

GRI Content Index 2023

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Page indications in this Index refer to the 2023 Avolta Annual Report unless otherwise noted.

Avolta's 2023 ESG Report applies Global Reporting Initiative (GRI) Universal Standards: 2016*, 2018* and 2021* which refer to the Standards' issue date, not the date of the information presented in this report.

Statement of use	Avolta has reported "in accordance with GRI Standards" for the period from 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A: The GRI Sector Standards for the F&B and retail industries have not yet been published.

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	

General Disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details		21; 24-27; 56-75; 280-285			
	2-2 Entities included in the organization's sustainability reporting		266-267			
	2-3 Reporting period, frequency and contact point		Pg. 2 ESG Report 2023 Annex 7 March 2024			
	2-4 Restatements of information		There are no restatements of information in this report, since 2023 is the first reporting year for Avolta			
	2-5 External assurance		No			
	2-6 Activities, value chain and other business relationships		56-75; 101-102; 110-111			
	2-7 Employees	10.3	Pg. 10 ESG Report 2023 Annex			
	2-8 Workers who are not employees	8.5	Pg. 10 ESG Report 2023 Annex			
	2-9 Governance structure and composition		287-299			
	2-10 Nomination and selection of the highest governance body	5.5; 16.7	279-309			
	2-11 Chair of the highest governance body	16.6	287-291			
	2-12 Role of the highest governance body in overseeing the management of impacts	5.5; 16.7	279-309; 296-297			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission			GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	Explanation	
	2-13 Delegation of responsibility for managing impacts		296				
	2-14 Role of the highest governance body in sustainability reporting		Avolta's ESG Report, as well as the ESG Report Annex, GRI Index, and TCFD report are revised and approved by the BoD				
	2-15 Conflicts of interest	16.6	293				
	2-16 Communication of critical concerns		111-113; 298-299 No critical issues raised.				
	2-17 Collective knowledge of the highest governance body		298-299 Avolta's Board is regularly updated on new issues and concerns that may have an impact over the sustainable development of the business.				
	2-18 Evaluation of the performance of the highest governance body		311-331				
	2-19 Remuneration policies		311-331				
	2-20 Process to determine remuneration		311-331				
	2-21 Annual total compensation ratio			Headquartered in Switzerland, Avolta operates in 73 countries with different economic development levels and with very varied labor markets. The compensation we offer is based on regular market analyses of the respective positions as well as the employee's skill set and performance. As far as possible, we strive to offer all our employees comparable compensation structures and monitor compliance with minimum standards. The ratio of the annual compensation of the highest-paid employee and any median can vary greatly depending on the market spread between countries and other external influences, such as exchange rates etc. For this reason, we do not consider the requested information to be relevant to assessing the fairness of our compensation structures.			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
	2-22 Statement on sustainable development strategy		12-20, 98 ESG Strategy at: www.avoltaworld.com			
	2-23 Policy commitments		100; 108-109, 111-113; ESG Strategy, Code of Conduct, Supplier Code of Conduct, HR Policy at: www.avoltaworld.com			
	2-24 Embedding policy commitments		111-113			
	2-25 Processes to remediate negative impacts		ESG Strategy, Code of Conduct, Supplier Code of Conduct, HR Policy at: www.avoltaworld.com			
	2-26 Mechanisms for seeking advice and raising concerns		134-135 Code of Conduct and HR Policy at: www.avoltaworld.com			
	2-27 Compliance with laws and regulations		In 2023 there were no significant incidents of non-compliance with laws and regulations			
	2-28 Membership associations		110-111			
	2-29 Approach to stakeholder engagement		101-102; 110-111			
	2-30 Collective bargaining agreements	8.8	141; Pg. 14 ESG Report 2023 Annex			

Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics		102			
	3-2 List of material topics		103			

Material matter: Water and Biodiversity

GRI 3: Material Topics 2021	3-3 Management of material topics		131			
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	6.4	131			
	303-3 Water withdrawals		131		The information is unavailable/incomplete. Avolta is committed to improve its management and monitoring practices related to water, aiming at collecting and providing quantitative performance indicators in future reporting years.	

