

Amtico Global  
Reporting Initiative (GRI)  
Content Index 2023

GRI Standard	Disclosure	Response
<b>GRI 2:</b> <b>General Disclosures 2021</b>	2-1 Organizational details	Refer to Annual Sustainability Report page 33 "Appendices"
	2-2 Entities included in the organization's sustainability reporting	Refer to Annual Sustainability Report page 5 "About Amtico"
	2-3 Reporting period, frequency and contact point	Refer to Annual Sustainability Report page 2
	2-4 Restatements of information	In 2022, scope 3 emissions listed under "Category 9 - Downstream transport & distribution" should have instead been listed under "Category 4 - Upstream transport & distribution" as Amtico pay for this distribution. 2023 data, listed in this report, shows these emissions listed under the correct category (Category 4).
	2-5 External assurance	Amtico has not had this report externally assured
	2-6 Activities, value chain and other business relationships	Refer to Annual Sustainability Report page 5 "About Amtico"
	2-7 Employees	Refer to Annual Sustainability Report page 5 "About Amtico"
	2-8 Workers who are not employees	Amtico do not publish this information externally
	2-9 Governance structure and composition	Refer to Annual Sustainability Report page 10 "Governance"
	2-10 Nomination and selection of the highest governance body	Amtico do not publish this information externally
	2-11 Chair of the highest governance body	Amtico do not publish this information externally
	2-12 Role of the highest governance body in overseeing the management of impacts	Amtico do not publish this information externally
	2-13 Delegation of responsibility for managing impacts	Amtico do not publish this information externally
	2-14 Role of the highest governance body in sustainability reporting	Refer to Annual Sustainability Report page 10 "Governance"
	2-15 Conflicts of interest	Amtico do not publish this information externally
	2-16 Communication of critical concerns	Amtico do not publish this information externally
	2-17 Collective knowledge of the highest governance body	Amtico do not publish this information externally
	2-18 Evaluation of the performance of the highest governance body	Amtico do not publish this information externally
	2-19 Remuneration policies	Amtico do not publish this information externally
	2-20 Process to determine remuneration	Amtico do not publish this information externally
	2-21 Annual total compensation ratio	Amtico do not publish this information externally
	2-22 Statement on sustainable development strategy	Refer to Annual Sustainability Report page 6 "Our Approach to Sustainability"
	2-23 Policy commitments	Refer to <a href="https://www.amtico.com/commercial">amtico.com/commercial</a>
	2-24 Embedding policy commitments	Amtico do not publish this information externally
	2-25 Processes to remediate negative impacts	Amtico do not publish this information externally

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	2-26 Mechanisms for seeking advice and raising concerns	Refer to <a href="http://amtico.com/commercial/corporate/company-policies">amtico.com/commercial/corporate/company-policies</a> "Whistleblowing Policy"
	2-27 Compliance with laws and regulations	Amtico have had no breaches of laws and regulations within the reporting period
	2-28 Membership associations	Refer to Annual Sustainability Report page 30 "Partnerships and Collaborations"
	2-29 Approach to stakeholder engagement	Refer to Annual Sustainability Report page 11 "Double Materiality"
	2-30 Collective bargaining agreements	36.5% of UK employees are covered by a collective bargaining agreement with the Unite Union
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Refer to Annual Sustainability Report page 11 "Double Materiality"
	3-2 List of material topics	Refer to Annual Sustainability Report page 11 "Double Materiality"
	3-3 Management of material topics	Refer to Annual Sustainability Report page 11 "Double Materiality" & page 10 "Governance"
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Covered by our Supplier Requirements and Assessments Manual, not externally reported
	205-2 Communication and training about anti-corruption policies and procedures	All relevant colleagues undertake annual Bribery and Anti-fraud training
	205-3 Confirmed incidents of corruption and actions taken	Amtico have had no incidents of corruption within the reporting period
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Amtico have faced no actions for anti-competitive behaviour within the reporting period
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	This information is published in our Environmental Product Declarations (EPD)
	301-2 Recycled input materials used	This information is published in our Environmental Product Declarations (EPD)
	301-3 Reclaimed products and their packaging materials	Refer to Annual Sustainability Report page 20 "Reducing Waste - Investigating take-back options"
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Refer to Annual Sustainability Report page 17 "Fighting Climate Change - Energy management"
	302-2 Energy consumption outside of the organization	Refer to Annual Sustainability Report page 15 "Not reported as energy consumption, but instead reported as CO <sub>2</sub> equiv. under Scope 3 emissions"
	302-3 Energy intensity	Refer to Annual Sustainability Report page 17 "Fighting Climate Change - Energy management"
	302-4 Reduction of energy consumption	Refer to Annual Sustainability Report page 17 "Fighting Climate Change - Energy management"
	302-5 Reductions in energy requirements of products and services	Refer to Annual Sustainability Report page 15 "Not reported as energy reduction, but instead reported as CO <sub>2</sub> equiv. reductions under Scope 3 emissions"

