



London Luton Airport

Data & GRI Catalogue

2025

This section sets out the detailed metrics related to the Environmental, Social and Governance performance of the airport.

Since 2019, LLA has continued to evolve its reporting in line with industry best practice and changes in sustainability reporting frameworks, commencing disclosure when additional metrics were introduced. 2019 acts as our baseline for many metrics and a peak year for passenger numbers and operations.

Data Code	KPI	Units	2019	2024	2025
Scope 1 Emissions					
E-CRB-1	Total Scope 1 Emissions	tCO2e	2,966	1,920	1,599
E-CRB-1.1	Mobile Sources - Vehicles	tCO2e	1,137	423	127
E-CRB-1.2	Stationary Sources - Generators & Heating	tCO2e	203	149	56
E-CRB-1.3	Stationary Sources - Natural Gas Heating & Boilers	tCO2e	1,562	1,306	1,368
E-CRB-1.4	Stationary Sources - Fire Training	tCO2e	8	10	5
E-CRB-1.5	Process Emissions - Refrigerants	tCO2e	55	8	0
E-CRB-1.6	Process Emissions - Ground De-Icing	tCO2e	-	23	43
Scope 2 Emissions					
E-CRB-2	Total Scope 2 Emissions (Location Based)	tCO2e	4,981	3,844	3,123
E-CRB-2.1	Electricity - LLAOL Use - Location Based	tCO2e	4,981	3,844	3,123
E-CRB-2.2	Electricity - LLAOL Use - Market Based	tCO2e	6,772	0	0
Scope 3 Emissions					
E-CRB-3	Total Scope 3 Emissions (Location Based)	tCO2e	1,260,951	1,216,151	1,306,126
E-CRB-3.1	Category 1 - Purchased Goods and Services Total	tCO2e	46	17,074	32,460
E-CRB-3.1.1	C1 - Purchased Goods and Services and Category 2 Capital Goods	tCO2e	-	16,659	30,884
E-CRB-3.1.2	C1 - Water Consumption	tCO2e	46	21	27
E-CRB-3.1.3	C1 - Non-Road Construction Vehicles	tCO2e	-	394	1,550
E-CRB-3.3	Category 3 - Fuel and Energy Related Activities Total	tCO2e	790	1,720	1,475
E-CRB-3.3.1	C3 - WTT & T&D of Scope 1 and 2 Energy	tCO2e	790	1,720	1,475
E-CRB-3.5	Category 5 - Waste Generated in Operations Total	tCO2e	140	39	314
E-CRB-3.5.1	C5 - Waste	tCO2e	50	15	292
E-CRB-3.5.2	C5 - Waste Water	tCO2e	90	24	23
E-CRB-3.6	Category 6 - Business Travel Total	tCO2e	103	178	205
E-CRB-3.6.1	C6 - Business Travel	tCO2e	103	178	205
E-CRB-3.7	Category 7 - Employee Commute and Home Working	tCO2e	1,010	1,251	1,401
E-CRB-3.7.1	C7 - Staff Commute	tCO2e	1,010	1,251	1,401