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason Explanation	
Material matter: Supporting communities						
GRI 3: Material Topics 2021	3-3 Management of material topics		142-148			
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	8.5	Pg. 11 ESG Report 2023 Annex			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	8.3	Pg. 11 ESG Report 2023 Annex			
Material matter: Climate change, energy and emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics		123-127			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7.2 7.3 8.4 12.2	125			
	302-3 Energy intensity	13.1	(40.3 MWh/MCHF net sales). For the retail sector only, the energy intensity is calculated over the total square meters of commercial surface and amounts to 283.2 kWh/m ²			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	12.4 13.1 14.3 15.2	125			
	305-2 Energy indirect (Scope 2) GHG emissions		125			
	305-3 Other indirect (Scope 3) GHG emissions		125			
	305-4 GHG emissions Intensity		125			
	305-5 Reduction of GHG emissions		125			
Material matter: Waste and packaging						
GRI 3: Material Topics 2021	3-3 Management of material topics		127-130			
GRI 306: Waste 2020	306-1 Waste generation and significant waste- related impacts	6.6 11.6 12.4 12.5	129 Pg. 11 ESG Report 2023 Annex			
	306-2 Management of significant waste- related impacts		129-130			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
	306-3 Waste generated	15.1	129 Pg. 11 ESG Report 2023 Annex			
	306-4 Waste diverted from disposal		129 Pg. 11 ESG Report 2023 Annex			
	306-5 Waste directed to disposal		129 Pg. 11 ESG Report 2023 Annex			

Material matter: Supply chain management

GRI 3: Material Topics 2021	3-3 Management of material topics		116-117			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		116-117			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		116-117			

Material matter: Talent recruitment, engagement and retention

GRI 3: Material Topics 2021	3-3 Management of material topics		136-137			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.1 8.5 8.6 10.3	Pg. 12-13 ESG Report 2023 Annex			

Material matter: Health and well-being

GRI 3: Material Topics 2021	3-3 Management of material topics		139-141			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.3 3.4 3.9 8.8	139-141			
	403-2 Hazard identification, risk assessment, and incident investigation	8.8	139-141			
	403-3 Occupational health services	8.8	139-141			
	403-4 Worker participation, consultation, and communication on occupational health and safety	8.8 16.7	139-141			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason Explanation	
Material matter: Health and well-being						
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	8.8	139-141			
	403-6 Promotion of worker health	3.3 3.5 3.7 3.8	139-141			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8.8	139-141			
	403-8 Workers covered by an occupational health and safety management system	8.8	Pg. 14 ESG Report 2023 Annex	Data for workers who are not employees is currently unavailable.		
	403-9 Work-related injuries	3.6 3.9 8.8 16.1	Pg. 14 ESG Report 2023 Annex	Data for workers who are not employees is currently unavailable.		

Material matter: Employee training and development

GRI 3: Material Topics 2021	3-3 Management of material topics		137-139			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4.3	Pg. 14-15 ESG Report 2023 Annex			
		4.4				
		4.5				
		5.1				
		8.2				
		8.5				
		10.3				

Material matter: Diversity, Equity & Inclusion

GRI 3: Material Topics 2021	3-3 Management of material topics		133-135			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.1	Pg. 15-17 ESG Report 2023 Annex			
		5.5				
		8.5				

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5.1 8.8	In 2023, 118 complaints related to incidents of discrimination have been received through formal reporting channels and reviewed from the Group. Among them, only 28 emerged as confirmed incidents of discrimination and for all of them the Group has designed the most appropriate remediation plan. On the basis of the severity of the reported episode, different disciplinary actions have been implemented ranging from verbal or written warning to termination. The remediation plan was still on-going at the end of the year for 9 of them, while for the remaining 19 cases the remediation plan was completed.			

Material matter: Human rights

GRI 3: Material Topics 2021	3-3 Management of material topics		141			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	8.8	Pg. 13 ESG Report 2023 Annex			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8.8	Pg. 17 ESG Report 2023 Annex			

Material matter: Product quality and safety

GRI 3: Material Topics 2021	3-3 Management of material topics		119-120			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Pg. 18 ESG Report 2023 Annex			
	416-2 Incidents of non-compliance concerning H&S impacts of products and services	16.3	Pg. 18 ESG Report 2023 Annex			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	

Material matter: Sustainable sourcing & traceability

GRI 3: Material Topics 2021	3-3 Management of material topics		115-116			
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Material matter: Healthy and sustainable choice

GRI 3: Material Topics 2021	3-3 Management of material topics		117-119			
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Other GRI indicators beyond material matters

GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		140; Pg. 17 ESG Report 2023 Annex			
GRI 415: Public Policy 2016	415-1 Political contributions		Pg. 18 ESG Report 2023 Annex			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	12.8	80-81; 98; 115-119			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	16.3 16.10	During 2023, Avolta has not been notified through the available channels of any significant sanction for the breach of the customer's privacy and personal data protection rules			
GRI 205: Anti- corruption 2016	205-3 Confirmed incidents of corruption and actions taken		During 2023, Avolta didn't have any confirmed incident of corruption			
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anticompetitive behavior, antitrust, and monopoly practices		During 2023, Avolta didn't have any legal action for anti- competitive behaviour, anti- trust or monopoly practices			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	8.1 8.2 9.1 9.4 9.5	143			
	201-2 Financial implications and other risks and opportunities due to climate change		TCFD Report (Pg. 5)			
	201-3 Defined benefit plan obligations and other retirement plans		168-169; 211; 226-232			
	201-4 Financial assistance received from government		None			