

**TABLEAU DE CORRESPONDANCE DES REFERENTIELS
DE REPORTING EXTRA-FINANCIER
G4-GRI STANDARDS-Grenelle 2 (article 225 et décrets du 19/08/2016 et du 09/08/2017)**

GLOBAL REPORTING INITIATIVE G4 / GRI STANDARD										GRENELLE 2 ARTICLE 225 et décrets du 19/08/2016 et du 09/08/2017 (**)	Définitions
G4					GRI Standard						
Catégorie	Sous-catégorie	Aspect	Code	Exemple d'indicateur	GRI Standard Number	GRI Standard Title	GRI standard Disclosure Number	Disclosure Title <small>Individual disclosure items ('a', 'b', 'c', etc.) are not listed here</small>	Reporting requirements		
Informations générales			G4-1 - G4-2 : G4-1	Stratégie et analyse	GRI 102	General Disclosures Strategy	102-14 102-15	102-14 Statement from senior decision-maker 102-15 Key impacts, risks, and opportunities	102-14 a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability. 102-15 a. A description of key impacts, risks, and opportunities.	II.a) 1.1	II.a) 1.1 Organisation de la société pour prendre en compte les questions environnementales
Informations générales			G4-3 - G4-16 : G4-9 G4-10 G4-12	Profil de l'organisation	GRI 102	General Disclosures Organizational Profile	102-1 102-7 102-8 102-9	102-1 Name of the organization 102-7 Scale of the organization 102-8 Information on employees and other workers 102-9 Supply chain	102-1 a. Name of the organization. 102-7 a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided. 102-8 a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made. 102-9 a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	I.a) 1.1 I.a) 1.2 I.a) 1.4 III.b) 2	I.a) 1.1 Effectif total I.a) 1.2 Répartition des salariés par sexe I.a) 1.4 Répartition des salariés par zone géographique III.b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale ;
Informations générales			G4-17 - G4-23 : G4-20	Aspects et périmètres pertinents identifiés	GRI 102 GRI 103	General Disclosures Management Approach Reporting Practice Management Approach	102-45 102-49 103-1	102-45 Entities included in the consolidated financial statements 103-1 Changes in reporting 102-49 Explanation of the material topic and its Boundary	102-45 a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. 103-1 a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries 102-49 a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	PG2	PG2 Le rapport indique, parmi les informations listées par le décret d'application, celles qui, eu égard à la nature des activités ou à l'organisation de la société, ne peuvent être produites ou ne paraissent pas pertinentes, en fournissant toutes explications utiles (décret du 24/04/2012).
Informations générales			G4-24 - G4-27 : G4-26	Implication des parties prenantes	GRI 102	General Disclosures Stakeholder engagement	102-40 102-43 102-44	102-40 List of stakeholder groups 102-43 Approach to stakeholder engagement 102-44 Key topics and concerns raised	102-40 a. A list of stakeholder groups engaged by the organization. 102-43 a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process. 102-44 a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	III.a) 3	III.a) 3 Les relations entretenues avec les parties prenantes de la société et les modalités du dialogue avec celles-ci
Informations générales			G4-28 - G-32	Profil du rapport	GRI 102	General Disclosures Reporting Practice	102-50 102-54 102-55 102-56	102-50 Reporting period 102-54 Claims of reporting in accordance with the GRI Standards 102-55 GRI content index 102-56 External assurance	102-50 a. Reporting period for the information provided. 102-54 a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. This report has been prepared in accordance with the GRI Standards: Core option' ii. This report has been prepared in accordance with the GRI Standards: Comprehensive option' 102-55 a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made. 102-56 a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	-	-

Informations générales		G4-33 - G4-55; G4-37 G4-43 G4-51 - G4-55	Gouvernance	GRI 102	General Disclosures	Gouvernance	102-21 102-27 102-35 102-39 102-56	102-21 Consulting stakeholders on economic, environmental, and social topics 102-27 Collective knowledge of highest governance body 102-35 Remuneration policies 102-39 Percentage increase in annual total compensation ratio 102-56 External assurance	102-21 a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body. 102-27 a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics. 102-35 a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments iv. Clawbacks v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics 102-39 a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country 102-56 a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	I a) 3.1* I a) 3.2* I.e) 1 I.e) 2 III a) 3	I a) 3.1* I.e) 1 I.e) 2 III a) 3	
Informations générales		G4-56 - G4-58	Ethique et intégrité	GRI 102	General Disclosures	Ethics and Integrity	102-16 102-17	102-16 Values, principles, standards, and norms of behavior 102-17 Mechanisms for advice and concerns about ethics	102-16 a. A description of the organization's values, principles, standards, and norms of behavior. 102-17 a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	IV.a)	IV.a)	IV.a) Actions engagées pour prévenir la corruption
Economie	Performa nce économiq ue	EC1	Valeur économique directe créée & distribuée	GRI 201	Economic Performance	Economic Performance	201-1	201-1 Direct economic value generated and distributed	201-1 a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	I a) 3.1	I a) 3.1	I a) 3.1 Rémunérations
Economie		EC2	Implications financières et autres risques et opportunités pour les activités de l'organisation liés au changement climatique	GRI 201	Economic Performance	Economic Performance	201-2	201-2 Financial implications and other risks and opportunities due to climate change	201-2 a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity.	II a) 3	II a) 3	II a) 3 Montant des provisions et garanties pour risques en matière d'environnement (sous réserve que cette information ne soit pas de nature à causer un préjudice sérieux à la société dans un litige en cours)
Economie		EC3	Etendue de la couverture des régimes de retraite à prestations définies	GRI 201	Economic Performance	Economic Performance	201-3	201-3 Defined benefit plan obligations and other retirement plans	201-3 a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	-	-	-
Economie		EC4	Aides publiques reçues	GRI 201	Economic Performance	Economic Performance	201-4	201-4 Financial assistance received from government	201-4 a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.	-	-	-
Economie		EC5	Ratios du salaire d'entrée de base par sexe par rapport au salaire minimum local sur les principaux sites opérationnels	GRI 202	Market Presence	Market Presence	202-1	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1 a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	I. a) 3.1*	I. a) 3.1*	I. a) 3.1* Rémunérations

