



GRI Content Index

Sustainability Report 2017

**“This report has been prepared in
accordance with the
GRI Standards: Core option”**

The GRI Content Index is an integral part of the MYTILINEOS Sustainability Report 2017, aiming at the compliance of the company with the New European Directive 2014/95 / EU on the disclosure of Non-financial Information.

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
GRI 101: Foundation 2016	[GRI 101 does not include any disclosures]		
General Disclosures			
GRI 102: General Disclosures 2016	ORGANISATIONAL PROFILE		
	102-1 Name of the organization	MYTILINEOS S.A.	-
	102-2 Activities, brands, products, and services	Sustainability Report (page 6)	-
	102-3 Location of headquarters	Patroklou 5-7 Marousi, 151 25, Athens, Greece	-
	102-4 Location of operations	Sustainability Report (page 7)	-
	102-5 Ownership and legal form	Annual Report (Page 42)	-
	102-6 Markets served	Sustainability Report (pages 6 & 9) Annual Report (page 92)	-
	102-7 Scale of the organization.	Sustainability Report (page 7)	-
	102-8 Information on employees and other workers	Sustainability Report (page 51)	-
	102-9 Supply chain	Sustainability Report (page 67)	-
	102-10 Significant changes to the organization and its supply chain	Annual Report (page 15)	-
	102-11 Precautionary Principle or approach	Sustainability Report (pages 14, 18, 26, 42, 47, 49, 58, 63, 70 & 74)	-
102-12 External initiatives	Sustainability Report (page 8)	-	

GRI Standard	Disclosure	Page number(s) and/or URL(s)/or Direct Answer	Omission
GRI 102: General Disclosures 2016	102-13 Membership of associations	http://www.mytilneos.gr/el-gr/memberships-initiatives-and-standards/about-corporate-social-responsibility#tab-csr-collaborations-organizations	-
	STRATEGY		
	102-14 Statement from senior decision-maker	Sustainability Report (pages 4, 8, 10 & 11)	-
	102-15 Key impacts, risks, and opportunities	Sustainability Report (pages 14, 18, 26, 42, 47, 49, 58, 63 & 74)	-
	ETHICS & INTEGRITY		
	102-16 Values, principles, standards, and norms of behavior	Sustainability Report (pages 6, 8, 73 & 74)	-
	GOVERNANCE		
	102-18 Governance structure	Sustainability Report (page 70)	-
	102-22 Composition of the highest governance body and its committees	Sustainability Report (page 71)	-
	102-23 Chair of highest governance body	Sustainability Report (page 71)	-
	102-32 Highest governance body's role in sustainability reporting	Sustainability Report (page 73)	-
	STAKEHOLDER ENGAGEMENT		
	102-40 List of stakeholder groups	Sustainability Report (page 19)	-
	102-42 Identifying and selecting stakeholders	http://www.mytilneos.gr/el-gr/dialogue-with-stakeholders/details	-
	102-43 Approach to stakeholder engagement	Sustainability Report (pages 19 & 20)	-
102-44 Key topics and concerns raised	Sustainability Report (pages 19, 20, 21, 22 & 23)	-	

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
GRI 102: General Disclosures 2016	REPORTING PRACTICE		
	102-45 Entities included in the consolidated financial statements	Sustainability Report (page 75)	-
	102-46 Defining report content and topic Boundaries	Sustainability Report (page 16)	-
	102-47 List of material topics	Sustainability Report (page 15)	-
	102-48 Restatements of information	Sustainability Report (page 75)	-
	102-49 Changes in reporting	Sustainability Report (page 75)	-
	102-50 Reporting period	Sustainability Report (page 75)	-
	102-51 Date of most recent report	JUNE 2017	-
	102-52 Reporting cycle	Annually	-
	102-53 Contact point for questions regarding the report	Sustainability Report (page 75)	-
	102-54 Claims of reporting in accordance with the GRI Standards	"This report has been prepared in accordance with the GRI Standards: Core option"	-
	102-55 GRI content index	http://www.mytilineos.gr/en-us/csr-reports/publications	-
102-56 External assurance	The company has decided to apply the external assurance process in its 2018 Sustainability Report.	-	

