

# The Global Reporting Initiative (GRI)

Index Response

INNOVATION FOR THE WORLD  
SOLUTIONS FOR YOU



# GRI CONTENT INDEX

Berry Global's 2023 Sustainability Report and supplementary documents contain reported information cited in this GRI content index for our fiscal year reporting period October 2nd 2022 - September 30th 2023, with reference to the GRI Standards, using GRI 1: Foundation 2021. This content index serves as a reference to find our GRI standard disclosures in the public domain, as well as providing additional information that has not been disclosed elsewhere.

General Disclosures			
GRI Standard	Disclosure	Reference/Response	
<b>1. The Organization and its Reporting Practices</b>			
2-1	Organizational Details	a) Berry Global b) NYSE (BERY) c) Evansville, Indiana d) <a href="#">2023 Form 10-K Page 10 Our Locations</a>	
2-2	Entities Included in the Organization's Sustainability Reporting	<a href="#">2023 Sustainability Report Page 68-69</a> <a href="#">2023 Form 10-K Pages 64-68</a>	
2-3	Reporting Period, Frequency and Contact Point	<a href="#">Disclosure Practices 2023 Form 10-K</a>	
2-4	Restatements of Information	<a href="#">Disclosure Practices 2023 Form 10-K</a>	
2-5	External Assurance	Our GRI Index is not externally assured. Information on assurance for our GHG Scope 1 & 2 Emissions can be found in our 2023 Sustainability Report on page 66-67.	
<b>2. Activities and Workers</b>			
2-6	Activities, Value Chain, and Other Business Relationships	<a href="#">2023 Sustainability Report Page 5</a> <a href="#">2023 Form 10-K Pages 3-5</a> <a href="#">Our Markets</a> <a href="#">Our Products</a>	
2-7	Employees	<a href="#">2023 Sustainability Report Page 47</a> <a href="#">Website &gt; Key Issues &gt; Diversity, Equity, and Inclusion</a>	
2-8	Workers Who Are Not Employees	<a href="#">2023 Sustainability Report Page 47</a> <a href="#">Website &gt; Key Issues &gt; Diversity, Equity, and Inclusion</a>	
<b>3. Governance</b>			
2-9	Governance Structure and Composition	<a href="#">2023 Sustainability Report Page Page 61</a> <a href="#">2024 Proxy</a> <a href="#">Website &gt; Key Issues &gt; Corporate Governance</a>	

2-10	Nomination and Selection of the Highest Governance Body	<a href="#">2024 Proxy Pages 14-33</a>
2-11	Chair of the Highest Governance Body	<a href="#">2024 Proxy Pages 14-33</a>
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	<a href="#">2024 Proxy Pages 14-33</a>
2-13	Delegation of Responsibility for Managing Impacts	<a href="#">2024 Proxy</a> <a href="#">Website &gt; Key Issues &gt; Corporate Governance Audit &amp; Finance Committee Charter</a> <a href="#">Compensation &amp; Talent Development Committee Charter</a> <a href="#">Nominating &amp; Governance Committee Charter</a>
2-14	Role of the Highest Governance Body in Sustainability Reporting	<a href="#">2023 Sustainability Report Page 23</a> <a href="#">2024 Proxy</a> <a href="#">Website &gt; Key Issues &gt; Corporate Governance Nominating &amp; Governance Committee Charter</a>
2-15	Conflicts of Interest	<a href="#">2024 Proxy</a> <a href="#">Website &gt; Key Issues &gt; Corporate Governance</a>
2-16	Communication of Critical Concerns	<a href="#">Website &gt; Key Issues &gt; Corporate Governance</a>
2-17	Collective Knowledge of the Highest Governance Body	<a href="#">2024 Proxy</a> <a href="#">Website &gt; Key Issues &gt; Corporate Governance</a>
2-18	Evaluation of the Performance of the Highest Governance Body	<a href="#">Berry Global Corporate Governance Guidelines</a>
2-19	Remuneration Policies	<a href="#">2024 Proxy</a> <a href="#">Berry Global Corporate Governance Guidelines Page 8</a>
2-20	Process to Determine Remuneration	<a href="#">2024 Proxy</a> <a href="#">Berry Global Corporate Governance Guidelines Page 8</a>
2-21	Annual Total Compensation Ratio	<a href="#">2023 Sustainability Report Page 62</a> <a href="#">2024 Proxy</a> <a href="#">Website &gt; Key Issues &gt; Corporate Governance</a>
<b>4. Strategy, Policies, and Practices</b>		
2-22	Statement On Sustainable Development Strategy	<a href="#">2023 Sustainability Report Page 8-9</a> <a href="#">Website &gt; Sustainability Strategy &gt; Approach</a>
2-23	Policy Commitments	<a href="#">2023 Sustainability Report Page 21, 24, 70</a> <a href="#">Our Policies</a> <a href="#">Website &gt; Key Issues &gt; Ethics and Compliance</a> <a href="#">Global Code of Business Ethics</a> <a href="#">Global Human Rights Policy</a>

