

# APPENDIX A.6: UNGC and WEPs Principles Analysis According to GRI Standards Content

## A. UN GLOBAL COMPACT PRINCIPLES COMMUNICATION ON PROGRESS REPORT

UNGC PRINCIPLES	GRI STANDARD	REFERENCE
<b>HUMAN RIGHTS</b>		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	GRI 2-23, GRI 1-30, GRI 410, GRI 411	<a href="#">Declaration of Human Rights</a>
Principle 2: Businesses make sure that they are not complicit in human rights abuses.		
<b>LABOUR</b>		
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.  <a href="#">Declaration of Human Rights</a>
Principle 5: Businesses should uphold the effective abolition of child labour.		<a href="#">Compensation Policy</a>
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.		
<b>ENVIRONMENT</b>		
Principle 7: Businesses should support a precautionary approach to environmental challenges		145-148, A.2 Environmental Performance Data CDP Water Security - 2022 ( <a href="https://www.garantibbvainvestorrelations.com/en/images/pdf/CDP-2022-Water.pdf">https://www.garantibbvainvestorrelations.com/en/images/pdf/CDP-2022-Water.pdf</a> )
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	GRI 303-2, GRI 306-2, GRI 308	
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies		CDP Climate Change - 2022 ( <a href="https://www.garantiinvestorrelations.com/en/images/pdf/CDP-2022-Climate-Change.pdf">https://www.garantiinvestorrelations.com/en/images/pdf/CDP-2022-Climate-Change.pdf</a> )
<b>ANTI-CORRUPTION</b>		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	GRI 205	<a href="#">Anti Corruption Policy</a>

**B. WOMEN'S EMPOWERMENT PRINCIPLES (WEPs) PROGRESS REPORT**

PRINCIPLES	GRI STANDARD DISCLOSURES	PAGE REFERENCES
Principle 1 - Establish high-level corporate leadership for gender equality.	GRI 405	122-123, 140, 230
Principle 2 - Treat all women and men fairly at work– respect and support human rights and nondiscrimination.	GRI 401, GRI 405, GRI 406	118, 122-123
Principle 3 - Ensure the health, safety and well-being of all women and men workers.	GRI 403, GRI 406	126-127
Principle 4 - Promote education, training and professional development for women	GRI 404	45, 84-85, 119, 140, 145, 157
Principle 5 - Implement enterprise development, supply chain and marketing practices that empower women.	GRI 204	45, 140, 145
Principle 6 - Promote equality through community initiatives and advocacy.	GRI 413	89, 140, 160
Principle 7 - Measure and publicly report on progress to achieve gender equality.	GRI 405	97-98, 122-123