

GRI content index - Purmo Group

Statement of use	Purmo Group has reported in accordance with the GRI Standards for the period 1 January 2022 - 31 December 2022
GRI 1 used	GRI 1: Foundation 2021

AR - Annual Report 2022 SR - Sustainability Report 2022

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION

General disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details	AR p.4	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	SR p.5			
	2-3 Reporting period, frequency and contact point	SR p.5			
	2-4 Restatements of information	SR p.33			
	2-5 External assurance	AR p.87			
	2-6 Activities, value chain and other business relationships	SR p.5/6			
	2-7 Employees	SR p.52-53			
	2-8 Workers who are not employees	SR p.53			
	2-9 Governance structure and composition	SR p.32-34			
	2-10 Nomination and selection of the highest governance body	AR p.36-43			
	2-11 Chair of the highest governance body	AR p.36-37			
	2-12 Role of the highest governance body in overseeing the management of impacts	AR p.36-37			
	2-13 Delegation of responsibility for managing impacts	AR p.36-43			
	2-14 Role of the highest governance body in sustainability reporting	SR p.32			
	2-15 Conflicts of interest	AR p.36-43			
	2-16 Communication of critical concerns	AR p.42			
	2-17 Collective knowledge of the highest governance body	AR p.36-43			
	2-18 Evaluation of the performance of the highest governance body	AR p.36-43			
	2-19 Remuneration policies	AR p.46			
	2-20 Process to determine remuneration	AR p.46			
	2-21 Annual total compensation ratio	AR p.46			
	2-22 Statement on sustainable development strategy	AR p.22 SR p.7			
	2-23 Policy commitments	SR p.32-33			
	2-24 Embedding policy commitments	SR p.32-33			
	2-25 Processes to remediate negative impacts	SR p.34			
	2-26 Mechanisms for seeking advice and raising concerns	SR p.34			
	2-27 Compliance with laws and regulations			Information unavailable/incomplete	
	2-28 Membership associations	SR p.33			
	2-29 Approach to stakeholder engagement	SR p.34			
	2-30 Collective bargaining agreements			Information unavailable/incomplete	

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR p.34	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	SR p.34			

Materials

GRI 301: Materials 2016	301-1 Materials used by weight or volume	SR p.18			
	301-2 Recycled input materials used	SR p.18			

2019	301-3 Reclaimed products and their packaging materials	SR p.18			
Energy					
GRI 302: Energy 2016	302-1 Energy consumption within the organization			Information unavailable/incomplete	
	302-2 Energy consumption outside of the organization			Information unavailable/incomplete	
	302-3 Energy intensity	SR p.9			
	302-4 Reduction of energy consumption	SR p11-15			
	302-5 Reductions in energy requirements of products and services	SR p11-15			
Water and effluents					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR p.14		Information unavailable/incomplete	
	303-2 Management of water discharge-related impacts	SR p.14			
	303-3 Water withdrawal			Information unavailable/incomplete	
	303-4 Water discharge			Information unavailable/incomplete	
	303-5 Water consumption			Information unavailable/incomplete	
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR p.52			
	305-2 Energy indirect (Scope 2) GHG emissions	SR p.52			
	305-3 Other indirect (Scope 3) GHG emissions			Information unavailable/incomplete	
	305-4 GHG emissions intensity	SR p.52			
	305-5 Reduction of GHG emissions	SR p.52			
	305-6 Emissions of ozone-depleting substances (ODS)			Information unavailable/incomplete	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Information unavailable/incomplete	
Waste					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts			Information unavailable/incomplete	
	306-2 Management of significant waste-related impacts			Information unavailable/incomplete	
	306-3 Waste generated			Information unavailable/incomplete	
	306-4 Waste diverted from disposal			Information unavailable/incomplete	
	306-5 Waste directed to disposal			Information unavailable/incomplete	
Supplier environmental assessment					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR p.12			
	308-2 Negative environmental impacts in the supply chain and actions taken	SR p.12			
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR p.23			
	403-2 Hazard identification, risk assessment, and incident investigation	SR p.23			
	403-3 Occupational health services	SR p.23			
	403-4 Worker participation, consultation, and communication on occupational health and safety			Information unavailable/incomplete	
	403-5 Worker training on occupational health and safety	SR p.23			
	403-6 Promotion of worker health	SR p.22-23			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR p.22-23			
	403-8 Workers covered by an occupational health and safety management system	SR p.23			
	403-9 Work-related injuries	SR p.23			
	403-10 Work-related ill health			Information unavailable/incomplete	
Training and education					

GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee			Information unavailable/incomplete	
	404-2 Programs for upgrading employee skills and transition assistance programs	SR p.24			
	404-3 Percentage of employees receiving regular performance and career development reviews			Information unavailable/incomplete	
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	AR p40-45			
	405-2 Ratio of basic salary and remuneration of women to men			Information unavailable/incomplete	
Non-discrimination					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken			Information unavailable/incomplete	
Child labor					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor			Information unavailable/incomplete	
Forced or compulsory labor					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			Information unavailable/incomplete	
Local communities					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR p.28-30			
	413-2 Operations with significant actual and potential negative impacts on local communities			Information unavailable/incomplete	
Supplier social assessment					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR p.12			
	414-2 Negative social impacts in the supply chain and actions taken			Information unavailable/incomplete	