Data Code	KPI	Units	2019	2024	2025
E-CRB-3.11	Category 11 - Use of Sold Products Total	tCO2e	1,254,538	1,192,076	1,266,471
E-CRB-3.11.1	C11 - Aircraft LTO and APU	tCO2e	188,267	158,448	159,541
E-CRB-3.11.2	C11 - Aircraft CCD	tCO2e	930,561	883,875	941,154
E-CRB-3.11.4	C11 - Aircraft Engine Testing	tCO2e	608	2,282	2,342
E-CRB-3.11.5	C11 - Third Party Operational Vehicles & GSE	tCO2e	3,179	3,625	2,676
E-CRB-3.11.6	C11 - Aircraft De-Icing	tCO2e	-	372	536
E-CRB-3.11.7	C11 - Passenger Surface Access	tCO2e	131,923	120,046	135,921
E-CRB-3.11.8	C11 - Tenant Staff Commute	tCO2e	-	8,985	12,278
E-CRB-3.11.9	C11 - Landside Cargo Transport	tCO2e	-	14,443	12,022
E-CRB-3.12	Category 12 - End of Life Treatment of Sold Products Total	tCO2e	-	193	-
E-CRB-3.12.1	C12 - MSCP Decommissioning	tCO2e	-	193	-
E-CRB-3.13	Category 13 - Downstream Leased Assets Total (Location Based)	tCO2e	4,325	3,621	3,801
E-CRB-3.13.1	C13 - Third Party Grid Electricity (Location Based)	tCO2e	4,325	3,621	3,801
E-CRB-3.13.2	C13 - Third Party Grid Electricity (Market Based)	tCO2e	5,880	0	0
Outside of Scope					
E-CRB-4.1	WTT of Aviation Emissions	tCO2e	-	217,031	229,590
E-CRB-4.2	WTT & T&D of Scope 3 Electricity	tCO2e	4,325	897	1,059
E-CRB-4.3	Biofuel Outside of Scope	tCO2e	-	457	936
Total Emissions					
E-CRB-5	Total Scope 1, 2 & 3 (Location Based)	tCO2e	1,268,898	1,221,915	1,310,848
Energy					
E-ENR-1	Total Energy	MWH	33,062	29,757	28,728
E-ENR-2	Mobile Sources - HVO	MWH (litres)	0	1,760	3,566
E-ENR-3	Mobile Sources - Diesel	MWH (litres)	4,317	1,640	436
E-ENR-4	Stationary Sources - HVO	MWH (litres)	0	31	105
E-ENR-5	Stationary Sources - Diesel	MWH (litres)	693	504	115
E-ENR-6	Stationary Sources - Oil	MWH (litres)	-	76	89

Data Code	KPI	Units	2019	2024	2025
E-ENR-7	Stationary Sources - Natural Gas	MWH	8,495	7,142	6,750
E-ENR-8	Stationary Sources - Fire Training	MWH (litres)	69	41	24
E-ENR-9	Electricity - LLAOL Use	MWH	19,488	18,564	17,643
E-ENR-11	Total Energy - Stationary Sources	MWH	9,257	7,794	7,083
E-ENR-12	Total Energy - Mobile Sources	MWH	4,317	3,400	4,002
E-ENR-10	Intensity - Energy Per PAX	kWh/PAX	1.84	1.78	1.64
Refrigerant					
E-REF-1	Process Emissions - Refrigerant Losses	kg	27	7	0
Ground De-Icing					
E -GDI-2	Ground Airport De-Icing Fluid	litres	-	20,574	38,234
Net Zero Progress					
E-NZO-1	Percentage Decarbonisation Against 2019 Baseline	%	-	28%	41%
E-NZO-2	Proportion of Electricity Sourced from On-site Renewables	%	-	-	-
E-NZO-3	Proportion of Low-Carbon LLAOL Operational Vehicles	%	-	88%	86%
E-NZO-4	Proportion of Low-Carbon LLAOL Operated Buses	%	-	100%	100%
E-NZO-5	Proportion of Low-Carbon Heating	%	-	-	-
E-NZO-6	Proportion of LED in LLA Operated Buildings	%	-	95%	100%
E-NZO-7	Proportion of LED in LLA Operated Car Parks	%	-	100%	100%
E-NZO-8	Proportion of LED on Taxiways	%	-	-	-
E-NZO-9	Proportion of Emissions Offset/Removed through Carbon Credits	%	-	-	-
Industry Decarbonisation					
E-DCB-1	Proportion of Airside Pooled GSE Low-Carbon	%	-	36%	36%
E-DCB-2	Proportion of Based Aircraft that are Next-Generation	%	-	60%	63%
E-DCB-3	Proportion of All Commercial Movements that are Next-Generation	%	-	47%	54%
E-DCB-4	Proportion of All Movements that are Next-Generation	%	5%	36%	42%
E-DCB-5	Aircraft LTO Emissions per Passenger	kgCO2e	10.46	9.47	9.08
E-DCB-6	Passenger Sustainable Surface Access Mode Share	%	38%	29%	34%
E-DCB-7	Employee Sustainable Surface Access Mode Share	%	31%	27%	36.8%

