4- LA1</a>	<a href="#">G4- LA3</a>	<a href="#">G4- LA9</a>
		<a href="#">G4- LA11</a>	<a href="#">G4- LA12</a>	<a href="#">G4- LA13</a>	<a href="#">G4- HR3</a>
<b>Environment</b>					
<b>7</b>	Businesses should support a precautionary approach to environmental challenges.	<a href="#">G4- EN14</a>	<a href="#">G4- EC2</a>	<a href="#">G4- EN1</a>	<a href="#">G4- EN3</a>
		<a href="#">G4- EN8</a>	<a href="#">G4- EN15</a>	<a href="#">G4- EN16</a>	<a href="#">G4- EN17</a>
		<a href="#">G4- EN20</a>	<a href="#">G4- EN21</a>	<a href="#">G4- EN27</a>	<a href="#">G4- EN31</a>
<b>8</b>	Businesses should undertake initiatives to promote greater environmental responsibility.	<a href="#">G4- EN1</a>	<a href="#">G4- EN2</a>	<a href="#">G4- EN3</a>	<a href="#">G4- EN4</a>
		<a href="#">G4- EN5</a>	<a href="#">G4- EN6</a>	<a href="#">G4- EN7</a>	<a href="#">G4- EN8</a>
		<a href="#">G4- EN9</a>	<a href="#">G4- EN10</a>	<a href="#">G4- EN11</a>	<a href="#">G4- EN12</a>
		<a href="#">G4- EN13</a>	<a href="#">G4- EN14</a>	<a href="#">G4- EN15</a>	<a href="#">G4- EN16</a>
		<a href="#">G4- EN17</a>	<a href="#">G4- EN18</a>	<a href="#">G4- EN19</a>	<a href="#">G4- EN20</a>
		<a href="#">G4- EN21</a>	<a href="#">G4- EN22</a>	<a href="#">G4- EN23</a>	<a href="#">G4- EN24</a>
		<a href="#">G4- EN25</a>	<a href="#">G4- EN26</a>	<a href="#">G4- EN27</a>	<a href="#">G4- EN28</a>
		<a href="#">G4- EN29</a>	<a href="#">G4- EN30</a>	<a href="#">G4- EN31</a>	<a href="#">G4- EN32</a>
		<a href="#">G4- EN33</a>	<a href="#">G4- EN34</a>		

<b>9</b>	Businesses should encourage the development and diffusion of environmentally friendly technologies.	<a href="#">G4-EN2</a>	<a href="#">G4-EN6</a>	<a href="#">G4-EN7</a>	<a href="#">G4-EN10</a>
		<a href="#">G4-EN19</a>	<a href="#">G4-EN27</a>	<a href="#">G4-EN28</a>	<a href="#">G4-EN31</a>
<b>Anti-corruption</b>					
<b>10</b>	Businesses should work against corruption in all its forms, including extortion and bribery.	<a href="#">G4-S04</a>	<a href="#">G4-S05</a>	<a href="#">G4-S06</a>	<a href="#">G4-S03</a>

## UN Global Compact Advanced Level Criteria

	Criterion Number and Description	GRI G4 Indicators																																			
<b>i</b>	Details of Communication on Progress:																																				
<b>ii</b>	Compliance with the Global Compact is demonstrated by:																																				
<b>iii</b>	Operations in high-risk and/or conflict affected areas:	<a href="#">Conflict Minerals Policy</a> <a href="#">Human Rights &amp; Sustainability Policy</a> <a href="#">Ethics Policy</a>																																			
<b>iv</b>	COP includes and communicates measurement of outcomes:	<a href="#">GRI Report</a> <a href="#">2015 10K</a> <a href="#">2015 BSR</a> <a href="#">2016 Business Roundtable Sustainability Report</a>																																			
<b>v</b>	COP accuracy and completeness of information is assessed by a credible third-party:	<a href="#">G4-25</a> <a href="#">G4-26</a> <a href="#">G4-33</a>																																			
<b>vi</b>	The COP incorporates the following high standards of transparency and disclosure:	<a href="#">G4-1</a> <a href="#">G4-2</a> <a href="#">G4-32</a> <a href="#">G4-EC2</a>																																			
<b>1</b>	The COP describes mainstreaming into corporate functions and business units	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;"><a href="#">GRI Report</a></td> <td style="width: 33%;"><a href="#">G4-1</a></td> <td style="width: 33%;"><a href="#">G4-14</a></td> <td><a href="#">G4-2</a></td> <td><a href="#">G4-33</a></td> <td><a href="#">G4-34</a></td> <td><a href="#">G4-35</a></td> </tr> <tr> <td><a href="#">G4-36</a></td> <td><a href="#">G4-37</a></td> <td><a href="#">G4-38</a></td> <td><a href="#">G4-39</a></td> <td><a href="#">G4-40</a></td> <td><a href="#">G4-41</a></td> <td><a href="#">G4-42</a></td> </tr> <tr> <td><a href="#">G4-43</a></td> <td><a href="#">G4-44</a></td> <td><a href="#">G4-45</a></td> <td><a href="#">G4-46</a></td> <td><a href="#">G4-47</a></td> <td><a href="#">G4-48</a></td> <td><a href="#">G4-49</a></td> </tr> <tr> <td><a href="#">G4-50</a></td> <td><a href="#">G4-51</a></td> <td><a href="#">G4-52</a></td> <td><a