



NEMAK GRI index 2020

GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status	
GRI 101: Foundational aspects							
GRI 102: General content							
ORGANIZATIONAL PROFILE							
1. Strategy and Analysis							
GRI 102: GENERAL DISCLOSURES	102-14	Statement from senior decision-maker	Pages 6 to 9.			Fully	
	102-15	Key impacts, risks, and opportunities	Pages 6 to 9.			Fully	
	2. Organizational profile						
	102-1	Name of the organization	Nemak, S.A.B. de C.V., Page 2.			Fully	
	102-2	Activities, brands, products, and services	Page 4.			Fully	
	102-3	Location of headquarters	García, Nuevo León, México.			Fully	
	102-4	Location of operations	Page 3.			Fully	
	102-5	Ownership and legal form	Nemak, S.A.B. de C.V.			Fully	
	102-6	Markets served	Page 3.			Fully	
	102-7	Scale of the organization	Page 2.			Fully	
	102-8	Information on employees and other workers	Page 26.			Fully	
	102-9	Supply chain	Page 31.	Engagement with our supply chain		Fully	
	102-10	Significant changes to the organization and its supply chain	Pages 6 to 9.			Fully	
	102-11	Precautionary Principle or approach	Pages 6 to 9, and 16.	Relations with shareholders and customers; Materials efficiency and circularity		Fully	
	102-12	External initiatives	Page 19.		Goal 17: Partnerships for the goals	Fully	
	102-13	Membership of associations	In 2020, Nemak participated in 62 chambers and associations.			Fully	
	3. Ethics and Integrity						
102-16	Values, principles, standards, and norms of behavior	https://www.nemak.com/en/about-us/?sc=0			Goal 16: Peace, justice and strong institutions	Fully	
102-17	Internal and external pro ethics mechanisms related to enhance the integrity of the organization	As part of ALFA, Nemak has an Integrity and Transparency Helpline to provide transparency, trust and security to its relationships with stakeholders. Please go to www.nemak.com . Page 30.			Goal 16: Peace, justice and strong institutions	Fully	



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4. Governance					
102-18	Governance structure	Pages 34 to 36.	Relations with shareholders and customers		Fully
102-19	Delegating authority	Page 36.			Fully
102-20	Executive-level responsibility for economic, environmental, and social topics	Pages 17 and 36.			Fully
102-21	Consulting stakeholders on economic, environmental, and social topics	Page 18.		Goal 16: Peace, justice and strong institutions	Fully
102-22	Composition of the highest governance body and its committees	Pages 34 to 36.		Goal 5: Gender equality Goal 16: Peace, justice and strong institutions	Fully
102-23	Chair of the highest governance body	Pages 34 to 36.		Goal 16: Peace, justice and strong institutions	Fully
102-24	Nominating and selecting the highest governance body	Pages 34 to 36.		Goal 5: Gender equality Goal 16: Peace, justice and strong institutions	Fully
102-25	Conflicts of interest	Page 30.		Goal 16: Peace, justice and strong institutions	Fully
102-26	Role of highest governance body in setting purpose, values, and strategy	Pages 18, 34 to 36.			Fully
102-27	Collective knowledge of highest governance body	Each year, the learning dynamic within Nematik is strengthened in all areas of the company, including our management team.		Goal 4: Quality education	Fully
102-28	Evaluating the highest governance body's performance	There are several evaluation methods for directors that measure various factors: attendance to meetings of the Board and the committees to which they belong, up to their participation in the deliberations and the effectiveness of the strategic decisions taken.			Fully
102-29	Identifying and managing economic, environmental, and social impacts	Pages 18 to 31.		Goal 16: Peace, justice and strong institutions	Fully
102-30	Effectiveness of risk management processes	The Board of Directors follows the procedures in accordance with those established by the corporate governance standards contemplated in the Mexican Securities Market Law and the Code of Best Corporate Practices. In addition, it relies on the Audit, Corporate Practices and Planning and Finance committees to review the company's strategy, administration and results, which include environmental and social issues. The evaluation is based on the fulfillment of Nematik's criteria, its commercial strategy and its investment policy: businesses related to current operations, strengthening of the competitive position, attractive markets (profitability and growth), generation of synergies and guarantee of the Competitiveness of the value chain.			Fully