2-24	Embedding Policy Commitments	2023 Sustainability Report Page 21, 24, 70 <a href="#">Our Policies</a> <a href="#">Website &gt; Key Issues &gt; Ethics and Compliance</a> <a href="#">Global Code of Business Ethics</a> <a href="#">Global Human Rights Policy</a>
2-25	Processes to Remediate Negative Impacts	2023 Sustainability Report Page 24 <a href="#">Website &gt; Key Issues &gt; Ethics and Compliance</a>
2-26	Mechanisms for Seeking Advice and Raising Concerns	2023 Sustainability Report Page 24 <a href="#">Website &gt; Key Issues &gt; Ethics and Compliance</a>
2-27	Compliance With Laws and Regulations	2023 Sustainability Report Page 24 <a href="#">Website &gt; Key Issues &gt; Ethics and Compliance</a>
2-28	Memberships of Association	<a href="#">Website &gt; Sustainability Strategy &gt; Partnerships and Initiatives</a>
2-29	Approach to Stakeholder Engagement	<a href="#">Website &gt; Sustainability Strategy &gt; Approach</a>
2-30	Collective Bargaining Agreements	2023 Sustainability Report Page 57 <a href="#">Website &gt; Key Issues &gt; Human Rights and Labor Conditions</a>

## Material Topics

GRI Standard	Disclosure	Reference/Response
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to Determine Material Topics	<a href="#">Website &gt; Sustainability Strategy &gt; Materiality</a>
3-2	List of Material Topics	<a href="#">Website &gt; Sustainability Strategy &gt; Materiality</a>
3-3	Management of Material Topics	<a href="#">Website &gt; Sustainability Strategy &gt; Materiality</a>

## Economic Performance

GRI Standard	Disclosure	Reference/Response
<b>GRI 201: Economic Performance 2016</b>		
GRI 3: Material Topics 2021		Outlined in our <a href="#">2023 Form 10-K</a>
201-1	Direct Economic Value Generated and Distributed	Outlined in our <a href="#">2023 Form 10-K</a>
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	<a href="#">2023 Form 10-K</a> <a href="#">2023 Climate Change CDP Response</a> pages 5-16
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Outlined in our <a href="#">2023 Form 10-K</a>

## 205 Anti-Corruption

GRI Standard	Disclosure	Reference/Response
<b>GRI 205: Anti-Corruption 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 24 Website > Key Issues > <a href="#">Ethics and Compliance</a> <a href="#">Global Anti-Bribery and Corruption Policy</a>
205-1	Operations Assessed for Risks Relating to Corruption	2023 Sustainability Report Page 24 Website > Key Issues > <a href="#">Ethics and Compliance</a> <a href="#">Global Anti-Bribery and Corruption Policy</a>
205-2	Communication and Training About Anti-Corruption Policies and Procedures	2023 Sustainability Report Page 24, 62-63 Website > Key Issues > <a href="#">Ethics and Compliance</a>
205-3	Confirmed Incidents of Corruption and Actions Taken	There have been no incidents of corruption involving our organization, our employees, or involving contracts with business partners in the reporting period.

## 206 Anti-Competitive Behavior

GRI Standard	Disclosure	Reference/Response
<b>GRI 206: Anti-Competitive Behavior 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 24 Website > Key Issues > <a href="#">Ethics and Compliance</a> <a href="#">Global Code of Business Ethics</a>

## 207 Tax

GRI Standard	Disclosure	Reference/Response
<b>GRI 207: Tax 2019</b>		
GRI 3: Material Topics 2021		<a href="#">UK Tax Strategy</a> <a href="#">2023 Form 10-K</a>
207-1	Approach to Tax	<a href="#">UK Tax Strategy</a> <a href="#">2023 Form 10-K</a>
207-2	Tax Governance, Control, and Risk Management	<a href="#">UK Tax Strategy</a> <a href="#">2023 Form 10-K</a>
207-3	Stakeholder Engagement and Management of Concerns Related to Tax	<a href="#">UK Tax Strategy</a> <a href="#">2023 Form 10-K</a>
207-4	Country-By-Country Reporting	Details on our Tax reporting can be found in our <a href="#">2023 Form 10-K</a>