href="#">G4-53</a></td> <td><a href="#">G4-54</a></td> <td><a href="#">G4-55</a></td> <td><a href="#">G4-56</a></td> </tr> <tr> <td><a href="#">G4-DMA - Aspect: Indirect Economic Impacts</a></td> <td><a href="#">G4-DMA - Aspect: Products and Services</a></td> <td><a href="#">G4-EC7</a></td> <td><a href="#">G4-EC8</a></td> <td><a href="#">G4-EN27</a></td> <td><a href="#">G4-HR1</a></td> <td><a href="#">G4-HR10</a></td> </tr> </table>	<a href="#">GRI Report</a>	<a href="#">G4-1</a>	<a href="#">G4-14</a>	<a href="#">G4-2</a>	<a href="#">G4-33</a>	<a href="#">G4-34</a>	<a href="#">G4-35</a>	<a href="#">G4-36</a>	<a href="#">G4-37</a>	<a href="#">G4-38</a>	<a href="#">G4-39</a>	<a href="#">G4-40</a>	<a href="#">G4-41</a>	<a href="#">G4-42</a>	<a href="#">G4-43</a>	<a href="#">G4-44</a>	<a href="#">G4-45</a>	<a href="#">G4-46</a>	<a href="#">G4-47</a>	<a href="#">G4-48</a>	<a href="#">G4-49</a>	<a href="#">G4-50</a>	<a href="#">G4-51</a>	<a href="#">G4-52</a>	<a href="#">G4-53</a>	<a href="#">G4-54</a>	<a href="#">G4-55</a>	<a href="#">G4-56</a>	<a href="#">G4-DMA - Aspect: Indirect Economic Impacts</a>	<a href="#">G4-DMA - Aspect: Products and Services</a>	<a href="#">G4-EC7</a>	<a href="#">G4-EC8</a>	<a href="#">G4-EN27</a>	<a href="#">G4-HR1</a>	<a href="#">G4-HR10</a>
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		<a href="#">G4-PR1</a>						
<b>2</b>	The COP describes value chain implementation	<a href="#">GRI Report</a>	<a href="#">G4-11</a>	<a href="#">G4-12</a>	<a href="#">G4-13</a>	<a href="#">G4-14</a>	<a href="#">G4-15</a>	<a href="#">G4-16</a>
		<a href="#">G4-2</a>	<a href="#">G4-24</a>	<a href="#">G4-26</a>	<a href="#">G4-27</a>	<a href="#">G4-33</a>	<a href="#">G4-41</a>	<a href="#">G4-45</a>
		<a href="#">G4-47</a>	<a href="#">G4-56</a>	<a href="#">G4-DMA - Aspect: Anti-competitive Behavior</a>	<a href="#">G4-DMA - Aspect: Anti-corruption</a>	<a href="#">G4-DMA - Aspect: Assessment Human Rights</a>	<a href="#">G4-DMA - Aspect: Child Labor</a>	<a href="#">G4-DMA - Aspect: Compliance</a>
		<a href="#">G4-DMA - Aspect: Diversity and Equal Opportunity</a>	<a href="#">G4-DMA - Aspect: Employment</a>	<a href="#">G4-DMA - Aspect: Equal Remuneration for Women and Men</a>	<a href="#">G4-DMA - Aspect: Forced or Compulsory Labor</a>	<a href="#">G4-DMA - Aspect: Freedom of Association and Collective Bargain...</a>	<a href="#">G4-DMA - Aspect: Grievance Mechanisms for Impacts on Society...</a>	<a href="#">G4-DMA - Aspect: Human Rights Grievance Mechanisms</a>
		<a href="#">G4-DMA - Aspect: Indigenous Rights</a>	<a href="#">G4-DMA - Aspect: Investment</a>	<a href="#">G4-DMA - Aspect: Labor Practices Grievance Mechanisms</a>	<a href="#">G4-DMA - Aspect: Labor/Management Relations</a>	<a href="#">G4-DMA - Aspect: Local Communities</a>	<a href="#">G4-DMA - Aspect: Non-discrimination</a>	<a href="#">G4-DMA - Aspect: Occupational Health and Safety</a>
		<a href="#">G4-DMA - Aspect: Public Policy</a>	<a href="#">G4-DMA - Aspect: Security Practices</a>	<a href="#">G4-DMA - Aspect: Supplier Assessment for Impacts on Society ...</a>	<a href="#">G4-DMA - Aspect: Supplier Assessment for Labor Practices</a>	<a href="#">G4-DMA - Aspect: Supplier Environmental Assessment</a>	<a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a>	<a href="#">G4-DMA - Aspect: Training and Education</a>
		<a href="#">G4-EC1</a>	<a href="#">G4-EC2</a>	<a href="#">G4-EC7</a>	<a href="#">G4-EC8</a>	<a href="#">G4-EC9</a>	<a href="#">G4-EN1</a>	<a href="#">G4-EN10</a>
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		<a href="#">G4-EN6</a>	<a href="#">G4-EN7</a>	<a href="#">G4-EN8</a>	<a href="#">G4-EN9</a>	<a href="#">G4-HR1</a>	<a href="#">G4-HR10</a>	<a href="#">G4-HR2</a>
		<a href="#">G4-HR4</a>	<a href="#">G4-HR6</a>	<a href="#">G4-HR7</a>	<a href="#">G4-HR8</a>	<a href="#">G4-LA10</a>	<a href="#">G4-LA11</a>	<a href="#">G4-LA12</a>
		<a href="#">G4-LA14</a>	<a href="#">G4-LA15</a>	<a href="#">G4-LA2</a>	<a href="#">G4-LA4</a>	<a href="#">G4-LA5</a>	<a href="#">G4-LA6</a>	<a href="#">G4-LA7</a>
		<a href="#">G4-LA9</a>	<a href="#">G4-PR3</a>	<a href="#">G4-PR5</a>	<a href="#">G4-PR7</a>	<a href="#">G4-SO1</a>	<a href="#">G4-SO10</a>	<a href="#">G4-SO11</a>
