GRI Standards Content Index

TTI's Annual Report 2019 and its Environmental, Social and Governance Report and GRI Content Index, and any online versions or publications, reference disclosures from the GRI Standards. This material references:

Governance Disclosures:
- 205-1, 205-2 and 205-3 from GRI 205: Anti-Corruption 2016;
- 206-1 from GRI 206: Anti-Competitive Behavior 2016;
- 415-1 from GRI: 415: Public Policy 2016;
- 418-1 from GRI 418: Customer Privacy 2016;
- 419-1 from GRI 419: Socioeconomic Compliance 2016; and

Disclosures 103-1, 103-2 and 103-3 (a [i]) from GRI 103: Management Approach 2016.

Environment Disclosures:
- 301-2 (2.2.1 – partial) and 301-3 (a – partial) from GRI 301: Materials 2016;
- 302-1, 302-3 (a, b, c – partial), 302-4 (a, b, c – partial) and 302-5 (a – partial) from GRI 302: Energy 2016;
- 303-1 from GRI 303: Water 2016;
- 304-2 (a [i] – partial) from GRI 304: Biodiversity 2016;
- 305-1, 305-2, 305-3 (d, e [ii], g – partial), 305-4 (a, b, c – partial) and 305-5 (a, b, c, d, e – partial) from GRI 305: Emissions 2016;
- 306-1 (no – only compliance status disclosed) and 306-2 (a [ii] – partial) from 306: Effluents and Waste 2016;
- 307-1 from GRI 307: Environmental Compliance 2016;
- 308-1 from GRI 308: Supplier Environmental Compliance 2016; and

Disclosures 103-1, 103-2 and 103-3 (a [i] – partial) from GRI 103: Management Approach 2016.

Social Disclosures:
- 401-1 (b) and 401-3 from GRI 401: Employment 2016;
- 403-5 and 403-9 (a [i-iv]) from GRI 403: Occupational Health & Safety 2018;
- 404-1 and 404-3 (a – partial) from GRI 404: Training and Education 2016;
- 405-1 (b) from GRI 405: Diversity and Equal Opportunity 2016;
- 406-1 from GRI 406: Non-Discrimination 2016;
- 408-1 from GRI 408: Child Labor 2016;
- 409-1 from GRI 409: Forced or Compulsory Labor 2016;
- 412-1 and 412-2 (a, b – partial) from GRI 412: Human Rights Assessment 2016;
- 413-1 (a [iv] – partial) from GRI 413: Local Communities 2016;
- 414-1 from GRI 414: Supplier Social Assessment 2016;
- 416-1 and 416-2 from GRI 416: Customer Health and Safety 2016; and

Disclosures 103-1, 103-2 and 103-3 (a [i] – partial) from GRI 103: Management Approach 2016.

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Item	Description-Disclosure Items	Status of Conformance (Full/Partial/No with Brief Explanation)	Report Location
GRI 102: General Disclosures 2016			
1 Organizational Profile			
102-1	Name of the organization	Full	Company Profile p.1
102-2	Activities, brands, products, and services	Full	Company Profile p.1
102-3	Location of headquarters	Full	Company Profile p.1
102-4	Location of operations	Full	Operational Excellence p.26-27
			Legend and List of Business Units under each Region p.121
102-5	Ownership and legal form	Full	Company Profile p.1
102-6	Markets served	Full	Company Profile p.1
			Management's Discussion and Analysis p.46-55
102-7	Scale of the organization	Full	Financial Highlights p.2-7
			Management's Discussion and Analysis p.46-55
			Employee Management p.107-108
102-8	Information on employees and other workers	Full	Management's Discussion and Analysis – Human Resources p.54
			Governance Structure p.87
			Employee Management p.107-108
102-9	Supply chain	Full	Supply Chain Management p.103-105
102-10	Significant changes to the organization and its supply chain	Full	Supply Chain Management p.103-105
102-11	Precautionary Principle or approach	Full	Sustainability at TTI p.82-83, p.90-105
102-12	External initiatives	Full	Governance Structure p.87
102-13	Membership of associations	Full	Governance Structure p.87
2 Strategy			
102-14	Statement from senior decision-maker of the organization	Full	CEO's Sustainability Message p.76
102-15	Key impacts, risks, and opportunities	Full	Sustainability at TTI p.80-85
3 Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Full	Compliance and Code of Conduct p.88-89
102-17	Mechanisms for advice and concerns about ethics	Full	Compliance and Code of Conduct p.88-89
			Supply Chain Management p.103-105

