

GRI TABLE

GRI	Standard	Disclosure title	Location	Omitted	Comment, or reason for omissions
102-1	General disclosures	Name of the organisation	1		
102-2	General disclosures	Activities, brands, products, and services	6, 7		
102-3	General disclosures	Location of headquarters	2		
102-4	General disclosures	Location of operations	7		
102-5	General disclosures	Ownership and legal form	2		
102-6	General disclosures	Markets served	6		
102-7	General disclosures	Scale of the organisation	6, 7		
102-8	General disclosures	Information on employees and other workers	6, 30-31, 40		
102-9	General disclosures	Supply chain	36		
102-10	General disclosures	Significant changes to the organisation and its supply chain			No significant changes
102-11	General disclosures	Precautionary principle or approach	33		
102-12	General disclosures	External initiatives	23 - 24		
102-13	General disclosures	Membership of associations	23 - 24		
102-14	General disclosures	Statement from senior decision-maker	3		
102-16	General disclosures	Values, principles, standards, and norms of behaviour	23		
102-18	General disclosures	Governance structure	25		
102-40	General disclosures	List of stakeholder groups	23-24		
102-41	General disclosures	Collective bargaining agreements			It is part of our global policy but that no numbers are available due to locally handled HR systems.
102-42	General disclosures	Identifying and selecting stakeholders	23 - 25		
102-43	General disclosures	Approach to stakeholder engagement	23 - 25		
102-44	General disclosures	Key topics and concerns raised	25		
102-45	General disclosures	Entities included in the consolidated financial statements	7		
102-46	General disclosures	Defining report content and topic Boundaries	2, 23-25		
102-47	General disclosures	List of material topics	25		
102-48	General disclosures	Restatements of information			-Adjustments to accounting practice for scope 1 and 2. -Adjustments to historical scope 3 calculations. -Adjustments in GRI disclosures e.g. GRI 205-2, 205-3, 206-1 are not part of this years reporting -Adjustments to accounting practice for number of operations assessed for risk related to corruption -Adjustment of scope 2 emissions in 2018
102-49	General disclosures	Changes in reporting			No significant changes
102-50	General disclosures	Reporting period	1, 43		
102-51	General disclosures	Date of most recent report			January 31st, 2019
102-52	General disclosures	Reporting cycle	2		
102-53	General disclosures	Contact point for questions regarding the report	2		
102-54	General disclosures	Claims of reporting in accordance with the GRI Standards	2		

GRI	Standard	Disclosure title	Location	Omitted	Comment, or reason for omissions
102-55	General disclosures	GRI content index	https://www.flsmidth.com/en-gb/company/sustainability/our-approach		
102-56	General disclosures	External assurance	43		
201-1	Economic performance		AR 12	Partial	Information unavailable: financial disclosures do not meet specific requirements
202-1	Market presence			Yes	Information unavailable: managed at local level
203-1	Indirect economic impact	Infrastructure investments and services supported		Yes	Not applicable
203-2	Indirect economic impact	Significant indirect economic impacts		Yes	Information unavailable: no comprehensive breakdown of indirect economic impact has been conducted.
204-1	Procurement practices	Proportion of spending on local suppliers		Yes	Information unavailable: Local spend identified and measured, however there is no commitment to improvement
205-1	Anti-corruption	Operations assessed for risks related to corruption	28 - 29	Partial	Percentage of operations assessed for risks related to corruption is not included
205-2	Anti-corruption	Communication and training about anti-corruption policies and procedures		Yes	Information unavailable: Not broken down by employee category and region
205-3	Anti-corruption	Confirmed incidents of corruption and actions taken		Yes	Confidentiality constraints
206-1	Anti-competitive behaviour	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		Yes	Not relevant
301-1	Materials	Materials used by weight or volume		Yes	Information unavailable: impact is optimised at local levels through their location specific environmental management system
302-1	Energy			Yes	Not applicable: Consolidated into carbon footprint
303-3	Water		32 - 33, 41	Partial	Full Information unavailable: impact is optimised at local levels through their location specific environmental management system
304-1	Biodiversity	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Yes	Not applicable due to the locations of our operations
305-1	Emissions	Direct (Scope 1) Carbon emissions	32 - 33, 40 -41		
305-2	Emissions	Energy indirect (Scope 2) Carbon emissions	32 - 33, 40 -41		
305-3	Emissions	Other indirect (Scope 3) Carbon emissions	32 - 33, 40 -41		
305-4	Emissions	Carbon emissions intensity	32 - 33, 40 -41		
305-5	Emissions	Reduction of Carbon emissions		Yes	Information unavailable: impact is optimised at local levels through their location specific environmental management system
305-6	Emissions	Emissions of ozone-depleting substances (ODS)		Yes	Information unavailable: basic data collected but not adherent to GRI standard. Impact is optimised at local levels through their location specific environmental management system
305-7	Emissions	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		Yes	Information unavailable: impact is optimised at local levels through their location specific environmental management system
306-1	Effluents and waste			Yes	Information unavailable: impact is optimised at local levels through their location specific environmental management system
307-1	Environmental compliance	Non-compliance with environmental laws and regulations		Yes	Information unavailable: impact is optimised at local levels through their location specific environmental management system
308-1	Supplier environmental assessment	New suppliers that were screened using environmental criteria	36-37		
308-2	Supplier environmental assessment	Negative environmental impacts in the supply chain and actions taken	36-37		
401-1	Employment	New employee hires and employee turnover		Yes	Information unavailable: handled at local level according to local regulations
402-1	Labour/Management Relations	Minimum notice periods regarding operational changes		Yes	Information unavailable: handled at local level according to local regulations
403-8	OH&S	Workers covered by an occupational health and safety management system		Yes	Information unavailable: handled at local level according to local regulations
403-9	OH&S	Work related injuries	26 - 27		