		<a href="#">G4-SO4</a>	<a href="#">G4-SO6</a>	<a href="#">G4-SO8</a>	<a href="#">G4-SO9</a>			
		<b>3</b>	The COP describes robust commitments, strategies or policies in the area of human rights	<a href="#">GRI Report</a>	<a href="#">G4-2</a>	<a href="#">G4-45</a>	<a href="#">G4-47</a>	<a href="#">G4-56</a>
<a href="#">G4-DMA - Aspect: Forced or Compulsory Labor</a>	<a href="#">G4-DMA - Aspect: Freedom of Association and Collective Bargain...</a>			<a href="#">G4-DMA - Aspect: Human Rights Grievance Mechanisms</a>	<a href="#">G4-DMA - Aspect: Indigenous Rights</a>	<a href="#">G4-DMA - Aspect: Investment</a>	<a href="#">G4-DMA - Aspect: Non-discrimination</a>	<a href="#">G4-DMA - Aspect: Security Practices</a>
<a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a>	<a href="#">G4-HR10</a>							
<b>4</b>	The COP describes effective management systems to integrate the human rights principles	<a href="#">GRI Report</a>	<a href="#">G4-15</a>	<a href="#">G4-2</a>	<a href="#">G4-27</a>	<a href="#">G4-35</a>	<a href="#">G4-36</a>	<a href="#">G4-42</a>
		<a href="#">G4-43</a>	<a href="#">G4-44</a>	<a href="#">G4-45</a>	<a href="#">G4-46</a>	<a href="#">G4-47</a>	<a href="#">G4-48</a>	<a href="#">G4-50</a>
		<a href="#">G4-52</a>	<a href="#">G4-54</a>	<a href="#">G4-55</a>	<a href="#">G4-DMA - Aspect: Assessment Human Rights</a>	<a href="#">G4-DMA - Aspect: Child Labor</a>	<a href="#">G4-DMA - Aspect: Forced or Compulsory Labor</a>	<a href="#">G4-DMA - Aspect: Freedom of Association and Collective Bargain...</a>
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		<a href="#">G4-HR1</a>	<a href="#">G4-HR10</a>	<a href="#">G4-HR2</a>	<a href="#">G4-HR3</a>	<a href="#">G4-HR4</a>	<a href="#">G4-HR5</a>	<a href="#">G4-HR6</a>
		<a href="#">G4-HR7</a>	<a href="#">G4-HR8</a>	<a href="#">G4-LA10</a>	<a href="#">G4-LA11</a>	<a href="#">G4-LA9</a>		
<b>5</b>	The COP describes effective monitoring and	<a href="#">GRI Report</a>	<a href="#">G4-16</a>	<a href="#">G4-2</a>	<a href="#">G4-26</a>	<a href="#">G4-27</a>	<a href="#">G4-33</a>	<a href="#">G4-35</a>
		<a href="#">G4-36</a>	<a href="#">G4-42</a>	<a href="#">G4-43</a>	<a href="#">G4-44</a>	<a href="#">G4-45</a>	<a href="#">G4-46</a>	<a href="#">G4-47</a>
							<a href="#">G4-DMA -</a>	<a href="#">G4-DMA -</a>

<p>evaluation mechanisms of human rights integration</p>	<p><a href="#">G4-48</a></p> <p><a href="#">G4-DMA - Aspect: Child Labor</a></p> <p><a href="#">G4-DMA - Aspect: Non-discrimination</a></p> <p><a href="#">G4-EN31</a></p> <p><a href="#">G4-LA5</a></p> <p><a href="#">G4-SO1</a></p>	<p><a href="#">G4-50</a></p> <p><a href="#">G4-DMA - Aspect: Forced or Compulsory Labor</a></p> <p><a href="#">G4-DMA - Aspect: Public Policy</a></p> <p><a href="#">G4-HR1</a></p> <p><a href="#">G4-LA6</a></p> <p><a href="#">G4-SO6</a></p>	<p><a href="#">G4-52</a></p> <p><a href="#">G4-DMA - Aspect: Freedom of Association and Collective Barqa...</a></p> <p><a href="#">G4-DMA - Aspect: Security Practices</a></p> <p><a href="#">G4-HR10</a></p> <p><a href="#">G4-LA9</a></p> <p><a href="#">G4-SO7</a></p>	<p><a href="#">G4-54</a></p> <p><a href="#">G4-DMA - Aspect: Human Rights Grievance Mechanisms</a></p> <p><a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a></p> <p><a href="#">G4-HR3</a></p> <p><a href="#">G4-PR4</a></p>	<p><a href="#">G4-55</a></p> <p><a href="#">G4-DMA - Aspect: Indigenous Rights</a></p> <p><a href="#">G4-EN24</a></p> <p><a href="#">G4-HR8</a></p> <p><a href="#">G4-PR7</a></p>	<p><a href="#">Aspect: Anti-competitive Behavior</a></p> <p><a href="#">G4-DMA - Aspect: Investment</a></p> <p><a href="#">G4-EN27</a></p> <p><a href="#">G4-LA10</a></p> <p><a href="#">G4-PR8</a></p>	<p><a href="#">Aspect: Assessment Human Rights</a></p> <p><a href="#">G4-DMA - Aspect: Local Communities</a></p> <p><a href="#">G4-EN29</a></p> <p><a href="#">G4-LA11</a></p> <p><a href="#">G4-PR9</a></p>
