ESG Performance Report 2025



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ESG Performance Report

2025

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Summary

Organization profile 7

Reporting information 9

Environment 15

People 19

Suppliers, Local communities and Customers 25

Leadership and Governance 29

Synesgy’s recommended actions 32

GRI Key Concept 34

GRI Index 36





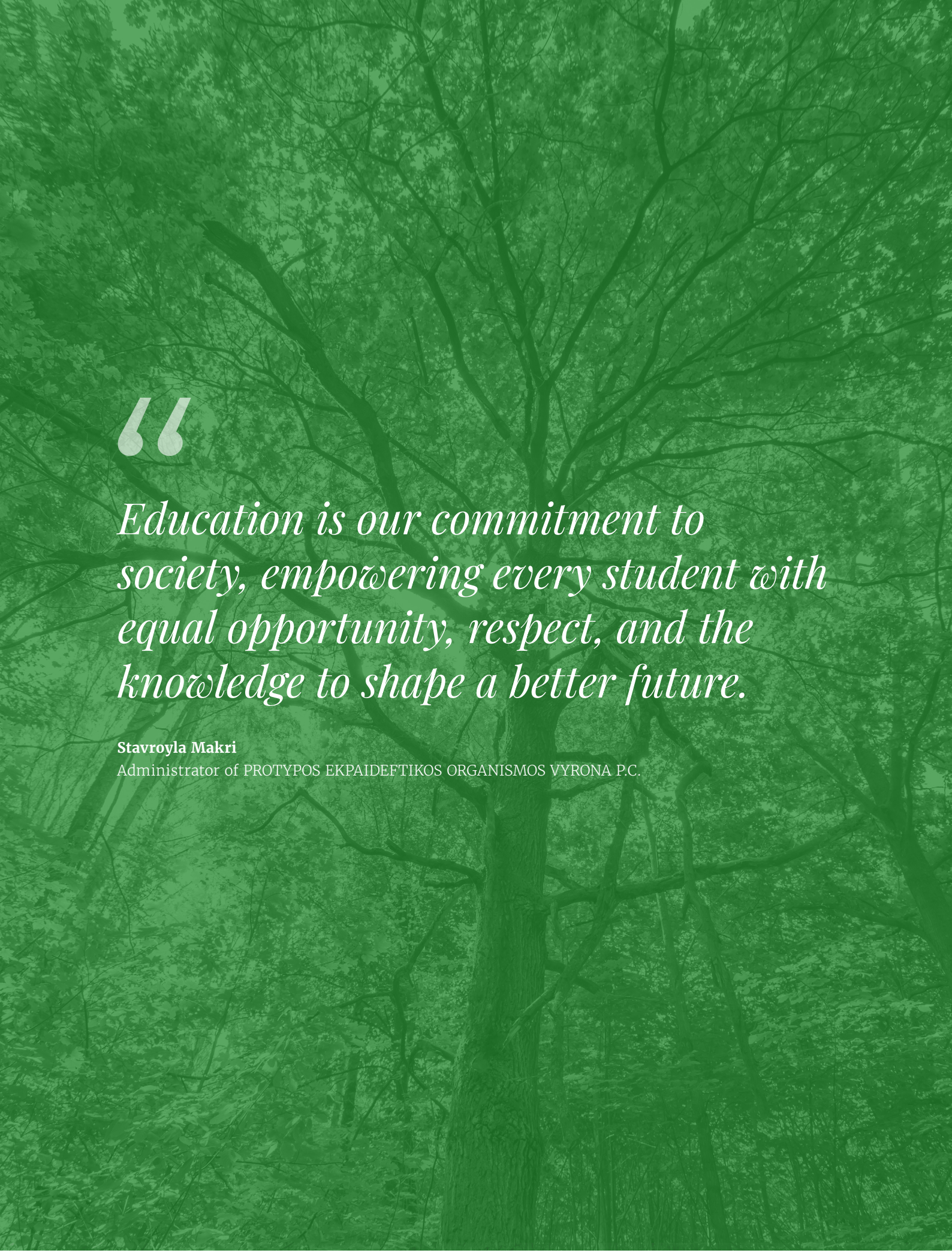
Organization profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Protypos Ekpaideftikos Organismos Vyrona P.C. is a private company established in 2020. Headquartered in Vyronas, Athens, the company provides educational services focused on secondary education and foreign language learning. With a strong emphasis on academic quality, student development, and responsible teaching practices, the organization promotes values of inclusion, equal access to education, and continuous improvement. Its mission reflects a commitment to empowering students through knowledge, while supporting the educational community with integrity, professionalism, and respect for social responsibility principles.