Economie		EC6	Proportion des cadres dirigeants embauchés localement sur les principaux sites opérationnels	GRI 202	Market Presence	Market Presence	202-2	202-2 Proportion of senior management hired from the local community	202-2 a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'.	I.a) 2.1* III.a) 1 III.a) 2	I.a) 2.1* III.a) 1 III.a) 2 III.a) 2 L'impact de l'activité de la société sur les populations riveraines ou locales
	Impact économique et indirect	EC7	Développement et impact des investissements en matière d'infrastructures et d'appui aux services	GRI 203	Indirect Economic Impacts	Indirect Economic Impacts	203-1	203-1 Infrastructure investments and services supported	203-1 a. Extent of development of significant infrastructure investments and services supported b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	III a) 1 III a) 2 III.a) 4	III.a) 1 L'impact de l'activité de la société en matière d'emploi et de développement local III.a) 2 L'impact de l'activité de la société sur les populations riveraines ou locales III.a) 4 Actions de partenariat ou de mécénat
		EC8	Impacts économiques indirects substantiels, y compris importance de ces impacts	GRI 203	Indirect Economic Impacts	Indirect Economic Impacts	203-2	203-2 Significant indirect economic impacts	203-2 a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	III a) 1 III a) 2	III.a) 1 L'impact de l'activité de la société en matière d'emploi et de développement local III.a) 2 L'impact de l'activité de la société sur les populations riveraines ou locales
Economie	Approvisionnement	EC9	Part des dépenses réalisées avec les fournisseurs locaux sur les principaux sites opérationnels	GRI 204	Procurement Practices	Procurement Practices	204-1	204-1 Proportion of spending on local suppliers	204-1 a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'.	III a) 1 III a) 2	III.a) 1 L'impact de l'activité de la société en matière d'emploi et de développement local III.a) 2 L'impact de l'activité de la société sur les populations riveraines ou locales
Environnement	Matières	EN1	Consommation de matières en poids ou en volume	GRI 301	Materials	Materials	301-1	301-1 Materials used by weight or volume	301-1 a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used.	II.c).ii) 2.1	II.c).ii) 2.1 Consommation de matières premières
		EN2	Pourcentage de matériaux provenant de matières recyclées	GRI 301	Materials	Materials	301-2	301-2 Recycled input materials used	301-2 a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	II.c).ii) 2.1*	II.c).ii) 2.1* Consommation de matières premières
	Energie	EN3	Consommation énergétique au sein de l'organisation	GRI 302	Energy	Energy	302-1	302-1 Energy consumption within the organization	302-1 a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	II.c).ii) 3.1	II.c).ii) 3.1 Consommation d'énergie
		EN4	Consommation énergétique en dehors de l'organisation	GRI 302	Energy	Energy	302-2	302-2 Energy consumption outside of the organization	302-2 a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used.	II.c).ii) 3.1*	II.c).ii) 3.1* Consommation d'énergie
		EN5	Intensité énergétique	GRI 302	Energy	Energy	302-3	302-3 Energy intensity	302-3 a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	-	-
		EN6	Réduction de la consommation énergétique	GRI 302	Energy	Energy	302-4	302-4 Reduction of energy consumption	302-4 a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used.	II.c).ii) 3.2	II.c).ii) 3.2 Mesures prises pour améliorer l'efficacité énergétique
		EN7	Réduction des besoins énergétiques des produits et services	GRI 302	Energy	Energy	302-5	302-5 Reductions in energy requirements of products and services	302-5 a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used	II.c).ii) 3.2	II.c).ii) 3.2 Mesures prises pour améliorer l'efficacité énergétique
		EN8	Volume total d'eau prélevé par source	GRI 303	Water	Water	303-1	303-1 Water withdrawal by source	303-1 a. Total volume of water withdrawn, with a breakdown by the following sources: i. Surface water, including water from wetlands, rivers, lakes, and oceans; ii. Ground water; iii. Rainwater collected directly and stored by the organization; iv. Waste water from another organization; v. Municipal water supplies or other public or private water utilities. b. Standards, methodologies, and assumptions used.	II.c).ii) 1.1 II.c).ii) 1.2	II.c).ii) 1.1 Consommation d'eau II.c).ii) 1.2 Approvisionnement en eau en fonction des contraintes locales

