GRI Standards Content Index

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

For the SDG Mapping Service, GRI Services reviewed that the disclosures included in the content index are appropriately mapped against the UNSDGs.

GRI COMMUNITY MEMBER 2021

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))	Reason for Omission	SDG
GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016				
1 Organizational Profile				
102-1	Name of the organization	4 — About this Report		
102-2	Activities, brands, products, and services	6-7 — About our Business		
102-3	Location of headquarters	6-7 — About our Business / TTI Annual Report p.103		
102-4	Location of operations	6-7 — About our Business / 116-117 — Legend and List of Business Units Under Each Region		
102-5	Ownership and legal form	6-7 — About our Business		
102-6	Markets served	6-7 — About our Business / 116-117 — Legend and List of Business Units Under Each Region		
102-7	Scale of the organization	6-7 — About our Business / 116-117 — Legend and List of Business Units Under Each Region		
102-8	Information on employees and other workers	106-115 — Performance Metrics		8, 10
102-9	Supply chain	36-43 — Supply Chain Accountability		
102-10	Significant changes to the organization and its supply chain	36-43 — Supply Chain Accountability and / 54-55 — Environment (Map)		
102-11	Precautionary Principle or approach	14-17 — Risks and Opportunities / 29 — Risk Management / 46-49 — Environmental Management		
102-12	External initiatives	UNSDGs, GRI Community, RMI, RBA		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))	Reason for Omission	SDG
102-13	Membership of associations	36-43 — Supply Chain Accountability / 92-99 — Community Investment and Engagement		
2 Strategy				
102-14	Statement from senior decision-maker of the organization	2-3 — Vice Chairman's Message		
102-15	Key impacts, risks, and opportunities	18-21 — Our Goals, Progress and UNSDGs / 14-17 — Risks and Opportunities		
3 Ethics & Integrity				
102-16	Values, principles, standards, and norms of behavior	30-35 — Ethics and Integrity		16
102-17	Mechanisms for advice and concerns about ethics	30-33 — Ethics and Integrity		16
4 Governance				
102-18	Governance structure	26-28 — Governance Structure		
102-19	Delegating authority	26-28 — Governance Structure		
102-20	Executive-level responsibility for economic, environmental, and social topics	26-28 — Governance Structure		
102-21	Consulting stakeholders on economic, environmental, and social topics	11-13 — Stakeholder Engagement		16
102-22	Composition of the highest governance body and its committees	26-28 — Governance Structure		5, 16
102-23	Chair of the highest governance body	26-28 — Governance Structure		
102-24	Nominating and selecting the highest governance body	TTI Annual Report 2021 p.82		
102-26	Role of highest governance body in setting purpose, values, and strategy	26-28 — Governance Structure		
102-27	Collective knowledge of highest governance body	TTI Annual Report 2021 p.73		
102-28	Evaluating the highest governance body's performance	TTI Annual Report 2021 p.6-7, 9-10		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
102-29	Identifying and managing economic, environmental, and social impacts	25-29	Governance/Management Approach		16
		11-13	Stakeholder Engagement		
		14-17	Risks and Opportunities		
102-30	Effectiveness of risk management processes	29	Risk Management		
102-31	Review of economic, environmental, and social topics	25-29	Governance/Management Approach		
102-32	Highest governance body's role in sustainability reporting	26-28	Governance Structure		
102-33	Communicating critical concerns	26-28	Governance Structure		
102-35	Remuneration policies		TTI Annual Report 2021 p.75, 83		
102-36	Process for determining remuneration		TTI Annual Report 2021 p.76		
5 Stakeholder Engagement					
102-40	List of stakeholder groups	11-13	Stakeholder Engagement		
102-41	Collective bargaining agreements	80	Empowering People/ How We Are Managing It		8
			The percentage of total employees covered by collective bargaining agreements is 11%.		
102-42	Identifying and selecting stakeholders	11-13	Stakeholder Engagement		
102-43	Approach to stakeholder engagement	11-13	Stakeholder Engagement		
102-44	Key topics and concerns raised	11-13	Stakeholder Engagement		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
6 Reporting Practice					
102-45	Entities included in the consolidated financial statements		TTI Annual Report 2021 p.97-186		
102-46	Defining report content and topic Boundaries	4	About this Report		
102-47	List of material topics	10	Materiality Assessment		
102-48	Restatements of information	4	About this Report		
		100-115	Performance Metrics		
102-49	Changes in reporting	4	About this Report		
		10	Materiality Assessment		
			The issues identified through the materiality assessment conducted in 2020 continue to define our priorities and inform our material topics. This year we have regrouped our material topics to eight topics.		
			Governance: 1) Ethics and Integrity 2) Supply Chain Accountability		
			Environment: 1) Climate Change 2) Resource, Materials and Waste 3) Sustainable Products		
			Social and Community: 1) Empowering People 2) Health, Safety and Wellbeing 3) Community Investment and Engagement.		
		100-115	Performance Metrics		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
102-50	Reporting period	4	About this Report		
102-51	Date of most recent report	4	About this Report		
102-52	Reporting cycle	4	About this Report		
102-53	Contact point for questions regarding the report	4	About this Report		
102-54	Claims of reporting in accordance with the GRI Standards	4	About this Report This report has been prepared in accordance with the GRI Standards: Core option.		
102-55	GRI content index	124-139	GRI Standards Content Index		
102-56	External assurance		TTI's policy and practice with regard to seeking external assurance of the report is to engage an independent information management system provider to establish and maintain the company's data and information collection mechanism, including data extraction and review. In addition, internal controls over the integrity of the mechanisms and content, include management oversight, review and approval processes.		

