

# GRI TABLE

GRI Indicator	Description	Reference
<b>Strategy and analysis</b>		
G4-1	A statement from the most senior decision maker in the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	Message from the CEO
<b>Organizational profile</b>		
G4-3	Name of the organization	Accell Group
G4-4	Primary brands, products and services	1.1 Profile
G4-5	Location of the organization's headquarters	6.10 Addresses
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	At a Glance
G4-7	Nature of ownership and legal form	5.6 Notes to the consolidated financial statements
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	At a Glance
G4-9	Report the scale of the reporting organization	At a Glance
G4-10	Structure of the employee directory	6.6 Employee data
G4-11	Percentage of total employees covered by collective bargaining agreements	63%
G4-12	Description of the organization's supply chain	3.4 Supply chain
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	6.7 Scope of the reporting
G4-14	Report whether and how the organisation addresses the precautionary approach or principle	3.2 Products and marketing
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	6.5 Networks and stakeholder dialogue
G4-16	Memberships of associations (such as industry associations) and of national or international advocacy organizations	6.5 Networks and stakeholder dialogue
<b>Identified material aspects and boundaries</b>		
G4-17	All entities included in the organizations consolidated financial statements or equivalent documents	5.6 Notes to the consolidated financial statements
G4-18	Explain the process for defining the report content and the Aspect Boundaries	6.4 Materiality matrix
G4-19	List all the material Aspects identified in the process for defining report content	6.4 Materiality matrix
G4-20	Report the Aspect Boundary within the organization for each material Aspect	6.4 Materiality matrix
G4-21	Report the aspect Boundary outside the organization for each material Aspect	6.4 Materiality matrix
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	6.7 Scope of the reporting
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	6.7 Scope of the reporting
<b>Stakeholder engagement</b>		
G4-24	List of stakeholder groups engaged by the organization	6.5 Networks and stakeholder dialogue
G4-25	Basis for identification and selection of stakeholders with whom to engage	6.5 Networks and stakeholder dialogue
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	6.5 Networks and stakeholder dialogue
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	6.5 Networks and stakeholder dialogue

GRI Indicator	Description	Reference
<b>Report profile</b>		
G4-28	Reporting period (such as fiscal or calendar year) for information provided	2017
G4-29	Date of most recent previous report (if any)	2016
G4-30	Reporting cycle (such as annual, biennial)	Annual
G4-31	Contact point for questions regarding the report or its contents	<a href="http://www.accel-group.com">www.accel-group.com</a>
G4-32	a. Report the 'in accordance' option the organization has chosen b. Report the GRI Content Index for the chosen option (see tables below)	Core
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report	5 Financial statements
<b>Governance</b>		
G4-34	Governance structure of the organization, including committees of the highest governance body responsible for decision-making on economic, environmental and social impacts	1.6 Board of Directors
<b>Ethics and integrity</b>		
G4-56	Describe the organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	4.3 Governance & compliance
<b>Economic</b>		
<b>Economic performance</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	2.3 Strategy
G4-EC1	Direct economic value generated and distributed	2.3 Strategy
<b>Environment</b>		
<b>Materials</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.3 Organisation and employees
G4-EN1	Materials used by weight or volume	3.3 Organisation and employees
<b>Energy</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.3 Organisation and employees
G4-EN3	Energy consumption within the organization	3.3 Organisation and employees
<b>Emissions</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.3 Organisation and employees
G4-EN15	Direct Greenhouse Gas (GHG) emissions (scope 1)	3.3 Organisation and employees
G4-EN16	Energy indirect Greenhouse Gas (GHG) emissions (scope 2)	3.3 Organisation and employees
<b>Waste</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.3 Organisation and employees
G4-EN23	Total weight of waste by type and disposal method	3.3 Organisation and employees

GRI Indicator	Description	Reference
<b>Supplier environmental assessment</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.4 Supply chain
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	3.4 Supply chain
<b>SOCIAL</b>		
<b>Occupational health and safety</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.3 Organisation and employees
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism and total number of work related fatalities, by region and by gender	3.3 Organisation and employees
<b>Training and education</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts. C. Report the evaluation of the management	3.3 Organisation and employees
G4-LA9	Average hours of training per year per employee by gender, and by employee category	3.3 Organisation and employees
<b>Supplier assessment for labor practices</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts. C. Report the evaluation of the management	3.4 Supply chain
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	3.4 Supply chain
<b>Human rights</b>		
<b>Supplier human rights assessment</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.4 Supply chain
G4-HR11	Significant actual and potential negative impacts on human rights in the supply chain and actions taken	3.4 Supply chain
<b>Other material aspects</b>		
<b>Healthy and green mobility</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.3 Organisation and employees
Accell indicator	Amount of sponsoring	3.3 Organisation and employees
Accell indicator	% sustainable commuting	3.3 Organisation and employees
<b>Consumer safety</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.2 Products and marketing
<b>Job enjoyment and welfare</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.3 Organisation and employees
<b>Chemical substances</b>		
DMA	DISCLOSURES ON MANAGEMENT APPROACH: A. Report why the Aspect is material. Report the impacts that make this Aspect material B. Report how the organization manages the material Aspect or its impacts C. Report the evaluation of the management	3.4 Supply chain
Accell indicator	Number of Reach investigations and % deviations	3.4 Supply chain

# SUMMARY TABLE EU DIRECTIVE ON THE DISCLOSURE OF NON-FINANCIAL INFORMATION AND INFORMATION ON DIVERSITY

Current/foreseeable impacts (GRI-indicator)	Material aspect	Reference
<b>Environmental</b>		
Energy use (G4-EN3)	Energy consumption	3.3 Organisation and employees
Greenhouse gas emissions (G4-EN 15 and 16)	Energy consumption	3.3 Organisation and employees
Use of materials (G4-EN1 and 23)	Sustainable production	3.3 Organisation and employees
Sustainable commuting (Accell indicator)	Healthy & green mobility	3.3 Organisation and employees
Environmental impact of suppliers (G4-EN33)	Supply chain	3.4 Supply chain
<b>Social &amp; Employee</b>		
Diversity policy (BoD and SB)	Governance	4.2 Report of the Supervisory Board and 4.3 Governance & compliance
Labour conditions (G4-LA15)	Supply chain	3.3 Organisation and employees and 3.4 Supply chain
Health & safety (G4-LA6)	Health & safety	3.3 Organisation and employees
Work satisfaction and welfare (G4-LA9)	Work satisfaction & welfare	3.3 Organisation and employees
<b>Respect for human rights (G4-HR11)</b>		
Respect for human rights (G4-HR11)	Supply chain	3.4 Supply chain
<b>Anti-corruption</b>		
Anti-corruption	Governance	4.3 Governance & compliance
<b>Bribery</b>		
Bribery	Governance	4.3 Governance & compliance