

# Zuellig Pharma Sustainability Report 2020

## GRI Content Index

102-55



This report has been prepared in accordance with the GRI Standards: Core option. The table below presents our GRI content index, which specifies each of the GRI Standards used in the report with a reference where the information can be found. Where we were not able to meet the GRI Standards reporting requirements, we have included in the table the reason for omission.

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page references/ Reasons for omission
<b>General Disclosures</b>			
GRI 102: General Disclosures 2016	<b>Organisational Profile</b>		
	102-1	Name of the organisation	9
	102-2	Activities, brands, products, and services	10-11
	102-3	Location of headquarters	9
	102-4	Location of operations	9
	102-5	Ownership and legal form	9
	102-6	Markets served	9
	102-7	Scale of the organisation	9-10
	102-8	Information on employees and other workers	34
	102-9	Supply chain	12
	102-10	Significant changes to the organization and its supply chain	There were no significant changes to our organisation and supply chain in reporting period.
	102-11	Precautionary Principle or approach	44-48
	102-12	External initiatives	13
102-13	Membership of associations	13	

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page references/ Reasons for omission
GRI 102: General Disclosures 2016 (continued)	<b>Strategy</b>		
	102-14	Statement from senior decision-maker	4
	<b>Ethics and Integrity</b>		
	102-16	Values, principles, standards, and norms of behaviour	12
	102-17	Mechanisms for advice and concerns about ethics	51
	<b>Governance</b>		
	102-18	Governance structure	19
	102-20	Executive-level responsibility for economic, environmental, and social topics	19
	<b>Stakeholder Engagement</b>		
	102-40	List of stakeholder groups engaged	20-22
	102-41	Collective bargaining agreements	We were not able to provide this information publicly for all our 13 markets as at the time of this report but will aim to update in our next report.
	102-42	Identifying and selecting stakeholders	20
	102-43	Approach to stakeholder engagement	20-22
	102-44	Key topics and concerns raised	20-22
	<b>Reporting Practice</b>		
	102-45	Entities included in the consolidated financial statements	As a privately held company, Zuellig Pharma does not disclose its financial statements because of confidentiality.
	102-46	Defining report content and topic Boundaries	3, 17-18
	102-47	List of material topics	17-18
	102-48	Restatements of information	No information or data was restated
	102-49	Changes in reporting	There were no changes in reporting
	102-50	Reporting period	3
102-51	Date of most recent report	3	

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page references/ Reasons for omission
	102-52	Reporting cycle	3
	102-53	Contact point for questions regarding the report	3
	102-54	Claims of reporting in accordance with the GRI Standards	3, 59
	102-55	GRI content index	Available on <a href="#">our website</a>
	102-56	External assurance	3
<b>Material Topics</b>			
<b>Improving Health Outcomes</b>			
<b>Access to Healthcare</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	25-27
	103-3	Evaluation of the management approach	25-27
<b>Affordability</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	28
	103-3	Evaluation of the management approach	28
<b>Preventative Care</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	29
	103-3	Evaluation of the management approach	29
<b>Enabling Healthcare Professionals</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	30
	103-3	Evaluation of the management approach	30

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page references/ Reasons for omission
<b>Local Community Engagement</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	30-32
	103-3	Evaluation of the management approach	30-32
<b>Nurturing Talent</b>			
<b>Talent Recruitment, Development and Retention</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	34-36
	103-3	Evaluation of the management approach	34-36
GRI 404: Training and Education 2016	404-2	Programmes for upgrading employee skills and transition assistance programmes	35, 36
	404-3	Percentage of employees receiving regular performance and career development reviews	35, 36
<b>Diversity and Inclusion</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	37-38
	103-3	Evaluation of the management approach	37-38
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	37
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	37
<b>Employee Engagement</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	39-41
	103-3	Evaluation of the management approach	39-41

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page references/ Reasons for omission
<b>Employee Wellbeing</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	39-41
	103-3	Evaluation of the management approach	39-41
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	39-41
<b>Workplace Health and Safety</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	42-43
	103-3	Evaluation of the management approach	42-43
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	42
	403-2	Hazard identification, risk assessment, and incident investigation	42
	403-3	Occupational health services	42
	403-4	Worker participation, consultation, and communication on occupational health and safety	42
	403-5	Worker training on occupational health and safety	43
	403-9	Work-related injuries	42 We have provided the number of work-related injuries but were not able to provide the respective rates in this first report. We will aim to do so in our next report.
<b>Respecting the Environment</b>			
<b>Climate Change Mitigation and Energy Efficiency</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	45
	103-3	Evaluation of the management approach	45

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page references/ Reasons for omission
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	46
	302-3	Energy intensity	46
	302-4	Reduction of energy consumption	45
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	47
	305-2	Energy indirect (Scope 2) GHG emissions	47
	305-3	Other indirect (Scope 3) GHG emissions	47
	305-4	GHG emissions intensity	47
<b>Climate Resilience</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	48
	103-3	Evaluation of the management approach	48
<b>Responsible Waste Management</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	48
	103-3	Evaluation of the management approach	48
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	48
	306-2	Management of significant waste-related impacts	48
	306-3	Waste generated	48 We have provided the total amount of waste generated but were not able to collect data by composition of the waste for this first report. We will report a breakdown of the total by composition of the waste in our next report.
<b>Environmental Compliance</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	17
	103-2	The management approach and its components	49
	103-3	Evaluation of the management approach	49

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page references/ Reasons for omission
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	49
<b>Setting High Standards of Integrity</b>			
<b>Anti-Bribery and Corruption</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	51
	103-3	Evaluation of the management approach	51
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	51
	205-3	Confirmed incidents of corruption and actions taken	51
<b>Product Quality and Security</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	52
	103-3	Evaluation of the management approach	52
<b>Counterfeit Products</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	54
	103-3	Evaluation of the management approach	54
<b>Parallel Trade</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	54
	103-3	Evaluation of the management approach	54
<b>Responsible Sourcing</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	56-57

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page references/ Reasons for omission
	103-3	Evaluation of the management approach	56-57
<b>Responsible Sales and Marketing</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	57
	103-3	Evaluation of the management approach	57
GRI 417: Marketing and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	57
<b>Public Policy</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	58
	103-3	Evaluation of the management approach	58
<b>Data Privacy and Security</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	18
	103-2	The management approach and its components	58
	103-3	Evaluation of the management approach	58
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	58