Eau	EN9	Sources d'approvisionnement en eau très touchées par les prélèvements	GRI 303	Water	Water	303-2	303-2 Water sources significantly affected by withdrawal of water	<p>303-2 a. Total number of water sources significantly affected by withdrawal by type:</p> <p>i. Size of the water source;</p> <p>ii. Whether the source is designated as a nationally or internationally protected area;</p> <p>iii. Biodiversity value (such as species diversity and endemism, and total number of protected species);</p> <p>iv. Value or importance of the water source to local communities and indigenous peoples</p> <p>b. Standards, methodologies, and assumptions used.</p>	II.c).ii) 1.2	II.c).ii) 1.2 Approvisionnement en eau en fonction des contraintes locales
	EN10	Pourcentage et volume total d'eau recyclée et réutilisée	GRI 303	Water	Water	303-3	303-3 Water recycled and reused	<p>303-3 a. Total volume of water recycled and reused by the organization.</p> <p>b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1.</p> <p>c. Standards, methodologies, and assumptions used.</p>	II.c).ii) 1.2	II.c).ii) 1.2 Approvisionnement en eau en fonction des contraintes locales
Biodiversité	EN11	Sites opérationnels détenus, loués ou gérés dans des aires protégées ou y étant adjacents, ainsi qu'en zones riches en biodiversité en dehors de ces aires protégées	GRI 304	Biodiversity	Biodiversity	304-1	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>304-1 a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:</p> <p>i. Geographic location;</p> <p>ii. Subsurface and underground land that may be owned, leased, or managed by the organization;</p> <p>iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;</p> <p>iv. Type of operation (office, manufacturing or production, or extractive);</p> <p>v. Size of operational site in km2 (or another unit, if appropriate);</p> <p>vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);</p> <p>vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).</p>	II.c).ii) 4 II e) 1	II.c).ii) 4 II e) 1 Mesures prises pour préserver ou restaurer la biodiversité
	EN12	Description des impacts substantiels des activités, produits et services sur la biodiversité des aires protégées ou des zones riches en biodiversité en dehors de ces aires protégées	GRI 304	Biodiversity	Biodiversity	304-2	304-2 Significant impacts of activities, products, and services on biodiversity	<p>304-2 a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <p>i. Construction or use of manufacturing plants, mines, and transport infrastructure;</p> <p>ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);</p> <p>iii. Introduction of invasive species, pests, and pathogens;</p> <p>iv. Reduction of species;</p> <p>v. Habitat conversion;</p> <p>vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).</p> <p>b. Significant direct and indirect positive and negative impacts with reference to the following:</p> <p>i. Species affected;</p> <p>ii. Extent of areas impacted;</p> <p>iii. Duration of impacts;</p> <p>iv. Reversibility or irreversibility of the impacts.</p>	II e) 1	II e) 1 Mesures prises pour préserver ou restaurer la biodiversité
	EN13	Habitats protégés ou restaurés	GRI 304	Biodiversity	Biodiversity	304-3	304-3 Habitats protected or restored	<p>304-3 a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</p> <p>c. Status of each area based on its condition at the close of the reporting period.</p> <p>d. Standards, methodologies, and assumptions used.</p>	II e) 1	II e) 1 Mesures prises pour préserver ou restaurer la biodiversité
	EN14	Nombre total d'espèces menacées figurant sur la liste rouge mondiale de l'IUCN et sur son équivalent national et dont les habitats se trouvent dans des zones affectées par des activités, par niveau de risque d'extinction	GRI 304	Biodiversity	Biodiversity	304-4	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>304-4 a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p> <p>i. Critically endangered</p> <p>ii. Endangered</p> <p>iii. Vulnerable</p> <p>iv. Near threatened</p> <p>v. Least concern</p>	II e) 1	II e) 1 Mesures prises pour préserver ou restaurer la biodiversité
	EN15	Emissions directes de gaz à effet de serre (SCOPE 1)	GRI 305	Emissions	Emissions	305-1	305-1 Direct (Scope 1) GHG emissions	<p>305-1 a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	II.d) 1	II.d) 1 Les postes significatifs d'émissions de gaz à effet de serre générés du fait de l'activité de la société, notamment par l'usage des biens et services qu'elle produit
	EN16	Emissions indirectes de gaz à effet de serre (SCOPE 2) liées à l'énergie	GRI 305	Emissions	Emissions	305-2	305-2 Energy indirect (Scope 2) GHG emissions	<p>305-2 a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent</p> <p>c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p>	II.d) 1	II.d) 1 Les postes significatifs d'émissions de gaz à effet de serre générés du fait de l'activité de la société, notamment par l'usage des biens et services qu'elle produit

