

APPENDIX B

GRI INDEX GENERAL DISCLOSURES

This report references Global Reporting Initiative (GRI) standards to report on activities and impacts on the environment, economy, and communities we operate in.

LEGEND

AIF | Annual Information Form

MPC | Management Proxy Circular

MDA | Management Discussion & Analysis

ORGANIZATIONAL PROFILE 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
102-1	Name of the organization	Shawcor Ltd
102-2	Activities, brands, products, and services a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	2020 ESG Report page 2
102-3	Location of the organization's headquarters.	Toronto, Canada.
102-4	Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	2020 ESG Report page 2 2020 AIF pages 8-19, 22-23
102-5	Nature of ownership and legal form	2020 AIF page 7
102-6	Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	2020 ESG Report page 2 2020 AIF pages 15-20
102-7	Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net revenues (for public sector organizations); v. quantity of products or services provided.	2020 ESG Report page 2
102-9	Supply chain: A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	2020 ESG Report page 26
102-10	Significant changes to the organization and its supply chain in terms of size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	2020 AIF pages 12-15
102-11	Precautionary Principle or Approach: Whether and how the organization applies the Precautionary Principle or approach.	Shawcor does not follow the precautionary principle but has established risk management procedures.
102-12	External Initiatives: A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	CDP

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STRATEGY 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
102-14	A statement from the CEO about the relevance of sustainability to the organization and its strategy for addressing sustainability.	2020 ESG Report page 3
102-15	Key impacts, risks, and opportunities	2020 AIF pages 26-41

ETHICS & INTEGRITY 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
102-16	A description of the organization's values, principles, standards, and norms of behavior	Global Code of Conduct
102-17	Mechanisms for advice and concerns about ethics including a description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	2020 ESG Report pages 6-7 Global Code of Conduct

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GOVERNANCE 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
102-18	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	2020 ESG Report page 6
102-19	Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	2020 ESG Report page 6 2020 MPC pages 18-20
102-20	Executive level responsibility for economic, environmental, and social topics including: a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	2020 ESG Report page 6 2021 MPC pages 20-21
102-21	Consulting stakeholders on economic, environmental, and social topics including: a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	2020 ESG Report page 6 Shareholder Engagement Policy
102-22	Composition of the highest governance body and its committees by: i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vii. competencies relating to economic, environmental, and social topics	2020 ESG Report page 28 2021 MPC pages 4-7
102-23	a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	2021 MPC page 4
102-24	a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered.	2021 MPC pages 24-25
102-25	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	Global Code of Conduct 2021 MPC pages 23, 28, 56
102-26	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	2021 MPC pages 17-18, 22-23, 32, 58-59
102-27	Collective knowledge of highest governance body including: a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	2021 MPC pages 22-24, 30-32

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GOVERNANCE 2016 (CONTINUED)

GRI DISCLOSURES	TITLE	REPORTING LOCATION
102-28	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	2021 MPC pages 17-18, 28-29
102-29	Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.	2020 ESG Report page 6 2021 MPC page 56
102-31	Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	2021 MPC pages 17-23
102-32	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered	2020 ESG Report page 6
102-33	Process for communicating critical concerns to the highest governance body	2020 ESG Report page 7
102-34	a. Nature and total number of critical concerns b. Mechanism(s) used to address and resolve critical concerns.	2020 ESG Report page 7
102-35	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.	2021 MPC pages 10, 27, 32-52
102-36	a. Process for determining remuneration b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	2021 MPC pages 27, 32-52
102-37	a. Stakeholders' involvement in remuneration a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	2020 ESG Report page 7 2021 MPC page 10

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GOVERNANCE 2016 (CONTINUED)

GRI DISCLOSURES	TITLE	REPORTING LOCATION
102-38	a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees(excluding the highest-paid individual) in the same country.	2021 MPC pages 37-39
102-39	a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	2021 MPC pages 37-39

STAKEHOLDER ENGAGEMENT 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
102-40	a. A list of stakeholder groups engaged by the organization.	Employees, shareholders, customers, local communities, regulatory agencies.
102-41	a. Percentage of total employees covered by collective bargaining agreements.	2020 AIF page 25
102-42	a. The basis for identifying and selecting stakeholders with whom to engage.	2021 MPC page 30
102-43	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	2020 ESG Report page 7 2021 MPC page 30

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REPORTING PRACTICES 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
102-45	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.	2020 AIF pages 7-8
102-46	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	2020 ESG Report Page 1
102-47	a. A list of the material topics identified in the process for defining report content.	2020 ESG Report Page 1
102-48	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	N/A
102-49	a. Significant changes from previous reporting periods in the list of material topics and topic boundaries.	2020 ESG Report page 1
102-50	Reporting period for the information provided.	FY 2020
102-51	Date of most recent previous report	10/1/2020 [FY 2019 Report]
102-52	Reporting cycle	Annual
102-53	The contact point for questions regarding the report or its contents	ESG@shawcor.com
102-55	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;	GRI Index

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GRI INDEX ECONOMIC DISCLOSURES

ECONOMIC PERFORMANCE 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
201-1	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <p>i. Direct economic value generated: revenues;</p> <p>ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</p> <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	Q4 2020 Financial Statement
201-2	<p>Financial implications and other risks and opportunities due to climate change</p> <p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:</p> <p>i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;</p> <p>ii. a description of the impact associated with the risk or opportunity;</p> <p>iii. the financial implications of the risk or opportunity before action is taken;</p> <p>iv. the methods used to manage the risk or opportunity;</p> <p>v. the costs of actions taken to manage the risk or opportunity.</p>	2020 AIF pages 37-38
201-4	<p>Financial assistance received from government</p> <p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: other financial benefits received or receivable from any government for any operation.</p> <p>b. The information in 201-4-a by country.</p>	Q4 2020 MDA page 12