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102-31	Review of economic, environmental, and social topics	These issues are considered and analyzed at the meetings of the Board of Directors, which are bimonthly and are held six times a year. It is important to note that the guidelines established in the ALFA Code of Ethics and the 10 principles of the United Nations Global Compact are considered in all decisions and actions taken by the members of the Board.		Relations with shareholders and customers		Fully
102-32	Highest governance body's role in sustainability reporting	Page 17.			Fully	
102-33	Communicating critical concerns	From the establishment of the figure in charge of sustainability aspects in the company, it is responsible for communicating the concerns to the governing body.			Fully	
5. Stakeholder Engagement						
102-40	List of stakeholder groups	Page 18. Our stakeholders are our employees, communities, customers and suppliers, authorities, academia, shareholders and the environment.			Goal 17: Partnerships for the goals	Fully
102-41	Percentage of employees in collective bargaining agreements	83.7% globally.		Labor practices and talent management	Goal 8: Decent work and economic growth	Fully
102-42	Identifying and selecting stakeholders	Page 18.			Fully	
102-43	Approach to stakeholder engagement	Page 16.		Labor practices and talent management; Relations with shareholders and customers	Goal 17: Partnerships for the goals	Fully
102-44	Key topics and concerns raised	The main topics raised in 2020 were concerning about safety, health measures in the workplace, education and financial status for employees. For external publics, the topics varied from safety, quality, sustainability, noise pollution, pricing, among others.				Relationship with NGOs and regulatory agencies
6. Reporting Practices						
102-45	Entities included in the consolidated financial statements	Information can be consulted from p. 32 of the report.				Fully
102-46	Defining report content and topic Boundaries	Pages 18 and 19.				Fully
102-47	List of material topics	Page 18.				Fully
102-48	Reestimations of information	There are no reestimations of information.				Fully
102-49	Changes in reporting	Page 19.				Fully
102-50	Reporting period	January 1st to December 31st, 2020.				Fully



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	102-51	Date of most recent report	Published on February 28th, 2020.			Fully
	102-52	Reporting cycle	Annual.			Fully
	102-53	Contact point for questions regarding the report	Ing. Ricardo Martinez, Global Communications Manager, NEMAK, Tel: +528187485281.			Fully
	102-54	Claims of reporting in accordance with the GRI Standards	This is our sixth year of reporting under the Global Reporting Initiative methodology, and the fourth in its standards version. The chosen option for reporting is Core. We also added the SASB Autoparts Industry standards.			Fully
	102-55	GRI content index	Present.			Fully
	102-56	External assurance	No external verification.			Fully

ECONOMIC PERFORMANCE

201: Economic Performance

GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Environmental management; Labor practices and talent retention	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	201-1	Direct economic value generated and distributed	Page 5.		Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure	Fully
	201-2	Financial implications and other risks and opportunities due to climate change	Pages 15 and 16.	Labor practices and talent retention	Goal 13: Climate action	Fully
	201-3	Defined benefit plan obligations and other retirement plans	Pension plans, education supports and medical assistance are available to 100% of ALFA plant employees. The pension system is a fixed contribution plan to which the company and employees contribute the same amount, which ranges from 4 to 17% of the employee's total salary and varies according to applicable labor regulations. The resources to cover these benefits are contributed 100% by the company.	Labor practices and talent retention	Goal 8: Decent work and economic growth	Fully
	201-4	Financial assistance received from government	NEMAK does not receive any financial contribution from governments.			Fully



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202: Market Presence							
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Labor practices and talent management	Goal 8: Decent work and economic growth	Fully	
	GRI 103-2	The management approach and its components					
	GRI 103-3	Evaluation of the management approach					
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We are in the process of gathering this information so that we can report it accurately.		Goal 8: Decent work and economic growth	Fully	
	202-2	Proportion of senior management hired from the local community	We are in the process of gathering this information so that we can report it accurately.	Goal 8: Decent work and economic growth	Fully		
203: Indirect Economic Impacts							
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Page 29.	Community engagement and development	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 9: Industry, innovation and infrastructure Goal 11: Sustainable cities and communities	Fully	
	GRI 103-2	The management approach and its components					
	GRI 103-3	Evaluation of the management approach					
		203-1	Infrastructure investments and services supported		Page 29.	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 9: Industry, innovation and infrastructure Goal 11: Sustainable cities and communities	Fully
		203-2	Significant indirect economic impacts		We have identified our indirect economic impacts as the jobs created in the countries we operate in. Approximately 48% of our employees are from other countries other than Mexico. We also, indirectly, contribute to the well functioning of the vehicles our headblocks and engines are integrated in, which derives in more energy efficiency of these automobiles.	Goal 1: No poverty Goal 1: No poverty Goal 2: Zero Hunger Goal 3: Good health and well-being Goal 8: Decent work and economic growth Goal 10: Reduced inequalities Goal 17: Partnerships for the goals	Fully