Emissions	EN17	Autres émissions indirectes de gaz à effet de serre (SCOPE 3)	GRI 305	Emissions	Emissions	305-3	305-3 Other indirect (Scope 3) GHG emissions	<p>305-3 The reporting organization shall report the following information:</p> <p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used</p>	II.d) 1	II.d) 1 Les postes significatifs d'émissions de gaz à effet de serre générés du fait de l'activité de la société, notamment par l'usage des biens et services qu'elle produit
	EN18	Intensité des émissions de gaz à effet de serre	GRI 305	Emissions	Emissions	305-4	305-4 GHG emissions intensity	<p>305-4 a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)</p> <p>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.</p>	II.d) 1	II.d) 1 Les postes significatifs d'émissions de gaz à effet de serre générés du fait de l'activité de la société, notamment par l'usage des biens et services qu'elle produit
	EN19	Réduction des émissions de gaz à effet de serre	GRI 305	Emissions	Emissions	305-5	305-5 Reduction of GHG emissions	<p>305-5 a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p>	II.d) 1	II.d) 1 Les postes significatifs d'émissions de gaz à effet de serre générés du fait de l'activité de la société, notamment par l'usage des biens et services qu'elle produit
	EN20	Emissions de substances appauvrissant la couche d'ozone (SAO)	GRI 305	Emissions	Emissions	305-6	305-6 Emissions of ozone-depleting substances (ODS)	<p>305-6 a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent</p> <p>b. Substances included in the calculation.</p> <p>c. Source of the emission factors used.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used</p>	II.b) 1.1	II.b) 1.1 Mesures de prévention, réduction, réparation : air
	EN21	NOx, SOx et autres émissions atmosphériques substantielles	GRI 305	Emissions	Emissions	305-7	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>305-7 a. Significant air emissions, in kilograms or multiples, for each of the following:</p> <p>i. NOx</p> <p>ii. SOx</p> <p>iii. Persistent organic pollutants (POP)</p> <p>iv. Volatile organic compounds (VOC)</p> <p>v. Hazardous air pollutants (HAP)</p> <p>vi. Particulate matter (PM)</p> <p>vii. Other standard categories of air emissions identified in relevant regulations</p> <p>b. Source of the emission factors used.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used</p>	II.b) 1.1	II.b) 1.1 Mesures de prévention, réduction, réparation : air
	EN22	Total des rejets d'eau, par type et par destination	GRI 306	Effluents and Waste	Effluents and Waste	306-1	306-1 Water discharge by quality and destination	<p>306-1 a. Total volume of planned and unplanned water discharges by:</p> <p>i. destination;</p> <p>ii. quality of the water, including treatment method;</p> <p>iii. whether the water was reused by another organization.</p> <p>b. Standards, methodologies, and assumptions used.</p>	II.b) 1.2	II.b) 1.2 Mesures de prévention, réduction, réparation : eau
	EN23	Poids total de déchets, par type et par mode de traitement	GRI 306	Effluents and Waste	Effluents and Waste	306-2	306-2 Waste by type and disposal method	<p>306-2 a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <p>i. Reuse</p> <p>ii. Recycling</p> <p>iii. Composting</p> <p>iv. Recovery, including energy recovery</p> <p>v. Incineration (mass burn)</p> <p>vi. Deep well injection</p> <p>vii. Landfill</p> <p>viii. On-site storage</p> <p>ix. Other (to be specified by the organization)</p> <p>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <p>i. Reuse</p> <p>ii. Recycling</p> <p>iii. Composting</p> <p>iv. Recovery, including energy recovery</p> <p>v. Incineration (mass burn)</p> <p>vi. Deep well injection</p> <p>vii. Landfill</p> <p>viii. On-site storage</p> <p>ix. Other (to be specified by the organization)</p> <p>c. How the waste disposal method has been determined:</p> <p>i. Disposed of directly by the organization, or otherwise directly confirmed</p> <p>ii. Information provided by the waste disposal contractor</p> <p>iii. Organizational defaults of the waste disposal contractor</p>	II.b) 2 II.c) i) 1	II.b) 2 La prise en compte de toute forme de pollution spécifique à une activité, notamment les nuisances sonores et lumineuses II.c) j) 1 Les mesures de prévention, de recyclage, de réutilisation, d'autres formes de valorisation et d'élimination des déchets

Effluents et déchets	EN24	Nombre et volume total des déversements substantiels	GRI 306	Effluents and Waste	Effluents and Waste	306-3	306-3 Significant spills	<p>306-3</p> <p>a. Total number and total volume of recorded significant spills</p> <p>b. The following additional information for each spill that was reported in the organization's financial statements:</p> <p>i. Location of spill;</p> <p>ii. Volume of spill;</p> <p>iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).</p> <p>c. Impacts of significant spills.</p>	II.b)	<p>II.b) 1.1 Mesures de prévention, réduction, réparation : air</p> <p>II.b) 1.2 Mesures de prévention, réduction, réparation : eau</p> <p>II.b) 1.3 Mesures de prévention, réduction, réparation: sol</p> <p>II.b) 2 La prise en compte de toute forme de pollution spécifique à une activité, notamment les nuisances sonores et lumineuses</p>
	EN25	Poids des déchets transportés, importés, exportés ou traités et jugés dangereux selon les termes des annexes I, II, III et VIII de la Convention de Bâle et pourcentage de déchets exportés	GRI 306	Effluents and Waste	Effluents and Waste	306-4	306-4 Transport of hazardous waste	<p>306-4 a. Total weight for each of the following:</p> <p>i. Hazardous waste transported</p> <p>ii. Hazardous waste imported</p> <p>iii. Hazardous waste exported</p> <p>iv. Hazardous waste treated</p> <p>b. Percentage of hazardous waste shipped internationally.</p> <p>c. Standards, methodologies, and assumptions used.</p>	II b) 2 II.c).i) 1	<p>II b) 2 La prise en compte de toute forme de pollution spécifique à une activité, notamment les nuisances sonores et lumineuses</p> <p>II.c) 1 Les mesures de prévention, de recyclage, de réutilisation, d'autres formes de valorisation et d'élimination des déchets</p>
	EN26	Identification, taille, statut de protection et valeur de biodiversité des plans d'eau et de leur écosystème très touchés par le rejet et le ruissellement des eaux de l'organisation	GRI 306	Effluents and Waste	Effluents and Waste	306-5	306-5 Water bodies affected by water discharges and/or runoff	<p>306-5 a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on:</p> <p>i. the size of the water body and related habitat;</p> <p>ii. whether the water body and related habitat is designated as a nationally or internationally protected area;</p> <p>iii. the biodiversity value, such as total number of protected species.</p>	II b) 1.2 II e) 1	<p>II b) 1.2 Mesures de prévention, réduction, réparation : eau</p> <p>II e) 1 Mesures prises pour préserver ou restaurer la biodiversité</p>
Produits et services	EN27	Portée des mesures d'atténuation des impacts environnementaux des produits et des services	NA	NA	NA	NA	NA	NA	NA	NA
	EN28	Pourcentage de produits vendus et de leurs emballages recyclés ou réutilisés, par catégorie	GRI 301	Materials	Materials	301-3	301-3 Reclaimed products and their packaging materials	<p>301-3 a. Percentage of reclaimed products and their packaging materials for each product category</p> <p>b. How the data for this disclosure have been collected.</p>	II b) 2	<p>II b) 2 La prise en compte de toute forme de pollution spécifique à une activité, notamment les nuisances sonores et lumineuses</p>
Conformité	EN29	Montant des amendes substantielles et nombre total de sanctions non pécuniaires pour non-respect des législations et réglementations en matière d'environnement	GRI 307	Environmental Compliance	Environmental Compliance	307-1	307-1 Non-compliance with environmental laws and regulations	<p>307-1</p> <p>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:</p> <p>i. total monetary value of significant fines;</p> <p>ii. total number of non-monetary sanctions;</p> <p>iii. cases brought through dispute resolution mechanisms.</p> <p>b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.</p>	-	-
Transport	EN30	Impacts environnementaux substantiels du transport des produits, autres marchandises et matières utilisés par l'organisation dans le cadre de son activité et des déplacements des membres de son personnel	NA	NA	NA	NA	NA	NA	II b) 2	<p>II b) 2 La prise en compte de toute forme de pollution spécifique à une activité, notamment les nuisances sonores et lumineuses</p>
Généralités	EN31	Total des dépenses et des investissements en matière de protection de l'environnement, par type	Several	Several	Several	Several	Several	Several	II.a) 3	<p>II.a) 3 Montant des provisions et garanties pour risques en matière d'environnement (sous réserve que cette information ne soit pas de nature à causer un préjudice sérieux à la société dans un litige en cours)</p>
Évaluation	EN32	Pourcentage des nouveaux fournisseurs contrôlés à l'aide de critères environnementaux	GRI 308	Supplier Environmental Assessment	Supplier Environmental Assessment	308-1	308-1 New suppliers that were screened using environmental criteria	<p>308-1 a. Percentage of new suppliers that were screened using environmental criteria.</p>	III.b) 1 III.b) 2	<p>III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux</p> <p>III b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale ;</p>

