

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. The report can be accessed via <https://www.ttigroup.com/sustainability/esg-reports/>.

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



Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))	Omission	SDG
GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016				
1 Organizational Profile				
102-1	Name of the organization	Company Profile p.1		
102-2	Activities, brands, products, and services	Company Profile p.1		
102-3	Location of headquarters	About this Report p.73		
102-4	Location of operations	About this Report p.73 Legend and List of Business Units Under Each Region p.144-145		
102-5	Ownership and legal form	Company Profile p.1		
102-6	Markets served	Company Profile p.1		
102-7	Scale of the organization	Company Profile p.1		
102-8	Information on employees and other workers	Performance Metrics p.138-139		8, 10
102-9	Supply chain	Responsible Sourcing p.128-130		
102-10	Significant changes to the organization and its supply chain	Climate Change p.99 Responsible Sourcing p.128-130		
102-11	Precautionary Principle or approach	Ethics and Governance p.90-92 Responsible Sourcing p.128-130		
102-12	External initiatives	UN SDGs, GRI Community, RMI, RBA		
102-13	Membership of associations	Community Investment and Engagement p.120-125 Responsible Sourcing p.128-130		
2 Strategy				
102-14	Statement from senior decision-maker	Vice Chairman's Message p.75		
102-15	Key impacts, risks, and opportunities	Value Chain Impacts, Risks and Opportunities p.80-83		

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GRI 102: General Disclosures 2016				
3 Ethics and Integrity				
102-16	Values, principles, standards, and norms of behavior	Ethics and Governance p.90-92		16
102-17	Mechanisms for advice and concerns about ethics	Ethics and Governance p.90-92 Talent, Attraction and Engagement p.110 Responsible Sourcing p.128-130		16
4 Governance				
102-18	Governance structure	Governance Structure p.88		
102-19	Delegating authority	Governance Structure p.88		
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance Structure p.88		
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement p.77-78		16
102-22	Composition of the highest governance body and its committees	Governance Structure p.88 Annual Report p.58-60		5, 16
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance Structure p.88		
102-29	Identifying and managing economic, environmental, and social impacts	Governance Structure p.88 Stakeholder Engagement p.77-78 Value Chain Impacts, Risks and Opportunities p.80-83		16
102-30	Effectiveness of risk management processes	Risk Management p.89		
102-31	Review of economic, environmental, and social topics	Governance Structure p.88		
102-32	Highest governance body's role in sustainability reporting	About this Report p.73		
102-33	Communicating critical concerns	Governance Structure p.88		
5 Stakeholder Engagement				
102-40	List of stakeholder groups	Stakeholder Engagement p.77-78 Talent, Attraction and Engagement p.111 The percentage of total employees covered by collective bargaining agreements at TTI is 58.5%.		
102-41	Collective bargaining agreements	Talent, Attraction and Engagement p.111		8

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GRI 102: General Disclosures 2016				
5 Stakeholder Engagement				
102-42	Identifying and selecting stakeholders	Stakeholder Engagement p.77-78		
102-43	Approach to stakeholder engagement	Stakeholder Engagement p.77-78		
102-44	Key topics and concerns raised	Stakeholder Engagement p.77-78		
6 Reporting Practice				
102-45	Entities included in the consolidated financial statements	Annual Report p.159		
102-46	Defining report content and topic Boundaries	About this Report p.73		
102-47	List of material topics	Materiality Assessment p.79		
102-48	Restatements of information	Performance Metrics p.132-143		
102-49	Changes in reporting	Ethics and Governance p.90-92 Data Protection and Cybersecurity p.93 Climate Change p.97-99 Water p.100 Resources, Chemicals and Waste p.101-104 Sustainable Products p.105-106 Biodiversity p.107 Talent Attraction and Engagement p.110-112 Health, Safety and Wellbeing p.113-115 Diversity and Inclusion p.116-117 Product Safety p.118-119 Community Investment and Engagement p.120-125 Responsible Sourcing p.128-131 The significant changes in the 2020 report include: <ul style="list-style-type: none"> – inclusion of performance data from new manufacturing sites in Vietnam and in Mexico – increased capture of performance data through TTI's online data collection platform, Greenstone 		

