

Appendix C – GRI content index

Altron is self declaring a C-level of application. The following table lists the GRI indicators that apply.

G3	Indicator	Description	Page/s
Strategy	1.	Statement from senior decision-maker about the relevance and importance of sustainability to Altron, the overall vision and strategy for the short term, medium term and long term particularly with regard to managing the key challenges associated with economic, environmental and social performance	16, 20 – 24
Organisational profile	2.1	Name of the organisation	2
	2.2	Primary products, brands, and/or services	2 – 3
	2.3	Operational structure of the organisation	2 – 3
	2.4	Head office location	IBC (203)
	2.5	Number of countries where Altron operates, and names of countries with major operations relevant to the sustainability issues covered in this report	8 – 9
	2.6	Nature of ownership and legal form	2 – 3
	2.7	Markets served	2 – 3
	2.8	Scale of reporting organisation including: <ul style="list-style-type: none"> ▶ number of employees ▶ net sales ▶ total capitalisation broken down in terms of debt and equity ▶ quantity of products or services provided 	62 12 – 13, 44, 129 12 – 13 160
	2.9	Significant changes in the reporting organisation during period under review	N/A
	2.10	Awards received during the reporting period	41
Report scope and boundary	3.1	Reporting period	40
	3.2	Date of most recent previous report	40
	3.3	Reporting cycle	40
	3.4	Contact details for further information about this report	41
	3.5	Process for: <ul style="list-style-type: none"> ▶ determining materiality ▶ process for prioritising topics in the report ▶ identifying stakeholders expected to use this report 	45
	3.6	Report boundary	40
	3.7	Limitations on the scope or boundary of the report	40
	3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities and outsourced operations	40
3.12	GRI table	89	
Governance	4.1	Governance structure of the organisation	95 – 107
	4.2	Indicate whether the chairman is also an executive officer, and if so, reasons for this arrangement	97
	4.3	Number of independent and/or non-executive members	97
	4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the board	51, 107
	4.14	List of stakeholder groups engaged by the organisation	45
	4.15	Basis for identification and selection of stakeholders with whom to engage	45
Performance indicators	EC1	Direct economic value generated and distribution, including revenue, operating cost, employee compensation, donation and other community investments, retained earnings and payments to capital providers and governments	44 – 45
	EC7	Procedures for local hiring and proportion of senior management hired from the local community	61, 105
	EN10	Percentage and total volume of water recycled and reused	88
	EN23	Total number and volume of significant spills	70
	EN26	Initiatives to mitigate environmental impacts of products and services and extent of impact mitigation	70 – 73, 78 – 79
	EN30	Total environmental protection expenditures and investments by type	n/a
	LA3	Benefits provided to full-time employees that are not provided to part-time or temporary employees	110 – 111
	LA7	Rates of injury, occupational diseases, lost days, absenteeism and fatalities	80, 81, 82
	LA8	Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families or community members, regarding serious diseases	81, 82
	LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	59, 60, 63
	LA13	Composition of governance bodies in terms of diversity and breakdown of employees per category according to gender and other relevant indicators of diversity	62