		environnementale des fournisseurs	EN33	Impacts négatifs substantiels, réels et potentiels, sur l'environnement dans la chaîne d'approvisionnement et mesures prises	GRI 308	Supplier Environmental Assessment	Supplier Environmental Assessment	308-2	308-2 Negative environmental impacts in the supply chain and actions taken	<p>308-2</p> <p>a. Number of suppliers assessed for environmental impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Significant actual and potential negative environmental impacts identified in the supply chain</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p>	III.b) 1 III.b) 2	III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux III b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale ;
		Mécanismes de règlement des griefs environnementaux	EN34	Nombre de griefs concernant les impacts environnementaux déposés, examinés et réglés via des mécanismes officiels de règlement des griefs	GRI 103	Management Approach	Management Approach	103-2	103-2 The management approach and its components	<p>103-2 a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <p>i. Policies</p> <p>ii. Commitments</p> <p>iii. Goals and targets</p> <p>iv. Responsibilities</p> <p>v. Resources</p> <p>vi. Grievance mechanisms</p> <p>vii. Specific actions, such as processes, projects, programs and initiatives</p>	-	-
Social	Pratiques en matière d'emploi et travail décent	Emploi	LA1	Nombre total et pourcentage de nouveaux salariés embauchés et taux de rotation du personnel par tranche d'âge, sexe et zone géographique	GRI 401	Employment	Employment	401-1	401-1 New employee hires and employee turnover	<p>401-1</p> <p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p>	I.a) 1.2 I.a) 1.3 I.a) 1.4 I.a) 2.1 I.a) 2.2	I.a) 1.2 Répartition des salariés par sexe I.a) 1.3 Répartition des salariés par âge I.a) 1.4 Répartition des salariés par zone géographique I.a) 2.1 Embauches I.a) 2.2 Licenciements
			LA2	Avantages sociaux offerts aux salariés à temps plein et non aux intérimaires, ni aux salariés à temps partiel, par principaux sites opérationnels	GRI 401	Employment	Employment	401-2	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>401-2</p> <p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <p>i. life insurance;</p> <p>ii. health care;</p> <p>iii. disability and invalidity coverage;</p> <p>iv. parental leave</p> <p>v. retirement provision;</p> <p>vi. stock ownership;</p> <p>vii. others.</p> <p>b. The definition used for 'significant locations of operation'.</p>	-	-
			LA3	Retour au travail et maintien en poste après le congé parental, par sexe	GRI 401	Employment	Employment	401-3	401-3 Parental leave	<p>401-3</p> <p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p>b. Total number of employees that took parental leave, by gender.</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender.</p>	I.f) 1*	I.f) 1* Mesures prises en faveur de l'égalité hommes/femmes
			LA4	Délai minimal de préavis en cas de changement opérationnel, en indiquant si ce délai est précisé dans une convention collective	GRI 402	Labor/Management Relations	Labor/Management Relations	402-1	402-1 Minimum notice periods regarding operational changes	<p>402-1</p> <p>a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.</p> <p>b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</p>	I. d) 1	I.d) 1 Organisation du dialogue social, procédures d'information, de négociation et de consultation du personnel et de négociation avec celui-ci
			LA5	Pourcentage de l'effectif total représenté dans des comités mixtes d'hygiène et de sécurité au travail visant à surveiller et à donner des avis	GRI 403	Occupational Health and Safety	Occupational Health and Safety	403-1	403-1 Workers representation in formal joint management-worker health and safety committees	<p>403-1</p> <p>a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.</p>	I. d) 1	I.d) 1 Organisation du dialogue social, procédures d'information, de négociation et de consultation du personnel et de négociation avec celui-ci

