

Sustainability Metrics Summary				
TOPIC	METRIC	2016	2015	2014
Air Emissions	Direct GHG Emissions (Th Tonnes)	153	170	171
	Total GHG Emissions (Th Tonnes)	959	1,010	1,020
	Emissions Reduction Initiatives (y/n)	y	y	y
Climate	Climate Change Opportunities Discussed (y/n)	y	y	y
	Risks of Climate Change Discussed (y/n)	y	y	y
	Climate Change Policy (y/n)	y	y	y
	CDP Carbon Disclosure (y/n)	y	y	y
Energy	Total Energy Consumption (MWh)	2,409,000	2,568,000	2,606,000
	Energy Efficiency Policy (y/n)	y	y	y
	Environmental Protection Policy (y/n)	y	y	y
Water	Water Consumption (Thousands of cubic meters)	4,834	5,164	5,751
	Water Policy (y/n)	y	y	y
Waste	Total Waste (Th Tonnes)	281	297	302
	Waste Recycled (Th Tonnes)	254	256	264
	Waste Reduction Policy (y/n)	y	y	y
General Environmental	Environmental Supply Chain Management (y/n)	y	y	y
	Existence of Environmental Management System (EMS)	y	y	y
Safety and Health	Lost Time Incident Rate (Total incidents per 200,000 hrs worked or 100 FTE)	0.25	0.3	0.32
	Total Recordable Incident Rate (Total recordable incidents per 200,000 hrs worked or 100 FTE)	0.69	0.8	0.84
	Health and Safety Policy (y/n)	y	y	y
	Health and safety policy is group-wide (y/n)	y	y	y
	Has the company set a target to improve H&S performance? (y/n)	y	y	y
Human Rights	Social Supply Chain Management (y/n)	y	y	y
	Equal Opportunity Policy (y/n)	y	y	y
	Human Rights Policy (y/n)	y	y	y
	Policy Against Child Labor (y/n)	y	y	y
Ethics	Business Ethics Policy (y/n)	y	y	y
	Employee training on ethical standards (y/n)	y	y	y
	Anti-Bribery Ethics Policy (y/n)	y	y	y
	Employee Protection/Whistle Blower Policy (y/n)	y	y	y
Governance	CEO Duality (y/n)	y	y	y
	% Women on Board	28.6%	21.4%	25.0%
	# Female Executives	114	113	120
	% Female Executives	18.7%	18.1%	17.0%
	Executive Director with Responsibility for CSR (y/n)	n	n	n
	Executive Compensation Linked to ESG (y/n)	y	y	y
	Report to GRI Criteria (y/n)	y	y	y