

GRI CONTENT INDEX 2018



DUFRY

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GRI CONTENT INDEX 2018

Page indications in this Index refer to the 2018 Duftry Annual Report unless otherwise noted.

* Duftry 2018 Sustainability Report applies the 2016 version of the Global Reporting Initiative (GRI) Standards; 2016* refers to the Standards issue date, not the date of the information presented in this report.

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)	REASONS FOR OMISSION
GRI 102: GENERAL DISCLOSURES 2016*			
ORGANIZATIONAL PROFILE			
102-1	Name of the organization	Duftry AG	
102-2	Activities, brands, products and services	Pages 36-45, 68-69, 72-73	
102-3	Location of headquarters	Brunngässlein 12, 4052 Basel, Switzerland	
102-4	Location of operations	Pages 66-67	
102-5	Ownership and legal form	Pages 216, 223	
102-6	Markets served	Pages 46-67	
102-7	Scale of the organization	Pages 6, 223	
102-8	Information on employees and other workers	Pages 91-97 and www.duftry.com/en/company/sustainability-duftry	
102-9	Supply chain	Page 72	
102-10	Significant changes to the organization and its supply chain	After the closing date of the period under review, a new organization has been announced; see page 17	
102-11	Precautionary Principle or approach	Duftry has not formally adopted the precautionary principle	
102-12	External initiatives	Duftry has not formally joined any external international initiatives	
102-13	Membership of associations	www.duftry.com/en/company/our-stakeholders/associations-and-authorities	
STRATEGY			
102-14	Statement from senior decision-maker	Pages 10-12, 14-17, 106-109	
102-15	Key impacts, risks, and opportunities	Pages 81-83, 193-202	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	Pages 83-84 and www.duftry.com/en/company/our-brand-values	
102-17	Mechanisms for advice and concerns about ethics	Pages 85-87 & www.duftry.com/en/company/sustainability-duftry	
GOVERNANCE			
102-18	Governance structure	Pages 228-235	
102-22	Composition of the highest governance body and its committees	Pages 228-235	
102-23	Chair of the highest governance body	Page 228	
102-24	Nominating and selecting the highest governance body	Page 231	
102-30	Effectiveness of risk management processes	Page 234	
102-35	Remuneration policies	Page 246	
102-36	Process for determining remuneration	Page 246	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	Page 80	
102-41	Collective bargaining agreements	Page 95 and www.duftry.com/en/company/sustainability-duftry	
102-42	Identifying and selecting stakeholders	Page 80	
102-43	Approach to stakeholder engagement	Pages 69, 80, 96 & Media and Investor Relations sections at www.duftry.com	
102-44	Key topics and concerns raised	Page 80	

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GRI 102: GENERAL DISCLOSURES 2016* (CONT.)

REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	Pages 206-207	
102-46	Defining report content and topic Boundaries	www.dufrey.com/en/company/sustainability-dufry	
102-47	List of material topics	Page 81	
102-48	Restatements of information	None	
102-49	Changes in reporting	None	
102-50	Reporting period	2018	
102-51	Date of most recent report	www.dufrey.com/en/company/sustainability-dufry	
102-52	Reporting cycle	www.dufrey.com/en/company/sustainability-dufry	
102-53	Contact point for questions regarding the report	www.dufrey.com/en/company/sustainability-dufry	
102-54	Claims of reporting in accordance with the GRI Standards	www.dufrey.com/en/company/sustainability-dufry	
102-55	GRI content index	www.dufrey.com/en/company/sustainability-dufry	
102-56	External assurance	No	

GRI 201: ECONOMIC PERFORMANCE 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 14-17, 26-29, 84-85	
103-2	The management approach and its components	Pages 14-17, 26-29, 84-85	
103-3	Evaluation of the management approach	Pages 14-17, 26-29, 84-85	
201-1	Direct economic value generated and distributed	Page 85	
201-2	Financial implications and other risks and opportunities due to climate change	www.dufrey.com/en/company/sustainability-dufry	
201-3	Defined benefit plan obligations and other retirement plans	Page 123	
201-4	Financial assistance received from government	None	

GRI 202: MARKET PRESENCE 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 46-67	
103-2	The management approach and its components	Pages 46-67	
103-3	Evaluation of the management approach	Pages 46-67	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	www.dufrey.com/en/company/sustainability-dufry	
202-2	Proportion of senior management hired from the local community	www.dufrey.com/en/company/sustainability-dufry	

GRI 204: PROCUREMENT PRACTICES 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Page 72	
103-2	The management approach and its components	Page 72	
103-3	Evaluation of the management approach	Page 72	
204-1	Proportion of spending on local suppliers	www.dufrey.com/en/company/sustainability-dufry	

GRI 205: ANTI-CORRUPTION 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 85-87 & www.dufrey.com/en/company/sustainability-dufry	
103-2	The management approach and its components	Pages 85-87 & www.dufrey.com/en/company/sustainability-dufry	
103-3	Evaluation of the management approach	Pages 85-87 & www.dufrey.com/en/company/sustainability-dufry	
205-2	Communication and training about anti-corruption policies and procedures	Pages 85-87	

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GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 85-87 & www.dufrey.com/en/company/sustainability-dufry	
103-2	The management approach and its components	Pages 85-87 & www.dufrey.com/en/company/sustainability-dufry	
103-3	Evaluation of the management approach	Pages 85-87 & www.dufrey.com/en/company/sustainability-dufry	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During 2018, Dufrey didn't have any legal action for competitive behavior, anti-trust, and monopoly practice	