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204: Procurement Practices						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Engagement with our supply chain	Goal 12: Responsible consumption and production	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	204-1	Proportion of spending on local suppliers	70.86%		Goal 12: Responsible consumption and production	
205: Anti-corruption						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Non material for our operations.		Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	205-1	Operations assessed for risks related to corruption	Page 30.		Goal 16: Peace, justice and strong institutions	
	205-2	Communication and training about anti-corruption policies and procedures			Goal 16: Peace, justice and strong institutions	
	205-3	Confirmed incidents of corruption and actions taken			Goal 16: Peace, justice and strong institutions	
206: Anti-competitive Behaviour						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	In 2020 there was no legal action against Nematik in relation to this aspect.	Relations with shareholders and customers	Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	206-1 and SASB TR0102-07	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			Goal 16: Peace, justice and strong institutions	



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ENVIRONMENT						
301: Materials						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Page 24.	Responsible sourcing	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	301-1	Materials used by weight or volume	Page 24.	Responsible sourcing	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
	301-2	Recycled input materials used				
	301-3	Reclaimed products and their packaging materials				
SASB	TR102-05	Percentage of products sold that are recyclable or reusable	None of our products contain critical materials.		Goal 12: Responsible consumption and production	Fully
	TR0102-06	Weight of products and materials recycled or re-manufactured				
	TR0102-08	Percentage of products, by revenue, that contain critical materials				
302: Energy						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Page 23.	Energy efficiency and use of renewable sources	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
	302-1	Energy consumption within the organization	Page 23.	Energy efficiency and use of renewable sources	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
	302-2	Energy consumption outside of the organization			Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
	302-3	Energy intensity			Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
	302-4	Reduction of energy consumption			Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
SASB	TR0102-01	Total energy consumed, percentage grid electricity, percentage renewable			Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
303: Water and Effluents						
GRI 103: MANAGEMENT APPROACH 2018	GRI 103-1	Explanation of the material topic and its Boundary	Page 25.	Water management	Goal 6: Clean water or sanitation	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
	303-1	Interactions with water as a shared resource	Page 25.	Water management	Goal 6: Clean water or sanitation	Fully
	303-2	Management of water discharge-related impacts			Goal 6: Clean water or sanitation	Fully
	303-3	Water withdrawal			Goal 6: Clean water or sanitation Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
	303-4	Water discharge			Goal 6: Clean water or sanitation	Fully
	303-5	Water consumption			Goal 6: Clean water or sanitation	Fully
304: Biodiversity						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Non material for our operations.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Nemak Mexico and Dillingen (Germany) are located in areas of high biodiversity. Nemak Monterrey operates in Yuca plant a preservation program in its 7,500 m ² . The Nemak plant in Saltillo, which is not near a protected area, carries out conservation activities in a 1.5-hectare nursery.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
	304-2	Significant impacts of activities, products, and services on biodiversity	Nemak operations do not affect these areas.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
	304-3	Habitats protected or restored	See standard 304-1.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our operations do not affect vulnerable or endangered species.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully



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305: Emissions						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Pages 21 and 22.	Climate crisis and emissions reductions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	305-1	Direct (Scope 1) GHG emissions	Pages 21 and 22.	Climate crisis and emissions reductions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
	305-2	Energy indirect (Scope 2) GHG emissions				
	305-3	Other indirect (Scope 3) GHG emissions				
	305-4	GHG emissions intensity				
	305-5	Reduction of GHG emissions				



