

SUSTAINABILITY REPORT 2020

GRI CONTENT INDEX



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The Global Reporting Initiative (GRI) is a multi-stakeholder standard for sustainability reporting, providing guidance on determining report content and indicators. GRI is the most widely adopted global standard for sustainability reporting. It has been designed to enhance the global comparability and quality of information on environmental and social impacts, thereby enabling greater transparency and accountability of organizations. Sustainability reporting based on the GRI Standards should provide a balanced and reasonable representation of an organization's positive and negative contributions towards the goal of sustainable development. This report has been prepared with reference to the GRI Standards: Core option. Our GRI Content Index references our 2020 Sustainability Report and the Musim Mas website.

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	102-9	Supply chain	About Musim Mas, 10 Staying resilient in 2020, 13 Stakeholder collaboration, 44 The Musim Mas Supply Chain, 45–52 Own supply
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	102-47	List of material topics Materiality, 2-3
	102-48	Restatements of information Restatements provided as footnotes and notes to data where applicable
	102-49	Changes in reporting See materiality section for changes to material topics from the previous reporting period, 2-3 There are no significant changes to topic boundaries from the previous reporting period
	102-50	Reporting period About this report, 2-3
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GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The Musim Mas workforce, 21–24 Employee rights and benefits, 23 Fair employment and decent living standards, 22 Gender equality, 23
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	The Musim Mas workforce, 21–24 Pillar 1: Improve the lives of Smallholders, Workers, and Communities, 19–24 Improving the livelihoods of smallholder farmers, 24–30 Government engagement and landscape initiatives, 53 Labour and human rights
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	203-2	Significant indirect economic impacts	The Musim Mas workforce, 21–24 Pillar 1: Improve the lives of Smallholders, Workers, and Communities, 19–24 Improving the livelihoods of smallholder farmers, 24–30 Community rights and livelihood, 31–32 Government engagement and landscape initiatives, 53 Labour and human rights
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GRI 103: Management Approach 20	103-1	Explanation of the material topic and its Boundary	The Musim Mas Supply Chain, 45–51 Approach to sustainability, 14–17 Improving the livelihoods of smallholder farmers, 24–30 Sustainability Integrated business
	103-2	The management approach and its components	The Musim Mas Supply Chain, 45–51 Approach to sustainability, 14–17 Improving the livelihoods of smallholder farmers, 24–30 Sustainability Integrated business
	103-3	Evaluation of the management approach	The Musim Mas Supply Chain, 45–51 Improving the livelihoods of smallholder farmers, 24–30 Integrated business
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	The Musim Mas Supply Chain, 45
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GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water management, 39–40 Improving infrastructure in remote communities and worker compounds, 32 Environmental protection
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GRI 303: Water and Effluents 2018	303-5	Water consumption	Water management, 39–40 Sustainability performance data: 2016-2020
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Conservation and restoration, 36–37 Environmental protection NDPE policy
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	103-3	Evaluation of the management approach	Conservation and restoration, 36–37 2020 summary progress, 5 Environmental protection Landscape
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Conservation and restoration, 36–37 The Musim Mas Supply Chain, 45–51 Government engagement and landscape initiatives, 53 Landscape
	304-2	Significant impacts of activities, products, and services on biodiversity	Conservation and restoration, 36–37
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	305-5	Reduction of GHG emissions	Renewable energy from waste, 39 Environmental protection
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Corporate and sustainability governance, 17 Approach to sustainability, 14–17 Pillar 2: Deliver Positive Environmental Impacts, 35–41 Sustainability Grievances
	103-2	The management approach and its components	Corporate and sustainability governance, 17 Approach to sustainability, 14–17 Pillar 2: Deliver Positive Environmental Impacts, 35–41 Grievances Sustainability NDPE policy
	103-3	Evaluation of the management approach	Grievances
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Maintaining certification, 17 Pillar 2: Deliver Positive Environmental Impacts, 35–41 The Musim Mas Supply Chain, 45–51 Roadmap to Responsible Supply Base (2020 and Beyond)
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Gender equality, 23 Labour and human rights
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	103-3	Evaluation of the management approach	The Musim Mas workforce, 21–24 Employee rights and benefits, 21 Gender equality, 23 Labour and human rights
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination reported in 2020
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	The Musim Mas workforce, 21–24 Employee rights and benefits, 21
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	103-2	The management approach and its components	Improve the Lives of Smallholders, Workers and Communities, 19 Employee rights and benefits, 21 Labour and human rights
	103-3	Evaluation of the management approach	Improve the Lives of Smallholders, Workers and Communities, 19 Employee rights and benefits, 21 Labour and human rights
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	103-3	Evaluation of the management approach	Improving the livelihoods of smallholder farmers, 24–30 Government engagement and landscape initiatives, 53 NDPE policy NDPE implementation Labour and human rights
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GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Maintaining certification, 17 The Musim Mas Supply Chain, 45–51
	414-2	Negative social impacts in the supply chain and actions taken	Grievances The Musim Mas Supply Chain, 45–51 Landscape NDPE policy NDPE implementation
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	103-3	Evaluation of the management approach	Improving infrastructure in remote communities and worker compounds, 32 Landscape-staging Labour and human rights
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	103-2	The management approach and its components	A focus on a deforestation-free supply chain through traceability, 36 The Musim Mas Supply Chain, 45–51 Achieving traceability to plantation, 47
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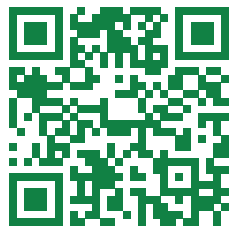


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