This report refers to the operations of the company's headquarters located at Ekfantidou 26, 11633, Athens, Attica, Greece.

The organization offers a broad portfolio of educational services, including tutoring for secondary education, foreign language instruction, and digital skills training, serving students and families seeking academic advancement. Its operations rely on qualified educators, academic staff, and administrative personnel, as well as partnerships with educational publishers, examination bodies, and technology providers that support modern teaching methods. The value chain extends from curriculum design and content delivery to student assessment and certification preparation, ensuring consistent educational outcomes. The company demonstrates responsible practices by investing in modern infrastructure, continuous staff development, and educational accessibility, reflecting an approach aligned with social responsibility and long-term value creation for learners and the broader community.



“Education is our commitment to society, empowering every student with equal opportunity, respect, and the knowledge to shape a better future.

Stavroyla Makri
Administrator of PROTYPOS EKPAIDEFTIKOS ORGANISMOS VYRONA P.C.



Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its environmental, social, and governance (ESG) sustainability results in a report generated semi-automatically through the Synesgy View platform.

The ESG Performance Report is based on the questionnaire provided to PROTYPOS EKPAIDEFTIKOS ORGANISMOS VYRONA P.C. by Synesgy. This tool enabled the identification and assessment of the company's ESG values for the period 01/01/2024 - 31/12/2024.

Synesgy is an officially **licensed software and tools partner** of the Global Reporting Initiative (GRI) at the global level, ensuring that the report's disclosures comply fully with the GRI Standards. These standards provide a comprehensive, comparable, and credible framework for reporting on topics relevant to an organization, its impacts, and how they are managed.

Accordingly, the ESG Performance Report aligns with the GRI Sustainability Reporting Standards, updated to reflect the latest revisions as of January 1, 2023, and also complies with the European Sustainability Reporting Standards (ESRS) introduced under the new Corporate Sustainability Reporting Directive (CSRD). The ESRS, adopted by the European Commission on July 31, 2023, serve as a common framework for ESG reporting by companies within the CSRD's scope.