Reporting Section: Governance

Material Topic: Ethics and Integrity

GRI 103: Management Approach 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
103-1	Explanation of the material topic and its Boundary	30-33	Ethics and Integrity/ How We Are Managing It		
103-2	The management approach and its components	30-33	Ethics and Integrity/ How We Are Managing It		
103-3	Evaluation of the management approach	30-33	Ethics and Integrity/ How We Are Managing It		

GRI 205: Anti-Corruption 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
205-1	Operations assessed for risks related to corruption	30-35 36-43	Ethics and Integrity Supply Chain Accountability	Information partially available — TTI does conduct standard fraud inquiries as part of our risk assessment.	16

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
205-2	Communication and training about anti-corruption policies and procedures		100% of governance body members, employees and suppliers have received communication. 100% of governance body members and 90% of employees have received training.	Information unavailable — TTI will disclose training data by employee category and region in subsequent reports.	16
205-3	Confirmed incidents of corruption and actions taken	34-35	Ethics and Integrity/ Key Initiatives and Progress		16
		41	Supply Chain Accountability/ Key Initiatives and Progress No confirmed incidents of corruption in the reporting year.		

GRI 206: Anti-Competitive Behaviour 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	34-35	Ethics and Integrity/ Key Initiatives and Progress		16

GRI 415: Public Policy 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
415-1	Political contributions	31	Ethics and Integrity TTI does not provide financial or in-kind political contributions.		16

GRI 418: Customer Privacy 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	34-35	Ethics and Integrity/ Key Initiatives and Progress		16

GRI 419: Socioeconomic Compliance 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
419-1	Non-compliance with laws and regulations in the social and economic area		TTI has not identified any non-compliance with laws and/or regulations in the social and economic areas.		16

Material Topic: Supply Chain Accountability

GRI 103: Management Approach 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
103-1	Explanation of the material topic and its Boundary	36-40	Supply Chain Accountability/ How We Are Managing It		
103-2	The management approach and its components	36-40	Supply Chain Accountability/ How We Are Managing It		
103-3	Evaluation of the management approach	36-40	Supply Chain Accountability/ How We Are Managing It		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
GRI 308: Supplier Environmental Assessment 2016					
308-1	New suppliers that were screened using environmental criteria	36-40	Supply Chain Accountability/ How We Are Managing It		
308-2	Negative environmental impacts in the supply chain and actions taken		14 out of 1,088 audited suppliers in 2021 identified as having significant actual and potential negative impacts.100% of suppliers identified, agreed upon improvements as a result of assessment.		
GRI 414: Supplier Social Assessment 2016					
414-1	New suppliers that were screened using social criteria	36-40	Supply Chain Accountability/ How We Are Managing It		5, 8, 16
414-2	Negative social impacts in the supply chain and actions taken		14 out of 1,088 audited suppliers in 2021 identified as having significant actual and potential negative impacts.100% of suppliers identified, agreed upon improvements as a result of assessment.		5, 8, 16