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GRI 102: General Disclosures 2016				
6 Reporting Practice				
102-50	Reporting period	About this Report p.73		
102-51	Date of most recent report	About this Report p.73		
102-52	Reporting cycle	About this Report p.73		
102-53	Contact point for questions regarding the report	About this Report p.73		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.		
102-55	GRI content index	About this Report p.73 Website Link: https://www.ttigroup.com/sustainability/esg-reports/		
102-56	External assurance	About this Report p.73 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 Governance				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Ethics and Governance p.90-92		
103-2	The management approach and its components	Ethics and Governance p.90-92		
103-3	Evaluation of the management approach	Ethics and Governance p.90-92		

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Reporting Section: Governance				
Material Topic: Ethics and Governance				
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	Ethics and Governance p.90-92 Responsible Sourcing p.128-130		16
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Governance p.90-92 Responsible Sourcing p.128-130		16
205-3	Confirmed incidents of corruption and actions taken	Ethics and Governance p.90-92 There were no confirmed incidents of corruption.		16
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Governance p.90-92		16
GRI 412: Human Rights Assessment 2016				
412-1	Operations that have been subject to human rights reviews or impact assessments	Ethics and Governance p.90 Responsible Sourcing p.129		
412-2	Employee training on human rights policies or procedures	Ethics and Governance p.90 Over 41,000 employees were trained on human rights policies, representing 85%.		
GRI 415: Public Policy 2016				
415-1	Political contributions	Ethics and Governance p.90		16
GRI 419: Socioeconomic Compliance 2016				
419-1	Non-compliance with laws and regulations in the social and economic area	Content Index TTI has not identified any non-compliance with laws and/or regulations in the social and economic areas.		16

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Reporting Section: Governance				
Material Topic: Data Protection and Cybersecurity				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Data Protection and Cybersecurity p.93		
103-2	The management approach and its components	Data Protection and Cybersecurity p.93		
103-3	Evaluation of the management approach	Data Protection and Cybersecurity p.93		
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Protection and Cybersecurity p.93		16
Other Disclosure Item				
GRI 203: Indirect Economic Impacts 2016				
203-1	Infrastructure investments and services supported	Community Investment and Engagement p.120-125		5, 9, 11
203-2	Significant indirect economic impacts	Community Investment and Engagement p.120-125		1, 3, 8

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))	Omission	SDG
Reporting Section: Environment				
Material Topic: Climate Change				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Climate Change p.97-99		
103-2	The management approach and its components	Climate Change p.97-99		
103-3	Evaluation of the management approach	Climate Change p.97-99		
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	Performance Metrics p.132-133		7, 8, 12, 13
302-3	Energy intensity	Performance Metrics p.132-133		7, 8, 12, 13
302-4	Reduction of energy consumption	Performance Metrics p.132-133		7, 8, 12, 13
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	Climate Change p.97-99 Performance Metrics p.132-133, 136-137		3, 12, 13, 14, 15
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change p.97-99 Performance Metrics p.132-133, 136-137		3, 12, 13, 14, 15
305-3	Other indirect (Scope 3) GHG emissions	Climate Change p.97-99 Performance Metrics p.132-133, 136-137		3, 12, 13, 14, 15
305-4	GHG emissions intensity	Climate Change p.97-99 Performance Metrics p.132-133, 136-137		13, 14, 15
305-5	Reduction of GHG emissions	Climate Change p.97-99 Performance Metrics p.132-133, 136-137		13, 14, 15
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Change p.97-99	Information unavailable – TTI has not consolidated air emission data globally. TTI will utilise the online data collection system, Greenstone, to collect a more comprehensive set of data for subsequent reports.	3, 12, 14, 15