Data Code	KPI	Units	2019	2024	2025
Water					
E-WTR-1	Water Inflows - Network Withdrawal	m3	133,334	137,100	138,652
E-WTR-2	Water Outflows - Total	m3	-	1,891,798	1,095,444
E-WTR-3	Water Outflows - Groundwater	m3	-	1,452,662	845,902
E-WTR-4	Water Outflows - Seawater	m3	0	0	0
E-WTR-5	Water Outflows - Surface Water	m3	-	417,955	238,588
E-WTR-6	Water Outflows - Third Party Treatment	m3	-	21,221	10,954
E-WTR-7	Water Outflows - Third Party Re-Use		-	-	-
E-WTR-9	Intensity Usage - Water Per PAX	litres/pax	7.41	8.19	7.89
Spills					
E-SPL-1	Number of Spills	no.	94	45	52
E-SPL-2	Number of Major Spills	no.	7	1	1
E-SPL-3	Number of Negligible Spills	no.	77	44	51
E-SPL-4	Number of Minor Spills	no.	10	0	0
Aircraft De-Icing					
E-ADI-1	Type 1 De-Icing Fluid Used	litres	-	109,028	205,969
E-ADI-2	Type 2 De-Icing Fluid Used	litres	-	34,351	56,601
E-ADI-3	Type 4 De-Icing Fluid Used	litres	-	11,288	46,390
E-ADI-4	Total De-Icing Fluid Collected	litres	-	39,000	60,400
E-ADI-6	Proportion of De-Icing Conducted on Designated Zones	%	-	9%	15%
E-ADI-7	Total De-Icing Fluid Used per Movement	litres/ATM	-	72	96
E-ADI-8	Proportion of Forced Air & Blended to Temperature De-Icing	%	-	74%	58%
E-ADI-9	Average Winter Temperature	degrees	6.9	7.3	6.8
Waste					
E-WST-9	Total Waste Output	tonnes	2,492	2,209	2,233
E-WST-1	Total Hazardous Waste	tonnes	21	27	107
E-WST-2	Total Non-Hazardous Waste	tonnes	2,471	2,182	2,126
E-WST-2.1	Plastic Waste	tonnes	-	15	11
E-WST-3	Disposal - Re-use	tonnes	-	0	0
E-WST-4	Disposal - Recycling	tonnes	1,493	1,811	1,815

Data Code	KPI	Units	2019	2024	2025
E-WST-5	Disposal - Waste-to-Energy	tonnes	999	398	417
E-WST-6	Disposal - Landfill	tonnes	0	0	0
E-WST-7	Recycling Rate	%	60%	82%	81%
E-WST-8	Diversion from Landfill	%	-	100%	100%
E-WST-10	Waste per Passenger	kg/PAX	0.138	0.132	0.127

Air Pollution

E-AIR-9	Number of Continuous Monitors	no.	0	9	8
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Biodiversity

E-BIO-1	Wildlife Strikes - Confirmed Strike	no.	6	40	34
E-BIO-2	T&E Species Fatalities	no.	-	7	1

Data Code	KPI	Units	2019	2024	2025
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Community Trust Fund

S-COM-1	Annual Contribution to Community Trust Fund	£	£150,000	£150,000	£154,800
S-COM-2	Annual Contribution to Greener Future Fund	£	-	£61,007	£145,829
S-COM-4	Number of Community Trust Fund Beneficiaries	no.	-	15,491	14,100
S-COM-7	Number of Greener Future Fund Beneficiaries	no.	-	3,670	19,980

Volunteering

S-COM-9	Number of Hours Volunteered	hrs	-	573	826
S-COM-10	Proportion of LLA Employees Volunteering	%	7%	12%	15%

Community Investment

S-COM-11	Investment in Local, Regional or National Sustainability Initiatives	£	-	£40,775	£33,063
S-COM-12	Total Fundraising	£	£104,000	£102,676	£62,936
S-COM-13	Total Matched-Funding	£	£1,000	£3,500	£400

Skills & Education

S-COM-15	Total Number of Transferable Employment Skills Workshops Delivered	no.	-	10	9
S-COM-16	Total Number of Schools Involved in Skills Workshops	no.	-	10	14

Data Code	KPI	Units	2019	2024	2025
S-COM-17	Total Number of Skills Workshops Beneficiaries	no.	-	200	216
S-COM-18	Number of Enterprise Advisors	no.	-	4	3
S-COM-20	Proportion of Eligible GFF Beneficiaries Access to Environmental Education	no.	-	1	3

Biodiversity

S-COM-19	Number of Local Biodiversity Initiatives	no.	-	2	2
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H&S - Employees