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	305-6	Emissions of ozone-depleting substances (ODS)	Nemak does not emit these substances.		Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully																																																																											
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		Climate crisis and emissions reductions	Goal 3: Good health and well-being Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully																																																																											
SASB	TR0102-04	Total addressable market and share of market for products aimed at improved fuel efficiency and/or reduced emissions	Pages 21 and 22.		Goal 3: Good health and well-being Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully																																																																											
306: Waste																																																																																	
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Materials efficiency and circularity	Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production	Fully																																																																											
	GRI 103-2	The management approach and its components																																																																															
	GRI 103-3	Evaluation of the management approach																																																																															
	306-1	Waste generation and significant waste-related impacts	No significant impacts have been identified.		Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production	Fully																																																																											
	306-2	Management of significant waste-related impacts	<table border="1"> <thead> <tr> <th></th> <th>Actions taken to prevent waste generation</th> <th>Actions taken to manage significant impacts from waste generated</th> <th>Are they circularity measures? Mark with an "X" if so and provide an explanation</th> <th>Why are they considered circularity measures?</th> </tr> </thead> <tbody> <tr> <td>In the organization's own activities</td> <td>Lowering volume in cardboard and paper waste.</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td></td> <td>Lower grinding wastes.</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td></td> <td>Dross reduction.</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td></td> <td>Improve management of batteries, lamps, and aerosol cans.</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td></td> <td>(not 2020 but relevant) Sand treatment for recovery in MK.</td> <td></td> <td>X</td> <td>Nemak MK recovers up to 99% of its sand.</td> </tr> <tr> <td>In the upstream activities in the value chain</td> <td>Not identified</td> <td></td> <td></td> <td></td> </tr> <tr> <td>In the downstream activities in the value chain</td> <td>Sand waste is used as construction material.</td> <td></td> <td>X</td> <td>The waste gets a second use as raw material in construction companies.</td> </tr> <tr> <td></td> <td>Recycling material for other purposes.</td> <td></td> <td>X</td> <td>The waste gets a second use as raw material in other companies.</td> </tr> <tr> <td colspan="5">Is the waste generated by the organization in its own activities managed by a third party? Mark with an "X"</td> </tr> <tr> <td colspan="5">Yes</td> </tr> <tr> <td colspan="5">No</td> </tr> <tr> <td colspan="5">X</td> </tr> <tr> <td colspan="5">If your answer was "Yes", describe if the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.</td> </tr> <tr> <td colspan="5">Contractual and Legislative obligations.</td> </tr> </tbody> </table>		Actions taken to prevent waste generation	Actions taken to manage significant impacts from waste generated	Are they circularity measures? Mark with an "X" if so and provide an explanation	Why are they considered circularity measures?	In the organization's own activities	Lowering volume in cardboard and paper waste.		No			Lower grinding wastes.		No			Dross reduction.		No			Improve management of batteries, lamps, and aerosol cans.		No			(not 2020 but relevant) Sand treatment for recovery in MK.		X	Nemak MK recovers up to 99% of its sand.	In the upstream activities in the value chain	Not identified				In the downstream activities in the value chain	Sand waste is used as construction material.		X	The waste gets a second use as raw material in construction companies.		Recycling material for other purposes.		X	The waste gets a second use as raw material in other companies.	Is the waste generated by the organization in its own activities managed by a third party? Mark with an "X"					Yes					No					X					If your answer was "Yes", describe if the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.					Contractual and Legislative obligations.					Materials efficiency and circularity	Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production	Fully
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	306-3	Waste generated	<table border="1"> <thead> <tr> <th>Waste generated based on its composition</th> <th>Waste generated (metric tons)</th> <th>Waste diverted from disposal (metric tons)</th> <th>Waste directed to disposal (tons)</th> </tr> </thead> <tbody> <tr> <td>Sand related</td> <td>108500</td> <td>50370</td> <td>58200</td> </tr> <tr> <td>Aluminum related</td> <td>96500</td> <td>39950</td> <td>57000</td> </tr> <tr> <td>Industrial and Commercial NOC*</td> <td>42700</td> <td>9886</td> <td>32000</td> </tr> <tr> <td>Metals</td> <td>12600</td> <td>12598</td> <td>0</td> </tr> <tr> <td>Water/Aqueous Solutions**</td> <td>17000</td> <td>1240</td> <td>0</td> </tr> <tr> <td>Oils/Lubricants/Emulsions**</td> <td>15480</td> <td>6140</td> <td>0</td> </tr> <tr> <td>Total</td> <td>292,780</td> <td>120,184</td> <td>147,200</td> </tr> </tbody> </table> <p>*Not Other Classified: includes cardboard, paper, plastic, construction material, chemicals, and electronics. ** Other waste treatment methods for water and oils include: oil refining, chemical treatment, and other treatments NOT included in the columns above.</p>	Waste generated based on its composition	Waste generated (metric tons)	Waste diverted from disposal (metric tons)	Waste directed to disposal (tons)	Sand related	108500	50370	58200	Aluminum related	96500	39950	57000	Industrial and Commercial NOC*	42700	9886	32000	Metals	12600	12598	0	Water/Aqueous Solutions**	17000	1240	0	Oils/Lubricants/Emulsions**	15480	6140	0	Total	292,780	120,184	147,200	Materials efficiency and circularity	Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production Goal 14: Life below water	Fully															
Waste generated based on its composition	Waste generated (metric tons)	Waste diverted from disposal (metric tons)	Waste directed to disposal (tons)																																																		
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Oils/Lubricants/Emulsions**	15480	6140	0																																																		
Total	292,780	120,184	147,200																																																		
	306-4	Waste diverted from disposal	<table border="1"> <thead> <tr> <th>Hazardous waste</th> <th>On-site (metric tons)</th> <th>Out of site (metric tons)</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Preparation for reuse</td> <td></td> <td>8416</td> <td>8416</td> </tr> <tr> <td>Recycling</td> <td>1500</td> <td>2900</td> <td>4400</td> </tr> <tr> <td>Other recovery operations</td> <td>0</td> <td>9395</td> <td>9395</td> </tr> <tr> <td>Total</td> <td>1,500.00</td> <td>20,711.00</td> <td>22,211.00</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Non-hazardous waste</th> <th>On-site (metric tons)</th> <th>Out of site (metric tons)</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Preparation for reuse</td> <td>5</td> <td>36,800</td> <td>36805</td> </tr> <tr> <td>Recycling</td> <td>8350</td> <td>33470</td> <td>41820</td> </tr> <tr> <td>Other recovery operations</td> <td>0</td> <td>43690</td> <td>43690</td> </tr> <tr> <td>Total</td> <td>8355</td> <td>113,960</td> <td>122,315</td> </tr> </tbody> </table>	Hazardous waste	On-site (metric tons)	Out of site (metric tons)	Total	Preparation for reuse		8416	8416	Recycling	1500	2900	4400	Other recovery operations	0	9395	9395	Total	1,500.00	20,711.00	22,211.00	Non-hazardous waste	On-site (metric tons)	Out of site (metric tons)	Total	Preparation for reuse	5	36,800	36805	Recycling	8350	33470	41820	Other recovery operations	0	43690	43690	Total	8355	113,960	122,315	Goal 3: Good health and well-being Goal 12: Responsible consumption and production	Fully								
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SASB	TR0102-02	Amount of total waste from manufacturing, percentage hazardous, percentage recycled	<table border="1"> <thead> <tr> <th colspan="3">Indicate the amount of total waste from manufacturing, in metric tons, percentage hazardous and percentage recycled</th> </tr> <tr> <th>Total waste from manufacturing</th> <th>Total waste from manufacturing that is hazardous waste</th> <th>Total waste from manufacturing that is recycled</th> </tr> </thead> <tbody> <tr> <td>293080</td> <td>76962</td> <td>46220</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Percentage of hazardous waste</th> <th>Percentage of recycled waste</th> </tr> </thead> <tbody> <tr> <td>26.25972431</td> <td>15.77043811</td> </tr> </tbody> </table>	Indicate the amount of total waste from manufacturing, in metric tons, percentage hazardous and percentage recycled			Total waste from manufacturing	Total waste from manufacturing that is hazardous waste	Total waste from manufacturing that is recycled	293080	76962	46220	Percentage of hazardous waste	Percentage of recycled waste	26.25972431	15.77043811	Materials efficiency and circularity	Goal 12: Responsible consumption and production	Fully																																		
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TR0102-03	Number of recalls and total units recalled	Zero.	Goal 12: Responsible consumption and production	Fully																																																	
307: Environmental Compliance																																																					
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Materials efficiency and circularity	Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully																																															
	GRI 103-2	The management approach and its components																																																			
	GRI 103-3	Evaluation of the management approach																																																			
	307-1	Non-compliance with environmental laws and regulations	In 2020 there were no significant cases of non-compliance. There was a fine of \$240,000 Mexican pesos for water discharge quality out of limits.		Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully																																															