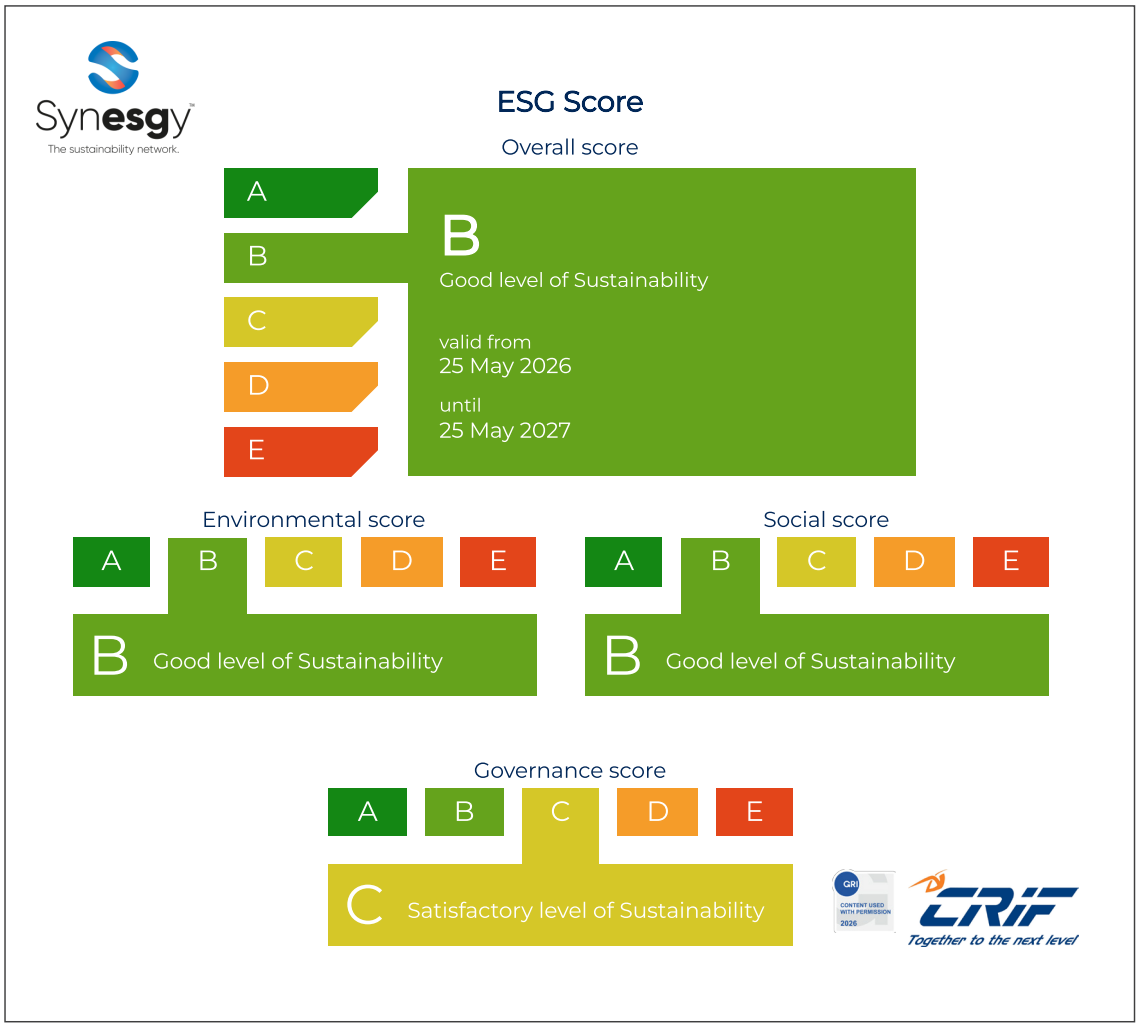
The Greek legislation incorporating this legislation, Law 5164/2024 (Government Gazette A' 202/12.12.2024), officially entered into force on December 12, 2024. The ESRS present a significant degree of harmonization with the GRI Standards.

- **GRI Sustainability Reporting Standards**
- **ESRS European Sustainability Reporting Standards**

For non-listed SMEs that fall outside the scope of the CSRD, EFRAG has developed a Voluntary Standard for SMEs (VSME) to encourage and guide these enterprises in reporting their ESG performance. This standard addresses the same sustainability topics as the ESRS do for large companies but is tailored to be proportionate and reflective of the specific characteristics of micro, small, and medium-sized enterprises.

By providing their information through Synesgy, SMEs can also ensure compliance with the voluntary requirements set forth in the VSME.

This declaration is available on the PROTYPOS EKPAIDEFTIKOS ORGANISMOS VYRONA P.C. website at https://roulamakri.gr/. For further information, please contact us at info@roulamakri.gr. The ESG Performance Report was prepared using the Synesgy View platform.



Ranking

This Ranking Score represents the overall rank of this evaluation among all the evaluated companies.



*This Ranking Score represents the overall rank of this evaluation among all the evaluated companies. Higher value means better evaluation (1/100 is the lowest, 100/100 is the best evaluation).

Why was it important for PROTYPOS EKPAIDEFTIKOS ORGANISMOS VYRONA P.C. to complete the Synesgy questionnaire?

- **It has allowed the company to establish a positive and mutually reinforcing relationship with its customers, suppliers, and all stakeholders**
- **The questionnaire is designed for use across all recognized banking networks, grounded in internationally established measurement frameworks such as the GRI and ESRS standards, ensuring consistency and comparability in sustainability reporting**
- **Data is shared in real time**
- **It is powered by a platform that enables data collection within seconds**
- **Developed by CRIF, a globally recognized leading company in the field of Sustainability**
- **The integration of Synesgy with the Synesgy View platform allows for the automated preparation of this report**

SDGs: UN Sustainable Development Goals



On **September 25, 2015,** the governments of **193 United Nations member** states adopted the **2030 Agenda for Sustainable Development**.