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
Material topics			
• Occupational Health and Safety			
GRI 103: Management Approach	103-1 Explanation of the material topics and its boundaries	Material issues summary (page 16) Health & Safety (page 42)	-
	103-2 The management approach and its components	Health & Safety (page 42)	-
	103-3 Evaluation of the management approach	i. Evaluation: Internal consultation & Stakeholders engagement process (last evaluation date 2017) ii. Results: The results are presented in Sustainability Report according to the GRI Standards disclosures iii. Major Adjustments: Adjustments to the boundaries after the corporate restructuring. New elements: impacts, risks and risk control practices	-
GRI 403: Occupational Health and Safety	403-1 Workers representation in formal joint management-worker health and safety committees	Health & Safety (page 45)	-
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health & Safety (pages 44 & 46)	-
	403-3 Workers with high incidence or high risk of diseases related to their occupation	There are no workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
Material topics			
• Economic performance			
GRI 103: Management Approach	103-1 Explanation of the material topics and its boundaries	Material issues summary (page 16)	-
	103-2 The management approach and its components	Annual Report (Pages 10-19)	-
	103-3 Evaluation of the management approach	Evaluation: Internal verification & Stakeholders engagement process (last evaluation date 2017) ii. Results: The results are presented in Sustainability Report according to GRI Standards disclosures iii. Adjustments: No adjustments	-
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	Economic performance (page 9)	-
	201-3 Defined benefit plan obligations and other retirement plans	Employee benefits (Annual Report page 105)	-
	201-4 Financial assistance received from government	No financial support was received from government in 2017	-
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Social Policy (pages 60 & 61)	-
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Supply Chain (page 67)	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
Material topics			
• Anti-corruption			
GRI 103: Management Approach	103-1 Explanation of the material topics and its boundaries	Material issues summary (page 16) Anti-corruption (page 47)	-
	103-2 The management approach and its components	Anti-corruption (page 48)	-
	103-3 Evaluation of the management approach	i. Evaluation: Internal consultation & Stakeholders engagement process (last evaluation date 2017) ii. Results: The results are presented in Sustainability Report according to the GRI Standards disclosures iii. Major Adjustments: New elements: impacts, risks and risk control practices.	-
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	Anti-corruption (page 48)	-
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no incidents of legal action for anti-competitive behavior, anti-trust or monopoly practices during the reporting period.	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
Material topics			
• Environmental Management & Climate Change			
GRI 103: Management Approach	103-1 Explanation of the material topics and its boundaries	Material issues summary (page 16) Environmental management & Climate Change (page 26)	-
	103-2 The management approach and its components	Environmental management & Climate Change (page 27)	-
	103-3 Evaluation of the management approach	i. Evaluation: Internal consultation & Stakeholders engagement process (last evaluation date 2017) ii. Results: The results are presented in Sustainability Report according to the GRI Standards disclosures iii. Major Adjustments: Adjustments to the boundaries after the corporate restructuring. New elements: impacts, risks and risk control practices.	-
GRI 301: Materials	301-1 Materials used by weight or volume	Materials (pages 35,36 & 37)	-
	301-2 Recycled input materials used	Materials (page 36)	-
GRI 302: Energy	302-1 Energy consumption within the organization	Energy (page 31)	-
	302-3 Energy intensity	Energy (page 32)	-
GRI 303: Water	303-1 Water withdrawal by source	Water (page 37)	-
	303-2 Water sources significantly affected by withdrawal of water	Water (page 37)	-
	303-3 Water recycled and reused	Water (page 38)	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
Material topics			
• Environmental Management & Climate Change			
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental restoration & biodiversity (page 39)	-
	304-2 Significant impacts of activities, products, and services on biodiversity	Environmental restoration & biodiversity (pages 38 & 39)	-
	304-3 Habitats protected or restored	Environmental restoration & biodiversity (page 39)	-
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Emissions (page 29)	-
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions (page 29)	-
	305-3 Other indirect (Scope 3) GHG emissions	Emissions (page 30)	-
	305-4 GHG emissions intensity	Emissions (page 30)	-
	305-5 Reduction of GHG emissions	Emissions (page 30)	-
	305-6 Emissions of ozone-depleting substances (ODS)	There are no such emissions	-
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Emissions (page 30)	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
--------------	------------	----------------------------------------------	----------