<p><b>6</b> The COP describes robust commitments, strategies or policies in the area of labor</p>	<p><a href="#">GRI Report</a></p> <p><a href="#">G4-DMA - Aspect: Anti-corruption</a></p> <p><a href="#">G4-DMA - Aspect: Labor Practices Grievance Mechanisms</a></p> <p><a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a></p>	<p><a href="#">G4-1</a></p> <p><a href="#">G4-DMA - Aspect: Compliance</a></p> <p><a href="#">G4-DMA - Aspect: Labor/Management Relations</a></p> <p><a href="#">G4-DMA - Aspect: Training and Education</a></p>	<p><a href="#">G4-2</a></p> <p><a href="#">G4-DMA - Aspect: Diversity and Equal Opportunity</a></p> <p><a href="#">G4-DMA - Aspect: Local Communities</a></p> <p><a href="#">G4-HR1</a></p>	<p><a href="#">G4-45</a></p> <p><a href="#">G4-DMA - Aspect: Employment</a></p> <p><a href="#">G4-DMA - Aspect: Occupational Health and Safety</a></p> <p><a href="#">G4-HR10</a></p>	<p><a href="#">G4-47</a></p> <p><a href="#">G4-DMA - Aspect: Equal Remuneration for Women and Men</a></p> <p><a href="#">G4-DMA - Aspect: Public Policy</a></p> <p><a href="#">G4-LA2</a></p>	<p><a href="#">G4-56</a></p> <p><a href="#">G4-DMA - Aspect: Grievance Mechanisms for Impacts on Society...</a></p> <p><a href="#">G4-DMA - Aspect: Supplier Assessment for Impacts on Society ...</a></p>	<p><a href="#">G4-DMA - Aspect: Anti-competitive Behavior</a></p> <p><a href="#">G4-DMA - Aspect: Investment</a></p> <p><a href="#">G4-DMA - Aspect: Supplier Assessment for Labor Practices</a></p>
<p><b>7</b> The COP describes effective management systems to integrate the labor principles</p>	<p><a href="#">GRI Report</a></p> <p><a href="#">G4-DMA - Aspect: Child Labor</a></p> <p><a href="#">G4-DMA - Aspect: Investment</a></p> <p><a href="#">G4-DMA - Aspect: Training and Education</a></p> <p><a href="#">G4-HR8</a></p>	<p><a href="#">G4-1</a></p> <p><a href="#">G4-DMA - Aspect: Diversity and Equal Opportunity</a></p> <p><a href="#">G4-DMA - Aspect: Labor Practices Grievance Mechanisms</a></p> <p><a href="#">G4-HR1</a></p> <p><a href="#">G4-LA11</a></p>	<p><a href="#">G4-15</a></p> <p><a href="#">G4-DMA - Aspect: Employment</a></p> <p><a href="#">G4-DMA - Aspect: Labor/Management Relations</a></p> <p><a href="#">G4-HR10</a></p> <p><a href="#">G4-LA7</a></p>	<p><a href="#">G4-2</a></p> <p><a href="#">G4-DMA - Aspect: Equal Remuneration for Women and Men</a></p> <p><a href="#">G4-DMA - Aspect: Occupational Health and Safety</a></p> <p><a href="#">G4-HR2</a></p> <p><a href="#">G4-LA9</a></p>	<p><a href="#">G4-45</a></p> <p><a href="#">G4-DMA - Aspect: Forced or Compulsory Labor</a></p> <p><a href="#">G4-DMA - Aspect: Security Practices</a></p> <p><a href="#">G4-HR4</a></p>	<p><a href="#">G4-47</a></p> <p><a href="#">G4-DMA - Aspect: Freedom of Association and Collective Barqa...</a></p> <p><a href="#">G4-DMA - Aspect: Supplier Assessment for Labor Practices</a></p> <p><a href="#">G4-HR6</a></p>	<p><a href="#">G4-56</a></p> <p><a href="#">G4-DMA - Aspect: Indigenous Rights</a></p> <p><a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a></p> <p><a href="#">G4-HR7</a></p>
<p><b>8</b> The COP describes effective monitoring and evaluation mechanisms of labor principles integration</p>	<p><a href="#">GRI Report</a></p> <p><a href="#">G4-DMA - Aspect: Diversity and Equal Opportunity</a></p> <p><a href="#">G4-DMA - Aspect: Labor Practices Grievance Mechanisms</a></p>	<p><a href="#">G4-14</a></p> <p><a href="#">G4-DMA - Aspect: Employment</a></p> <p><a href="#">G4-DMA - Aspect: Labor/Management Relations</a></p>	<p><a href="#">G4-27</a></p> <p><a href="#">G4-DMA - Aspect: Equal Remuneration for Women and Men</a></p> <p><a href="#">G4-DMA - Aspect: Non-discrimination</a></p>	<p><a href="#">G4-33</a></p> <p><a href="#">G4-DMA - Aspect: Forced or Compulsory Labor</a></p> <p><a href="#">G4-DMA - Aspect: Occupational Health and Safety</a></p>	<p><a href="#">G4-45</a></p> <p><a href="#">G4-DMA - Aspect: Freedom of Association and Collective Barqa...</a></p> <p><a href="#">G4-DMA - Aspect: Supplier Assessment for Labor Practices</a></p>	<p><a href="#">G4-47</a></p> <p><a href="#">G4-DMA - Aspect: Indigenous Rights</a></p> <p><a href="#">G4-DMA - Aspect: Training and Education</a></p>	<p><a href="#">G4-DMA - Aspect: Child Labor</a></p> <p><a href="#">G4-DMA - Aspect: Investment</a></p> <p><a href="#">G4-HR1</a></p>

	<a href="#">G4-HR10</a>	<a href="#">G4-HR3</a>	<a href="#">G4-HR4</a>	<a href="#">G4-HR5</a>	<a href="#">G4-HR6</a>	<a href="#">G4-HR8</a>	<a href="#">G4-LA10</a>		