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status																																																	
308: Supplier Environmental Assessment																																																							
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	308-1	New suppliers that were screened using environmental criteria.	Pages 30 and 31.		Goal 12: Responsible consumption and production	Fully																																																	
	308-2	Negative environmental impacts in the supply chain and actions taken.	No negative impacts were found.																																																				
Social																																																							
401: Employment																																																							
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Labor practices and talent retention	Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully																																																	
	GRI 103-2	The management approach and its components	Pages 26 to 28.																																																				
	GRI 103-3	Evaluation of the management approach																																																					
	401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th>Gender</th> <th colspan="3">Men</th> <th colspan="3">Women</th> </tr> <tr> <th>Age</th> <th><30</th> <th>30-50</th> <th>>50</th> <th><30</th> <th>30-50</th> <th>>50</th> </tr> </thead> <tbody> <tr> <td>Number of hirings in the year</td> <td>2089</td> <td>1824</td> <td>220</td> <td>242</td> <td>254</td> <td>26</td> </tr> <tr> <td>Hiring rate</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Number of employees that left the company</td> <td>2058</td> <td>2246</td> <td>758</td> <td>228</td> <td>318</td> <td>100</td> </tr> <tr> <td>Turnover rate</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Percentage of open positions filled by internal candidates</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		Gender	Men			Women			Age	<30	30-50	>50	<30	30-50	>50	Number of hirings in the year	2089	1824	220	242	254	26	Hiring rate							Number of employees that left the company	2058	2246	758	228	318	100	Turnover rate							Percentage of open positions filled by internal candidates							Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Plant workers have bonuses, vacation bonuses, pantry bonuses, savings funds, recognition for years of service and pension plan. Temporary and part-time employees do not have the pension plan.		Goal 8: Decent work and economic growth	Fully																																																		
401-3	Parental leave	We are in the process of gathering this information so that we can report it accurately.		Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully																																																		