GRI	Standard	Disclosure title	Location	Omitted	Comment, or reason for omissions
403-1	OH&S	Work-related ill health		Yes	Information unavailable: handled at local level according to local regulations
404-1	Training and education	Average hours of training per year per employee		Yes	Information unavailable: negotiated between employees and direct managers for both internal and external training
404-2	Training and education	Programs for upgrading employee skills and transition assistance programs		Yes	Not relevant: training performed by function and need, not gender
404-3	Training and education	Percentage of employees receiving regular performance and career development reviews	30 - 31		
405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	AR 53-54	Partial	Not divided into age groups
405-2	Diversity and Equal Opportunity	Ratio of basic salary and remuneration of women to men		Yes	Information unavailable: different in each country and not aggregated
406-1	Non-discrimination	Incidents of discrimination and corrective actions taken	28 - 29		
407-1	Freedom of association and collective bargaining	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Yes	Information unavailable: differs according to country, therefore not aggregated
408-1	Child labour	Operations and suppliers at significant risk for incidents of child labour		Yes	Information unavailable
409-1	Forced or compulsory labour	Operations and suppliers at significant risk for incidents of forced or compulsory labour		Yes	Information unavailable
410-1	Security Practices	Security personnel trained in human rights policies or procedures		Yes	Information unavailable: security conditions managed by each location
411-1	Rights of indigenous people	Incidents of violations involving rights of indigenous peoples		Yes	Information unavailable: beyond boundary of reporting scope
412-1	Human rights assessment	Operations that have been subject to human rights reviews or impact assessments	34 - 35		
412-2	Human rights assessment	Employee training on human rights policies or procedures		Yes	Information unavailable: Anticipated in 2020
412-3	Human rights assessment	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		Yes	Not applicable
413-1	Local communities			Yes	Information unavailable: managed at local level, not aggregated
414-1	Supplier social assessment	New suppliers that were screened using social criteria	36 - 37		
414-2	Supplier social assessment	Negative social impacts in the supply chain and actions taken	36 - 37		
415-1	Public policy	Political contributions		Yes	Not applicable: politically neutral
416-1	Customer health & safety			Yes	Information unavailable: beyond boundary of reporting scope
417-1	Marketing and labelling			Yes	Information unavailable: beyond boundary of reporting scope
418-1	Customer privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Yes	Not applicable
419-1	Socioeconomic compliance	Non-compliance with laws and regulations in the social and economic area		Yes	Information unavailable: handled at local level according to local regulations

Note: AR is the annual report, available at <https://www.flsmidth.com/en-gb/company/investors/downloads/reports-and-presentations>

MANAGEMENT APPROACH DISCLOSURES

SAFETY

GRI	Management Approach	Location
103-1	Why is the topic material?	We operate in industries with high safety risks
	The boundary	All people under our control, with influence on suppliers and customers
	Where does it occur?	Throughout the value chain
	Involvement (caused, contributed to, through business relationships)	We take actions on our sites to improve safety
103-2	How do we manage the topic?	25 - 27, safety management system
	The purpose of the approach?	Stop injuries, incidences, established way of doing things
	Policies	25 - 26
	Commitments	25 - 27
	Goals and targets	27
	Responsibilities	25 - 27
	Resources	25 - 27
	Grievance mechanisms	25 - 29
	Specific actions: processes, projects, programs	26 - 27
	How we evaluate the approach	pg.25 - 27, management reviews of safety performance
103-3	Mechanisms for evaluating effectiveness of MDA	25, Management review of performance
	Results of the evaluation	Integrated into the next years' plan
	Adjustments to MDA	Made in action plan and put in next year
403-1	Occupational health and safety management system	26 - 27
403-2	Hazard identification, risk assessment, and incident investigation	26 - 27
403-3	Occupational health services	Health issues are dealt with at a local level. At Group level they are addressed through Safety week as described on 26
403-4	Worker participation, consultation, and communication on occupational health and safety	26
403-5	Worker training on occupational health and safety	26 - 27
403-6	Promotion of worker health	Health issues are dealt with at a local level. At Group level they are addressed through Safety week as described on 26