Other Disclosure Items

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
GRI 201: Economic Performance 2016					
201-2	Financial implications due to climate change	52-55	Climate Change//How We Are Managing It	Information unavailable — Financial implications, costs and methods used to manage the risk or opportunity will be disclosed in subsequent reports.	
GRI 203: Indirect Economic Impacts 2016					
203-1	Infrastructure investments and services supported	92-99	Community Investment and Engagement		5, 9, 11
203-2	Significant indirect economic impacts	92-99	Community Investment and Engagement		1, 3, 8

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
Reporting Section: Environment					
Material Topic: Climate Change					
GRI 103: Management Approach 2016					
103-1	Explanation of the material topic and its Boundary	52-55	Climate Change/How We Are Managing It		
103-2	The management approach and its components	46-49 52-55	Environment/Management Approach Climate Change/How We Are Managing It		
103-3	Evaluation of the management approach	46-49 52-55	Environment/Management Approach Climate Change/How We Are Managing It		
GRI 302: Energy 2016					
302-1	Energy consumption within the organization	56-59 100-105	Climate Change/ Key Initiatives and Progress Performance Metrics	Information partially available — TTI's total consumption from renewable sources represents 15% of total energy consumption and will be more detailed in subsequent reports.	7, 8, 12, 13
302-3	Energy intensity	100-105	Performance Metrics	Information unavailable — Types of energy and other detail on the intensity ratio will be disclosed in subsequent reports.	7, 8, 12, 13
302-4	Reduction of energy consumption	56-59	Climate Change/ Key Initiatives and Progress		7, 8, 12, 13
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	52-55 100-105	Climate Change/How We Are Managing It Performance Metrics	Information unavailable — Data on other direct (Scope 1) GHG emissions not available for reporting yet. TTI will review the data for subsequent reports.	3, 12, 13
305-2	Energy indirect (Scope 2) GHG emissions	52-55 100-105	Climate Change/How We Are Managing It Performance Metrics		3, 12, 13
305-3	Other indirect (Scope 3) GHG emissions			Information unavailable — Data on indirect (Scope 3) GHG emissions are not available for reporting yet. TTI will further review the data for subsequent reports.	3, 12, 13

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
305-4	GHG emissions intensity	100-105	Performance Metrics		13
305-5	Reduction of GHG emissions	56-59	Climate Change/ Key Initiatives and Progress		13
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	52-53, 58	Climate Change/How We Are Managing It	Information unavailable — TTI has not consolidated all standards and methodologies. These will be disclosed in subsequent reports.	3, 12

Material Topic: Resources, Materials and Waste

GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	60-62	Resources, Materials and Waste/How We Are Managing It		
103-2	The management approach and its components	46-49 60-62	Environment/Management Approach Resources, Materials and Waste/ How We Are Managing It		
103-3	Evaluation of the management approach	60-62	Resources, Materials and Waste/ How We Are Managing It		

GRI 301: Materials 2016

301-1	Materials used by weight or volume	103	Performance Metrics	Information unavailable — Percentage of renewable input materials is not available for reporting yet. TTI will further review the data for subsequent reports.	8, 12

GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	62	Resources, Materials and Waste/ Key Initiatives and Progress	Information unavailable — TTI withdraws water in each of its business unit locations but has not yet engaged with stakeholders on local water impacts. TTI will further review the data for subsequent reports.	6, 12

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
303-2	Management of water discharge-related impacts	46-49 60-62	Environment/Management Approach — Environmental Manual Resources, Materials and Waste/ How We Are Managing It TTI discharges water in compliance with local requirements in all of the jurisdictions where it operates.		6
303-3	Water withdrawal	62 101-105	Resources, Materials and Waste/ Key Initiatives and Progress Performance Metrics	Information unavailable — Detailed breakdowns will be disclosed in subsequent reports.	6
303-4	Water discharge	62 101-105	Resources, Materials and Waste/ Key Initiatives and Progress Performance Metrics	Information unavailable — Detailed breakdowns and priority substances of concern will be disclosed in subsequent reports.	6
303-5	Water consumption	101-105	Performance Metrics		6

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			Information unavailable — Information in relation to operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas are not available for reporting yet. TTI will further review the this for subsequent reports.	
304-2	Significant impacts of activities, products, and services on biodiversity	63	Resources, Materials and Waste/ Key Initiatives and Progress	Information unavailable and will be disclosed in subsequent reports. TTI is engaging with industry partners to expand initiatives to assess biodiversity impacts in the supply chain.	6
304-3	Habitats protected or restored	99	Community Investment and Engagement/Spotlight	Information unavailable — Size, location and status of all habitat areas protected or restored will be disclosed in subsequent reports.	