## 301 Materials

GRI Standard	Disclosure	Reference/Response
<b>GRI 301: Materials 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 11 Website > Key Issues > <a href="#">Product Innovation</a>
301-1	Materials Used by Weight or Volume	2023 Sustainability Report Page 28-29 Website > Key Issues > <a href="#">Product Innovation</a>
301-2	Recycled Input Materials Used	2023 Sustainability Report Page 29 Website > Key Issues > <a href="#">Product Innovation</a>
301-3	Reclaimed Products and Their Packaging Materials	2023 Sustainability Report Page 13,30 Website > Key Issues > <a href="#">Recycling Operations</a>

## 302 Energy

GRI Standard	Disclosure	Reference/Response
<b>GRI 302: Energy 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 15 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP (FY22 Data)</a>
302-1	Energy Consumption Within the Organization	2023 Sustainability Report Page 33-35 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP Pages 56-70 (FY22 Data)</a>
302-2	Energy Consumption Outside of the Organization	We do not currently calculate or report annually the energy associated with value chain emissions. We report emissions associated with our value chain in our 2023 Sustainability Report (page 37), on our website, and our <a href="#">2023 Climate Change CDP</a> .
302-3	Energy Intensity	2023 Sustainability Report Page 34 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP Pages 56-70 (FY22 Data)</a>
302-4	Reduction of Energy Consumption	2023 Sustainability Report Page 35 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP Pages 56-70 (FY22 Data)</a>
302-5	Reductions in Energy Requirements of Products and Services	Our sold products and services do not use energy as part of the use-phase of their lifecycle.

### 303 Water and Effluents

GRI Standard	Disclosure	Reference/Response
<b>GRI 303: Water and Effluents 2018</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 17 Website > Key Issues > <a href="#">Water and Wastewater Management</a> <a href="#">2023 Water Security CDP (FY22 Data)</a>
303-1	Interactions With Water as a Shared Resource	2023 Sustainability Report Page 17 Website > Key Issues > <a href="#">Water and Wastewater Management</a> <a href="#">2023 Water Security CDP (FY22 Data)</a>
303-2	Management of Water Discharge-Related Impacts	2023 Sustainability Report Page 17 Website > Key Issues > <a href="#">Water and Wastewater Management</a> <a href="#">2023 Water Security CDP (FY22 Data)</a>
303-3	Water Withdrawal	2023 Sustainability Report Page 38 Website > Key Issues > <a href="#">Water and Wastewater Management</a> <a href="#">2023 Water Security CDP Pages 3-6 (FY22 Data)</a>
303-4	Water Discharge	2023 Sustainability Report Page 39 Website > Key Issues > <a href="#">Water and Wastewater Management</a> <a href="#">2023 Water Security CDP Pages 3-6 (FY22 Data)</a>
303-5	Water Consumption	2023 Sustainability Report Page 39 Website > Key Issues > <a href="#">Water and Wastewater Management</a> <a href="#">2023 Water Security CDP Pages 3-6 (FY22 Data)</a>

### 304 Biodiversity

GRI Standard	Disclosure	Reference/Response
<b>GRI 304: Biodiversity 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 16 Website > Key Issues > <a href="#">Biodiversity</a>
304-1	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	2023 Sustainability Report Page 40 Website > Key Issues > <a href="#">Biodiversity</a>

## 305 Emissions

GRI Standard	Disclosure	Reference/Response
<b>GRI 305: Emissions 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 15 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP (FY22 Data)</a>
305-1	Direct (Scope 1) GHG Emissions	2023 Sustainability Report Page 36 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP Pages 37-48 (FY22 Data)</a>
305-2	Energy Indirect (Scope 2) GHG Emissions	2023 Sustainability Report Page 36-37 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP Pages 37-48 (FY22 Data)</a>
305-3	Other Indirect (Scope 3) GHG Emissions	2023 Sustainability Report Page 37 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP Pages 37-48 (FY22 Data)</a>
305-4	GHG Emissions Intensity	2023 Sustainability Report Page 36-37 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP Page 52 (FY22 Data)</a>
305-5	Reduction of GHG Emissions	2023 Sustainability Report Page 15, 36-37 Website > Key Issues > <a href="#">Climate Change</a> <a href="#">2023 Climate Change CDP Pages 27-32, 56 (FY22 Data)</a>
305-6	Emissions of Ozone-Depleting Substances (ODS)	Website > Key Issues > <a href="#">Climate Change</a>
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Website > Key Issues > <a href="#">Climate Change</a>

