

APPENDIX 7: UNGC and WEPs Principles Analysis According to GRI Standards Content

UNGC PRINCIPLES	GRI STANDARD	REFERENCE
HUMAN RIGHTS		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	GRI 2-23, GRI 1-30, GRI 410, GRI 411	Declaration of Human Rights
Principle 2: Businesses make sure that they are not complicit in human rights abuses.		
LABOUR		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining		
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	GRI 2-7, GRI 2-30, GRI 407, GRI 408, GRI 409	All employees are free to unionize and act of their own free will. Declaration of Human Rights
Principle 5: Businesses should uphold the effective abolition of child labour.		Compensation Policy
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.		
ENVIRONMENT		
Principle 7: Businesses should support a precautionary approach to environmental challenges		
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	GRI 303-2, GRI 306-2, GRI 308	175-179, APPENDIX 3: Environmental Performance Data CDP Water Security - 2023 (Link must be added.) CDP Climate Change - 2023 (Link must be added.)
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies		
ANTI-CORRUPTION		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	GRI 205	Anti Corruption Policy

PRINCIPLES	GRI STANDARD DISCLOSURES	PAGE REFERENCES
Principle 1 - Establish high-level corporate leadership for gender equality.	GRI 405	46-47, 95, 99, 104, 107, 153-154, 156, 194, 270
Principle 2 - Treat all women and men fairly at work– respect and support human rights and nondiscrimination.	GRI 401, GRI 405, GRI 406	82-83, 153-154, 156, 194
Principle 3 - Ensure the health, safety and well-being of all women and men workers.	GRI 403, GRI 406	147-148
Principle 4 - Promote education, training and professional development for women	GRI 404	58, 94-95, 99, 137, 153, 168, 190
Principle 5 - Implement enterprise development, supply chain and marketing practices that empower women.	GRI 204	10, 58, 88, 94-95, 99, 166, 168, 175, 45, 140, 145
Principle 6 - Promote equality through community initiatives and advocacy.	GRI 413	99, 153, 194
Principle 7 - Measure and publicly report on progress to achieve gender equality.	GRI 405	46-47, 152-153, 156, 270