	<a href="#">G4-LA11</a>	<a href="#">G4-LA12</a>	<a href="#">G4-LA5</a>	<a href="#">G4-LA7</a>					
<b>9</b>	The COP describes robust commitments, strategies or policies in the area of environmental stewardship	<a href="#">GRI Report</a>	<a href="#">G4-1</a>	<a href="#">G4-15</a>	<a href="#">G4-2</a>	<a href="#">G4-33</a>	<a href="#">G4-DMA - Aspect: Biodiversity</a>	<a href="#">G4-DMA - Aspect: Compliance</a>	
		<a href="#">G4-DMA - Aspect: Effluents and Waste</a>	<a href="#">G4-DMA - Aspect: Emissions</a>	<a href="#">G4-DMA - Aspect: Energy</a>	<a href="#">G4-DMA - Aspect: Environmental Grievance Mechanism</a>	<a href="#">G4-DMA - Aspect: Materials</a>	<a href="#">G4-DMA - Aspect: Overall</a>	<a href="#">G4-DMA - Aspect: Products and Services</a>	
		<a href="#">G4-DMA - Aspect: Supplier Environmental Assessment</a>	<a href="#">G4-DMA - Aspect: Transport</a>	<a href="#">G4-DMA - Aspect: Water</a>	<a href="#">G4-EN11</a>	<a href="#">G4-EN12</a>	<a href="#">G4-EN13</a>	<a href="#">G4-HR10</a>	
<b>10</b>	The COP describes effective management systems to integrate the environmental principles	<a href="#">GRI Report</a>	<a href="#">G4-1</a>	<a href="#">G4-14</a>	<a href="#">G4-15</a>	<a href="#">G4-2</a>	<a href="#">G4-26</a>	<a href="#">G4-33</a>	
		<a href="#">G4-45</a>	<a href="#">G4-47</a>	<a href="#">G4-DMA - Aspect: Biodiversity</a>	<a href="#">G4-DMA - Aspect: Compliance</a>	<a href="#">G4-DMA - Aspect: Effluents and Waste</a>	<a href="#">G4-DMA - Aspect: Emissions</a>	<a href="#">G4-DMA - Aspect: Energy</a>	
		<a href="#">G4-DMA - Aspect: Environmental Grievance Mechanism</a>	<a href="#">G4-DMA - Aspect: Materials</a>	<a href="#">G4-DMA - Aspect: Overall</a>	<a href="#">G4-DMA - Aspect: Products and Services</a>	<a href="#">G4-DMA - Aspect: Supplier Environmental Assessment</a>	<a href="#">G4-DMA - Aspect: Transport</a>	<a href="#">G4-DMA - Aspect: Water</a>	
		<a href="#">G4-EC2</a>	<a href="#">G4-EN1</a>	<a href="#">G4-EN27</a>	<a href="#">G4-EN7</a>	<a href="#">G4-LA9</a>			
<b>11</b>	The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	<a href="#">GRI Report</a>	<a href="#">G4-1</a>	<a href="#">G4-14</a>	<a href="#">G4-2</a>	<a href="#">G4-33</a>	<a href="#">G4-DMA - Aspect: Biodiversity</a>	<a href="#">G4-DMA - Aspect: Compliance</a>	
		<a href="#">G4-DMA - Aspect: Effluents and Waste</a>	<a href="#">G4-DMA - Aspect: Emissions</a>	<a href="#">G4-DMA - Aspect: Energy</a>	<a href="#">G4-DMA - Aspect: Environmental Grievance Mechanism</a>	<a href="#">G4-DMA - Aspect: Materials</a>	<a href="#">G4-DMA - Aspect: Overall</a>	<a href="#">G4-DMA - Aspect: Products and Services</a>	
		<a href="#">G4-DMA - Aspect: Supplier Environmental Assessment</a>	<a href="#">G4-DMA - Aspect: Transport</a>	<a href="#">G4-DMA - Aspect: Water</a>	<a href="#">G4-EN1</a>	<a href="#">G4-EN10</a>	<a href="#">G4-EN11</a>	<a href="#">G4-EN12</a>	
		<a href="#">G4-EN13</a>	<a href="#">G4-EN14</a>	<a href="#">G4-EN15</a>	<a href="#">G4-EN16</a>	<a href="#">G4-EN17</a>	<a href="#">G4-EN18</a>	<a href="#">G4-EN2</a>	
		<a href="#">G4-EN20</a>	<a href="#">G4-EN21</a>	<a href="#">G4-EN22</a>	<a href="#">G4-EN23</a>	<a href="#">G4-EN24</a>	<a href="#">G4-EN25</a>	<a href="#">G4-EN26</a>	
		<a href="#">G4-EN27</a>	<a href="#">G4-EN28</a>	<a href="#">G4-EN29</a>	<a href="#">G4-EN3</a>	<a href="#">G4-EN30</a>	<a href="#">G4-EN31</a>	<a href="#">G4-EN32</a>	
		<a href="#">G4-EN33</a>	<a href="#">G4-EN34</a>	<a href="#">G4-EN4</a>	<a href="#">G4-EN5</a>	<a href="#">G4-EN6</a>	<a href="#">G4-EN7</a>	<a href="#">G4-EN8</a>	
		<a href="#">G4-EN9</a>							
<b>12</b>	The COP describes robust commitments, strategies or policies in the area of anti-corruption	<a href="#">GRI Report</a>	<a href="#">G4-45</a>	<a href="#">G4-47</a>		<a href="#">G4-56</a>	<a href="#">G4-57</a>	<a href="#">G4-58</a>	<a href="#">G4-DMA - Aspect: Anti-corruption</a>
		<a href="#">G4-DMA - Aspect: Investment</a>	<a href="#">G4-DMA - Aspect: Public Policy</a>	<a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a>		<a href="#">G4-HR1</a>	<a href="#">G4-HR10</a>	<a href="#">G4-SO3</a>	<a href="#">G4-SO4</a>
		<a href="#">G4-SO5</a>							
