

GRI STANDARDS INDEX

We have had regard to the GRI Standards Index whilst compiling our 2019 report and accounts and have indicated on the table below where relevant standards have influenced our reporting in a bid to provide sustainability information regarding environmental, social and governance factors.

The majority of the disclosures referenced are the 2016 GRI standards, except those marked with an asterisk, which are 2018 standards.

Disclosure number	Disclosure title	LOCATION / LINK / COMMENT
102-1	Name of organisation	Treatt plc.
102-2	Activities, brands, products and services	AR&FS page 2
102-3	Location of headquarters	AR&FS page 148
102-4	Location of operations	AR&FS page 3
102-5	Ownership and legal form	AR&FS page 101
102-6	Markets served	AR&FS page 2
102-7	Scale of the organisation	AR&FS page 111
102-8	Information on employees and other workers	AR&FS page 50-51
102-9	Supply chain	AR&FS page 48
102-10	Significant changes to the organisation	AR&FS page 18
102-13	Membership of associations	https://www.treatt.com/about-us
102-15	Key impacts, risks and opportunities	AR&FS page 36 – 41
102-16	Values, principles, standards and norms of behaviour	AR&FS page 42
102-17	Mechanisms for advice and concerns about ethics	AR&FS page 66
102-18	Governance structure	AR&FS page 59
102-20	Executive-level responsibility for economic, environmental and social topics	AR&FS page 45
102-22	Composition of the highest governance body and its committees	AR&FS page 56 – 57
102-23	Chair of the highest governance body	AR&FS page 56 - 57
102-24	Nominating and selecting the highest governance body	AR&FS page 64
102-25	Conflicts of interest	AR&FS page 84
102-26	Role of the highest governance in setting purpose, values and strategy	AR&FS page 59
102-28	Evaluating the highest governance body's performance	AR&FS page 36
102-29	Identifying and managing economic, environmental and social impacts	AR&FS page 36
102-30	Effectiveness of risk management processes	AR&FS page 36
102-31	Review of economic, environmental and social topics	AR&FS page 60
102-33	Communicating critical concerns	AR&FS page 69
102-35	Remuneration policies	AR&FS page 71
102-36	Process for determining remuneration	AR&FS page 71
102-37	Stakeholders involvement in remuneration	AR&FS page 76
102-39	Percentage increase in annual total compensation ratio	AR&FS page 81
102-40	List of stakeholder group	AR&FS page 62
102-42	Identifying and selecting stakeholders	AR&FS page 15
102-44	Key topics and concerns raised	AR&FS page 63
102-45	Entities included in the consolidated financial statements	AR&FS page 120
102-50	Reporting period	AR&FS page 149
102-51	Date of most recent report	AR&FS page 149
102-52	Reporting cycle	We report on an annual basis.
102-53	Contact point for questions regarding the report	AR&FS page 148
201-1	Direct economic value generated and distributed	AR&FS page 94 – 100
201-2	Financial implications and other risks and opportunities due to climate change	AR&FS page 45
201-3	Defined benefit plan obligations and other retirement plans	AR&FS page 33, 107 – 108
201-4	Financial assistance received from government	AR&FS page 110
202-2	Proportion of senior management hired from the local community	AR&FS page 51
203-1	Infrastructure investments and services supported	AR&FS page 18

205-2	Communication and training about anti-corruption policies and procedures	AR&FS page 48 – 49
205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption.
303-1*	Interactions with water as a shared resource	AR&FS page 46
305-1	Direct (Scope 1) GHG emissions	AR&FS page 47
305-2	Energy indirect (Scope 2) GHG emissions	AR&FS page 47
305-4	GHG emissions intensity	AR&FS page 47
306-2	Waste by type and disposal method	AR&FS page 46
306-3	Significant spills	There have been no significant spills.
307-1	Non-compliance with environmental laws and regulations	There have been no identified non-compliances with environmental laws and/or regulations.
308-1	New suppliers that were screened using environmental criteria	AR&FS page 48
401-1	New employee hires and employee turnover	AR&FS page 50
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	AR&FS page 50
403-2*	Hazard Identification, risk assessment and incident investigation	AR&FS page 51
403-3*	Occupational health services	AR&FS page 52
403-5*	Worker training on occupational health and safety	AR&FS page 52
403-6*	Promotion of worker health	AR&FS page 51
403-7*	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	AR&FS page 57
403-9*	Work-related injuries	There have been no fatalities as a result of work-related injury; and the number of high-consequence work-related injuries is zero.
404-1	Average hours of training per year per employee	AR&FS page 51
405-1	Diversity of governance bodies and employees	AR&FS page 51
406-1	Incidents of discrimination and corrective actions taken	There have been no incidents of discrimination during the reporting period.
412-2	Employee training on human rights policies or procedures	AR&FS page 48 - 49
415-1	Political contributions	As a matter of policy we will not make contributions to political parties, elected officials or candidates for election.
417-3	Incidents of non-compliance concerning marketing communications	There have been no incidences of non-compliance concerning marketing communications.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no incidences of breaches concerning customer privacy and any losses of customer data.
419-1	Non-compliance with laws and regulations in the social and economic area	There have been no incidences of non-compliance with laws and/or regulations in the social and economic area.