S-HSE-1	Fatalities	no.	0	0	0
S-HSE-2	Loss Time Injuries	no.	-	11	13
S-HSE-3	Number of Recordable Accidents	no.	-	41	57
S-HSE-4	Near Miss Incidents	no.	-	3,405	3,278
S-HSE-5	Hours Worked	hrs	-	1,758,984	1,951,380
S-HSE-6	Loss Time Injuries Frequency Rate (per 10k Hours)	hrs	-	623	660
S-HSE-15	Number of Days (Working Time Lost)	days	-	253	176

H&S - Contractors

S-HSE-8	Fatalities	no.	-	0	0
S-HSE-9	Loss Time Injuries	no.	-	1	-
S-HSE-10	Number of Recordable Accidents	no.	-	37	45

H&S - Passengers

S-HSE-16	Fatalities	no.	0	0	0
S-HSE-17	Number of Incidents	no.	149	157	178
S-HSE-18	Number of Incidents per 1m PAX	no./1mPAX	8	9	10

Wellbeing

S-HSE-21	Number of Accredited Mental Health First Aiders	no.	-	114	135
S-HSE-22	Number of Managers Completing Wellbeing Training	no.	-	96	20

HR - Development

S-HRP-1	Number of Employees Who Received Professional Training (e.g IDP, LDP, Core Skills)		-	95	146
S-HRP-3	Number of Apprentices	no.	0	1	6
S-HRP-4	Number of Graduates & Interns	no.	0	2	0
S-HRP-5	Number of Career Events Attended or Facilitated	no.	10	5	8

Data Code	KPI	Units	2019	2024	2025
S-HRP-6	Average Spend per FTE on Training & Development	Avg £/FTE		£993	£882
S-HRP-7	Average Hours per FTE of Training Completed	Avg hrs/FTE	-	8.7	8.4
HR - Colleague Survey					
S-HRP-8	Percentage of Employees Covered by Survey	%	-	100%	100%
S-HRP-9	Survey Response Rate	%	-	73%	63%
S-HRP-10	Survey NPS	NPS	-	38	33
HR - People					
S-HRP-12	Total Number of Employees (FTE)	no.	854	944	962
S-HRP-13	Total Number of Contractors (FTE)	no.	-	90	61
S-HRP-14	Employee Turnover Rate	no/FTE	1.2	0.8	0.6
S-HRP-15	Total Employees in LU1	no.	-	84	91
S-HRP-16	Total Employees in LU2	no.	-	208	221
S-HRP-17	Total Employees in LU3	no.	-	114	123
S-HRP-18	Total Employees in LU4	no.	-	61	70
S-HRP-19	Total Employees inside LU1-LU4	no.	-	467	505
S-HRP-20	Total Value of Salaries Paid to LU1-LU4 Employees	£	-	£15,140,503	£16,968,308
S-HRP-21	Total Value of Salaries Paid to All Employees	£	-	£36,926,806	£44,792,029
S-HRP-22	Total Number of Grievance Claims Made	no.	-	7	10
HR - ED&I					
S-HRP-26	Board Gender Ratio - Proportion Women	%	-	22%	22%
S-HRP-27	Board Gender Ratio - Proportion Men	%	-	78%	78%
S-HRP-30	Board Socioeconomic Background	-	-	-	-
S-HRP-31	Employees - Percentage under 30 Years Old	%	-	18%	17%
S-HRP-32	Employees - Percentage between 30 and 50 Years Old	%	-	59%	59%
S-HRP-33	Employees - Percentage over 50 Years Old	%	-	24%	25%
S-HRP-34	Employees - Gender Pay Gap	%	-	26%	26%
S-HRP-35	Employees Gender Ratio - Proportion Women	%	39%	42%	44%
S-HRP-36	Employees Gender Ratio - Proportion Men	%	61%	58%	56%
S-HRP-40	Number of Work Experience Placements	no.	-	11	16