<b>13</b>	The COP describes effective management systems to integrate the anti-corruption principle	<a href="#">GRI Report</a>	<a href="#">G4-24</a>	<a href="#">G4-25</a>	<a href="#">G4-26</a>	<a href="#">G4-27</a>	<a href="#">G4-45</a>	<a href="#">G4-47</a>	
		<a href="#">G4-56</a>	<a href="#">G4-57</a>	<a href="#">G4-58</a>	<a href="#">G4-DMA - Aspect: Anti-corruption</a>	<a href="#">G4-DMA - Aspect: Investment</a>	<a href="#">G4-DMA - Aspect: Public Policy</a>	<a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a>	
		<a href="#">G4-HR1</a>	<a href="#">G4-HR10</a>	<a href="#">G4-SO3</a>	<a href="#">G4-SO4</a>	<a href="#">G4-SO5</a>			
<b>14</b>	The COP describes effective monitoring and evaluation mechanisms for the	<a href="#">GRI Report</a>	<a href="#">G4-15</a>	<a href="#">G4-2</a>	<a href="#">G4-33</a>	<a href="#">G4-45</a>	<a href="#">G4-47</a>	<a href="#">G4-56</a>	
		<a href="#">G4-57</a>	<a href="#">G4-58</a>	<a href="#">G4-DMA - Aspect: Anti-corruption</a>	<a href="#">G4-DMA - Aspect: Child Labor</a>	<a href="#">G4-DMA - Aspect: Forced or Compulsory Labor</a>	<a href="#">G4-DMA - Aspect: Freedom of Association and Collective Bargain...</a>	<a href="#">G4-DMA - Aspect: Human Rights Grievance Mechanisms</a>	
		<a href="#">G4-DMA - Aspect: Supplier Human</a>	<a href="#">G4-DMA - Aspect: Non-</a>	<a href="#">G4-DMA - Aspect: Non-</a>	<a href="#">G4-DMA - Aspect: Non-</a>	<a href="#">G4-DMA - Aspect: Non-</a>	<a href="#">G4-DMA - Aspect: Non-</a>	<a href="#">G4-SO4</a>	

integration of anti-corruption		<u>Indigenous Rights</u> <u>G4-SO5</u>	<u>Investment</u>	<u>discrimination</u>	<u>Public Policy</u>	<u>Security Practices</u>	<u>Rights Assessment</u>				
<b>15</b>	The COP describes actions taken in support of broader UN goals and issues	<u>GRI Report</u>	<u>G4-1</u>	<u>G4-14</u>		<u>G4-15</u>	<u>G4-16</u>	<u>G4-2</u>	<u>G4-24</u>		
		<u>G4-26</u>	<u>G4-56</u>	<u>G4-DMA - Aspect: Anti-competitive Behavior</u>		<u>G4-DMA - Aspect: Anti-corruption</u>	<u>G4-DMA - Aspect: Assessment Human Rights</u>	<u>G4-DMA - Aspect: Biodiversity</u>	<u>G4-DMA - Aspect: Child Labor</u>		
		<u>G4-DMA - Aspect: Compliance</u>	<u>G4-DMA - Aspect: Customer Health and Safety</u>	<u>G4-DMA - Aspect: Customer Privacy</u>		<u>G4-DMA - Aspect: Diversity and Equal Opportunity</u>	<u>G4-DMA - Aspect: Economic Performance</u>	<u>G4-DMA - Aspect: Effluents and Waste</u>	<u>G4-DMA - Aspect: Emissions</u>		
		<u>G4-DMA - Aspect: Employment</u>	<u>G4-DMA - Aspect: Energy</u>	<u>G4-DMA - Aspect: Environmental Grievance Mechanism</u>		<u>G4-DMA - Aspect: Equal Remuneration for Women and Men</u>	<u>G4-DMA - Aspect: Forced or Compulsory Labor</u>	<u>G4-DMA - Aspect: Freedom of Association and Collective Bargaining</u>	<u>G4-DMA - Aspect: Grievance Mechanisms for Impacts on Society...</u>		
		<u>G4-DMA - Aspect: Human Rights Grievance Mechanisms</u>	<u>G4-DMA - Aspect: Indigenous Rights</u>	<u>G4-DMA - Aspect: Indirect Economic Impacts</u>		<u>G4-DMA - Aspect: Investment</u>	<u>G4-DMA - Aspect: Labor Practices Grievance Mechanisms</u>	<u>G4-DMA - Aspect: Labor/Management Relations</u>	<u>G4-DMA - Aspect: Local Communities</u>		
		<u>G4-DMA - Aspect: Market Presence</u>	<u>G4-DMA - Aspect: Marketing Communications</u>	<u>G4-DMA - Aspect: Materials</u>		<u>G4-DMA - Aspect: Non-discrimination</u>	<u>G4-DMA - Aspect: Occupational Health and Safety</u>	<u>G4-DMA - Aspect: Overall</u>	<u>G4-DMA - Aspect: Procurement Practices</u>		
		<u>G4-DMA - Aspect: Product and Service Labeling</u>	<u>G4-DMA - Aspect: Products and Services</u>	<u>G4-DMA - Aspect: Public Policy</u>		<u>G4-DMA - Aspect: Security Practices</u>	<u>G4-DMA - Aspect: Supplier Assessment for Impacts on Society</u> ...	<u>G4-DMA - Aspect: Supplier Assessment for Labor Practices</u>	<u>G4-DMA - Aspect: Supplier Environmental Assessment</u>		
		<u>G4-DMA - Aspect: Supplier Human Rights Assessment</u>	<u>G4-DMA - Aspect: Training and Education</u>	<u>G4-DMA - Aspect: Transport</u>		<u>G4-DMA - Aspect: Water</u>	<u>G4-EC1</u>	<u>G4-EC2</u>	<u>G4-EC7</u>		
		<u>G4-EC8</u>	<u>G4-EC9</u>	<u>G4-EN10</u>		<u>G4-EN2</u>	<u>G4-EN26</u>	<u>G4-EN27</u>	<u>G4-EN28</u>		
		<u>G4-EN3</u>	<u>G4-EN30</u>	<u>G4-EN31</u>		<u>G4-EN32</u>	<u>G4-EN33</u>	<u>G4-EN34</u>	<u>G4-EN4</u>		