Material topics

- Environmental Management & Climate Change

GRI 306: Effluents & Waste	306-1 Water discharge by quality and destination	Waste Management (page 34)	-
	306-2 Waste by type and disposal method	Waste Management (page 32)	-
	306-5 Water bodies affected by water discharges and/or runoff	Water (page 38)	-
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Environmental Compliance (page 28)	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
--------------	------------	----------------------------------------------	----------

Material topics

- Employment Practices

GRI 103: Management Approach	103-1 Explanation of the material topics and its boundaries	Material issues summary (page 16) Employees practices & Human Rights (page 49)	-
	103-2 The management approach and its components	Employees practices & Human Rights (page 50)	-
	103-3 Evaluation of the management approach	i. Evaluation: Internal consultation & Stakeholders engagement process (last evaluation date 2017) ii. Results: The results are presented in Sustainability Report according to the GRI Standards disclosures iii. Major Adjustments: Adjustments to the boundaries after the corporate restructuring. New elements: impacts, risks and risk control practices.	-
GRI 401: Employment	401-1 New employee hires and employee turnover	Employment (page 52)	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment (page 52)	-
	401-3 Parental leave	Sustainability Report (p. 0)	-
GRI 402: Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	Labor/ Management Relations (page 52)	-
GRI 404: Training & Education	404-1 Average hours of training per year per employee	Training & development (page 53)	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Training & development (page 54)	-
	404-3 Percentage of employees receiving regular performance and career development reviews	Training & development (page 53)	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
Material topics			
• Employment Practices			
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Equal Opportunities (page 57) Annual Report (page 60)	-
GRI 406: Non - discrimination	406-1 Incidents of discrimination and corrective actions taken	Human Rights (page 56)	-
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights (page 55)	-
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights (page 56)	-
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights (page 56)	-
GRI 412: Human Rights Assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	Human Rights (page 55)	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
Material topics			
• Local Communities			
GRI 103: Management Approach	103-1 Explanation of the material topics and its boundaries	Material issues summary (page 16) Local Communities (page 58)	-
	103-2 The management approach and its components	Local Communities (page 59)	-
	103-3 Evaluation of the management approach	i. Evaluation: Internal consultation & Stakeholders engagement process (last evaluation date 2017) ii. Results: The results are presented in Sustainability Report according to the GRI Standards disclosures iii. Major Adjustments: Adjustments to the boundaries after the corporate restructuring. New elements: impacts, risks and risk control practices.	-
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Social Policy (page 60)	-
	413-2 Operations with significant actual and potential negative impacts on local communities	Environmental management & Climate Change (page 26)	-
GRI 415: Public Policy	415-1 Political contributions	MYTILINEOS does not provide any political contributions to any of the governments directly or indirectly.	-

GRI Standard	Disclosure	Page number(s) and/or URL(s) & Direct Answer	Omission
Material topics			
• Market Practices			
GRI 103: Management Approach	103-1 Explanation of the material topics and its boundaries	Material issues summary (page 16) Market practices (page 63)	-
	103-2 The management approach and its components	Market practices (page 64)	-
	103-3 Evaluation of the management approach	i. Evaluation: Internal consultation & Stakeholders engagement process (last evaluation date 2017) ii. Results: The results are presented in Sustainability Report according to the GRI Standards disclosures iii. Major Adjustments: Adjustments to the boundaries after the corporate restructuring. New elements: impacts, risks and risk control practices.	-
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Product health and safety impacts (page 65)	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance with regulations or voluntary codes in 2017.	-
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	Responsible marketing and product labeling (page 66)	-
	417-2 Incidents of non-compliance concerning product and service information and labeling	There were zero incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling in 2017.	-
	417-3 Incidents of non-compliance concerning marketing communications	Responsible marketing and product labeling (page 66)	-
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	There were no non-monetary sanctions or social cases brought against MYTILINEOS in 2017.	-



MYTILINEOS

GRI Content Index
Sustainability Report 2017