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
402: Labor / management relations						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Labor practices and talent retention	Goal 8: Decent work and economic growth	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	402-1	Minimum notice periods regarding operational changes	The minimum term is two weeks.		Goal 8: Decent work and economic growth	
403: Occupational Health and Safety						
GRI 403: MANAGEMENT APPROACH 2018	403-1	Occupational health and safety management system	All our plants have certifications in health and safety management systems, either OHSAS or ISO 14001.	Health and safety	Goal 8: Decent work and economic growth	Fully
	403-2	Hazard identification, risk assessment, and incident investigation	In accordance with the established management systems, the appropriate risk identification procedure is carried out at each plant. For direct workers (scope 1), some of these actions are: start the day with the identification that the safety team is complete and in optimal conditions; Walk through the plant for risk identification; Documented procedures on how to act if one is detected; Review Checklist (Pause, Think, Act). For indirect workers but who are in our facilities (scope 2), the same applies, in addition to having evaluations that we perform on their employers so that they provide adequate safety measures. Not all plants carry out this exercise with Scope 2 workers. All workers must report the incident or risk immediately to take corrective action.		Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
	403-3	Occupational health services	Page 27. COMPLEMENT: Health monitoring is carried out (annual and monthly, depending on the plant), where health risks are identified (from the most common diseases, such as diabetes, cancer, high blood pressure, or chronic diseases) , vaccination campaigns are implemented for seasonal diseases and information is sent through various channels about the importance of being healthy. There is at least one nurse per plant, and all legal regulations are complied with to ensure the worker's health. The confidentiality of the worker who attends the check and review is ensured by keeping his data in the HSE Global department, and of each plant, in strict privacy. This is dictated in the management systems implemented, and is even by law. Nematik meets all the regulatory requirements of each country.			Fully