This action plan, approved by the UN General Assembly, includes 17 specific Sustainable Development Goals (SDGs), which are part of a broader framework comprising a total of 169 related targets.

The 17 SDGs are relevant not only to governments and nations but also to every business. ESG principles embody what companies are expected to do to contribute to these goals.

Environmental

- Reliance on fossil fuels
- Significant water footprint
- Involvement in deforestation
- Waste management and disposal

Social

- Conflicts with local communities
- Focus on employee health and safety
- Protection of diversity
- Appropriate interpersonal relationships between employees

Governance

- Bonuses disproportionate to employee salaries
- Involvement in corruption scandals
- Opening of offshore subsidiaries to evade tax

PROTYPOS EKPAIDEFTIKOS ORGANISMOS VYRONA P.C. and SDGs

The Synesgy questionnaire has enabled PPROTYPOS EKPAIDEFTIKOS ORGANISMOS VYRONA P.C. to map material topics and sustainability-related issues, thereby highlighting the most significant achievements during the reporting year. It provides stakeholders with an immediate and, importantly, certified overview of the company's activities, as the assessment adheres to internationally recognized standards. The launch of this sustainability awareness initiative underscores the company's commitment to best practices, demonstrated by the alignment of its actions with 9 of the 17 United Nations Sustainable Development Goals (SDGs).



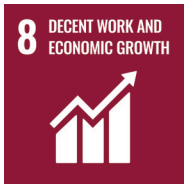
03 - Good health and well-being
Ensure healthy lives and promote well-being for all at all ages.



04 - Quality education
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



05 - Gender equality
Achieve gender equality and empower all women and girls.



08 - Decent work and economic growth
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



09 - Industry, innovation and infrastructure
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



10 - Reduced inequalities
Reduce inequality within and among countries.



11 - Sustainable cities and communities
Make cities and human settlements inclusive, safe, resilient and sustainable.



12 - Responsible consumption and production
Ensure sustainable consumption and production patterns.



13 - Climate action
Take urgent action to combat climate change and its impacts.

The identification of issues through Synesgy and the 26 material topics, linked to the ESG areas, has initiated a real path of awareness that engages all stakeholders through multiple communication channels.





Environment



Environmental impact management

GRI 305-5
ESRS E1-1 • ESRS E1-2
VSME B2

The organisation may generate impacts through its own activities or through its business relationships with other entities. It is therefore essential to identify not only the impacts directly caused by the company, but also those to which it contributes and those that are linked to its activities, products or services through business relationships. A responsible organisation is one that recognises these impacts and develops strategies to avoid, mitigate or remedy negative effects, while enhancing positive outcomes.

At present, the company does not have initiatives in place to reduce its environmental impact; however, it is planning to implement such measures. This commitment reflects an intention to strengthen environmental performance through future actions and to progressively integrate sustainability considerations into operational decision-making.

The company has ongoing climate-change adaptation initiatives, demonstrating an awareness of the physical and transitional risks associated with climate variability. As part of these initiatives, the organisation is adopting insurance products designed to support climate-change mitigation and adaptation, thereby enhancing organisational resilience.

In addition, the company is taking steps to adopt strategic emergency plans addressing exogenous health risks, cyber risks and other potential disruptions. These measures strengthen preparedness and ensure continuity of operations under adverse conditions, reflecting a structured approach to organisational resilience and long-term risk management.

Energy

GRI 302-1
ESRS E1-5
VSME B3

Energy consumption constitutes a fundamental parameter for assessing the organisation's performance, both in terms of operational efficiency and environmental impact. The company's approach to energy rationalisation reflects an understanding that energy use is directly linked to resource optimisation and to the broader environmental footprint of its activities.

A structured monitoring system covering energy used, distributed and saved enables the organisation to identify priority areas for intervention and to implement targeted measures aimed at improving efficiency. This system supports a continuous-improvement approach and strengthens the company's capacity to manage resources responsibly over time.

During the most recent reporting period (e.g., 1 January – 31 December), electricity consumption across company-owned and leased premises amounted to 6,804 kWh. This indicator forms part of the organisation's environmental-performance baseline and informs future reduction strategies.

