

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021		
	2-1 Organizational details	2023 ESG Report, pg. 6, 11-12.
	2-2 Entities included in the organization's sustainability reporting	2023 ESG Report, pg. 6, 11-12.
	2-3 Reporting period, frequency and contact point	2023 ESG Report, pg. 11.
	2-4 Restatements of information	2023 ESG Report, pg. 7, 81.
	2-5 External assurance	2023 ESG Report, pg. 81.
	2-6 Activities, value chain and other business relationships	2023 ESG Report, pg. 12-20.
	2-7 Employees	2023 ESG Report, pg. 55-60.
	2-8 Workers who are not employees	2023 ESG Report, pg. 55-61.
	2-9 Governance structure and composition	2023 ESG Report, pg. 74-76.
	2-11 Chair of the highest governance body	2023 ESG Report, pg. 74-76.
	2-12 Role of the highest governance body in overseeing the management of impacts	2023 ESG Report, pg. 74-76.
	2-13 Delegation of responsibility for managing impacts	2023 ESG Report, pg. 74-76.
	2-14 Role of the highest governance body in sustainability reporting	2023 ESG Report, pg. 74-76.
	2-16 Communication of critical concerns	2023 ESG Report, pg. 74-76.
	2-22 Statement on sustainable development strategy	2023 ESG Report, pg. Pg. 4- 5.
	2-23 Policy commitments	2023 ESG Report, pg. 55-58, 64-67, 75-76.
	2-24 Embedding policy commitments	2023 ESG Report, pg. 74-76.
	2-25 Processes to remediate negative impacts	2023 ESG Report, pg. 50, 69, 74-76.
	2-26 Mechanisms for seeking advice and raising concerns	2023 ESG Report, pg. 50, 75.
	2-27 Compliance with laws and regulations	2023 ESG Report, pg. 47, 51, 74-76.
	2-28 Membership associations	2023 ESG Report, pg. 13.
	2-29 Approach to stakeholder engagement	2023 ESG Report, pg. 14-16.
	2-30 Collective bargaining agreements	2023 ESG Report, pg. 61.
GRI 3: Material Topics 2021		
	3-1 Process to determine material topics	2023 ESG Report Pg. 16-20
	3-2 List of material topics	2023 ESG Report Pg. 17
	3-3 Management of material topics	2023 ESG Report Pg. 21-27, 32-36, 38-42, 43-47, 48-58, 60-70
GRI 201: Economic Performance 2016		
201-2	Financial implications and other risks and opportunities due to climate change	2023 ESG Report Pg. 24, 39

GRI 302: Energy 2016		
302-1	Energy consumption within the organization	2023 ESG Report , pg. 28, 79-80.
302-2	Energy consumption outside of the organization	2023 ESG Report , pg. 28, 30, 79-80.
302-3	Energy intensity	2023 ESG Report , pg. 28.
302-4	Reduction of energy consumption	2023 ESG Report , pg. 5, 24-28, 31.
GRI 303 Water and Effluents 2018		
303-1	Interactions with water as a shared resource	2023 ESG Report , pg. 32-36.
303-3	Water withdrawal	2023 ESG Report , pg. 7, 36-37.
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	2023 ESG Report , pg. 24-29, 31, 79-80.
305-2	Energy indirect (Scope 2) GHG emissions	2023 ESG Report , pg. 7, 24-31, 79-80.
305-3	Other indirect (Scope 3) GHG emissions	2023 ESG Report , pg., 25-30, 79-80.
305-4	GHG emissions intensity	2023 ESG Report , pg. 7, 25-31.
305-5	Reduction of GHG emissions	2023 ESG Report , pg. 31.
GRI 306: Waste 2020		
306-2	Management of significant waste-related impacts	2023 ESG Report , pg. 7, 38-42.
306-3	Waste generated	2023 ESG Report , pg., 7, 41-42.
306-4	Waste diverted to disposal	2023 ESG Report , pg. 7, 41-42.
306-5	Waste directed to disposal	2023 ESG Report , pg. 7, 41-42.
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	2023 ESG Report , pg. Pg. 47.
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	2023 ESG Report , pg. 65-67, 77-78.
308-2	Negative environmental impacts in the supply chain and actions taken	2023 ESG Report , pg. 65-67, 77-78.
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2023 ESG Report , pg. 51-54.
403-2	Hazard identification, risk assessment, and incident investigation	2023 ESG Report , pg. 51-53.
403-5	Worker training on occupational health and safety	2023 ESG Report , pg. 51-53.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 ESG Report , pg. 51-53.
403-9	Work-related injuries	2023 ESG Report , pg., 53-54.
GRI 405 Diversity and Equal Opportunity 2016		
405-2	Diversity of governance bodies and employees	2023 ESG Report , pg. 60.
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	2023 ESG Report , pg. 64-67, 77-78.

414-2	Negative social impacts in the supply chain and actions taken	2023 ESG Report , pg. 64-67, 77-78.
GRI 415: Public Policy 2016		
415-1	Political Contributions	2023 ESG Report , pg. 76.