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Item	Description-Disclosure Items	Status of Conformance (Full/Partial/No with Brief Explanation)	Report Location
GRI 102: General Disclosures 2016			
4 Governance			
102-18	Governance structure	Full	Annual Report p.62-71
			Governance Structure p.87
5 Stakeholder Engagement			
102-40	List of stakeholder groups	Full	Stakeholder Engagement and Materiality p.78-79
102-41	Collective bargaining agreements	Partial	Human and Labor Rights p.109
102-42	Identifying and selecting stakeholders	Full	Stakeholder Engagement and Materiality p.78-79
102-43	Approach to stakeholder engagement	Full	Stakeholder Engagement and Materiality p.78-79
102-44	Key topics and concerns raised	Full	Stakeholder Engagement and Materiality p.78-79
6 Reporting Practice			
102-45	Entities included in the consolidated financial statements	Full	Annual Report p.136
102-46	Defining report content and topic Boundaries	Full	About this Report p.75
			Legend and List of Business Units under each Region p.121
102-47	List of material topics	Full	Stakeholder Engagement and Materiality p.78-79
102-48	Restatements of information	Full	Environmental Impact p.93, 95, 97
102-49	Changes in reporting	Full	Scope covers TTI's regions more comprehensively in 2019
			About this Report p.75
			CEO's Sustainability Message p.76
102-50	Reporting period	Full	About this Report p.75
102-51	Date of most recent report	Full	About this Report p.75
102-52	Reporting cycle	Full	About this Report p.75
102-53	Contact point for questions regarding the report	Full	About this Report p.75
102-54	Claims of reporting in accordance with the GRI Standards	Full	About this Report p.75
102-55	GRI content index	Full	About this Report p.75
102-56	External assurance	No	

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Item	Description-Disclosure Items	Status of Conformance (Full/Partial/No with Brief Explanation)	Report Location
Reporting Section: Governance			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Full	Stakeholder Engagement and Materiality p.78-79
			Our Strategic Approach to Sustainability p.80-85
			Governance p.87-89
			Supply Chain Management p.103-106
103-2	The management approach and its components	Full	Various sections of the Report
			Summary can be found in Our Strategic Approach to Sustainability p.80-85
103-3	Evaluation of the management approach	Partial	Governance Structure p.87
GRI 205: Anti-Corruption 2016			
205-1	Operations assessed for risks related to corruption	Full	Compliance and Code of Conduct and Anti-Corruption Policy p.88-89
			Supply Chain Management p.103
205-2	Communication and training about anti-corruption policies and procedures	Full	Compliance and Code of Conduct and Anti-Corruption Policy p.88-89
			Supply Chain Management p.103
205-3	Confirmed incidents of corruption and actions taken	Full	Compliance and Code of Conduct and Anti-Corruption Policy p.88-89
			Supply Chain Management p.103
GRI 206: Anti-Competitive Behaviour 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Full	Compliance and Code of Conduct and Anti-Corruption Policy p.88-89
			Supply Chain Management p.103

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Item	Description-Disclosure Items	Status of Conformance (Full/Partial/No with Brief Explanation)	Report Location
Reporting Section: Governance			
GRI 415: Public Policy 2016			
415-1	Political contributions	Full	Anti-corruption Policy p.89
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Full	Data Privacy and Cybersecurity p.115
GRI 419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	Full	Global Performance Highlights for 2019 p.77
			Our Strategic Approach to Sustainability – Governance p.80-81
			Our Strategic Approach to Sustainability – Social p.84-85
			Social – Occupational Health and Safety p.111
			Safety of End Users p.115
Reporting Section: Environment			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Full	Stakeholder Engagement and Materiality p.78-79
			Our Strategic Approach to Sustainability p.80-85
103-2	The management approach and its components	Full	Various sections of the Report
			Summary can be found in Our Strategic Approach to Sustainability p.80-85
103-3	Evaluation of the management approach	Partial	Detail on evaluation of each material topic is not provided
			Governance Structure p.87

