## **GRI STANDARDS INDEX**

GRI standard and disclosure		Location
101	Foundation	About this report
102-1	Name of the organization	The world of International SOS
102-2	Activities, brands, products and services	The world of International SOS
102-3	Location of headquarters	The world of International SOS
102-4	Location of operations	The world of International SOS
102-5	Ownership and legal form	The world of International SOS
102-6	Markets served	The world of International SOS
102-7	Scale of the organization	The world of International SOS
102-8	Information on employees and other workers	The world of International SOS
102-9	Supply chain	The world of International SOS
102-11	Precautionary Principle or approach	About this report
102-12	External initiatives	Statement from Arnaud Vaissié Sustainability and us Protecting and saving lives About this report
102-13	Membership of associations	Statement from Arnaud Vaissié Sustainability and us Protecting and saving lives About this report
102-14	Statement from senior decision-maker	Statement from Arnaud Vaissié
102-15	Key impacts, risks and opportunities	Statement from Arnaud Vaissié Forces shaping our future The world of International SOS Sustainability and us Protecting and saving lives
102-16	Values, principles, standards, and norms of behavior	The world of International SOS Business integrity, transparency and ethics
102-17	Mechanisms for advice and concerns about ethics	Business integrity, transparency and ethics

GRI standard and disclosure		Location
102-18	Governance structure	Sustainability and us
102-19	Delegating authority	Sustainability and us
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability and us
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability and us
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability and us
102-40	List of stakeholder groups	The world of International SOS Sustainability and us
102-42	Identifying and selecting stakeholders	The world of International SOS Sustainability and us
102-43	Approach to stakeholder engagement	Statement from Arnaud Vaissié Sustainability and us Engagement with regulators and stakeholders Modern leadership and engaging work
102-44	Key topics and concerns raised	Sustainability and us Engagement with regulators and stakeholders Community impact and engagement
102-45	Entities included in the consolidated financial statements	About this report
102-46	Defining report content and topic Boundaries	About this report
102-47	Lists of material topics	Sustainability and us
102-50	Reporting period	About this report
102-51	Date of most recent report	About this report
102-52	Reporting cycle	About this report
102-53	Contact point for questions regarding the report	About this report
102-54	Claims of reporting in accordance with the GRI Standards	About this report
203	Indirect Economic Impacts	

62 internationalsos.com

GRI standard and disclosure		Location	
	Management approach*	Protecting and saving lives	
203-2	Significant indirect economic impacts	Protecting and saving lives	
205	Anti-corruption		
	Management approach	Business integrity, transparency and ethics	
205-2	Communication and training about anti-corruption policies and procedures	Business integrity, transparency and ethics	
205-3	Confirmed incidents of corruption and actions taken	Business integrity, transparency and ethics	
206	Anti-competitive Behavior		
	Management approach	Business integrity, transparency and ethics	
302	Energy		
	Management approach	Environmental impacts of our operations	
305	Emissions		
	Management approach	Environmental impacts of our operations	
306	Effluents and Waste		
	Management approach	Environmental impacts of our operations	
401	Employment		
	Management approach	Access to a skilled workforce	
401-1	New employee hires and employee turnover	Access to a skilled workforce	
403	Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Employee health, safety and wellbeing Our goals and progress	
403-2	Hazard identification, risk assessment, and incident investigation	Employee health, safety and wellbeing	
403-3	Occupational health services	Employee health, safety and wellbeing	
403-5	Worker training on occupational health and safety	Employee health, safety and wellbeing	
403-6	Promotion of worker health	Employee health, safety and wellbeing	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Protecting and saving lives Employee health, safety and wellbeing	

<sup>\*</sup>Management approach indicates that disclosures 103-1, 2 and 3 were used as guidance

GRI standard and disclosure		Location	
404	74 Training and Education		
	Management approach	Access to a skilled workforce	
404-2	Programs for upgrading employee skills and transition assistance programs	Access to a skilled workforce	
405	Diversity and Equal Opportunity		
	Management approach	Modern leadership and engaging work	
405-1	Diversity of governance bodies and employees	Modern leadership and engaging work	
405-2	Ratio of basic salary and remuneration of women to men	UK Gender Pay Gap Report	
		https://www.internationalsos.com/-/media/ corporate/files/documents/policies/gender_ pay_reporting.pdf	
406	Non-discrimination		
	Management approach	Modern leadership and engaging work	
407	Freedom of Association and Collective Bargaining		
	Management approach	Business integrity, transparency and ethics	
413	Local Communities		
	Management approach	Community impact and engagement	
413-1	Operations with local community engagement, impact assessments, and development programs	Community impact and engagement	
416	Customer Health and Safety		
	Management approach	Protecting people and saving lives	
416-1	Assessment of the health and safety impacts of product and service categories	Protecting people and saving lives	
418	Customer Privacy		
	Management approach	Data privacy & protection and cyber security	

64 internationalsos.com