COMPLIANCE

GRI	Management Approach	Location
103-1	Why is the topic material?	Risks for non-compliance may occur throughout our value chain
	The boundary	Internal and business relationships
	Where does it occur?	Internal and business relationships
	Involvement (caused, contributed to, through business relationships)	Caused, contributed to
103-2	How do we manage the topic?	25, 28 - 29
	The purpose of the approach?	Risk mitigation
	Policies	28
	Commitments	25, 28
	Goals and targets	29
	Responsibilities	25
	Resources	25
	Grievance mechanisms	28 - 29
103-3	Specific actions: processes, projects, programs	28 - 29
	How we evaluate the approach	25, General council reviews, company survey
	Mechanisms for evaluating effectiveness of MDA	General council reviews, company survey
	Results of the evaluation	Adjust policies when required with input from general council and Audit Committee
	Adjustments to MDA	Adjust policies when required with input from general council and Audit Committee

PEOPLE

GRI	Management Approach	Location
103-1	Why is the topic material?	25, 30 - 31
	The boundary	Those on our payroll
	Where does it occur?	Those on our payroll
	Involvement (caused, contributed to, through business relationships)	Caused

	How do we manage the topic?	25, 30
	The purpose of the approach?	30
	Policies	30
	Commitments	25, 30 - 31
103-2	Goals and targets	31
	Responsibilities	25
	Resources	25
	Grievance mechanisms	28 - 29
	Specific actions: processes, projects, programs	30 - 31
	How we evaluate the approach	25
103-3	Mechanisms for evaluating effectiveness of MDA	Data based, performance against targets
	Results of the evaluation	Governance structure, incentive scheme ¹
	Adjustments to MDA	Corrective actions e.g. change in behaviour, change processes

ENVIRONMENT

GRI	Management Approach	Location
	Why is the topic material?	5, 9, 11,12, 14 - 22, 25, 32 - 33
103-1	The boundary	Suppliers, internal and customers
	Where does it occur?	Suppliers, internal and customers
	Involvement (caused, contributed to, through business relationships)	Caused, contributed to
	How do we manage the topic?	25, 32 - 33
	The purpose of the approach?	28-31, 33
	Policies	32
	Commitments	15, 25, 32
103-2	Goals and targets	33
	Responsibilities	25
	Resources	25
	Grievance mechanisms	28 - 29
	Specific actions: processes, projects, programs	32

103-3	How we evaluate the approach	25, 32 , environmental management system
	Mechanisms for evaluating effectiveness of MDA	Management review of performance
	Results of the evaluation	Integrated into the next years' plan
	Adjustments to MDA	Made in action plan and put in next year

HUMAN RIGHTS

GRI	Management Approach	Location
103-1	Why is the topic material?	Reputational, operational, legal risk
	The boundary	Supply chain and Internal
	Where does it occur?	Throughout the value chain
	Involvement (caused, contributed to, through business relationships)	Caused, contributed to
103-2	How do we manage the topic?	Conduct review in accordance to guiding principles
	The purpose of the approach?	Avoid, mitigate remediate, enhance for positive impacts
	Policies	34
	Commitments	25, 34
	Goals and targets	35
	Responsibilities	25
	Resources	25
	Grievance mechanisms	34
	Specific actions: processes, projects, programs	34 -35
	103-3	How we evaluate the approach
Mechanisms for evaluating effectiveness of MDA		Guiding principles framework, grievance mechanism for continuous feedback
Results of the evaluation		Continuous human rights due diligence
Adjustments to MDA		Human rights due diligence methodology adjusted if needed

SUPPLY CHAIN

GRI	Management Approach	Location
103-1	Why is the topic material?	12, 25
	The boundary	Outsourcing partners

	Where does it occur?	In the supply chain
	Involvement (caused, contributed to, through business relationships)	Caused and through business relationships
	How do we manage the topic?	36
	The purpose of the approach?	36 - 37
	Policies	36
	Commitments	25, 36
103-2	Goals and targets	37
	Responsibilities	25
	Resources	25
	Grievance mechanisms	28 - 29
	Specific actions: processes, projects, programs	36 - 37
103-3	How we evaluate the approach	25, Monthly data review
	Mechanisms for evaluating effectiveness of MDA	Performance management
	Results of the evaluation	Integrated into the next years' plan
	Adjustments to MDA	Made in action plan and put in next year