

# Correlation Table Legislative Decree No. 254/16 - GRI Standards

## CORPORATE MANAGEMENT AND ORGANISATION MODEL

Aspect	Reference in the document	Reference performance indicators (GRI Standards)
Organisational profile	Chapter 1 p. 11 Chapter 5.1 p. 45	GRI 102   2016 – General disclosures <ul style="list-style-type: none"> <li>• GRI 102-1</li> <li>• GRI 102-2</li> <li>• GRI 102-3</li> <li>• GRI 102-4</li> <li>• GRI 102-5</li> <li>• GRI 102-6</li> <li>• GRI 102-7</li> </ul>
Strategy	Letter to the Stakeholders p. 4 Chapter 3.3 p. 34	GRI 102 2016 – General disclosures <ul style="list-style-type: none"> <li>• GRI 102-14</li> </ul>
Ethics and integrity	Chapter 1.3 p. 20 Chapter 3. 4 p. 39	GRI 102   2016 – General disclosures <ul style="list-style-type: none"> <li>• GRI 102-16</li> <li>• GRI 102-17</li> </ul>
Governance	Chapter 3.1-3.2 p. 32 Methodological Note p. 8	GRI 102   2016 – General disclosures <ul style="list-style-type: none"> <li>• GRI 102-18</li> <li>• GRI 102-23</li> <li>• GRI 102-32</li> </ul>
Stakeholder engagement	Chapter 2.2 p. 27	GRI 102   2016 – General disclosures GRI 102-40
Reporting practice	Methodological Note p. 8 Correlation Table p. 72 PwC Report p. 75	GRI 102   2016 – General disclosures <ul style="list-style-type: none"> <li>• GRI 102-45</li> <li>• GRI 102-46</li> <li>• GRI 102-50</li> <li>• GRI 102-51</li> <li>• GRI 102-52</li> <li>• GRI 102-53</li> <li>• GRI 102-54</li> <li>• GRI 102-55</li> <li>• GRI 102-56</li> </ul>

## REPORTING AREAS UNDER LEGISLATIVE DECREE 254/2016

Scope of reporting under Legislative Decree 254/16	Risk generated and/or incurred	Risk management methods	Policy adopted and results achieved	Reference performance indicators
<b>Environment</b>	Chapter 3.3 p. 34	Chapter 3.3 – 5.4 p. 34, 65	Chapter 5.4 p. 65	GRI 103   2016 – General Management Approach GRI 307   2016 – Environmental compliance
Use of materials (*)			Chapter 5.4 p. 65	GRI 301   2016 – Materials GRI 301-1
Use of energy resources			Chapter 5.4 p. 65	GRI 302   2016 – Energy • GRI 302-1 • GRI 302-3
Use of water resources			Chapter 5.4 p. 65	GRI 303   2016 – Water • GRI 303-1 GRI 306   2016 – Effluents and waste • GRI 306-1
Emissions			Chapter 5.4 p. 65	GRI 305   2016 – Emissions • GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 305-4
Wastes (*)			Chapter 5.4 p. 65	GRI 306   2016 – Effluents and waste • GRI 306-2 The breakdown of waste by disposal method is not reported
Environmental and health and safety impacts			Chapter 3.3 p. 34	GRI 307   2016 – Environmental compliance • GRI 307-1
<b>Social</b>	Chapter 3.3 p. 34	Chapter 3.3 – 5.1 – 5.3 p. 34, 45, 56	Chapter 5.1 – 5.3 p. 45	GRI 103   2016 – General Management Approach GRI 419   2016 – Socioeconomic compliance • GRI 419-1
Management of relations with local communities			Chapter 3.3-5.3 p. 34, 56	GRI 413   2016 – Local Communities • GRI 413-1 A qualitative description of the approach and action taken by the Group is provided in the assessment of the impacts associated with its investing activities
Supply chain management			Chapter 5.1 p. 45	GRI 204   2016 – Procurement practices • GRI 204-1 GRI 308   2016 – Supplier environmental assessment • GRI 308-1 GRI 414   2016 – Supplier social assessment • GRI 414-1
<b>Personnel-related</b>	Chapter 3.3 p. 34	Chapter 3.3 – 5.2 p. 34, 47	Chapter 5.2 p. 47	GRI 103   2016 – General Management Approach
Number and composition of personnel			Chapter 5.2 p. 47	GRI 401   2016 – Employment • GRI 401-1 • GRI 401-2
Diversity and equal opportunity			Chapter 3.1 p. 33 Chapter 5.2 p. 47	GRI 102   2016 – Organisational profile • GRI 102-8 GRI 405   2016 – Diversity and equal opportunity • GRI 405-1
Industrial relations			Chapter 5.2 p. 47	GRI 102   2016 – Organisational profile • GRI 102-41 GRI 402   2016 – Industrial relations • GRI 402-1
Occupational Health and Safety			Chapter 5.2 p. 47	GRI 403   2016 – Occupational health and safety • GRI 403-2

**REPORTING AREAS UNDER LEGISLATIVE DECREE 254/2016**

Scope of reporting under Legislative Decree 254/16	Risk generated and/or incurred	Risk management methods	Policy adopted and results achieved	Reference performance indicators
Training and development			Chapter 5.2 p. 47	GRI 404   2016 – Training and education <ul style="list-style-type: none"> <li>GRI 404-1</li> <li>GRI 404-3</li> </ul> All employees are involved in the Performance Review process
<b>Human rights</b>	No significant risks were identified in connection with this topic		Although no significant risks have been identified, the Group has policies in place to manage these aspects carefully in its operations and in the supply chain  Chapter 3.3 - p. 34 Chapter 5.1 - p. 45 Chapter 5.2 - p. 47 Group Code of Ethics	GRI 103   2016 – General Management Approach
<b>Bribery and Corruption</b>	Chapter 3.3 p. 34	Chapter 3.3 p. 34	Chapter 3.4 p. 39	GRI 103   2016 – General Management Approach
Anti-corruption and integrity			Chapter 3.4 p. 39 Group Code of Ethics	GRI 205   2016 – Anti-corruption GRI 205-3 No cases of corruption were recorded in 2018

(\*) The following topics, although not envisaged as reporting areas in Legislative Decree 254/2016, have been included in the reporting scope.

**OTHER REPORTING AREAS**

Scope of reporting under Legislative Decree 254/16	Risk generated and/or incurred	Risk management methods	Policy adopted and results achieved	Reference performance indicators
<b>Economic</b>	Chapter 3.3 p. 34	Chapter 3.3 p. 34	Chapter 2.1 p. 24	GRI 103   2016 – General Management Approach GRI 419   2016 – Socioeconomic compliance <ul style="list-style-type: none"> <li>GRI 419-1</li> </ul>
Economic impacts			Chapter 2.1 p. 24 Chapter 4.1 p. 40 Chapter 5.3 p. 56	GRI 203   2016 – Indirect economic impacts <ul style="list-style-type: none"> <li>GRI 203-1</li> </ul>