

GRI G4

Content Index

Sustainability Report 2016

“In accordance Core”

The GRI Content Index is an integral part of the MYTILINEOS Group Sustainability Report 2016. It is in line with the GRI G4 Guidelines at “Core Level”, aiming at the compliance of the Group with the New European Directive 2014/95 / EU on the disclosure of Non-financial Information.



GENERAL STANDARD DISCLOSURES G4

Indicators	Description	Sustainability Report 2016 sections & pages / link / Direct answer	External Assurance
Strategy and Analysis			
G4-1	Message from the Chairman	Message from the Chairman (p. 4) Strategy & Outlook 2017 (p. 10) Corporate Responsibility Overview 2016 (p. 12) Sustainability Report 2016 (p.2)	-
G4-2	Description of key impacts, risks, and opportunities.	Materiality analysis of sustainability issues (p. 8) Risk Management & Internal Control (p. 57) Annual Report 2016 (p. 19, 26,28 & 51)	-
Organizational Profile			
G4-3	Name of the organization.	MYTILINEOS Group	-
G4-4	Primary brands, products and services.	MYTILINEOS Group (p. 6) Annual Report 2016 (p.4)	-
G4-5	Organization's headquarters.	Patroklou 5-7 Marousi, 151 25, Athens, Greece	-
G4-6	Number of countries where the organization operates, and countries with major operations or relevant to sustainability issues.	MYTILINEOS Group (p. 6)	-
G4-7	Nature of ownership and legal form.	MYTILINEOS Group (p. 6) Annual Report 2016 (p. 38)	-
G4-8	Markets served	MYTILINEOS Group (p. 6) Strategy & Outlook 2017 (p. 10) Annual Report 2016 (p. 4-7)	-
G4-9	Scale of the organization, including total number of employees and operations, net sales & quantity of products or services provided.	MYTILINEOS Group (p. 6)	-
G4-10	Total number of employees by employment contract and gender.	Labour practices (p. 41)	-
G4-11	Percentage of total employees covered by collective bargaining agreements.	Labour practices (p. 41)	-

Indicators	Description	Sustainability Report 2016 sections & pages / link / Direct answer	External Assurance
Organizational Profile			
G4-12	Description of supply chain.	Supply Chain (p. 51)	-
G4-13	Significant changes to size, structure, or ownership.	Annual Report 2016 (p.17)	-
G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	Materiality analysis of sustainability issues (p. 8) Stakeholder Engagement (p. 14) Environmental compliance (p. 27) Health & Safety at the Workplace (p. 38) Product Quality and Safety (p. 48) Customer satisfaction (p. 49) Responsible communication and marketing (p. 50) Governance Structures (p. 54) CSR Governance (p. 56) Risk Management & Internal Control (p. 57) Financial Risk Management Codes & Policies Strengthening Transparency Cooperation & Memberships in CSR initiatives CSR Publications .	-
G4-15	Externally developed economic, environmental, and social charters, principles, or initiatives the organization subscribes or endorses.	Corporate Responsibility Overview 2016 (p. 12) Cooperation & Memberships in CSR initiatives	-
G4-16	Association memberships.	Cooperation & Memberships in CSR initiatives	-
Identified Material Aspects and Boundaries			
G4-17	Entities included in consolidated financial statements and if any are not in report.	Sustainability Report Parameters (p. 61) Annual Report 2016 (p.30)	-

GENERAL STANDARD DISCLOSURES G4 (continue)

Indicators	Description	Sustainability Report 2016 sections & pages / link / Direct answer	External Assurance
Identified Material Aspects and Boundaries			
G4-18	Process to define report content and aspect boundaries. How Defining Report Content principles was implemented.	Materiality analysis of sustainability issues (p.8) Sustainability Report Parameters (p.61)	-
G4-19	Material aspects identified in the process for defining report content.	Materiality analysis of sustainability issues (p.9)	-
G4-20	Material aspects impact within the Group boundaries	Materiality analysis of sustainability issues (p.8 & 9)	-
G4-21	Material aspects impact outside the Group boundaries	Materiality analysis of sustainability issues (p.8 & 9)	-
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Workforce Data (p.41)	-
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	There are no significant changes in the Scope and Aspect Boundaries of our Sustainability Report from the previous year.	-
Stakeholder Engagement			
G4-24	List of stakeholder groups engaged by the organization.	Stakeholder Engagement (p.15)	-
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement	-
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.	Stakeholder Engagement (p.15 -17)	-
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. Stakeholder groups that raised each of the key topics and concerns.	Stakeholder Engagement (p.16 - 21)	-
Report Profile			
G4-28	Reporting period for information provided.	Sustainability Report Parameters (p.61)	-