Santé et sécurité au travail	LA6	Taux et types d'accidents du travail, de maladies professionnelles, d'absentéisme, proportion de journées de travail perdues et nombre total de décès liés au travail, par zone géographique et par sexe	GRI 403	Occupational Health and Safety	Occupational Health and Safety	403-2	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	403-2 a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: i. region; ii. gender; b. Types of injury, injury rate (IR), and work-related fatalities, for all worker s(excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: i. region; ii. gender. c. The system of rules applied in recording and reporting accident statistics.	I.c) 2.1 I.c) 2.2	I.c) 2.1 Fréquence et gravité des accidents du travail I.c) 2.2 Maladies professionnelles
	LA7	Salariés exposés directement et fréquemment à des maladies liées à leur activité	GRI 403	Occupational Health and Safety	Occupational Health and Safety	403-3	403-3 Workers with high incidence or high risk of diseases related to their occupation	403-3 a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.	I.c) 2.1	I.c) 2.1 Fréquence et gravité des accidents du travail
	LA8	Thèmes de santé et de sécurité couverts par des accords formels avec les syndicats	GRI 403	Occupational Health and Safety	Occupational Health and Safety	403-4	403-4 Health and safety topics covered in formal agreements with trade unions	403-4 a. Whether formal agreements (either local or global) with trade unions cover health and safety. b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	I.c) 2.2	I.c) 2.2 Maladies professionnelles
Formation et éducation	LA9	Nombre moyen d'heures de formation par an, réparti par salarié, par sexe et par catégorie professionnelle	GRI 404	Training and Education	Training and Education	404-1	404-1 Average hours of training per year per employee	404-1 a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category	I.e) 2	I.e) 2 Nombre total d'heures de formation
	LA10	Programmes de développement des compétences et de formation tout au long de la vie destinés à assurer l'employabilité des salariés et à les aider à gérer leur fin de carrière	GRI 404	Training and Education	Training and Education	404-2	404-2 Programs for upgrading employee skills and transition assistance programs	404-2 a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	I.e) 1	I.e) 1 Politiques mises en œuvre en matière de formation, notamment en matière de protection de l'environnement
	LA11	Pourcentage de salariés bénéficiant d'entretiens d'évaluation et d'évolution de carrière périodiques, par sexe et par catégorie professionnelle	GRI 404	Training and Education	Training and Education	404-3	404-3 Percentage of employees receiving regular performance and career development reviews	404-3 a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	I.e) 1*	I.e) 1* Politiques mises en œuvre en matière de protection de l'environnement
Diversité et égalité des chances	LA12	Composition des instances de gouvernance et répartition des salariés par catégorie professionnelle, en fonction du sexe, de la tranche d'âge, de l'appartenance à une minorité et d'autres indicateurs de diversité	GRI 405	Diversity and Equal Opportunity	Diversity and Equal Opportunity	405-1	405-1 Diversity of governance bodies and employees	405-1 a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	I.a) 1.2 I.a) 1.3 I.a) 1.4 I.f) 1 I.f) 2.2 I.f) 3	I.a) 1.2 Répartition des salariés par sexe I.a) 1.3 Répartition des salariés par âge I.a) 1.4 Répartition des salariés par zone géographique I.f) 1 Mesures prises en faveur de l'égalité hommes/femmes I.f) 2.2 Mesures prises en faveur de l'insertion des personnes handicapées I.f) 3 Politique de lutte contre les discriminations
Egalité de rémunération entre les femmes et hommes	LA13	Ratio du salaire de base et de la rémunération des femmes par rapport aux hommes, par catégorie professionnelle et par principaux sites opérationnels	GRI 405	Diversity and Equal Opportunity	Diversity and Equal Opportunity	405-2	405-2 Ratio of basic salary and remuneration of women to men	405-2 a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	I.f) 1	I.f) 1 Mesures prises en faveur de l'égalité hommes/femmes
Evaluation des pratiques en	LA14	Pourcentage de nouveaux fournisseurs contrôlés à l'aide de critères relatifs aux pratiques en matière d'emploi	GRI 414	Supplier Social Assessment	Supplier Social Assessment	414-1	414-1 New suppliers that were screened using social criteria	414-1 a. Percentage of new supplier that were screened using social criteria.	III.b) 1 III.b) 2	III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux III.b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale ;

Social	Pratiques en matière d'emploi et de travail décent	matière d'emploi chez les fournisseurs	LA15	Impacts négatifs substantiels, réels et potentiels, sur les pratiques en matière d'emploi dans la chaîne d'approvisionnement et mesures prises	GRI 414	Supplier Social Assessment	Supplier Social Assessment	414-2	414-2 Negative social impacts in the supply chain and actions taken	414-2 a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	III.b) 1 III.b) 2	III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux III.b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale ;
		Mécanismes de règlement des griefs relatifs aux pratiques en matière d'emploi	LA 16	Nombre de griefs concernant les pratiques en matière d'emploi déposés, examinés et réglés via des mécanismes officiels de règlement des griefs	GRI 103	Management Approach	Management Approach	103-2	103-2 The management approach and its components	103-2 a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	-	-
	Investissement	HR1	Pourcentage et nombre total d'accords et de contrats d'investissement substantiels incluant des clauses relatives aux droits de l'Homme ou ayant fait l'objet d'un contrôle sur ce point	GRI 412	Human Rights Assessment	Human Rights Assessment	412-3	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	412-3 a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. The definition used for 'significant investment agreements'.	III.b) 1 III.b) 2	III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux III.b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale ;	
		HR2	Nombre total d'heures de formation des salariés sur les politiques ou procédures relatives aux droits de l'Homme applicables dans leur activité y compris le pourcentage de salariés formés	GRI 412	Human Rights Assessment	Human Rights Assessment	412-2	412-2 Employee training on human rights policies or procedures	412-2 a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	I. e) 2 V.b)	I. e) 2 Nombre total d'heures de formation V.b) Autres actions engagées en faveur des droits de l'Homme	
		Non discrimination	HR3	Nombre total d'incidents de discrimination et actions correctives mises en place	GRI 406	Non-discrimination	Non-discrimination	406-1	406-1 Incidents of discrimination and corrective actions taken	406-1 a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	I f) 3 V.a) 2	I.f) 3 Politique de lutte contre les discriminations V.a) 2 Elimination des discriminations en matière d'emploi et de profession
Liberté syndicale et droit de négociation collective	HR4	Sites et fournisseurs identifiés au sein desquels le droit à la liberté syndicale et à la négociation collective pourrait ne pas être respecté ou est fortement menacé, et mesures prises pour le respect de ce droit	GRI 407	Freedom of Association and Collective Bargaining	Freedom of Association and Collective Bargaining	407-1	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1 a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	V.a) 1	V. a) 1 Respect de la liberté d'association et du droit de négociation collective		
Travail des enfants	HR5	Sites et fournisseurs identifiés comme présentant un risque substantiel d'incidents liés au travail des enfants et mesures prises pour contribuer à abolir efficacement ce type de travail	GRI 408	Child Labor	Child Labor	408-1	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1 a. Operations and suppliers considered to have significant risk for incidents of: i. childlabor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	III.b) 1 III.b) 2 V.a) 4	III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux III.b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale ; V.a) 4 Abolition effective du travail des enfants		