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
GRI 306: Waste 2020					
306-1	Waste generation and significant waste-related impacts	60-62	Resources, Materials and Waste/ How We Are Managing It		3, 6, 11, 12
306-2	Management of significant waste-related impacts	60-65	Resources, Materials and Waste		3, 6, 8, 11, 12
		66-73	Sustainable Products		
			TTI's waste collection and disposal procedures clearly outline the processes used to collect and monitor waste- related data. We also have partnerships in compliance with all local regulations for the collection of waste. TTI receives regular reports on waste treatment and also conducts audits.		
306-3	Waste generated	102-105	Performance Metrics		3, 6, 11, 12
306-4	Waste diverted from disposal	102-105	Performance Metrics		3, 11, 12
306-5	Waste directed to disposal	102-105	Performance Metrics		3, 6, 11, 12

Material Topic: Sustainable Products

GRI 103: Management Approach 2016

Item	Description-Disclosure Items	Report Location		
103-1	Explanation of the material topic and its Boundary	66-73	Sustainable Products	
103-2	The management approach and its components	46-49	Environment/Management Approach	
		66-73	Sustainable Products	
103-3	Evaluation of the management approach	66-73	Sustainable Products	

GRI 307: Environmental Compliance 2016

307-1	Non-compliance with environmental laws and regulations	46-49	Environment/Management Approach		16
			No cases of non-compliance with environmental laws and/or regulations.		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
Reporting Section: Social and Community					
Material Topic: Empowering People					
GRI 103: Management Approach 2016					
103-1	Explanation of the material topic and its Boundary	80-83	Empowering People/ How We Are Managing It		
103-2	The management approach and its components	80-83	Empowering People/ How We Are Managing It		
103-3	Evaluation of the management approach	76-79	Social and Community/ Management Approach		
		80-83	Empowering People/ How We Are Managing It		
GRI 401: Employment 2016					
401-1	New employee hires and employee turnover	108-109	Performance Metrics		5, 8, 10
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	80-85	Empowering People		3, 5, 8
			Detail on specific benefits provided above legal requirements at each location of operation varies across our global business.		
401-3	Parental leave	111	Performance Metrics		5, 8
GRI 404: Training & Education 2016					
404-1	Average hours of training per year per employee	112-113	Performance Metrics		4, 5, 8, 10
404-2	Programs for upgrading employee skills and transition assistance programs	80-85	Empowering People		8
404-3	Percentage of employees receiving regular performance and career development reviews	113	Performance Metrics		5, 8, 10
GRI 405: Diversity & Equal Opportunity 2016					
405-1	Diversity of governance bodies and employees	26	Governance Structure		5,8
		110	Performance Metrics		
GRI 406: Non-Discrimination 2016					
406-1	Incidents of discrimination and corrective actions taken	84-85	Empowering People/ Key Initiatives and Progress		5,8

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
GRI 407: Freedom of Association and Collective Bargaining 2016					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	80	Empowering People/ How We Are Managing It		8
GRI 408: Child Labour 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	80	Empowering People/ How We Are Managing It		5, 8, 16
		36-40	Supply Chain Accountability/ How We Are Managing It		
GRI 409: Forced or Compulsory Labour 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	80	Empowering People/ How We Are Managing It		5, 8
		36-40	Supply Chain Accountability/ How We Are Managing It		
GRI 412: Human Rights Assessment 2016					
412-1	Operations that have been subject to human rights reviews or impact assessments	80-85	Empowering People		
		36-43	Supply Chain Accountability		
			100% of operations and suppliers are subject to reviews or assessments.		
412-2	Employee training on human rights policies or procedures	80-85	Empowering People		
			All employees undertake training on the CoC and other policies, which cover human rights issues that are relevant to our operations and our supply chain. In 2021, 83% of our employees were trained on human rights policies.		