GRI 301: MATERIALS 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 88-89	
103-2	The management approach and its components	Pages 88-89	
103-3	Evaluation of the management approach	Pages 88-89	
301-3	Reclaimed products and their packaging materials	N/A	Due to the nature of our business, we don't reclaim products

GRI 302: ENERGY 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Page 89	
103-2	The management approach and its components	Page 89	
103-3	Evaluation of the management approach	Page 89	
302-1	Energy consumption within the organization	N/A	See page 89 of Annual Report. Due to the nature of our business, we cannot track energy consumption

GRI 401: EMPLOYMENT 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 90-92	
103-2	The management approach and its components	Pages 90-92	
103-3	Evaluation of the management approach	Pages 90-92	
401-1	New employee hires and employee turnover	www.dufrey.com/en/company/sustainability-dufry	

GRI 402: LABOR/MANAGEMENT RELATIONS 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 90-92	
103-2	The management approach and its components	Pages 90-92	
103-3	Evaluation of the management approach	Pages 90-92	
402-1	Minimum notice periods regarding operational changes	www.dufrey.com/en/company/sustainability-dufry	

GRI 403: OCCUPATIONAL HEALTH & SAFETY 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 96-97	
103-2	The management approach and its components	Pages 96-97	
103-3	Evaluation of the management approach	Pages 96-97	
403-1	Workers representation in formal joint management-worker health and safety committees	www.dufrey.com/en/company/sustainability-dufry	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	www.dufrey.com/en/company/sustainability-dufry	

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GRI 404: TRAINING & EDUCATION 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 92-94	
103-2	The management approach and its components	Pages 92-94	
103-3	Evaluation of the management approach	Pages 92-94	
404-1	Average hours of training per year per employee	www.dufrey.com/en/company/sustainability-dufrey	
404-2	Programs for upgrading employee skills and transition assistance programs	Pages 93-94	
404-3	Percentage of employees receiving regular performance and career development reviews	www.dufrey.com/en/company/sustainability-dufrey	

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 94-95	
103-2	The management approach and its components	Pages 94-95	
103-3	Evaluation of the management approach	Pages 94-95	
405-1	Diversity of governance bodies and employees	www.dufrey.com/en/company/sustainability-dufrey	

GRI 406: NON-DISCRIMINATION 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Pages 94-95	
103-2	The management approach and its components	Pages 94-95	
103-3	Evaluation of the management approach	Pages 94-95	
406-1	Incidents of discrimination and corrective actions taken	www.dufrey.com/en/company/sustainability-dufrey	

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Page 95 and www.dufrey.com/en/company/sustainability-dufrey	
103-2	The management approach and its components	Page 95 and www.dufrey.com/en/company/sustainability-dufrey	
103-3	Evaluation of the management approach	Page 95 and www.dufrey.com/en/company/sustainability-dufrey	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We don't report any operation where freedom of association and collective bargaining is at risk. As per suppliers, see page 90 of Dufrey Annual Report	

GRI 410: SECURITY PRACTICES 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	www.dufrey.com/en/company/sustainability-dufrey	
103-2	The management approach and its components	www.dufrey.com/en/company/sustainability-dufrey	
103-3	Evaluation of the management approach	www.dufrey.com/en/company/sustainability-dufrey	
410-1	Security personnel trained in human rights policies or procedures	www.dufrey.com/en/company/sustainability-dufrey	

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Page 90	
103-2	The management approach and its components	Page 90	
103-3	Evaluation of the management approach	Page 90	
414-1	New suppliers that were screened using social criteria	N/A	Dufrey does not report specific numbers or percentages related to screening or impact assessments, as this information is subject to confidentiality constraints

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GRI 416: CUSTOMER HEALTH AND SAFETY 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Page 69	
103-2	The management approach and its components	Page 69	
103-3	Evaluation of the management approach	Page 69	
416-1	Assessment of the health and safety impacts of product and service categories	www.dufrey.com/en/company/sustainability-dufrey	

GRI 417: MARKETING AND LABELING 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Page 69	
103-2	The management approach and its components	Page 69	
103-3	Evaluation of the management approach	Page 69	
417-1	Requirements for product and service information and labeling	Page 69	
417-2	Incidents of non-compliance concerning product and service information and labeling	During 2018, Dufrey has not been notified through the available channels of any significant sanction for non compliance concerning product and service information and labeling	
417-3	Incidents of non-compliance concerning marketing communications	During 2018, Dufrey has not been notified through the available channels of any significant sanction for non compliance concerning marketing communications	

GRI 418: CUSTOMER PRIVACY 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Page 70	
103-2	The management approach and its components	Page 70	
103-3	Evaluation of the management approach	Page 70	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During 2018, Dufrey has not received through the available set channels any administrative sanction for the breach of the customer's privacy and personal data protection rules	

GRI 419: SOCIOECONOMIC COMPLIANCE 2016*

GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Page 90	
103-2	The management approach and its components	Page 90	
103-3	Evaluation of the management approach	Page 90	
419-1	Non-compliance with laws and regulations in the social and economic area	During 2018, Dufrey has not been notified through the available channels of any significant sanction for non compliance with applicable laws and regulation	