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Item	Description-Disclosure Items	Status of Conformance (Full/Partial/No with Brief Explanation)	Report Location
Reporting Section: Environment			
GRI 301: Materials 2016			
301-2	Recycled input materials used	Partial	Waste, Materials Recycling Management p.96-97
301-3	Reclaimed products and their packaging materials	Partial	Product Lifecycle Management: Product Reconditioning Program p.100
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Full	Improving Energy Efficiency p.95
302-3	Energy intensity	Partial	Improving Energy Efficiency p.95
302-4	Reduction of energy consumption	Partial	Improving Energy Efficiency p.95
302-5	Reductions in energy requirements of products and services	Partial	Product Improvements p.94
GRI 303: Water 2016			
303-1	Water withdrawal by source	Full	Reducing Water Usage p.96
303-4	Water discharge	No information Not available Wastewater discharges are in compliance with applicable legal requirements	
GRI 304: Biodiversity 2016			
304-2	Significant impacts of activities, products, and services on biodiversity	Partial	Our Strategic Approach to Sustainability p.82-84 Environmental and Social Responsibility in the Supply Chain p.104
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Full	Environmental Impact p.92-93
305-2	Energy indirect (Scope 2) GHG emissions	Full	Environmental Impact p.92-93
305-3	Other indirect (Scope 3) GHG emissions	Partial	Environmental Impact p.92-93
305-4	GHG emissions intensity	Partial	Environmental Impact p.92-93
305-5	Reduction of GHG emissions	Partial	Environmental Impact p.92-93
GRI 306: Effluents and Waste 2016			
306-1	Water discharge by quality and destination	No	
306-2	Waste by type and disposal method	Partial	Waste, Materials Recycling Management p.96-97 Battery recycling program p.100-101

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Item	Description-Disclosure Items	Status of Conformance (Full/Partial/No with Brief Explanation)	Report Location
Reporting Section: Environment			
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	Full	Our Strategic Approach to Sustainability – Environment p.83 Environmental Impact p.92, 96
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Full	Environmental and Social Responsibility in the Supply Chain p.104
Reporting Section: Social			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Full	Stakeholder Engagement and Materiality p.78-79 Our Strategic Approach to Sustainability p.80-85
103-2	The management approach and its components	Full	Various sections of the Report Summary can be found in Our Strategic Approach to Sustainability p.80-85
103-3	Evaluation of the management approach	Partial	Governance Structure p.87
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Partial	Employee Management p.108
401-3	Parental leave	Full	Employee Benefits and Wellbeing p.110-111
4GRI 403: Occupational Health and Safety 2018			
403-5	Worker training on occupational health and safety	Full	Occupational Health and Safety p.111-112
403-8	Workers covered by an occupational health and safety management system	No	
403-9	Work-related injuries	Partial	Occupational Health and Safety p.111-112
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Full	Training and Development p.112-113
404-3	Percentage of employees receiving regular performance and career development reviews	Partial	Training and Development p.112-113

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Item	Description-Disclosure Items	Status of Conformance (Full/Partial/No with Brief Explanation)	Report Location
Reporting Section: Social			
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Partial	Employee management p.107
GRI 406: Non-Discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Full	Equal Employment Opportunities p.109
GRI 408: Child Labour 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Full	Environmental and Social Responsibility in the Supply Chain p.104
			Supplier Auditing p.105
			Human and Labor Rights p.109
GRI 409: Forced or Compulsory Labour 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Full	Environmental and Social Responsibility in the Supply Chain p.104
			Supplier Auditing p.105
			Human and Labor Rights p.109
GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	Full	Compliance and Code of Conduct p.88-89
			Supply Chain Management p.103-105
412-2	Employee training on human rights policies or procedures	Partial	Employee Handbook and Code of Conduct p.108
			Equal Employment Opportunities p.109
4GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Partial	Community p.116-120
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Full	Supply Chain Management p.103-105
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Full	Safety of End Users p.115
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Full	Safety of End Users p.115