Material Topic: Health, Safety and Wellbeing

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
GRI 103: Management Approach 2016					
103-1	Explanation of the material topic and its Boundary	86-89	Health, Safety and Wellbeing/ How We Are Managing It		
103-2	The management approach and its components	86-89	Health, Safety and Wellbeing/ How We Are Managing It		
103-3	Evaluation of the management approach	86-89	Health, Safety and Wellbeing/ How We Are Managing It		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
GRI 403: Occupational Health & Safety 2018					
403-1	Occupational health and safety management system	86-87	Health, Safety and Wellbeing/ How We Are Managing It		8
403-2	Hazard identification, risk assessment, and incident investigation	86-87	Health, Safety and Wellbeing/ How We Are Managing It		8
			As part of TTI's health and safety management system, hazards and risks are assessed and mitigated, training is provided and incidents investigated with preventive and corrective actions implemented as needed.		
403-3	Occupational health services	86-87	Health, Safety and Wellbeing/ How We Are Managing It		8
403-4	Worker participation, consultation, and communication on occupational health and safety	86-87	Health, Safety and Wellbeing/ How We Are Managing It		8,16
403-5	Worker training on occupational health and safety	86-87, 90-91	Health, Safety and Wellbeing		8
403-6	Promotion of worker health	86-87, 90-91	Health, Safety and Wellbeing		3
		81	Empowering People		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	86-87	Health, Safety and Wellbeing/ How We Are Managing It		8
403-8	Workers covered by an occupational health and safety management system	86-87	Health, Safety and Wellbeing/ How We Are Managing It		
			The organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines.		
403-9	Work-related injuries	86-91	Health, Safety and Wellbeing	Information unavailable — Data collected covers limited work-related injury figures for external workers. TTI will collect expanded metrics for subsequent reporting.	3,8,16
		114-115	Performance Metrics		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
403-10	Work-related ill health	86-91	Health, Safety and Wellbeing	Information unavailable — Data collected covers limited work-related ill health figures for external workers. TTI will collect expanded metrics for subsequent reporting.	
		114-115	Performance Metrics		

GRI 416: Customer Health & Safety 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
416-1	Assessment of the health and safety impacts of product and service categories	88-89	Health, Safety and Wellbeing/ How We Are Managing It		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	91	Health, Safety and Wellbeing/ Key Initiatives and Progress		16

GRI 417: Marketing & Labeling 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
417-1	Requirements for product and service information and labeling	88-89	Health, Safety and Wellbeing/ How We Are Managing It		12
		60-62	Resources, Materials and Waste/ How We Are Managing It		
		66-73	Sustainable Products		
			We provide information on all our products regarding the country of origin, and comply with local regulations in relation to substances that may produce environmental or social impact. We also provide information on the safe usage of our products and disposal of the same. This information is available on our products, packaging and/or our owner's manuals. The marketing of our products is managed by individual regions, but we have a robust global system to assess and substantiate all claims to ensure that they are true and match the product's performance.		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))		Reason for Omission	SDG
417-2	Incidents of non-compliance concerning product and service information and labeling	88-89	Health, Safety and Wellbeing/ How We Are Managing It		16
			There were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling.		
417-3	Incidents of non-compliance concerning marketing communications	88-89	Health, Safety and Wellbeing/ How We Are Managing It		16
			There were no incidents of non-compliance with regulations and/or voluntary codes concerning marketing and communications.		

Material Topic: Community Investment and Engagement

GRI 103: Management Approach 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
103-1	Explanation of the material topic and its Boundary	92	Community Investment and Engagement/ How We Are Managing It		
103-2	The management approach and its components	92	Community Investment and Engagement/ How We Are Managing It		
103-3	Evaluation of the management approach	92	Community Investment and Engagement/ How We Are Managing It		

GRI 413: Local Communities 2016

Item	Description-Disclosure Items	Report Location		Reason for Omission	SDG
413-1	Operations with local community engagement, impact assessments, and development programs	92-99	Community Investment and Engagement/ Key Initiatives and Progress		