In addition, 20% of the company's total energy consumption derives from fossil fuels, highlighting the relevance of future actions aimed at increasing the share of renewable or lower-impact energy sources and further enhancing the company's environmental performance.

Waste

GRI 306-2
ESRS E5-1 • ESRS E5-5
VSME B7

In the context of the GRI Standards, the environmental dimension of sustainability concerns the impacts of an organisation on living and non-living natural systems, including soil, air, water and ecosystems. This includes the issue of waste, which may be generated by the organisation's own activities or by upstream and downstream actors across the value chain. Poorly managed waste can have significant negative effects on both the environment and human health, making responsible waste management a critical component of environmental performance.

During the last reporting year (e.g., 1 January – 31 December), the total amount of waste generated by the company was 0.5 ton. The organisation implements separate waste-collection practices at its sites, differentiating the following waste streams:

- Glass
- Plastic
- Paper
- Computer equipment

These practices support more efficient resource use and facilitate appropriate recovery or recycling processes.

In addition, 100% of the company's waste was not destined for landfill during the reporting period, reflecting a strong commitment to responsible waste management and alignment with circular-economy principles.





People



Employment

GRI 2-7 • GRI 2-7 • GRI 2-29 • GRI 2-30 • GRI 401-2 • GRI 403-9 • GRI 405-1
ESRS S1-6 • ESRS S1-8 • ESRS S1-9 • ESRS S1-11 • ESRS S1-14 • ESRS S1-15
VSME B8 • VSME C5 • VSME B9

The organisation's approach to employment and job creation is fundamental to understanding how it manages its human capital and how effectively it supports long-term organisational value. This includes the policies and practices governing recruitment, selection and retention, as well as the working conditions offered to employees.

Workforce stability, particularly from a contractual perspective, is a key factor in ensuring high productivity performance. When supported by internal welfare policies, contractual stability contributes to operational continuity and reduces turnover-related risks. A working environment that promotes social inclusion, supports work–life balance, values diversity and ensures equal opportunities further enhances employee well-being and strengthens the organisation's ability to adapt to extraordinary events.

The company has established procedures for regular consultations with key stakeholders, particularly employees, ensuring ongoing dialogue and participation in matters affecting the workforce. Employee satisfaction is monitored through regular, periodic surveys, providing insights into organisational climate and areas for improvement.

The number of female employees, interns/trainees and self-employed women by professional category:

Number of Directors	0
Number of Managers	1
Number of Office Workers	9
Number of Workers	8
Number of Apprentices	0
Self-employed	0

The number of male employees, interns/trainees and self-employed workers by occupational category:

Number of Directors	0
Number of Managers	0
Number of Office Workers	0
Number of Workers	12
Number of Apprentices	0
Self-employed	0

Percentage of total employees by contract type:

Permanent contract	100
Fixed term contract	0
Percentage of total employees working part-time	0

Over the past five years, the number of workplace accidents are 0, indicating a stable safety-performance profile. During the most recent reporting period (e.g., 1 January – 31 December), total hours worked by all employees amounted to 232,000, supporting the calculation of safety and productivity indicators.

With a view to corporate welfare, the company offers flexible working hours and smart-working arrangements, grants productivity bonuses and provides family-support facilities such as kindergarten services, summer-camp support and scholarships. These measures contribute to employee well-being and reinforce the organisation's commitment to a supportive working environment.

Between 80% and 100% of employees are covered by the National Collective Labour Agreement, ensuring alignment with national labour standards and providing a high level of contractual protection.

Training

GRI 403-5 · GRI 404-1
ESRS S1-13
VSME B10

The development and continuous maintenance of professional skills and competencies constitute essential conditions for enabling the organisation to pursue its strategic objectives and create long-term value. Investing in human capital strengthens organisational performance, supports adaptability and ensures that employees, consultants and suppliers operate in alignment with the company's ethical and operational standards.

The organisation has established a structured training programme on the Code of Ethics, addressed to employees, consultants and suppliers. This programme reinforces awareness of ethical conduct, compliance expectations and responsible business behaviour across the value chain.