Droits de l'Homme	Travail forcé ou obligatoire	HR6	Sites et fournisseurs identifiés comme présentant un risque substantiel d'incidents relatifs au travail forcé ou obligatoire et mesures prises pour contribuer à l'abolir sous toutes ses formes	GRI 409	Forced or Compulsory Labor	Forced or Compulsory Labor	409-1	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>409-1</p> <p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p>III.b) 1</p> <p>III. b) 2</p> <p>V.a) 3</p>	<p>III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux</p> <p>III. b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale</p> <p>V.a) 3 Élimination du travail forcé ou obligatoire</p>
	Pratiques en matière de sécurité	HR7	Pourcentage d'agents de sécurité formés aux politiques ou procédures de l'organisation relatives aux droits de l'Homme applicables dans leur activité	GRI 410	Security Practices	Security Practices	410-1	410-1 Security personnel trained in human rights policies or procedures	<p>410-1</p> <p>a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.</p> <p>b. Whether training requirements also apply to third-party organizations providing security personnel.</p>	V.b)	V.b) Autres actions engagées en faveur des droits de l'Homme
	Droit des peuples autochtones	HR8	Nombre total d'incidents de violations des droits des peuples autochtones et mesures prises	GRI 411	Rights of Indigenous Peoples	Rights of Indigenous Peoples	411-1	411-1 Incidents of violations involving rights of indigenous peoples	<p>411-1</p> <p>a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	<p>III a) 2</p> <p>V.b)</p>	<p>III.a) 2 L'impact de l'activité de la société sur les populations riveraines ou locales</p> <p>V.b) Autres actions engagées en faveur des droits de l'Homme</p>
	Évaluation	HR9	Nombre total et pourcentage de sites qui ont fait l'objet d'examen relatifs aux droits de l'homme ou d'évaluation des impacts	GRI 412	Human Rights Assessment	Human Rights Assessment	412-1	412-1 Operations that have been subject to human rights reviews or impact assessments	<p>412-1 a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	<p>III.b) 1</p> <p>III. b) 2</p> <p>V.b)</p>	<p>III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux</p> <p>III. b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale</p> <p>V.b) Autres actions engagées en faveur des droits de l'Homme</p>
	Analyse du respect des droits de l'homme chez les fournisseurs	HR10	Pourcentage de nouveaux fournisseurs contrôlés à l'aide de critères relatifs aux droits de l'Homme	GRI 414	Supplier Social Assessment	Supplier Social Assessment	414-1	414-1 New suppliers that were screened using social criteria	<p>414-1 a. Percentage of new supplier that were screened using social criteria.</p>	<p>III.b) 1</p> <p>III. b) 2</p>	<p>III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux</p> <p>III. b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale</p>
		HR 11	Impacts négatifs substantiels, réels et potentiels, sur les droits de l'homme dans la chaîne d'approvisionnement et mesures prises	GRI 414	Supplier Social Assessment	Supplier Social Assessment	414-2	414-2 Negative social impacts in the supply chain and actions taken	<p>414-2</p> <p>a. Number of suppliers assessed for social impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative social impacts.</p> <p>c. Significant actual and potential negative social impacts identified in the supply chain</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.</p>	<p>III.b) 1</p> <p>III. b) 2</p> <p>V.b)</p>	<p>III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux</p> <p>III. b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale</p> <p>V.b) Autres actions engagées en faveur des droits de l'Homme</p>
	Mécanismes de règlement des griefs relatifs aux droits de l'homme	HR 12	Nombre de griefs concernant les impacts sur les droits de l'homme déposés, examinés et réglés via des mécanismes officiels de règlement des griefs	GRI 103	Management Approach	Management Approach	103-2	103-2 The management approach and its components	<p>103-2</p> <p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <p>i. Policies</p> <p>ii. Commitments</p> <p>iii. Goals and targets</p> <p>iv. Responsibilities</p> <p>v. Resources</p> <p>vi. Grievance mechanisms</p> <p>vii. Specific actions, such as processes, projects, programs and initiatives</p>	V.b)	V.b) Autres actions engagées en faveur des droits de l'Homme