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))	Omission	SDG
Reporting Section: Environment				
Material Topic: Resources, Chemicals and Waste				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Resources, Chemicals and Waste p.101-104		
103-2	The management approach and its components	Resources, Chemicals and Waste p.101-104		
103-3	Evaluation of the management approach	Resources, Chemicals and Waste p.101-104		
GRI 301: Materials 2016				
301-1	Materials used by weight or volume	Performance Metrics p.134-135, 137		8, 12
301-2	Recycled input materials used	Performance Metrics p.134-135, 137	Information unavailable – Percentage of recycled input materials is not available for reporting yet. TTI will further review the data for subsequent reports.	8, 12
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	Resources, Chemicals and Waste p.101-104		3, 6, 11, 12
306-2	Management of significant waste-related impacts	Resources, Chemicals and Waste p.101-104		3, 6, 11, 12
306-3	Waste generated	Performance Metrics p.134-135		3, 11, 12
306-4	Waste diverted from disposal	Performance Metrics p.134-135	Information unavailable – Data for materials reused are not available for reporting yet. TTI will further review the data for subsequent reports.	3, 11, 12
306-5	Waste directed to disposal	Performance Metrics p.134-135, 137	Information unavailable – Data by all disposal options are not available for reporting yet. TTI will further review the data for subsequent reports.	3, 12

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))	Omission	SDG
Reporting Section: Environment				
Material Topic: Water				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Water p.100		
103-2	The management approach and its components	Water p.100		
103-3	Evaluation of the management approach	Water p.100		
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	Water p.100	Information unavailable – TTI withdraws water in each of its business unit locations but has not yet engaged with stakeholders on local water impacts or set water-related quantitative targets. TTI will further review the data for subsequent reports.	6, 12
303-2	Management of water discharge-related impacts	Water p.100 TTI discharges water in compliance with local requirements in all of the jurisdictions where it operates.		6
303-3	Water withdrawal	Water p.100 Performance Metrics p.132-133, 137 TTI sources water from municipal sources in compliance with local requirements in all of the jurisdictions where it operates.		6
303-4	Water discharge	Performance Metrics p.132-133 TTI discharges water in compliance with local requirements in all of the jurisdictions where it operates.		6
303-5	Water consumption	Performance Metrics p.132-133		6

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Reporting Section: Environment				
Material Topic: Biodiversity				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Biodiversity p.107		
103-2	The management approach and its components	Biodiversity p.107		
103-3	Evaluation of the management approach	Biodiversity p.107		
GRI 304: Biodiversity 2016				
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity p.107 TTI is engaging with industry partners to expand initiatives to assess biodiversity impacts in the supply chain.		6, 14, 15
Other Disclosure Item				
GRI 307: Environmental Compliance 2016				
307-1	Non-compliance with environmental laws and regulations	Environmental Management p.96 No cases of non-compliance with environmental laws and/or regulations.		16
Material Topic: Sustainable Products				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Sustainable Products p.105-106		
103-2	The management approach and its components	Sustainable Products p.105-106		
103-3	Evaluation of the management approach	Sustainable Products p.105-106		

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))	Omission	SDG
Reporting Section: Social and Community				
Material Topic: Product Safety				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Product Safety p.118-119		
103-2	The management approach and its components	Product Safety p.118-119		
103-3	Evaluation of the management approach	Product Safety p.118-119		
GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	Product Safety p.118-119		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Safety p.118-119		16
GRI 417: Marketing and Labeling 2016				
417-1	Requirements for product and service information and labeling	Product Safety p.118-119		12
417-2	Incidents of non-compliance concerning product and service information and labeling	Product Safety p.118-119		16
417-3	Incidents of non-compliance concerning marketing communications	Product Safety p.118-119		16