		<u>G4-EN5</u>	<u>G4-EN6</u>	<u>G4-EN7</u>		<u>G4-EN8</u>	<u>G4-LA2</u>	<u>G4-LA6</u>	<u>G4-LA8</u>		
		<u>G4-PR1</u>	<u>G4-PR9</u>	<u>G4-SO1</u>		<u>G4-SO10</u>	<u>G4-SO11</u>	<u>G4-SO3</u>	<u>G4-SO4</u>		
		<u>G4-SO5</u>	<u>G4-SO6</u>	<u>G4-SO7</u>		<u>G4-SO8</u>	<u>G4-SO9</u>				
		<b>16</b>	The COP describes strategic social investments and philanthropy	<u>GRI Report</u>	<u>G4-15</u>	<u>G4-16</u>		<u>G4-2</u>	<u>G4-45</u>	<u>G4-47</u>	<u>G4-56</u>
				<u>G4-DMA - Aspect: Anti-competitive Behavior</u>	<u>G4-DMA - Aspect: Anti-corruption</u>	<u>G4-DMA - Aspect: Assessment Human Rights</u>		<u>G4-DMA - Aspect: Biodiversity</u>	<u>G4-DMA - Aspect: Child Labor</u>	<u>G4-DMA - Aspect: Compliance</u>	<u>G4-DMA - Aspect: Customer Health and Safety</u>
<u>G4-DMA - Aspect: Customer Privacy</u>	<u>G4-DMA - Aspect: Diversity and Equal Opportunity</u>			<u>G4-DMA - Aspect: Economic Performance</u>		<u>G4-DMA - Aspect: Effluents and Waste</u>	<u>G4-DMA - Aspect: Emissions</u>	<u>G4-DMA - Aspect: Employment</u>	<u>G4-DMA - Aspect: Energy</u>		
<u>G4-DMA - Aspect: Environmental Grievance Mechanism</u>	<u>G4-DMA - Aspect: Equal Remuneration for Women and Men</u>			<u>G4-DMA - Aspect: Forced or Compulsory Labor</u>		<u>G4-DMA - Aspect: Freedom of Association and Collective Bargaining</u>	<u>G4-DMA - Aspect: Grievance Mechanisms for Impacts on Society...</u>	<u>G4-DMA - Aspect: Human Rights Grievance Mechanisms</u>	<u>G4-DMA - Aspect: Indigenous Rights</u>		
<u>G4-DMA - Aspect: Indirect</u>	<u>G4-DMA - Aspect:</u>			<u>G4-DMA - Aspect: Labor Practices</u>		<u>G4-DMA - Aspect: Labor/Management</u>	<u>G4-DMA - Aspect: Local</u>	<u>G4-DMA - Aspect:</u>	<u>G4-DMA - Aspect:</u>		





		<a href="#">Customer Health and Safety</a>	<a href="#">Aspect: Customer Privacy</a>	<a href="#">Diversity and Equal Opportunity</a>	<a href="#">Aspect: Economic Performance</a>	<a href="#">Effluents and Waste</a>	<a href="#">Aspect: Emissions</a>	<a href="#">Aspect: Employment</a>
		<a href="#">G4-DMA - Aspect: Energy</a>	<a href="#">G4-DMA - Aspect: Environmental Grievance Mechanism</a>	<a href="#">G4-DMA - Aspect: Equal Remuneration for Women and Men</a>	<a href="#">G4-DMA - Aspect: Forced or Compulsory Labor</a>	<a href="#">G4-DMA - Aspect: Freedom of Association and Collective Bargaining</a>	<a href="#">G4-DMA - Aspect: Grievance Mechanisms for Impacts on Society...</a>	<a href="#">G4-DMA - Aspect: Human Rights Grievance Mechanisms</a>
		<a href="#">G4-DMA - Aspect: Indigenous Rights</a>	<a href="#">G4-DMA - Aspect: Indirect Economic Impacts</a>	<a href="#">G4-DMA - Aspect: Investment</a>	<a href="#">G4-DMA - Aspect: Labor Practices Grievance Mechanisms</a>	<a href="#">G4-DMA - Aspect: Labor/Management Relations</a>	<a href="#">G4-DMA - Aspect: Local Communities</a>	<a href="#">G4-DMA - Aspect: Market Presence</a>
		<a href="#">G4-DMA - Aspect: Marketing Communications</a>	<a href="#">G4-DMA - Aspect: Materials</a>	<a href="#">G4-DMA - Aspect: Non-discrimination</a>	<a href="#">G4-DMA - Aspect: Occupational Health and Safety</a>	<a href="#">G4-DMA - Aspect: Overall</a>	<a href="#">G4-DMA - Aspect: Procurement Practices</a>	<a href="#">G4-DMA - Aspect: Product and Service Labeling</a>
		<a href="#">G4-DMA - Aspect: Products and Services</a>	<a href="#">G4-DMA - Aspect: Public Policy</a>	<a href="#">G4-DMA - Aspect: Security Practices</a>	<a href="#">G4-DMA - Aspect: Supplier Assessment for Impacts on Society</a>	<a href="#">G4-DMA - Aspect: Supplier Assessment for Labor Practices</a>	<a href="#">G4-DMA - Aspect: Supplier Environmental Assessment</a>	<a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a>
		<a href="#">G4-DMA - Aspect: Training and Education</a>	<a href="#">G4-DMA - Aspect: Transport</a>	<a href="#">G4-DMA - Aspect: Water</a>	<a href="#">G4-EC7</a>	<a href="#">G4-EC8</a>	<a href="#">G4-SO1</a>	<a href="#">G4-SO10</a>
		<a href="#">G4-SO11</a>	<a href="#">G4-SO3</a>	<a href="#">G4-SO4</a>	<a href="#">G4-SO5</a>	<a href="#">G4-SO6</a>	<a href="#">G4-SO7</a>	<a href="#">G4-SO8</a>
<b>19</b>	The COP describes CEO commitment and leadership	<a href="#">GRI Report</a>	<a href="#">G4-1</a> <a href="#">G4-2</a> <a href="#">G4-37</a>	<a href="#">G4-45</a> <a href="#">G4-47</a> <a href="#">G4-49</a>	<a href="#">G4-51</a> <a href="#">G4-53</a> <a href="#">G4-56</a>	<a href="#">G4-LA10</a> <a href="#">G4-LA11</a> <a href="#">G4-LA2</a>		