Société	Communauté locale	SO1	Pourcentage de sites ayant mis en place une participation des communautés locales, des évaluations des impacts et des programmes de développement	GRI 413	Local Communities	Local Communities	413-1	413-1 Operations with local community engagement, impact assessments, and development programs	<p>413-1</p> <p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <p>i. social impact assessments, including gender impact assessments, based on participatory processes;</p> <p>ii. environmental impact assessments and ongoing monitoring;</p> <p>iii. public disclosure of results of environmental and social impact assessments;</p> <p>iv. local community development programs based on local communities' needs;</p> <p>v. stakeholder engagement plans based on stakeholder mapping;</p> <p>vi. broad based local community consultation committees and processes that include vulnerable groups</p> <p>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</p> <p>viii. formal local community grievance processes.</p>	III a) 1 III a) 2	III.a) 1 L'impact de l'activité de la société en matière d'emploi et de développement local III.a) 2 L'impact de l'activité de la société sur les populations riveraines ou locales
		SO2	Activités avec d'importantes conséquences néfastes, réelles et potentielles sur les communautés locales	GRI 413	Local Communities	Local Communities	413-2	413-2 Operations with significant actual and potential negative impacts on local communities	<p>413-2</p> <p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <p>i. the location of the operations;</p> <p>ii. the significant actual and potential negative impacts of operations.</p>	III a) 2	III.a) 2 L'impact de l'activité de la société sur les populations riveraines ou locales
	Lutte contre la corruption	SO3	Nombre total et pourcentage des sites qui ont fait l'objet d'une évaluation des risques de corruption et risques substantiels identifiés	GRI 205	Anti-corruption	Anti-corruption	205-1	205-1 Operations assessed for risks related to corruption	<p>205-1</p> <p>a. Total number and percentage of operations assessed for risks related to corruption</p> <p>b. Significant risks related to corruption identified through the risk assessment.</p>	IV.a)	IV.a) Actions engagées pour prévenir la corruption
		SO4	Communication et formation sur les politiques et procédures en matière de lutte contre la corruption	GRI 205	Anti-corruption	Anti-corruption	205-2	205-2 Communication and training about anti-corruption policies and procedures	<p>205-2</p> <p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</p> <p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	IV.a)	IV.a) Actions engagées pour prévenir la corruption
		SO5	Cas avérés de corruption et mesures prises	GRI 205	Anti-corruption	Anti-corruption	205-3	205-3 Confirmed incidents of corruption and actions taken	<p>205-3</p> <p>a. Total number and nature of confirmed incidents of corruption</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption</p> <p>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	IV.a)	IV.a) Actions engagées pour prévenir la corruption
	Politiques publiques	SO6	Valeur totale des contributions politiques par pays et par bénéficiaire	GRI 415	Public Policy	Public Policy	415-1	415-1 Political contributions	<p>415-1</p> <p>a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.</p> <p>b. If applicable, how the monetary value of in-kind contributions was estimated.</p>	-	-
Évaluation des impacts	Comportement anti-concurrentiel	SO7	Nombre total d'actions en justice pour comportement anti-concurrentiel, pratiques antitrust et monopolistiques et leurs issues	GRI 206	Anti-competitive Behavior	Anti-competitive Behavior	206-1	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>206-1</p> <p>a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments.</p>	-	-
	Conformité	SO8	Montant des amendes substantielles et nombre total de sanctions non pécuniaires pour non-respect des législations et réglementations	GRI 419	Socioeconomic Compliance	Socioeconomic Compliance	419-1	419-1 Non-compliance with laws and regulations in the social and economic area	<p>419-1</p> <p>a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:</p> <p>i. total monetary value of significant fines;</p> <p>ii. total number of non-monetary sanctions;</p> <p>iii. cases brought through dispute resolution mechanisms.</p> <p>b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.</p> <p>c. The context against which significant fines and non-monetary sanctions were incurred.</p>	III.c)	III.c) Mesures prises en faveur de la santé et de la sécurité des consommateurs
	Evaluation des impacts	SO9	Pourcentage de nouveaux fournisseurs contrôlés à l'aide de critères relatifs aux impacts sur la société	GRI 414	Supplier Social Assessment	Supplier Social Assessment	414-1	414-1 New suppliers that were screened using social criteria	<p>414-1</p> <p>a. Percentage of new supplier that were screened using social criteria.</p>	III.b) 1 III. b) 2	III.b) 1 Prise en compte dans la politique d'achat des enjeux sociaux et environnementaux III. b) 2 La prise en compte dans les relations avec les fournisseurs et les sous-traitants de leur responsabilité sociale et environnementale

			PR6	Vente de produits interdits ou controversés	GRI 102	General Disclosures	Organization al Profile	102-2	102-2 Activities, brands, products, and services	102-2 a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	III.c)	III.c) Mesures prises en faveur de la santé et de la sécurité des consommateurs
		Communication marketing	PR7	Nombre total d'incidents de non respect des réglementations et codes volontaires relatifs à la communication marketing, y compris la publicité, la promotion et les parrainages, par type de résultat	GRI 417	Marketing and Labeling	Marketing and Labeling	417-3	417-3 Incidents of non-compliance concerning marketing communications	417-3 a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	III.c)	III.c) Mesures prises en faveur de la santé et de la sécurité des consommateurs
		Vie privée des clients	PR8	Nombre total de plaintes fondées pour atteinte à la vie privée et pour perte de données des clients	GRI 418	Customer Privacy	Customer Privacy	418-1	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1 a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	III.c)	III.c) Mesures prises en faveur de la santé et de la sécurité des consommateurs
		Conformité	PR9	Montant des amendes substantielles reçues pour non-respect des lois et des réglementations concernant la mise à disposition et l'utilisation de produits et de services	GRI 419	Socioeconomic Compliance	Socioeconomic Compliance	419-1	419-1 Non-compliance with laws and regulations in the social and economic area	419-1 a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.	III.c)	III.c) Mesures prises en faveur de la santé et de la sécurité des consommateurs

Légende : * Indicateurs répondant partiellement à la thématique.

** Les indicateurs mentionnés dans cette colonne sont issus de la segmentation des indicateurs du Grenelle 2 proposée par Utopies. Le détail de ces indicateurs est disponible dans le tableau de comparaison Grenelle 2 > GRI.

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