## 306 Waste

GRI Standard	Disclosure	Reference/Response
<b>GRI 306: Waste 2020</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 14 Website > Key Issues > <a href="#">Waste Management</a>
306-1	Waste Generation and Significant Waste-Related Impacts	2023 Sustainability Report Page 14, 30 Website > Key Issues > <a href="#">Waste Management</a>
306-2	Management of Significant Waste-Related Impacts	2023 Sustainability Report Page 14 Website > Key Issues > <a href="#">Waste Management</a>

306-3	Waste Generated	2023 Sustainability Report Page 30 Website > Key Issues > <a href="#">Waste Management</a>
306-4	Waste Diverted from Disposal	2023 Sustainability Report Pages 31-32 Website > Key Issues > <a href="#">Waste Management</a>
306-5	Waste Directed to Disposal	2023 Sustainability Report Pages 31-32 Website > Key Issues > <a href="#">Waste Management</a>

### 307 Environmental Compliance

GRI Standard	Disclosure	Reference/Response
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#### GRI 307: Environmental Compliance 2016

GRI 3: Material Topics 2021		2023 Sustainability Report Page 24 Website > Key Issues > <a href="#">Ethics and Compliance</a>
307-1	Non-Compliance With Environmental Laws and Regulations	2023 Sustainability Report Page 64 Website > Key Issues > <a href="#">Ethics and Compliance</a>

### 308 Supplier Environmental Assessment

GRI Standard	Disclosure	Reference/Response
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#### GRI 308: Supplier Environmental Assessment 2016

GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 <a href="#">Supplier Code of Conduct</a> Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>
308-1	New Suppliers That Were Screened Using Environmental Criteria	2023 Sustainability Report Pages 21, 57 <a href="#">Supplier Code of Conduct</a> Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	2023 Sustainability Report Pages 21, 57 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>

### 401 Employment

GRI Standard	Disclosure	Reference/Response
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#### GRI 401: Employment 2016

GRI 3: Material Topics 2021		2023 Sustainability Report Page 20 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
401-1	New Employee Hires and Employee Turnover	2023 Sustainability Report Pages 42-47 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
401-2	Benefits Provided to Full-Time Employees That are Not Provided to Temporary Employees	2023 Sustainability Report Page 20 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>

## 402 Labor/Management Relations

GRI Standard	Disclosure	Reference/Response
<b>GRI 402: Labor/Management Relations 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a> <a href="#">Global Human Rights Policy</a>
402-1	Minimum Notice Periods Regarding Operational Changes	Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>

## 403 Occupational Health and Safety

GRI Standard	Disclosure	Reference/Response
<b>GRI 403: Occupational Health and Safety 2018</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 20 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-1	Occupational Health and Safety Management System	Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	2023 Sustainability Report Page 58 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-3	Occupational Health Services	Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-5	Worker Training on Occupational Health and Safety	2023 Sustainability Report Page 58 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-6	Promotion of Worker Health	Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-8	Workers Covered by an Occupational Health and Safety Management System	2023 Sustainability Report Page 58 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-9	Work-Related Injuries	2023 Sustainability Report Pages 58-60 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
403-10	Work-Related Ill Health	2023 Sustainability Report Page 60 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>

## 404 Training and Education

GRI Standard	Disclosure	Reference/Response
<b>GRI 404: Training and Education 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 20 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
404-1	Average Hours of Training Per Employee	2023 Sustainability Report Page 42 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	2023 Sustainability Report Page 20 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	2023 Sustainability Report Page 45 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>

## 405 Diversity and Equal Opportunity

GRI Standard	Disclosure	Reference/Response
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 19 Website > Key Issues > <a href="#">Diversity, Equity &amp; Inclusion</a>
405-1	Diversity of Governance Bodies and Employees	2023 Sustainability Report Pages 47-56 Website > Key Issues > <a href="#">Diversity, Equity &amp; Inclusion 2024 Proxy</a>