During the most recent reporting period (e.g., 1 January – 31 December), the main training topics focused on:

- Occupational health and safety
- Privacy and data protection (e.g., GDPR)
- Digital innovation for sustainable transformation

These thematic areas reflect the organisation's commitment to strengthening technical, regulatory and forward-looking competencies among its personnel.

The total number of training hours delivered during the reporting year amounted to 150 hours, providing a quantitative basis for monitoring learning and development efforts and informing future capacity-building initiatives.







Suppliers, Local communities and Customers



Local communities and virtuous initiatives

GRI 203-1
ESRS S3-1 • ESRS S3-2
VSME B2

The integration of the company within the local community, through initiatives that effectively open its operational environment to residents, represents a strong and progressively developing element of its social-sustainability approach. From the perspective of creating shared value, the relationship established between the organisation and the territory in which it operates is fundamental. This relationship enables an exchange of expectations, experiences and insights that can influence the company's growth strategies and contribute to reducing or improving its impacts on the surrounding community.

The company recognises the importance of ensuring that local communities are not merely passive recipients of its activities but active stakeholders with the ability to influence operational and development choices. This approach strengthens mutual trust and supports long-term, sustainable territorial development.

The organisation implements community-oriented initiatives, including:

- Projects in schools or within the community on sustainability topics
- Donations, sponsorships and other contributions benefiting the local area

These actions demonstrate the company's commitment to supporting the social fabric of the territory in which it operates and to contributing positively to community well-being.

Customer relations

GRI 2-29
ESRS S4-1

The way an organisation manages its relationship with customers is a critical component of its overall sustainability performance. Of particular importance is how the company assesses and manages the impacts on customer health and safety throughout the entire life cycle of its products and services. This includes the concept-development phase, research and development activities, and any subsequent certification processes. The same level of attention must be applied during manufacturing and production, marketing, distribution, use and after-sales support, extending up to the end-of-life stage of the product or service.

Within this framework, the initiatives undertaken by the organisation to ensure safety across the full life cycle become highly relevant. These include the evaluation and management of risks associated with product use, as well as the increasingly important aspects of privacy and data security, which form an integral part of customer protection in modern operational contexts.

The company has established a policy and procedure for regular consultations with key stakeholders, particularly consumers and customers. This approach supports continuous dialogue, enhances transparency and ensures that customer expectations and concerns are systematically integrated into the organisation's decision-making processes.







Leadership and Governance



Governance

GRI 2-9
ESRS 2 GOV-1
VSME C9

The structure, composition, expertise and defined roles within the organisation's governance framework are essential for understanding how ESG considerations — including human rights — are embedded into strategic and operational processes. These elements determine the organisation's capacity to oversee sustainability-related matters effectively and to ensure accountability across decision-making structures.

The company is governed by a Sole Director (Female), who holds full responsibility for strategic oversight and the supervision of organisational performance. This governance model reflects a centralised decision-making structure, which requires clear delineation of responsibilities and robust mechanisms for monitoring ESG-related impacts.

In addition, the company is insured against physical risks, a measure that contributes to organisational resilience and supports the broader risk-management framework.

Professional ethics

GRI 2-22 · GRI 2-23
ESRS 2 MDR-P

The organisation's political and ethical commitments form the foundation of responsible business conduct, including the protection of human rights. These commitments represent core values and guiding principles that should be reflected consistently in both strategic planning and day-to-day operations. Identifying ESG-related risks and implementing appropriate tools to address them is essential for ensuring ethical performance and maintaining organisational integrity.

The company has adopted a Code of Conduct, which sets out the ethical standards and behavioural expectations applicable to employees, consultants and business partners. This framework supports transparency, accountability and respect for human rights, reinforcing the organisation's commitment to responsible and sustainable business practices.

Normative compliance

GRI 2-22 • GRI 2-23
ESRS 2 MDR-P
VSME B1

Regulatory compliance reflects the organisation's ability to operate in accordance with legal requirements and recognised standards. Demonstrating adherence to such frameworks is essential for ensuring operational integrity, strengthening stakeholder confidence and mitigating ESG-related risks. Certifications, policies and international commitments provide formal evidence of compliance and reinforce the organisation's credibility.