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<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Amtico does not own, lease or manage any sites adjacent to, or in areas of, high biodiversity value
	304-2 Significant impacts of activities, products and services on biodiversity	Amtico have not identified our activities or products as having significant impacts on biodiversity.
	304-3 Habitats protected or restored	Amtico does not have any programs of this kind
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Amtico does not have any operations in areas with IUCN Red List species and national conservation list species habitats
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Refer to Annual Sustainability Report page 14 "Fighting Climate Change - Carbon emissions"
	305-2 Energy indirect (Scope 2) GHG emissions	Refer to Annual Sustainability Report page 14 "Fighting Climate Change - Carbon emissions"
	305-3 Other indirect (Scope 3) GHG emissions	Refer to Annual Sustainability Report page 14 "Fighting Climate Change - Carbon emissions"
	305-4 GHG emissions intensity	Refer to Annual Sustainability Report page 14 "Fighting Climate Change - Carbon emissions"
	305-5 Reduction of GHG emissions	Refer to Annual Sustainability Report page 14 "Fighting Climate Change - Carbon emissions"
	305-6 Emissions of ozone-depleting substances (ODS)	Amtico does not currently report on this
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Amtico does not currently report on this
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Refer to Annual Sustainability Report page 19 "Reducing Waste - Waste Management"
	306-2 Management of significant waste-related impacts	Refer to Annual Sustainability Report page 19 "Reducing Waste - Waste Management"
	306-3 Waste generated	Refer to Annual Sustainability Report page 19 "Reducing Waste - Waste Management"
	306-4 Waste diverted from disposal	Refer to Annual Sustainability Report page 19 "Reducing Waste - Waste Management"
	306-5 Waste directed to disposal	Refer to Annual Sustainability Report page 19 "Reducing Waste - Waste Management"
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Amtico screens all raw materials suppliers. This is not reported externally
	308-2 Negative environmental impacts in the supply chain and actions taken	Amtico screens all raw materials suppliers. This is not reported externally

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<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Amtico hold ISO 45001 certification
	403-2 Hazard identification, risk assessment, and incident investigation	Refer to Annual Sustainability Report page 23 "Empowering People - Health & Safety" & page 24 "Empowering People - Wellbeing"
	403-3 Occupational health services	Amtico hold ISO 45001 certification and does not currently report on this externally
	403-4 Worker participation, consultation, and communication on occupational health and safety	Amtico hold ISO 45001 certification and does not currently report on this externally
	403-5 Worker training on occupational health and safety	Amtico hold ISO 45001 certification and does not currently report on this externally
	403-6 Promotion of worker health	Refer to Annual Sustainability Report page 23 "Empowering People - Health & Safety" & page 24 "Empowering People - Wellbeing"
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Amtico hold ISO 45001 certification and does not currently report on this externally
	403-8 Workers covered by an occupational health and safety management system	Amtico hold ISO 45001 certification and does not currently report on this externally
	403-9 Work-related injuries	Refer to Annual Sustainability Report page 23 "Empowering People - Health & Safety" & page 24 "Empowering People - Wellbeing"
	403-10 Work-related ill health	Amtico hold ISO 45001 certification and does not currently report on this externally
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Refer to Annual Sustainability Report page 24 "Empowering People - Colleague Development"
	404-2 Programs for upgrading employee skills and transition assistance programs	Refer to Annual Sustainability Report page 24 "Empowering People - Colleague Development"
	404-3 Percentage of employees receiving regular performance and career development reviews	Refer to Annual Sustainability Report page 24 "Empowering People - Colleague Development"
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Amtico does not currently report on this externally
	405-2 Ratio of basic salary and remuneration of women to men	Refer to Annual Sustainability Report page 24 "Empowering People - Colleague Development"
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Amtico does not currently report on this externally
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Amtico does not currently report on this externally

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<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Amtico does not currently report on this externally
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Amtico does not currently report on this externally
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Refer to Annual Sustainability Report page 25 "Empowering People - Community Impact"
	413-2 Operations with significant actual and potential negative impacts on local communities	Amtico does not currently report on this externally
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Amtico does not currently report on this externally
	414-2 Negative social impacts in the supply chain and actions taken	Amtico does not currently report on this externally
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	Amtico do not make any political contributions
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Amtico have DoP's, CE-mark and UKCA-marks for our products
	417-2 Incidents of non-compliance concerning product and service information and labeling	Amtico does not currently report on this externally
	417-3 Incidents of non-compliance concerning marketing communications	Amtico does not currently report on this externally
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Channels exist for reporting incidents, no material incidents reported