<b>20</b>	The COP describes Board adoption and oversight	<a href="#">GRI Report</a>	<a href="#">G4-2</a> <a href="#">G4-34</a> <a href="#">G4-35</a>	<a href="#">G4-36</a> <a href="#">G4-37</a> <a href="#">G4-38</a>	<a href="#">G4-39</a> <a href="#">G4-40</a> <a href="#">G4-41</a> <a href="#">G4-42</a>	<a href="#">G4-43</a> <a href="#">G4-44</a> <a href="#">G4-45</a>	<a href="#">G4-46</a> <a href="#">G4-47</a> <a href="#">G4-48</a> <a href="#">G4-49</a>	<a href="#">G4-50</a> <a href="#">G4-51</a> <a href="#">G4-52</a>
			<a href="#">G4-53</a> <a href="#">G4-54</a> <a href="#">G4-55</a> <a href="#">G4-EN27</a>					
<b>21</b>	The COP describes stakeholder engagement.	<a href="#">GRI Report</a>	<a href="#">G4-15</a> <a href="#">G4-2</a> <a href="#">G4-24</a>	<a href="#">G4-25</a> <a href="#">G4-26</a> <a href="#">G4-27</a>	<a href="#">G4-35</a> <a href="#">G4-36</a> <a href="#">G4-42</a> <a href="#">G4-43</a>	<a href="#">G4-44</a> <a href="#">G4-45</a> <a href="#">G4-46</a>	<a href="#">G4-47</a> <a href="#">G4-48</a> <a href="#">G4-50</a> <a href="#">G4-52</a>	<a href="#">G4-54</a> <a href="#">G4-55</a>
<b>Annex 1</b>	The COP describes policies and practices related to the company's core business operations in high-risk or conflict-affected areas	<a href="#">GRI Report</a>	<a href="#">G4-15</a>	<a href="#">G4-DMA - Aspect: Anti-corruption</a>	<a href="#">G4-DMA - Aspect: Biodiversity</a>	<a href="#">G4-DMA - Aspect: Compliance</a>	<a href="#">G4-DMA - Aspect: Diversity and Equal Opportunity</a>	<a href="#">G4-DMA - Aspect: Effluents and Waste</a>
		<a href="#">G4-DMA - Aspect: Emissions</a>	<a href="#">G4-DMA - Aspect: Employment</a>	<a href="#">G4-DMA - Aspect: Energy</a>	<a href="#">G4-DMA - Aspect: Environmental Grievance Mechanism</a>	<a href="#">G4-DMA - Aspect: Equal Remuneration for Women and Men</a>	<a href="#">G4-DMA - Aspect: Investment</a>	<a href="#">G4-DMA - Aspect: Labor Practices Grievance Mechanisms</a>
		<a href="#">G4-DMA - Aspect: Labor/Management Relations</a>	<a href="#">G4-DMA - Aspect: Local Communities</a>	<a href="#">G4-DMA - Aspect: Materials</a>	<a href="#">G4-DMA - Aspect: Occupational Health and Safety</a>	<a href="#">G4-DMA - Aspect: Overall</a>	<a href="#">G4-DMA - Aspect: Products and Services</a>	<a href="#">G4-DMA - Aspect: Supplier Assessment for Labor Practices</a>
		<a href="#">G4-DMA - Aspect: Supplier Environmental Assessment</a>	<a href="#">G4-DMA - Aspect: Supplier Human Rights Assessment</a>	<a href="#">G4-DMA - Aspect: Training and Education</a>	<a href="#">G4-DMA - Aspect: Transport</a>	<a href="#">G4-DMA - Aspect: Water</a>	<a href="#">G4-HR1</a>	<a href="#">G4-HR10</a>
		<a href="#">G4-HR2</a>	<a href="#">G4-SO1</a>	<a href="#">G4-SO3</a>	<a href="#">G4-SO4</a>			
<b>Annex 2</b>	The COP describes	<a href="#">GRI Report</a>	<a href="#">G4-45</a> <a href="#">G4-47</a> <a href="#">G4-56</a>					

<p>policies and practices related to the company's government relations in high-risk or conflict-affected areas</p>							
<p><b>Annex 3</b> The COP describes local stakeholder engagement and strategic social investment activities of the company in high-risk or conflict-affected areas</p>	<p><a href="#">GRI Report</a> <a href="#">G4-DMA - Aspect: Anti-competitive Behavior</a> <a href="#">G4-HR10</a> <a href="#">G4-S06</a></p>	<p><a href="#">G4-15</a> <a href="#">G4-DMA - Aspect: Anti-corruption</a> <a href="#">G4-S01</a> <a href="#">G4-S07</a></p>	<p><a href="#">G4-16</a> <a href="#">G4-DMA - Aspect: Compliance</a> <a href="#">G4-S010</a> <a href="#">G4-S08</a></p>	<p><a href="#">G4-24</a> <a href="#">G4-DMA - Aspect: Grievance Mechanisms for Impacts on Society...</a> <a href="#">G4-S011</a> <a href="#">G4-S09</a></p>	<p><a href="#">G4-25</a> <a href="#">G4-DMA - Aspect: Local Communities</a> <a href="#">G4-S03</a></p>	<p><a href="#">G4-26</a> <a href="#">G4-DMA - Aspect: Public Policy</a> <a href="#">G4-S04</a></p>	<p><a href="#">G4-27</a> <a href="#">G4-DMA - Aspect: Supplier Assessment for Impacts on Society ...</a> <a href="#">G4-S05</a></p>