Data Code	KPI	Units	2019	2024	2025
Supply Chain					
S-SPY-2	Total Number of Suppliers	no.	-	1,242	714
S-SPY-3	Total Supply Chain Spend	£	-	£183,776,430	£132,739,573
S-SPY-4	Total Number of Suppliers in 20 Miles of Airport	no.	-	284	165
S-SPY-6	Total Supply Chain Spend in 20 Miles of Airport	£	£46,892,190	£99,465,033	£41,230,822
S-SPY-7	Proportion of Supply Chain Spend in 20 Miles of Airport	%	30%	54%	31%
S-SPY-8	Total Number of Suppliers in 25 Miles of Airport	no.	-	330	189
S-SPY-10	Total Supply Chain Spend in 25 Miles of Airport	£	-	£110,210,352	£50,868,768
S-SPY-11	Proportion of Supply Chain Spend in 25 Miles of Airport	%	-	60%	38%
S-SPY-12	Number of Procurement and Local Supplier Chain Workshops Held	no.	0	1	2
S-SPY-13	Number of Suppliers within LU1-4	no	-	-	70
S-SPY-14	Proportion of Suppliers within LU1-4	%	-	-	10%
S-SPY-15	Total Supply Chain Spend within LU1-4	£	-	-	£25,246,258
S-SPY-16	Proportion of Supply Chain Spend within LU1-4	%	-	-	19%
S-SPY-17	Average Spend per Business in LU1-4	£	-	-	£360,661
Guest Experience - Satisfaction Monitoring					
S-GXE-1	Internally Conducted - Percentage of Passengers Covered	n/a	ASQ require 350 per 1/4	ASQ require 350 per 1/4	ASQ require 350 per 1/4
S-GXE-2	Internally Conducted - Passenger Survey Response Rate	%	100%	100%	100%
S-GXE-3	Internally Conducted - Satisfaction Rate	Score	3.69	4.07	4.14
Guest Experience - Training					
S-GXE-7	Percentage of Staff Completing Customer Service Training	%	-	100%	100%
Guest Experience - PRM					
S-GXE-10	CAA PRM Score	Level	GOOD	GOOD	VERY GOOD
Guest Experience - Accreditation					
S-GXE-11	ACI Customer Service Accreditation	Level	-	Level 3	Level 3

Data Code	KPI	Units	2019	2024	2025
Corporate Data - Traffic					
G-TRF-1	Passenger Numbers	no.	17,999,969	16,735,984	17,562,426
G-TRF-2	Passengers - Domestic (Internal UK Flights Only)	no.	1,197,578	1,319,302	1,290,703
G-TRF-3	Passengers - International (Outside of UK - inc. EU)	no.	16,802,391	15,416,682	16,271,723
G-TRF-4	Total Air Traffic Movements	no.	141,481	131,972	134,776
G-TRF-5	Total Commercial Passenger Movements	no.	110,284	100,954	103,398
G-TRF-6	Total Commercial Cargo Movements	no.	2,828	2,195	1,686
G-TRF-7	Total GA Private Movements	no.	28,112	28,608	28,666
G-TRF-8	Other Movements	no.	257	215	1,026
G-TRF-9	Total Cargo Tonnage	tonnes	36,906	30,667	27,534
G-TRF-10	Number of Air Traffic Units	ATU: Passengers + (100* Operations) + (10* Cargo Tons).	32,517,129	30,239,854	31,315,366
G-TRF-11	Number of Airlines	no.	9	9	10
G-TRF-12	Number of Destinations Served	no.	141	127	125
G-TRF-13	Number of Countries Served	no.	41	23	40
Corporate Data					
G-COR-1	Number of ESG FTE	no.	-	9	10
Corporate Data - Finance					
G-FIN-1	Total Revenue	£	£226,873,000	£304,441,000	£355,975,000
G-FIN-2	Total Operating Costs	£	£193,811,000	£257,359,000	£266,870,000

GRI Content Index

Supplement to LLA Sustainability Report 2025

London Luton Airport has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards. This content index provides references to the relevant disclosures included within the Sustainability Report 2025, together with corresponding page numbers and, where applicable, relevant data codes that direct readers to supporting information contained within the accompanying Data Catalogue.

Disclosures included within this index are marked either "Y" or "P", indicating whether the disclosure has been fully addressed ("Y") or partially addressed ("P") within the report. Where disclosures have been partially addressed, this reflects areas where information is currently limited or do not meet the entirety of the disclosure requirement in its current format.

