



# **GRI STANDARDS DISCLOSURE INDEX 2017**

for the year ended 31 March 2017

## GRI STANDARDS DISCLOSURE INDEX

The disclosure index below identifies the location of the general and specific standard disclosures required by the Sustainability Reporting Standards developed by the Global Reporting Initiative (“**GRI Standards**”), although all may not be entirely in accordance with the GRI Standards. The **Sustainable Development Report** is aligned with the core “in accordance” option of the GRI Standards.

The references included in the index refer to sections of the **Sustainable Development Report** or the Company’s **Annual Report** in respect of the financial year ended 31 March 2017, also published on the Company’s website at [www.mediclinic.com](http://www.mediclinic.com).

This disclosure index further includes certain additional disclosures to the extent that such disclosures have not been addressed in either of the aforementioned reports.

Although many of the GRI Standards’ disclosures have been reported on by the Company, this disclosure index includes the Group’s general standard disclosures and the material specific standard disclosures, based on the Company’s materiality assessment referred to on pages 19 and 20 of the **Sustainable Development Report**.

Reference to the assurance of the various aspects is not included in this index. Please refer to the section in the **Sustainable Development Report** explaining the Group’s combined assurance model, as referred to in the index below next to 102-56 (External Assurance).

GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>GRI 102: GENERAL DISCLOSURES</b>			
<b>ORGANISATIONAL PROFILE</b>			
<b>102-1 to 102-7</b>	Name; activities, brands, products and services; location of headquarters; location of operations; ownership and legal form; markets served; scale of the organisation	Annual Report: <ul style="list-style-type: none"> <li>At a Glance</li> <li>Business Model</li> </ul> Sustainable Development Report: <ul style="list-style-type: none"> <li>Corporate Overview</li> </ul>	5 22  4
<b>102-8</b>	Information on employees and other workers	Annual Report: <ul style="list-style-type: none"> <li>Our Strategy, Progress and Aims</li> </ul> Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (employee recruitment and retention)</li> </ul>	24  30
<b>102-9</b>	A description of the organisation’s supply chain, including its main elements as they relate to the organisation’s activities, primary brands, products, and services	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 1: Provide quality healthcare services (procurement and supply chain management)</li> </ul>	25
<b>102-10</b>	Significant changes to the organisation and its supply chain	Annual Report: <ul style="list-style-type: none"> <li>Chairman’s Statement</li> <li>Chief Executive Officer’s Review</li> </ul>	8 11
<b>102-11</b>	Precautionary Principle or approach	Annual Report: <ul style="list-style-type: none"> <li>Risk Management, Principal Risks and Uncertainties</li> </ul>	30
<b>102-12</b>	External initiatives	Sustainable Development Report: <ul style="list-style-type: none"> <li>Reporting guidelines</li> <li>Assurance</li> </ul>	3 62
<b>102-13</b>	Membership of associations	Sustainable Development Report: <ul style="list-style-type: none"> <li>Stakeholder engagement: industry associations</li> </ul>	16

GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>GRI 102: GENERAL DISCLOSURES (continued)</b>			
<b>STRATEGY</b>			
<b>102-14</b>	Statement from senior decision-maker	Sustainable Development Report: <ul style="list-style-type: none"> <li>Letter from the Chief Executive Officer</li> </ul>	2
<b>102-15</b>	Description of key impacts, risks and opportunities	Annual Report: <ul style="list-style-type: none"> <li>Our Strategy, Progress and Aims</li> <li>Chief Executive Officer's Review</li> <li>Risk Management, Principal Risks and Uncertainties</li> <li>Clinical Performance and Sustainability Committee Report</li> <li>Clinical Services Overview</li> </ul> Sustainable Development Report: <ul style="list-style-type: none"> <li>Our Material Issues</li> </ul>	24 11 30 111 37 19
<b>ETHICS AND INTEGRITY</b>			
<b>102-16</b>	Values, principles, standards and norms of behaviour	Annual Report: <ul style="list-style-type: none"> <li>Corporate Governance Statement</li> </ul>	73
<b>102-17</b>	Mechanisms for advice and concerns about ethics	Annual Report: <ul style="list-style-type: none"> <li>Corporate Governance Statement</li> <li>Audit and Risk Committee Report</li> </ul>	82 122
<b>GOVERNANCE</b>			
<b>102-18 to 102-25</b>	Governance structure of the organisation, including any committees responsible for decisions on economic, environmental and social impacts; process for delegating authority for economic, environmental and social topics; executive-level person responsible for economic, environmental and social topics; process for consultation between stakeholders and highest governing body on economic, environmental and social topics; composition of highest governance body and its committees; Chairman of the highest governance body; nomination and selection process for highest governance body; processes of highest governance body for management of conflicts of interest	Annual Report: <ul style="list-style-type: none"> <li>Corporate Governance Statement</li> </ul> Sustainable Development Report: <ul style="list-style-type: none"> <li>Governance of Sustainable Development</li> </ul>	73 9
<b>102-26</b>	Highest governance body's and senior executives' role in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social topics	Annual Report: <ul style="list-style-type: none"> <li>Investment Case</li> <li>Business Model</li> <li>Clinical Performance and Sustainability Committee Report</li> </ul> Sustainable Development Report: <ul style="list-style-type: none"> <li>Management approach</li> </ul>	20 22 111 9

GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>GRI 102: GENERAL DISCLOSURES (continued)</b>			
<b>GOVERNANCE (continued)</b>			
<b>102-27</b> <b>102-28</b>	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics; processes for evaluating highest governance body's own performance, particularly with regard to economic, environmental and social topics	Annual Report: <ul style="list-style-type: none"> <li>Corporate Governance Statement: Evaluation of the Board, Committees, Chairman, Individual Directors and the Company Secretary</li> <li>Clinical Performance and Sustainability Committee Report</li> </ul>	81 111
<b>102-29</b> <b>102-30</b> <b>102-31</b>	Highest governance body's role in identification and management of economic, environmental and social impacts, risks and opportunities; review of the effectiveness of the organisation's risk management processes; frequency of review of impacts, risks and opportunities	Annual Report: <ul style="list-style-type: none"> <li>Risk Management, Principal Risks and Uncertainties</li> </ul>	30
<b>102-32</b>	Highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material topics are covered	Annual Report: <ul style="list-style-type: none"> <li>Clinical Performance and Sustainability Committee Report</li> </ul>	111
<b>102-33</b> <b>102-34</b>	Process for communicating critical concerns and nature and total number of critical concerns communicated to the highest governing body	Annual Report: <ul style="list-style-type: none"> <li>Clinical Performance and Sustainability Committee Report</li> </ul>	111
<b>102-35 to</b> <b>102-39</b>	Remuneration policies and linkage between performance criteria in remuneration policies and highest governance body's and senior executives' economic, environmental and social topics; process for determining remuneration; how stakeholders' views are sought and taken into account regarding remuneration, including the results on the voting on remuneration policies; ratio of annual total compensation of highest paid individual to the median annual total compensation for all employees per country	Annual Report: <ul style="list-style-type: none"> <li>Directors' Remuneration Report</li> </ul>	85
<b>STAKEHOLDER ENGAGEMENT</b>			
<b>102-40</b> <b>102-42</b> <b>102-43</b> <b>102-44</b>	List of stakeholder groups engaged by organisation; basis for identification and selection of stakeholders with whom to engage; approaches to stakeholder engagement; key topics and concerns that have been raised through stakeholder engagement and how organisation responded	Sustainable Development Report: <ul style="list-style-type: none"> <li>Stakeholder engagement</li> </ul>	10
<b>102-41</b>	Collective bargaining agreements	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (labour relations and remuneration - labour relations)</li> </ul>	36

GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>GRI 102: GENERAL DISCLOSURES (continued)</b>			
<b>REPORTING PRACTICE</b>			
<b>102-45 to 102-56</b>	Entities included in the consolidated financial statements; Defining report content and topic Boundaries; List of material topics; Restatements of information; Changes in reporting; Reporting period; Date of most recent report; Reporting cycle; Contact point for questions regarding the report; GRI content index; External assurance	Annual Report: <ul style="list-style-type: none"> <li>• Report profile</li> </ul> Sustainable Development Report: <ul style="list-style-type: none"> <li>• Report Overview</li> <li>• Assurance</li> <li>• Governance of sustainable development</li> </ul>	IFC  3 62 9
<b>GRI 103: MANAGEMENT APPROACH</b>			
<b>103-1</b>	Explanation of the material topic and its boundary	This is dealt with in the reporting of each material aspect	
<b>103-2</b>	The management approach and its components	Sustainable Development Report: <ul style="list-style-type: none"> <li>• Management approach</li> </ul>	9
<b>103-3</b>	Evaluation of the management approach	Sustainable Development Report: <ul style="list-style-type: none"> <li>• Management approach</li> </ul>	9
<b>MATERIAL SPECIFIC STANDARD DISCLOSURES</b>			
<b>MATERIAL ISSUE 1: PROVIDE QUALITY HEALTHCARE SERVICES</b>			
<b>Aspect: Occupational health and safety</b>			
<b>403-2</b>	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region and by gender	Sustainable Development Report: <ul style="list-style-type: none"> <li>• Material Issue 2: Address shortage of healthcare practitioners (employee health and safety)</li> </ul>	40
<b>Aspect: Customer health and safety</b>			
<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	Annual Report <ul style="list-style-type: none"> <li>• Clinical Services Overview</li> </ul>	37
<b>Aspect: Marketing and labelling</b>			
<b>417-1 417-2 417-3</b>	Requirements for product and service information and labelling; Incidents of non-compliance concerning product service information and labelling; Incidents of non-compliance concerning marketing communications	Sustainable Development Report: <ul style="list-style-type: none"> <li>• Stakeholder engagement: Patients</li> <li>• Material Issue 1: Provide quality healthcare services (key performance indicators: patient satisfaction and experience)</li> </ul>	10  22
<b>Aspect: Customer privacy</b>			
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annual Report: <ul style="list-style-type: none"> <li>• Corporate Governance Statement: information and communications technology governance</li> </ul>	83
<b>Aspect: Socio-economic compliance</b>			
<b>419-1</b>	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area	Annual Report: <ul style="list-style-type: none"> <li>• Corporate Governance Statement: ethics and compliance</li> </ul>	82

GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>MATERIAL SPECIFIC STANDARD DISCLOSURES (continued)</b>			
<b>KEY PRIORITY 2: ADDRESS SHORTAGE OF HEALTHCARE PRACTITIONERS</b>			
<b>Aspect: Employment</b>			
<b>401-1</b>	Total number and rate of new employee hires and terminations, and employee turnover by age group, gender and region	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (employee recruitment and retention)</li> </ul>	30
<b>Aspect: Training and education</b>			
<b>404-2</b>	Type and scope of programmes implemented and assistance provided to upgrade employee skills, and transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (training and skills development)</li> </ul>	37
<b>MATERIAL ISSUE 3: CREATE AND SUSTAIN SHAREHOLDER VALUE</b>			
<b>Aspect: Economic performance</b>			
<b>201-1</b>	Direct economic value generated and distributed	Annual Report: <ul style="list-style-type: none"> <li>Business Model: business outcomes</li> </ul>	23
<b>MATERIAL ISSUE 4: RESPONSIBLE USE OF NATURAL RESOURCES</b>			
<b>Aspect: Energy</b>			
<b>302-1</b> <b>302-3</b> <b>302-4</b>	Energy consumption within the organisation; energy intensity; reduction of energy consumption	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 4: Responsible use of natural resources (energy efficiency)</li> </ul>	52
<b>Aspect: Emissions</b>			
<b>305-1</b> <b>305-2</b> <b>305-3</b>	Direct greenhouse gas (GHG) emissions (scope 1); indirect GHG emissions (scope 2); other indirect GHG emissions (scope 3);	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 4: Responsible use of natural resources (carbon emissions)</li> </ul>	49
<b>Aspect: Compliance</b>			
<b>307-1</b>	Monetary value of fines and number of non-monetary sanctions for non-compliance with environmental laws and regulations	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 4: Responsible use of natural resources</li> </ul>	47
<b>MATERIAL ISSUE 5: GOVERNANCE AND CORPORATE SOCIAL RESPONSIBILITY</b>			
<b>Aspect: Diversity and equal opportunity</b>			
<b>405-1</b>	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	Annual Report <ul style="list-style-type: none"> <li>Directors' Report: employees</li> </ul> Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (employee recruitment and retention)</li> </ul>	126  30



GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>MATERIAL SPECIFIC STANDARD DISCLOSURES (continued)</b>			
<b>MATERIAL ISSUE 5: GOVERNANCE AND CORPORATE SOCIAL RESPONSIBILITY (continued)</b>			
<b>Aspect: Non-discrimination</b>			
<b>406-1</b>	Incidents of discrimination and corrective actions taken	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 5: Governance and corporate social responsibility (human rights and rights of indigenous people)</li> </ul>	59
<b>Aspect: Local communities</b>			
<b>413-1</b>	Operations with local community engagement, impact assessments, and development programmes	Sustainable Development Report: <ul style="list-style-type: none"> <li>Stakeholder engagement: Community</li> <li>Material Issue 5: Governance and corporate social responsibility (corporate social investment)</li> </ul>	18 60
<b>Aspect: Anti-corruption</b>			
<b>205-3</b>	Confirmed incidents of corruption and actions taken	Annual Report: <ul style="list-style-type: none"> <li>Corporate Governance Statement: fraud and corruption</li> <li>Audit and Risk Committee Report</li> </ul>	82 114
<b>Aspect: Anti-competitive behaviour</b>			
<b>206-1</b>	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Annual Report: <ul style="list-style-type: none"> <li>Corporate Governance Statement: competition laws</li> </ul>	82
<b>Aspect: Socio-economic compliance</b>			
<b>419-1</b>	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area	Annual Report: <ul style="list-style-type: none"> <li>Corporate Governance Statement: ethics and compliance</li> </ul>	82
<b>OTHER SPECIFIC STANDARD DISCLOSURES</b>			
<b>CATEGORY: ECONOMIC</b>			
<b>Aspect: Economic performance</b>			
<b>201-2</b>	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 4: Responsible use of natural resources (why this is important to the business)</li> </ul>	47
<b>201-3</b>	Coverage of the organisation's defined benefit plan obligations and other retirement plans	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (labour relations and remuneration - employee remuneration)</li> </ul>	35
<b>201-4</b>	Financial assistance received from government	Sustainable Development Report: <ul style="list-style-type: none"> <li>Stakeholder engagement: Government and authorities</li> </ul>	15
<b>Aspect: Market presence</b>			
<b>202-1</b>	Ratios of standard entry-level wage by gender compared to local minimum wage at locations of significant operation	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (labour relations and remuneration - employee remuneration)</li> </ul>	35

GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>OTHER SPECIFIC STANDARD DISCLOSURES (continued)</b>			
<b>CATEGORY: ECONOMIC (continued)</b>			
<b>Aspect: Market presence (continued)</b>			
<b>202-2</b>	Proportion of senior management hired from the local community at locations of significant operation	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (labour relations and remuneration - labour relations)</li> </ul>	36
<b>Aspect: Indirect Economic Impacts</b>			
<b>203-1</b>	Infrastructure investments and services supported	Sustainable Development Report: <ul style="list-style-type: none"> <li>Stakeholder Engagement: Community</li> </ul>	18
<b>203-2</b>	Significant indirect economic impacts, including the extent of impacts	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 5: Governance and corporate social responsibility (corporate social investment)</li> <li>Material Issue 2: Address shortage of healthcare practitioners (training and skills development)</li> </ul>	60 37
<b>Procurement practices</b>			
<b>204-1</b>	Proportion of spending on local suppliers at significant locations of operation	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 1: Provide quality healthcare services (procurement and supply chain management)</li> </ul>	25
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>Aspect: Materials</b>			
<b>301-1</b> <b>301-2</b>	Materials used by weight or volume; Recycled input materials used	Not reported	-
<b>Aspect: Energy</b>			
<b>302-2</b> <b>302-5</b>	Energy consumption outside the Organisation; Reductions in energy requirements of products and services	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 4: Responsible use of natural resources (energy efficiency)</li> </ul>	52
<b>Aspect: Water</b>			
<b>303-1</b> <b>303-2</b> <b>303-3</b>	Total water withdrawal by source; Water sources significantly affected by withdrawal of water; Percentage and total volume of water recycled and reused	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 4: Responsible use of natural resources (water usage)</li> </ul>	54
<b>Aspect: Biodiversity</b>			
<b>304-1</b> <b>304-2</b> <b>304-3</b> <b>304-4</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas; Significant impacts of activities, products and services on biodiversity; Habitats protected or restored; Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 4: Responsible use of natural resources (effective environmental management)</li> </ul>	48



GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>OTHER SPECIFIC STANDARD DISCLOSURES (continued)</b>			
<b>CATEGORY: ENVIRONMENTAL (continued)</b>			
<b>Aspect: Emissions</b>			
<b>305-4</b> <b>305-5</b> <b>305-6</b> <b>305-7</b>	GHG emissions intensity; Reduction of GHG emissions; Emissions of ozone-depleting substances (ODS); NOx, SOx and other significant air emissions	Sustainable Development Report: • Material Issue 4: Responsible use of natural resources (carbon emissions)	49
<b>Aspect: Effluents and waste</b>			
<b>306-1</b> <b>306-2</b> <b>306-3</b> <b>306-4</b> <b>306-5</b>	Total water discharge by quality and destination; Waste by type and disposal method; Significant spills; Transport of hazardous waste; Water bodies affected by water discharges and/or runoff	Sustainable Development Report: • Material Issue 4: Responsible use of natural resources (waste management)	55
<b>Aspect: Materials</b>			
<b>301-3</b>	Percentage of products sold and their packaging materials reclaimed	Not applicable	-
<b>Aspect: Supplier environmental assessment</b>			
<b>308-1</b> <b>308-2</b>	New suppliers that were screened using environmental criteria; Negative environmental impacts in the supply chain and actions taken	Not reported	-
<b>CATEGORY: SOCIAL (LABOUR PRACTICES AND DECENT WORK)</b>			
<b>Aspect: Employment</b>			
<b>401-2</b>	Benefits provided to full-time employees, that are not provided to temporary or part-time employees, by major operations	Sustainable Development Report: • Material Issue 2: Address shortage of healthcare practitioners (labour relations and remuneration - employee remuneration)	35
<b>401-3</b>	Return to work retention rates after parental leave	Sustainable Development Report: • Material Issue 2: Address shortage of healthcare practitioners (employee recruitment and retention)	30
<b>Aspect: Labour/management relations</b>			
<b>402-1</b>	Minimum notice period(s) regarding operational changes	Sustainable Development Report: • Material Issue 2: Address shortage of healthcare practitioners (labour relations and remuneration - labour relations)	36
<b>Aspect: Occupational health and safety</b>			
<b>403-1</b> <b>403-3</b> <b>403-4</b>	Workers presentation in formal joint management-worker health and safety committees; Workers with high incidence or high risk of diseases related to their occupation; Health and safety topics covered in formal agreements with trade unions	Sustainable Development Report: • Material Issue 2: Address shortage of healthcare practitioners (employee health and safety)	40

GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>OTHER SPECIFIC STANDARD DISCLOSURES (continued)</b>			
<b>CATEGORY: SOCIAL (LABOUR PRACTICES AND DECENT WORK) (continued)</b>			
<b>Aspect: Training and education</b>			
<b>404-1 404-3</b>	Average hours of training per year per employee and percentage of employees receiving regular performance and career development reviews	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (training and skills development)</li> </ul>	37
<b>Aspect: Diversity and equal Opportunity</b>			
<b>405-2</b>	Ratio of basic salary and remuneration of men to women by employee category	Not reported	-
<b>Aspect: Freedom of association and collective bargaining</b>			
<b>407-1</b>	Operations and suppliers in which the right to exercise freedom of association and collective bargaining may be at risk	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 2: Address shortage of healthcare practitioners (labour relations and remuneration - labour relations)</li> </ul>	36
<b>CATEGORY: SOCIAL (HUMAN RIGHTS)</b>			
<b>Aspect: Investment</b>			
<b>412-3</b>	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening	Not reported	-
<b>412-2</b>	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Not reported	-
<b>Aspect: Child labour and forced/compulsory labour</b>			
<b>408-1 409-1</b>	Operations and suppliers at significant risk for incidents of child labour; Operations and suppliers at significant risk for incidents of forced or compulsory labour	Not applicable	-
<b>Aspect: Security practices</b>			
<b>410-1</b>	Security personnel trained in human rights policies or procedures	Not applicable	-
<b>Aspect: Rights of indigenous people</b>			
<b>411-1</b>	Incidents of violations involving rights of indigenous people	Sustainable Development Report: <ul style="list-style-type: none"> <li>Material Issue 5: Governance and corporate social responsibility (human rights and rights of indigenous people)</li> </ul>	59

GRI STANDARD DISCLOSURE REFERENCE	DESCRIPTION	SECTION OF REPORT	PAGE REFERENCE
<b>OTHER SPECIFIC STANDARD DISCLOSURES (continued)</b>			
<b>CATEGORY: SOCIAL (SOCIETY)</b>			
<b>Aspect: Human rights assessment</b>			
<b>412-1 412-2</b>	Operations that have been subject to human rights reviews or impact assessments; Employee training on human rights policies or procedures;	Sustainable Development Report: • Material Issue 5: Governance and corporate social responsibility (human rights and rights of indigenous people)	59
<b>Aspect: Local communities</b>			
<b>413-2</b>	Operations with significant potential or actual negative impact on local communities	Not applicable	-
<b>Aspect: Anti-corruption</b>			
<b>205-1 205-2</b>	Operations assessed for risks related to corruption; Communication and training about anti-corruption policies	Annual Report: • Corporate Governance Statement: fraud and corruption	82
<b>Aspect: Public policy</b>			
<b>415-1</b>	Political contributions	Annual Report: • Directors' Report: political payments	126
<b>Aspect: Supplier social assessment</b>			
<b>414-1</b>	Percentage of new suppliers screened using social criteria	Website: • Slavery and human trafficking statement	-
<b>414-2</b>	Negative social impacts in the supply chain and actions taken	Website: • Slavery and human trafficking statement	-
<b>CATEGORY: SOCIAL (PRODUCT RESPONSIBILITY)</b>			
<b>Aspect: Customer health and safety</b>			
<b>416-2</b>	Incidents of non-compliance concerning health and safety impacts of products and services	Sustainable Development Report • Material Issue 2: Address shortage of healthcare practitioners (employee health and safety)	40