The company holds EDUCATION LEADERS AWARDS – 11 awards, recognising excellence and leadership in the education sector. These distinctions serve as external validation of the organisation's quality, innovation and contribution to its field.

The organisation also aligns itself with international initiatives, protocols, frameworks and standards, including the GRI Standards, thereby ensuring consistency with globally recognised sustainability principles.

In addition, the company has adopted a comprehensive set of governance and compliance instruments, including:

- Code of Ethics
- Data Privacy and Security Policy/Procedure
- Whistleblowing Policy/Procedure

Together, these elements form a robust compliance framework that supports ethical conduct, protects personal data, ensures transparency and provides secure channels for reporting concerns. This integrated approach strengthens the organisation's capacity to manage ESG-related risks and uphold responsible business practices.

Synesgy's recommended actions



Business and Governance

- Strengthen governance safeguards.
- Evaluate the possibility of joining Benefit Corporations.
- Consider extending governance bodies to a corporate level.



Water, Energy and Waste

- Implement initiatives aimed at reducing the environmental impact.
- Measure corporate emissions related to air pollution to understand environmental impact and identify appropriate improvement actions.

Environmental Certifications

- Adopt ISO 14001 certification for environmental management.
- Adopt ISO 50001 certification for energy management systems.

Personnel Management, Certifications and Regulations

- Adopt policies to cover topics such as diversity and inclusion, as well as human rights management.
- Publish the company policy on Equality, Diversity and Inclusion on the website.
- Consider adopting the guidelines provided by ISO 45001 for occupational safety and health management.
- Adopt policies to cover topics such as workers health and safety.

Regulatory Certifications

- Adopt ISO 9001 certification for the quality management system.
- Prepare a report containing the company's results regarding environmental and social sustainability.
- Adopt ISO 37001 certification for the anti-bribery management system.

Relationship with Stakeholders and the Local Area

- Organize the procurement department with a sustainability perspective by defining a proper purchasing strategy.

GRI Key Concept

Key Concepts (GRI 1, Section 2, Page 8)
Understanding the basic concepts for sustainability reporting is essential for those who collect and prepare the information for reporting, as well as for those who read that information using the GRI Standards. The main concepts are:

- **Impacts:** Consequences of an organization's activities on economic, environmental and social systems, including human rights. They can be direct or indirect, short-term or long-term, and can occur inside or outside the organization. It is important to consider the entire value chain of the organization when evaluating its impacts.
- **Material topics:** Identified through a due diligence process that takes into account the organization's impacts, stakeholder expectations, and the operating context. Material topics should be relevant—meaning significant to both the organization and its stakeholders—comprehensive, encompassing all significant impacts of the organization, and comparable, enabling consistent comparison across organizations, sectors, and over time.
- **Due diligence:** An ongoing process that involves identifying and understanding the potential impacts of the organization, evaluating the severity and likelihood of these impacts, implementing prevention and mitigation measures to avoid or minimize negative effects, and continuously monitoring and reporting on the effectiveness of these measures and the progress achieved.
- **Stakeholders:** Individuals or groups who may be positively or negatively impacted by an organization's activities.

Requirements for Reporting in Accordance with the GRI Standards (GRI 1, Section 3, Page 11)
Reporting in accordance with the GRI Standards enables an organization to provide a comprehensive overview of its most significant impacts on the economy, environment, and people, including those related to human rights, as well as how these impacts are managed. This transparency allows users of the information to make informed assessments and decisions regarding the organization's impacts and its contribution to sustainable development.

To report in accordance with the GRI Standards, an organization must comply with all specified requirements, including applying the reporting principles, disclosing general and material topic-specific information, providing reasons for any omissions, publishing a GRI content index, and notifying GRI of the report's publication.

By adhering to these standards, organizations demonstrate accountability and enable stakeholders—such as investors, customers, employees, and regulators—to evaluate their sustainability performance with confidence.

Requirements for Reporting with Reference to the GRI Standards (GRI 1, Section 3, Page 11)
An organization may prepare a report with reference to the GRI Standards when it is unable to fully comply with all the requirements necessary to report in accordance with the GRI Standards. Over time, the organization should aim to transition to full reporting in accordance with the GRI Standards to provide a comprehensive overview of its most significant impacts on the economy, environment, and people, including human rights.