Disclosure	GRI 1: Foundation 2021	Reported	Page reference	Relevant data code (if applicable)
--	Statement of Intent		78, 10 (Data & GRI Catalogue)	
GRI 2: General disclosures				
2-1	Organizational Details	Y	6	G-TRF-1; G-TRF-12
2-2	Entities Included in the Organization's Sustainability Report	Y	6	
2-3	Reporting Period and Frequency of Sustainability Reporting	Y	78	
2-4	Restatements of Information	Y	-	
2-5	External Assurance	Y	78	
2-6	Activities, Value Chain and Other Business Relationships	Y	6, 7, 24 - 29, 54 - 55, 73, 76	
2-7	Employees	Y	7 - 8 (Data & GRI Catalogue)	S-HRP-1 to S-HRP-40
2-8	Workers Who Are Not Employees	Y	7 - 8 (Data & GRI Catalogue)	S-HRP-1 to S-HRP-40
2-9	Governance Structure and Composition	Y	74, 75	
2-10	Nomination and Selecting the Highest Governance Body	Y	74, 75	
2-11	Chair of the Highest Governance Body	Y	74, 75	
2-12	Role of the Highest Governance Body in Setting Purpose, Values and Strategy	Y	74, 75	
2-13	Delegation of Responsibility for Managing Impacts	Y	74, 75	
2-14	Role of the Highest Governance Body in Sustainability Reporting	Y	74, 75	
2-17	The Collective Knowledge of the Highest Governance Body	Y	74, 75	

Disclosure	GRI 1: Foundation 2021	Reported	Page reference	Relevant data code (if applicable)
2-22	Statement on Sustainable Development Strategy	Y	4, 5, 10, 11	
2-23	Policy Commitments	Y	75	
2-24	Embedding Policy Commitments	Y	75	
2-25	Processes to Remediate Negative Impacts	P	33, 60, 61, 75	S-HRP-22
2-26	Mechanisms for Seeking Advice and Raising Concerns	Y	75	S-HRP-22
2-27	Compliance with Laws and Regulations	Y	31, 32 – 37, 60, 61, 68, 69, 77,	
2-28	Membership Associations	Y	76	
2-29	Approach to Stakeholder Engagement	Y	8, 26 – 29, 56 – 59, 64 – 65, 76	
GRI 3: Material topics				
3-1	Process to Determine Material Topics	Y	8 – 11	
3-2	List of Material Topics	Y	11, 15, 41, 72	
GRI 201: Economic performance				
3-3	Management Approach	Y	77	
201-1	Direct Economic Value Generated and Distributed	Y	77	S-HRP-20, S-HRP-21,
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	P	73	
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	P	75	
201-4	Financial Assistance Received from Government	P	6	
GRI 203: Indirect Economic Impacts				
3-3	Management Approach	Y	42	
203-1	Infrastructure Investments and Services Supported	Y	56 – 59	S-COM-1 to S-COM-20
203-2	Significant Indirect Economic Impacts	Y	42, 54 – 55	S-SPY-3 to S-SPY-17
GRI 204: Procurement Practices				
3-3	Management Approach	Y	54	
204-1	Proportion of Spending on Local Suppliers	Y	54 – 55	S-SPY-3 to S-SPY-17
GRI 302: Energy				
3-3	Management Approach	Y	21	
302-1	Energy Consumption within the Organization	Y	22	E-ENR-1 to E-ENR-10

Disclosure	GRI 1: Foundation 2021	Reported	Page reference	Relevant data code (if applicable)
302-2	Energy Consumption Outside the Organization	Y	22	E-ENR-1 to E-ENR-10
302-3	Energy Intensity	Y	22	E-ENR-1 to E-ENR-10
302-4	Reduction of Energy Consumption	Y	22	E-ENR-1 to E-ENR-10
302-5	Reduction in Energy Requirements of Products and Services	Y	22	
GRI 303: Water and Effluents				
3-3	Management Approach	Y	34	
303-1	Interactions with Water as a Shared Resource	Y	34 – 35	E-WTR-1 to E-WTR-9
303-2	Management of Water Discharge-Related Impacts	Y	34 – 37	E-WTR-1 to E-WTR-9; E-ADI-1 – E-ADI-9; E-SPL-1 to E-SPL-4
303-3	Water Withdrawal	Y	35	E-WTR-1 – E-WTR-9
303-4	Water Discharge	Y	34 – 37	E-WTR-1 – E-WTR-9
303-5	Water Consumption	Y	34 – 37	E-WTR-9
GRI 304: Biodiversity				
3-3	Management Approach	Y	30	
304-1	Operational Sites Owned, Leased, Managed or Adjacent to Protected Areas	P	30	
304-2	Significant Impacts of Activities, Products and Services	P	30	E-BIO-1, E-BIO-2, S-COM-19
GRI 305: Emissions				
3-3	Management Approach	Y	16 – 17	
305-1	Direct (Scope 1) GHG Emissions	Y	17 – 18	E-CRB-1
305-2	Energy Indirect (Scope 2) GHG Emissions	Y	17, 19	E-CRB-2
305-3	Other Indirect (Scope 3) GHG	Y	24 – 29	E-CRB-3
305-4	GHG Emissions Intensity	Y	18, 19, 25	E-DCB-5
305-5	Reduction of GHG Emissions	Y	16 – 29	E-NZO-1 to E-NZO-9
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and Other Significant Air Emissions	Y	31	E-AIR-1
GRI 306: Waste				
3-3	Management Approach	Y	36	E-WST-9
306-1	Waste Generation and Significant Waste-Related Impacts	Y	36 – 37	