## 406 Non-Discrimination

GRI Standard	Disclosure	Reference/Response
<b>GRI 406: Non-Discrimination 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Pages 19, 24 Website > Key Issues > <a href="#">Ethics and Compliance</a> Website > Key Issues > <a href="#">Diversity, Equity &amp; Inclusion</a>
406-1	Incidents of Discrimination and Corrective Actions Taken	2023 Sustainability Report Page 62 Website > Key Issues > <a href="#">Ethics and Compliance</a>

407 Freedom of Association and Collective Bargaining		
GRI Standard	Disclosure	Reference/Response
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Pages 21, 57 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>
407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May be at Risk	Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>
408 Child Labor		
GRI Standard	Disclosure	Reference/Response
<b>GRI 408: Child Labor 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a> <a href="#">Global Human Rights Policy</a>
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>
409 Forced or Compulsory Labor		
GRI Standard	Disclosure	Reference/Response
<b>GRI 409: Forced or Compulsory Labor 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a> <a href="#">Global Human Rights Policy</a>
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>
411 Rights of Indigenous Peoples		
GRI Standard	Disclosure	Reference/Response
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a> <a href="#">Global Human Rights Policy</a>
411-1	Incidents of Violations Involving Rights of Indigenous Peoples	Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>

## 412 Human Rights Assessment

GRI Standard	Disclosure	Reference/Response
<b>GRI 412: Human Rights Assessment 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a> <a href="#">Global Human Rights Policy</a>
412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>
412-2	Employee Training on Human Rights Policies or Procedures	Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>
412-3	Significant Investment Agreements or Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening	Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>

## 413 Local Communities

GRI Standard	Disclosure	Reference/Response
<b>GRI 413: Local Communities 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 20 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
413-1	Operations With Local Community Engagement, Impact Assessments, and Development Programs	2023 Sustainability Report Page 60 Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>
413-2	Operations With Significant Actual and Potential Negative Impacts on Local Communities	Website > Key Issues > <a href="#">Employee Relations and Wellbeing</a>

## 414 Supplier Social Assessment

GRI Standard	Disclosure	Reference/Response
<b>GRI 414: Supplier Social Assessment 2016</b>		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a> <a href="#">Supplier Code of Conduct</a>
414-1	New Suppliers That Were Screened Using Social Criteria	2023 Sustainability Report Pages 21, 57 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a> <a href="#">Supplier Code of Conduct</a>
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	2023 Sustainability Report Pages 21, 57 Website > Key Issues > <a href="#">Human Rights and Labor Conditions</a>

415 Public Policy			
GRI Standard	Disclosure	Reference/Response	
<b>GRI 415: Public Policy 2016</b>			
GRI 3: Material Topics 2021		2023 Sustainability Report Page 23 Website > Key Issues > <a href="#">Corporate Governance</a>	
415-1	Political Contributions	2023 Sustainability Report Page 62 Website > Key Issues > <a href="#">Corporate Governance</a>	
416 Customer Health and Safety			
GRI Standard	Disclosure	Reference/Response	
<b>GRI 416: Customer Health and Safety 2016</b>			
GRI 3: Material Topics 2021		2023 Sustainability Report Page 12 Website > Key Issues > <a href="#">Product Quality and Safety</a> <a href="#">Product Safety and Quality Management Policy</a>	
416-1	Assessment of the Health and Safety Impacts of Products and Service Categories	2023 Sustainability Report Page 12 Website > Key Issues > <a href="#">Product Quality and Safety</a> <a href="#">Product Safety and Quality Management Policy</a>	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2023 Sustainability Report Page 33 Website > Key Issues > <a href="#">Product Quality and Safety</a>	
418 Customer Privacy			
GRI Standard	Disclosure	Reference/Response	
<b>GRI 418: Customer Privacy 2016</b>			
GRI 3: Material Topics 2021		2023 Sustainability Report Page 25 Website > Key Issues > <a href="#">Data Security and Transparency</a>	
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	2023 Sustainability Report Page 64 Website > Key Issues > <a href="#">Data Security and Transparency</a>	
419 Socioeconomic Compliance			
GRI Standard	Disclosure	Reference/Response	
<b>GRI 419: Socioeconomic Compliance 2016</b>			
GRI 3: Material Topics 2021		2023 Sustainability Report Page 24 Website > Key Issues > <a href="#">Ethics and Compliance</a>	
419-1	Non-Compliance With Laws and Regulations in the Social and Economic Area	2023 Sustainability Report Page 24 Website > Key Issues > <a href="#">Ethics and Compliance</a>	