Additionally, an organization can prepare a report with reference to the GRI Standards if it uses selected Standards or parts of their content to disclose information on specific topics or for particular purposes, such as meeting climate change reporting requirements.

To report with reference to the GRI Standards, the organization must comply with three key requirements: publishing a GRI content index, providing a statement of use, and notifying GRI. The organization should also apply the reporting principles to ensure high-quality reporting and explain how it manages its impacts for the topics covered, as outlined in Disclosure 3-3 of GRI 3: Material Topics 2021.

This approach offers a more accessible pathway for organizations beginning their sustainability reporting journey, while encouraging continuous improvement towards full compliance with the GRI Standards.

Reporting Principles and Related Requirements (GRI 1, Section 4, Page 20)
Reporting principles are fundamental to achieving high-quality sustainability reporting. They guide organizations in ensuring that the information presented is accurate, reliable, and clearly communicated. The eight reporting principles are:

- **Accuracy:** Information must be correct and detailed enough to allow a proper assessment of the organization's impacts.
- **Balance:** Information should be presented impartially, providing a fair representation of both positive and negative impacts.
- **Clarity:** Information must be accessible and easy to understand for all users.
- **Comparability:** Information should be consistently selected, compiled, and reported to enable meaningful comparisons over time and across organizations.
- **Completeness:** The report should disclose sufficient information to fully assess the organization's significant impacts.
- **Sustainability context:** The organization's impacts should be presented within the broader context of sustainable development.
- **Timeliness:** Information must be reported regularly and in time to support informed decision-making.
- **Verifiability:** The quality and accuracy of the reported information should be capable of independent verification.

Additional Recommendations for Reporting (GRI 1, Section 5, Page 25)
An organization should align its sustainability reporting with relevant regulatory and legislative requirements, particularly those related to financial reporting. This alignment helps ensure consistency, transparency, and credibility across all disclosures.

To further enhance the credibility of its sustainability reporting, an organization can adopt various best practices, including:

- **Internal controls:** Examples include (i) establishing procedures to ensure the integrity and credibility of data and (ii) evaluating the adequacy of financial controls for sustainability.
- **External assurance:** Examples include (i) verifying the quality and credibility of the information and (ii) a publicly available assurance process.
- **Stakeholder engagement:** Examples include (i) seeking feedback and (ii) obtaining advice on the data to be reported.

GRI Index

Declaration of use

PROTYPOS EKPAIDEFTIKOS ORGANISMOS VYRONA P.C. has reported with reference to the GRI Standards for the period 01/01/2024 - 31/12/2024.

GRI Standard		GRI title	Chapter/paragraph	Page
General Disclosures 2021	2-1	Organizational details	Organization Profile	7
	2-2	Entities included in the organization's sustainability reporting	Organization Profile	7
	2-3	Reporting period, frequency and contact point	Informations of reporting	9
	2-4	Restatements of information	Informations of reporting	9
	2-5	External assurance	Informations of reporting	9
	2-6	Activities, value chain, and other business relationships	Organization Profile	7
	2-7-a	Report the total number of employees and a breakdown by gender and geographic area	Employment	20
	2-7-b	Report the total number of employees by employment contract type	Employment	20
	2-9-a	Describe the governance structure and the highest governance body	Governance	30
	2-22	Sustainable development strategy statement	Professional ethics	30
	2-22	Sustainable development strategy statement	Normative compliance	31
	2-23	Policy commitment	Professional ethics	30
	2-23	Policy commitment	Normative compliance	31
	2-29-a	Describe your approach to stakeholder engagement.	Employment	20
	2-29-a	Describe your approach to stakeholder engagement.	Customer relations	27
	2-30-a	Report the percentage of total employees covered by collective bargaining agreements	Employment	20
Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Local communities and virtuous initiatives	26

GRI Standard		GRI title	Chapter/paragraph	Page
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy	17
Emissions 2016	305-5	Reduction of greenhouse gas (GHG) emissions	Environmental impact management	16
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Waste	17
Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment	20
Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Training	22
	403-9	Work-related injuries	Employment	20
Training and Education 2016	404-1	Average hours of training per year per employee	Training	22
Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Employment	20

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