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
	403-4	Worker participation, consultation, and communication on occupational health and safety	Workers have various means of communication to convey any concern or need in occupational health and safety issues. No worker starts working at the plant if he does not take an induction course to his work and the risks that it may have.	Health and safety	Goal 8: Decent work and economic growth	Fully
	403-5	Worker training on occupational health and safety	In 2020, specific trainings were carried out for each site, according to the country where it is located, from the HSE Global department. Some were: Implementation of the KANBAN system for health issues; Preventive and correct use of chemicals, heavy machinery, training in ergonomics and physical health; prevention against diseases of the countries (dengue, for example); LOTO System training; first aid, fire behavior; among others.		Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
	403-6	Promotion of worker health	Page 27.		Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Page 27.		Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
	403-8	Workers covered by an occupational health and safety management system	100% of our employees are covered by our plans established in the health and safety systems.		Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
	403-9	Work-related injuries	Page 27.		Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
	403-10	Work-related ill health	Page 27.		Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
404: Training and Education						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Page 28.	Labor practices and talent retention	Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	404-1	Average hours of training per year per employee	Page 28.		Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 28.	Labor practices and talent retention	Goal 8: Decent work and economic growth	Fully
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 28.		Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 10: Reduced inequalities	Fully
405: Diversity and Equal Opportunities						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Page 16.	Diversity and Inclusion	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 10: Reduced inequalities	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	405-1	Diversity of governance bodies and employees	Page 34.		Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
	405-2	Ratio of basic salary and remuneration of women to men	We are in the process of gathering this information so that we can report it accurately.		Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
406: Non-discrimination						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Diversity and Inclusion	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	GRI 406-1	Incidents of discrimination and corrective actions taken	In 2020 there were no cases of discrimination in our operations.		Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
407: Freedom of associations and collective bargaining						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Engagement with our supply chain	Goal 8: Decent work and economic growth	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None identified.		Goal 8: Decent work and economic growth	Fully
408: Child Labor						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Engagement with our supply chain	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	408-1	Operations and suppliers at significant risk for incidents of child labor	None identified.		Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
409: Forced or Compulsory Labor						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Engagement with our supply chain	Goal 8: Decent work and economic growth	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None identified.		Goal 8: Decent work and economic growth	Fully



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
410: Security Practices						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Non material for our operations.		Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	410-1	Security personnel trained in human rights policies or procedures	100% of our security personnel was trained in human rights in 7 facilities.		Goal 16: Peace, justice and strong institutions	Fully
411: Rights of Indigenous People						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Non material for our operations.		Goal 2: Zero Hunger	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	411-1	Incidents of violations involving rights of indigenous peoples	None identified.		Goal 2: Zero Hunger	Fully
412: Human Rights Assessments						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Non material for our operations.			Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	412-2	Employee training on human rights policies or procedures	48.80%			Fully
413: Local Communities						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Page 29.	Community engagement and development	Goal 1: No poverty Goal 2: Zero Hunger	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
	413-1	Operations with local community engagement, impact assessments, and development programs	Page 29.	Community engagement and development		Fully
	413-2	Operations with significant actual and potential negative impacts on local communities			Goal 1: No poverty Goal 2: Zero Hunger	Fully
414: Supplier Social Assessment						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary	Pages 30 to 31.	Engagement with our supply chain	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	414-1	New suppliers that were screened using social criteria	Pages 30 to 31.		Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
	414-2	Negative social impacts in the supply chain and actions taken			Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
415: Public Policy						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary			Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	415-1	Political contributions	Nemak does not grant contributions to parties or political representatives.		Goal 16: Peace, justice and strong institutions	Fully



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
416: Customer Health and Safety						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary				Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	416-1	Assessment of the health and safety impacts of product and service categories.	100%	Relations with shareholders and customers		Fully
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	In 2020 there were no cases of non-compliance with this concept.		Goal 16: Peace, justice and strong institutions	Fully
417: Marketing and Labeling						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary				
	GRI 103-2	The management approach and its components	Non material for our operations.		Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-3	Evaluation of the management approach				
	417-1	Requirements for product and service information and labeling	Our product is not for use by the consumer, however, our client is provided with all the necessary information about the product for its correct and safe use when integrating it with the other components.		Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
	417-2	Incidents of non-compliance concerning product and service information and labeling			Goal 16: Peace, justice and strong institutions	Fully
	417-3	Incidents of non-compliance concerning marketing communications	In 2020 there were no cases of non-compliance with this concept.			Fully



GRI Standards			Page or answer	Material aspect	Contribution to the SDGs	Status
418: Customer Privacy						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary		Relations with shareholders and customers	Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2020 there were no cases of non-compliance with this concept.		Goal 16: Peace, justice and strong institutions	Fully
419: Social-economic compliance						
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-1	Explanation of the material topic and its Boundary			Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components				
	GRI 103-3	Evaluation of the management approach				
	419-1	Non-compliance with laws and regulations in the social and economic area	In 2020 there were no breaches of the laws in the social and economic fields.		Goal 16: Peace, justice and strong institutions	Fully