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306-2	Management of Significant Waste-Related Impacts	Y	36 – 37	
306-3	Waste Generated	Y	36 – 37	E-WST-9; E-WST-1; E-WST-2
306-4	Waste Diverted from Disposal	Y	36 – 37	E-WST-3, E-WST-4
306-5	Waste Directed to Disposal	Y	36 – 37	E-WST-5; E-WST-6
GRI 308: Supplier Environmental Assessment				
3-3	Management Approach	P	24 – 29	
308-1	New Suppliers that Were Screened Using Environmental Criteria	P	24 – 29	
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	P	24 – 29	
GRI 401: Employment				
3-3	Management Approach	Y	44	
401-1	New Employee Hires and Employee Turnover	Y	46 – 48	S-HRP-14
401-2	Benefits Provided to Full-Time Employees that Are Not Provided to Temporary or Part-Time Employees	P	46 – 48, 60 – 63	
GRI 403: Occupational Health and Safety				
3-3	Management Approach	Y	68 – 69	
403-1	Occupational Health and Safety Management System	Y	68 – 69	
403-2	Hazard Identification, Risk Assessment and Incident Investigation	Y	68 – 69	
403-3	Occupational Health Services	Y	62 – 63, 68 – 69	S-HSE-21
403-4	Worker participation, Consultation and Communication on Occupational Health and Safety	Y	68 – 69	
403-5	Worker Training on Occupational Health and Safety	Y	68 – 69	
403-6	Promotion of Worker Health	Y	62 – 63	S-HSE-21; S-HSE-22
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Y	68 – 69	
403-8	An Occupational Health and Safety Management System Covers Workers	Y	68 – 69	
403-9	Work-Related Injuries	Y	68 – 69	S-HSE-1 to S-HSE-15
403-10	Work-Related Ill Health	Y	68 – 69	S-HSE-1 to S-HSE-15

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GRI 404: Training and Education				
3-3	Management Approach	Y	44 – 47	S-HRP-7
404-1	Average Hours of Training per Year per Employee		7 – 8 (Data & GRI Catalogue)	S-HRP-7
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs		44 – 47	S-HRP-1 to S-HRP-40
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews		44 – 47	S-HRP-1
GRI 405: Diversity and Equal Opportunity				
3-3	Management Approach	Y	60	S-HRP-35; S-HRP-36
405-1	Diversity of Governance Bodies and Employees	Y	8 (Data & GRI Catalogue)	S-HRP-26; S-HRP-27; S-HRP-31; S-HRP-32; S-HRP-33
405-2	Ratio of Basic Salary and Remuneration of Women to Men	Y	8 (Data & GRI Catalogue)	S-HRP-34
GRI 413: Local Communities				
3-3	Management Approach	Y	44	S-COM-14
413-1	Operations with Local Community Engagement, Impact Assessments and Development Programs	P	49 – 59	S-COM-3; S-COM-7; S-COM-14
413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	P	49 – 59	
GRI 414: Supplier Social Assessment				
3-3	Management Approach	P	54	
414-1	New Suppliers that were Screened Using Social Criteria	P	54 – 55	
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	P	54 – 55	
GRI 416: Customer Health and Safety				
3-3	Management Approach	Y	64	S-GXE-3
416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	P	64 – 65	S-HSE-17
416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	P	64 – 65	