

GRI content index

Statement of use	Purmo Group has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION in 2023 Sustainability report or 2023 Annual Report if indicated
GRI 2: General Disclosures 2021	2-1 Organizational details	P4
	2-2 Entities included in the organization's sustainability reporting	P4
	2-3 Reporting period, frequency and contact point	P4
	2-4 Restatements of information	P29 & P49
	2-5 External assurance	P29
	2-6 Activities, value chain and other business relationships	P4-5
	2-7 Employees	P46
	2-8 Workers who are not employees	P46
	2-9 Governance structure and composition	P26-29
	2-10 Nomination and selection of the highest governance body	In Annual Report 2023
	2-11 Chair of the highest governance body	In Annual Report 2023
	2-12 Role of the highest governance body in overseeing the management of impacts	P26-29
	2-13 Delegation of responsibility for managing impacts	P26-29
	2-14 Role of the highest governance body in sustainability reporting	P26-29
	2-15 Conflicts of interest	In Annual Report 2023
	2-16 Communication of critical concerns	P29
	2-17 Collective knowledge of the highest governance body	In Annual Report 2023
	2-18 Evaluation of the performance of the highest governance body	In Annual Report 2023
	2-19 Remuneration policies	In Annual Report 2023
	2-20 Process to determine remuneration	In Annual Report 2023
	2-21 Annual total compensation ratio	In Annual Report 2023
	2-22 Statement on sustainable development strategy	P26-29
	2-23 Policy commitments	P26-29
	2-24 Embedding policy commitments	P26-29
	2-25 Processes to remediate negative impacts	P8
	2-26 Mechanisms for seeking advice and raising concerns	P29
	2-27 Compliance with laws and regulations	P26-29
	2-28 Membership associations	P30
	2-29 Approach to stakeholder engagement	P26-29
	2-30 Collective bargaining agreements	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	P8
	3-2 List of material topics	P8
	3-3 Management of material topics	P8
GRI 301: Materials 2016	301-1 Materials used by weight or volume	P43
	301-2 Recycled input materials used	Not sufficient data to report. To be included in CSRD compliant reporting for 2024
	301-3 Reclaimed products and their packaging materials	Not sufficient data to report. To be included in CSRD compliant reporting for 2024
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P10
	302-2 Energy consumption outside of the organization	P10
	302-3 Energy intensity	P10
	302-4 Reduction of energy consumption	P10
	302-5 Reductions in energy requirements of products and services	P10
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	P11
	303-2 Management of water discharge-related impacts	P11
	303-3 Water withdrawal	Not sufficient data to report. To be included in CSRD compliant reporting for 2024
	303-4 Water discharge	Not sufficient data to report. To be included in CSRD compliant reporting for 2024
	303-5 Water consumption	P43
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P10
	305-2 Energy indirect (Scope 2) GHG emissions	P10 and P43
	305-3 Other indirect (Scope 3) GHG emissions	P10
	305-4 GHG emissions intensity	P10
	305-5 Reduction of GHG emissions	P10

	305-6 Emissions of ozone-depleting substances (ODS)	P43-45
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	P43-45
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	P11 P16
	306-2 Management of significant waste-related impacts	P11 P16
	306-3 Waste generated	P43
	306-4 Waste diverted from disposal	P43
	306-5 Waste directed to disposal	P43
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p12
	308-2 Negative environmental impacts in the supply chain and actions taken	P12
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	P18 P21
	403-2 Hazard identification, risk assessment, and incident investigation	P18 P21
	403-3 Occupational health services	P21
	403-4 Worker participation, consultation, and communication on occupational health and safety	P21
	403-5 Worker training on occupational health and safety	Not sufficient data to report. To be included in CSRD compliant reporting for 2024
	403-6 Promotion of worker health	P21
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P21
	403-8 Workers covered by an occupational health and safety management system	P21
	403-9 Work-related injuries	P18
	403-10 Work-related ill health	P18
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Not sufficient data to report. To be included in CSRD compliant reporting for 2024
	404-2 Programs for upgrading employee skills and transition assistance programs	P20
	404-3 Percentage of employees receiving regular performance and career development reviews	Not sufficient data to report. To be included in CSRD compliant reporting for 2024
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	In 2023 Annual report
	405-2 Ratio of basic salary and remuneration of women to men	Not sufficient data to report. To be included in CSRD compliant reporting for 2024
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	To be included in CSRD compliant reporting for 2024
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	P12
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	P12
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	P23
	413-2 Operations with significant actual and potential negative impacts on local communities	P8
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	P12
	414-2 Negative social impacts in the supply chain and actions taken	P29