Item	Description-Disclosure Items	Report Location (Page number(s), URL(s), and/or Explanation(s))	Omission	SDG
Reporting Section: Social and Community				
Material Topic: Health, Safety and Wellbeing				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Health, Safety and Wellbeing p.113-115		
103-2	The management approach and its components	Health, Safety and Wellbeing p.113-115		
103-3	Evaluation of the management approach	Health, Safety and Wellbeing p.113-115		
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	Health, Safety and Wellbeing p.113-115		8
403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing p.113-115 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.		8
403-3	Occupational health services	Health, Safety and Wellbeing p.113-115		8
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing p.113-115		8, 16
403-5	Worker training on occupational health and safety	Health, Safety and Wellbeing p.113-115		8
403-6	Promotion of worker health	Health, Safety and Wellbeing p.113-115		3
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing p.113-115		8
403-9	Work-related injuries	Health, Safety and Wellbeing p.113-115 Performance Metrics p.142	Information unavailable – Data on the number of hours worked will be disclosed in subsequent reports.	3, 8, 16

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Reporting Section: Social and Community				
Material Topic: Diversity and Inclusion				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Diversity and Inclusion p.116-117		
103-2	The management approach and its components	Diversity and Inclusion p.116-117		
103-3	Evaluation of the management approach	Diversity and Inclusion p.116-117		
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	Performance Metrics p.138		5, 8
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	Diversity and Inclusion p.117		5, 8
Material Topic: Talent Attraction and Engagement				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Talent, Attraction and Engagement p.110-112		
103-2	The management approach and its components	Talent, Attraction and Engagement p.110-112		
103-3	Evaluation of the management approach	Talent, Attraction and Engagement p.110-112		
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	Performance Metrics p.139-140		4, 5, 8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent, Attraction and Engagement p.111 Detail on specific benefits provided above legal requirements at each location of operation varies across our global business.		5, 8
401-3	Parental leave	Performance Metrics p.141		5, 8

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Reporting Section: Social and Community				
Material Topic: Talent Attraction and Engagement				
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	Performance Metrics p.143		4, 5, 8, 10
404-2	Programs for upgrading employee skills and transition assistance programs	Talent, Attraction and Engagement p.110-113		8
404-3	Percentage of employees receiving regular performance and career development reviews	Talent, Attraction and Engagement p.111	Information unavailable – Data on the percentage by gender and employee category will be collected for subsequent reporting.	5, 8, 10
Material Topic: Community Investment and Engagement				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Community Investment and Engagement p.120-125		
103-2	The management approach and its components	Community Investment and Engagement p.120-125		
103-3	Evaluation of the management approach	Community Investment and Engagement p.120-125		
GRI 413: Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programs	Community Investment and Engagement p.120-125		
Material Topic: Talent, Attraction and Engagement/Responsible Sourcing				
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	Talent, Attraction and Engagement p.111 Responsible Sourcing p.129		8

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Reporting Section: Social and Community				
Material Topic: Ethics and Governance/Talent, Attraction and Engagement/Responsible Sourcing				
GRI 408: Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	Ethics and Governance p.90 Talent, Attraction and Engagement p.111 Responsible Sourcing p.129		8, 16
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics and Governance p.90 Talent, Attraction and Engagement p.111 Responsible Sourcing p.129		8
Reporting Section: Supply Chain Management				
Material Topic: Responsible Sourcing				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Responsible Sourcing p.128-130		
103-2	The management approach and its components	Responsible Sourcing p.128-130		
103-3	Evaluation of the management approach	Responsible Sourcing p.128-130		
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	Responsible Sourcing p.128-130 All suppliers are screened using environmental criteria.		
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing p.128-130 No suppliers identified as having negative environmental impacts in the supply chain.		
GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	Responsible Sourcing p.128-130 All suppliers are screened using social criteria.		5, 8, 16
414-2	Negative social impacts in the supply chain and actions taken	Responsible Sourcing p.128-130 No suppliers identified as having negative social impacts in the supply chain.		5, 8, 16