GENERAL STANDARD DISCLOSURES G4 (continue)

Indicators	Description	Sustainability Report 2016 sections & pages / link / Direct answer	External Assurance
Report Profile			
G4-29	Date of most recent previous report.	May 2016 (Annual Report 2015)	-
G4-30	Reporting cycle.	Annual	-
G4-31	Contact for Sustainability Report.	Sustainability Report Parameters (p.61)	-
G4-32	Table with Standard Disclosure locations.	GRI G4 Content Index Sustainability Report 2016 "In accordance Core" .	-
G4-33	External assurance statement.	In our Sustainability Report, the external assurance process was not applied.	-
Governance			
G4-34	Governance structure.	Governance Structures (p. 54)	-
G4-36	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Governance Structures (p. 56)	-
G4-38	Composition of the highest governance body and its committees	Governance Structures (p. 55) Annual Report 2016 (p. 45-51)	-
G4-39	Whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	Governance Structures (p. 55)	-
G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	CSR Governance (σελ. 56)	-
G4-52	Report the process for determining remuneration.	Annual Report 2016 (p. 54)	-
Ethics and Integrity			
G4-56	Organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	CSR Governance (σελ. 56) Vision & Values MYTILINEOS Group's Code of Business Conduct	-

SPECIFIC STANDARD DISCLOSURES

Economic performance

Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Economic Performance		Disclosure Management Approach	Strategy & Outlook 2017 (p.10) Annual Report 2016 (p.19-20)	-	-
	G4-EC1	Direct economic value generated and distributed.	Strategy & Outlook 2017 (p.11)	-	-
	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Risk Management & Internal Control (p. 56-57) Annual Report 2016 (p. 51) www.mytilneos.gr/el-gr/annual-reports/files	-	-
	G4-EC3	Coverage of the organization's defined benefit plan obligations.	Annual Report 2016 (p.90)	-	-
	G4-EC4	Significant financial assistance received from government.	No financial support was received from government.	-	-
Procurement Practices	G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	Supply Chain (p.51)	-	-

Environmental Performance

Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Materials		Disclosure Management Approach	Climate Change and protection of the environment		
	G4-EN1	Materials used by weight or volume.	Raw & Other Materials (p.28-29)	-	-
	G4-EN2	Percentage of materials used that are recycled input materials.	Raw & Other Materials (p.28-29)	-	-

SPECIFIC STANDARD DISCLOSURES (continue)

Environmental Performance					
Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Energy	Disclosure Management Approach		Responsible management of Energy		
	G4-EN3	Energy consumption within the organization.	Energy (p.26)	-	-
	G4-EN5	Energy Intensity.	Energy (p.27)	-	-
Water	Disclosure Management Approach		Responsible management of Water	-	-
	G4-EN8	Total water withdrawal by source.	Water (p.34)	-	-
	G4-EN9	Water sources significantly affected by withdrawal of water.	No water source was significantly affected by our operations.	-	-
	G4-EN10	Percentage and total volume of water recycled and reused.	Water (p.34)	-	-
Biodiversity	Disclosure Management Approach		Protection of Biodiversity		
	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Environment restoration & biodiversity (p.35)	-	-
	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Environmental restoration and biodiversity (p.35)	-	-
	G4-EN13	Habitats protected or restored.	A. Total land disturbed and not yet rehabilitated: 36,7 (hectares) B. Total land disturbed in 2016: 0 (hectares) C. Total land rehabilitated in 2016: 24,1 (hectares) D=A+B-C: Total land disturbed and not yet rehabilitated: 12,6 (hectares)	-	-

SPECIFIC STANDARD DISCLOSURES (continue)

Environmental Performance					
Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Emissions	Disclosure Management Approach		Adapting to Climate Change	-	-
	G4-EN15	Direct greenhouse gas emissions (Scope 1).	Climate Change (p. 24)	-	-
	G4-EN16	Energy indirect greenhouse gas emissions (Scope 2).	Climate Change (p. 24)	-	-
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).	Climate Change (p. 24)	-	-
	G4-EN18	Greenhouse gas (GHG) emissions intensity.	Climate Change (p. 25)	-	-
	G4-EN21	NOx, SOx, and other significant air emissions.	Climate Change (p. 24)	-	-
Effluents and Waste	Disclosure Management Approach		Responsible management of waste	-	-
	G4-EN22	Total water discharge by quality and destination.	Management of solid and liquid waste (p. 31)	-	-
	G4-EN23	Total weight of waste by type and disposal method.	Management of solid and liquid waste (p. 30)	-	-
Compliance	Disclosure Management Approach		Environmental compliance (p.27)	-	-
	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Environmental compliance (p.27)	-	-
Overall	G4-EN31	Total environmental protection expenditures and investments by type.	The total planned expenditures for the implementation of the Group's environmental policy reached the number of: €12.983.380. Prevention and environmental management costs: €15.952.592 .	-	-

