

HUMAN RIGHTS PERFORMANCE DATA

GRI Standards	Required Data	Unit	Data Collection Period			
			2018	2019	2020	2021
GRI: 412	Human Rights					
412-1	Own Operations ⁽¹⁾					
	A. % of total assessed (Human Rights Assessment in Own Operation)	% of companies	100	100	100	100
	B. % of total assessed (of A.) where <u>risks have been identified</u> with mitigation plans included (Human Rights Assessment in Own Operation)	% of companies	15	25	25	20
	C. % of risk (of B.) with <u>mitigation or remediation</u> process implemented (Human Rights Assessment in Own Operation)	% of companies (identified with risks)	100	100	100	100
	D. Number of sites (of B.) with <u>mitigation or remediation</u> process implemented (Human Rights Assessment in Own Operation)	Number of sites with mitigations	ND	ND	5	4
	Contractor & Tier-1 Suppliers ⁽²⁾					
	A. % of total assessed (Human Right Assessment for Contractor & Tier-1 Suppliers)	% of contractor companies	100	100	100	N/A
	B. % of total assessed (of A.) where <u>risks have been identified</u> with mitigation plans included (Human Right Assessment for Contractor & Tier-1 Suppliers)	% of contractor companies	0	0	0	N/A
	C. % of risk (of B.) with <u>mitigation or remediation</u> process implemented (Human Right Assessment for Contractor & Tier-1 Suppliers)	% of contractor companies (identified with risks)	100	100	100	N/A
	Joint Venture ⁽³⁾					
	A. % of total assessed (Human Right Assessment for JV)	% of joint venture companies	100	100	100	100
	B. % of total assessed (of A.) <u>where risks have been identified</u> with mitigation plans included (Human Right Assessment for JV)	% of joint venture companies	1	16	16	10
	C. % of risk (of B.) with <u>mitigation or remediation</u> process implemented (Human Right Assessment for JV)	% of joint venture companies (identified risks)	100	100	100	100
	D. Number of sites in (of B.) with <u>mitigation or remediation</u> process implemented (Human Rights Assessment in Own Operation)	Number of sites with mitigations	ND	ND	3	2

Remarks:

⁽¹⁾ Own Operations: Includes direct activities, own employees, own sites, own products/services

⁽²⁾ Contractors and Tier-1 Suppliers: Include brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors and wholesalers

⁽³⁾ Joint Ventures (including stakes above 10%): all Joint Ventures not included in Own Operations as defined above.

ND: No Data

N/A: Not Applicable