ANTI-CORRUPTION 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
205-2	<p>Communication and training about anti-corruption policies and procedures</p> <p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p>	All employees and the Board of Directors are subject to provisions of the Global Code of Conduct

TAX 2019

GRI DISCLOSURES	TITLE	REPORTING LOCATION
207-1	<p>A description of the approach to tax, including:</p> <p>i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available;</p> <p>ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review;</p> <p>iii. the approach to regulatory compliance;</p> <p>iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.</p>	UK Tax Strategy Audit Committee Charter

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ENVIRONMENTAL DISCLOSURES

ENERGY 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
302-1	<p>Energy consumption with the organization</p> <p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <p>i. electricity consumption</p> <p>ii. heating consumption</p> <p>iii. cooling consumption</p> <p>iv. steam consumption</p> <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	<p>2020 ESG Report page 9</p> <p>2021 CDP Report pages 21-23</p>
302-3	<p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</p>	<p>2020 ESG Report page 9</p> <p>2021 CDP Report pages 21-23</p>
302-4	<p>Reduction of energy consumption</p> <p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used</p>	<p>2020 ESG Report pages 9-12</p> <p>2021 CDP Report pages 23-27</p>
302-5	<p>Reductions in energy requirements of products and services</p> <p>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>2020 ESG Report pages 9-12</p> <p>2021 CDP Report pages 23-27</p>

WATER AND EFFLUENTS 2018

GRI DISCLOSURES	TITLE	REPORTING LOCATION
303-5	<p>The reporting organization shall report the following information:</p> <p>a. Total water consumption from all areas in megaliters.</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</p>	<p>2020 ESG Report page 13</p>

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EMISSIONS 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
103-1	<ul style="list-style-type: none"> a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. 	2020 ESG Report page 10
103-2	<ul style="list-style-type: none"> a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>We have committed to 50% reductions in Scope 1 and Scope 2 emissions by 2030. Our emission reduction initiatives largely involve reducing our energy consumption, shifting to lower carbon sources of energy, and developing sustainable solutions to support emissions reductions for our customers.</p> <p>2020 ESG Report pages 4, 10-12</p>
103-3	<ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>Our organization continues to report to CDP, while aligning to GRI and SASB standards. The company has published its ambitions related to emissions and disclosed progress to date. Future performance will be compared to our 2019 baseline.</p> <p>2020 ESG Report pages 4, 10</p>
305-1	<ul style="list-style-type: none"> Direct (Scope 1) GHG Emissions <ul style="list-style-type: none"> a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>2020 ESG Report page 10</p> <p>2021 CDP Report pages 19-20</p>

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ENVIRONMENTAL DISCLOSURES

EMISSIONS 2016 (CONTINUED)

GRI DISCLOSURES	TITLE	REPORTING LOCATION
305-2	<p>Energy indirect (Scope 2) GHG Emissions</p> <p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>2020 ESG Report page 10</p> <p>2021 CDP Report pages 20-21</p>
305-4	<p>GHG emissions intensity</p> <p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p>	<p>2020 ESG Report page 10</p> <p>2021 CDP Report pages 20-21</p>
305-5	<p>Reduction of GHG emissions</p> <p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>2020 ESG Report pages 11-12</p> <p>2021 CDP Report 23-26</p>

WASTE 2020

GRI DISCLOSURES	TITLE	REPORTING LOCATION
306-2	<p>Management of significant waste-related impacts</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>2020 ESG Report page 14</p>

ENVIRONMENTAL COMPLIANCE 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
307-1	<p>Non-compliance with environmental laws and regulations</p> <p>b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.</p>	<p>2020 AIF page 24</p>

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EMPLOYMENT 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
401-2	<p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. 	<p>2020 ESG Report page 20 2021 MPC page 38</p>

OCCUPATIONAL HEALTH & SAFETY 2018

GRI DISCLOSURES	TITLE	REPORTING LOCATION
103-1	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. 	<p>2020 ESG Report page 17 HSE Policy</p>
103-2	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>2020 ESG Report pages 4, 17-18 HSE Policy</p>
103-3	<p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>2020 ESG Report pages 4, 19</p>
403-1	<p>a. A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <ul style="list-style-type: none"> ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. <p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p>	<p>2020 ESG Report pages 17-19</p>

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OCCUPATIONAL HEALTH & SAFETY 2018 (CONTINUED)

GRI DISCLOSURES	TITLE	REPORTING LOCATION
403-2	<p>Hazard identification, risk assessment, and incident investigation</p> <p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;</p> <p>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p> <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p>	2020 ESG Report page 18
403-3	<p>a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.</p>	2020 ESG Report pages 17-19
403-5	<p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p>	2020 ESG Report page 17
403-6	<p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.</p>	2020 ESG Report pages 17-19 HSE Policy
403-9	<p>Work-related injuries</p> <p>a. For all employees:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p> <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <p>i. how these hazards have been determined;</p> <p>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</p> <p>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	2020 ESG Report pages 17-19 HSE Policy

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TRAINING & EDUCATION 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
404-2	a. Type and scope of programs implemented and assistance provided to upgrade employee skills.	2020 ESG Report page 17

DIVERSITY & EQUAL OPPORTUNITY 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
103-1	a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts.	2020 ESG Report pages 21-22
103-2	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	2020 ESG Report pages 4, 21-22
103-3	a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	2020 ESG Report pages 4, 21-22
405-1	Diversity of governance bodies and employees a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender	2020 ESG Report page 22 2021 MPC pages 4-7

PUBLIC POLICY 2016

GRI DISCLOSURES	TITLE	REPORTING LOCATION
415-1	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	2021 MPC page 30