SPECIFIC STANDARD DISCLOSURES (continue)

Labor Practices & Decent Work

Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Employment		Disclosure Management Approach	Labour practices	-	-
	G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Work conditions (p. 42)	-	-
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Work conditions (p. 43)	-	-
Labor - Management Relations		Disclosure Management Approach	Labour practices (p. 43)	-	-
	G4-LA4	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Labour practices (p. 43)	-	-
Occupational Health & Safety		Disclosure Management Approach	Health & Safety at the Workplace	-	-
	G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.	Health and Safety Committees are operating in Metallurgy & Mining and EPC Projects Sectors, covering the 75% & the 100% of our employees respectively .	-	-
	G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Health & Safety at the Workplace (p.38-39)	-	-
Training & Education		Disclosure Management Approach	Training & Development	-	-
	G4-LA9	Average hours of training per year per employee by gender, and by employee category.	Labour practices (p. 43)	-	-
	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Labour practices (p. 44-45)	-	-

SPECIFIC STANDARD DISCLOSURES (continue)

Labor Practices & Decent Work

Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Training & Education	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender.	Labour practices (p. 44-45)	-	-
Diversity & Equal Opportunity	Disclosure Management Approach		Equal Opportunities & Diversity	-	-
	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Labour practices (p. 46)	-	-

Human Rights

Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Non - discrimination	Disclosure Management Approach		Safeguarding of Human Rights	-	-
	G4-HR3	Total number of incidents of discrimination and corrective actions taken.	No such incident has been recorded in 2016.	-	-
Freedom of Association and Collective Bargaining	Disclosure Management Approach		Safeguarding of Human Rights		
	G4-HR4	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	The Group recognize its employees' right to trade-unionism. During 2016, no areas were identified and no incidents were reported involving a threat to or a violation of these rights.	The information for significant suppliers is currently unavailable	-

SPECIFIC STANDARD DISCLOSURES (continue)

Human Rights					
Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Child Labor	Disclosure Management Approach		Safeguarding of Human Rights	-	-
	G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	In 2016, no incidents of child labour were reported in the Group's activity sectors.	The information for significant suppliers is currently unavailable	-
Forced or Compulsory Labor	Disclosure Management Approach		Safeguarding of Human Rights	-	-
	G4-HR6	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	In 2016, no incidents of compulsory labor were reported in the Group's activity sectors.	The information for significant suppliers is currently unavailable	-

SPECIFIC STANDARD DISCLOSURES (continue)

Social performance					
Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Local communities	Disclosure Management Approach		Local Communities	-	-
	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Local Communities (p.47) Stakeholder Engagement (p. 16 - 21)	-	-
Anti-corruption	Disclosure Management Approach		Strengthening Transparency	-	-
	G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	Strengthening Transparency (σελ.48)	-	-
	G4-SO5	Confirmed incidents of corruption and actions taken.	No such incident has been recorded in 2016.	-	-
Anti-competitive behavior	Disclosure Management Approach		Anti-competitive behavior	-	-
	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	No such actions has been recorded in 2016	-	-
Compliance	Disclosure Management Approach		Strengthening Transparency	-	-
	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	No such fines and non - monetary sanctions were made in 2016.	-	-

SPECIFIC STANDARD DISCLOSURES (continue)

Product Responsibility					
Material Aspects	DMA & Indicators Description	Description	Sustainability Report 2016 sections & pages / link / Direct answer	Omissions	External Assurance
Customer Health & Safety	Disclosure Management Approach		Market practices	-	-
	G4-PR1	Report the percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Market practices (p.48)	-	-
	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	No such incident has been recorded in 2016.	-	-
Product & Service Labeling	Disclosure Management Approach		Market practices	-	-
	G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements.	Market practices (p.49)	-	-
	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	No such incident has been recorded in 2016.	-	-
	G4-PR5	Results of surveys measuring customer satisfaction.	Market practices (p.49)	-	-
Marketing Communication	Disclosure Management Approach		Market practices	-	-
	G4-PR6	Sale of banned or disputed products.	Market practices (p.50)	-	-
	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	Market practices (p.50)	-	-

HOLDINGS 
MYTILINEOS

GRI G4
Content Index
Sustainability Report 2016
“In accordance Core”