

MATERIAL TOPIC	2017	2018	2019	2020	2021	Context	GRI
GOVERNANCE							
Ratio of annual total compensation of highest-paid individual to median annual total compensation all permanent employees	25.5	41.3	39.5	29.1	29.2	Compensation includes base salary, short and long term incentive plans, and allowances (e.g., holiday pay) Not broken down by highest paid individual per country due to privacy regulations	102-38
Ratio of % change in CEO compensation to % change in employee median compensation	2:1	17:1	(2:1)	(3:1)	(1:1)	Executive structure changed May 2020; President is highest paid individual	102-39
ETHICS							
Requests for advice on ethical behaviour via corporate secretary	0	0	0	0	0		102-17
Concerns expressed via whistleblower line	1	0	5	3	1	All concerns were investigated and addressed	102-17, 102-34
Violations of rights, including those of Indigenous peoples	0	0	0	0	0		411-1
Legal actions regarding anti-competitive behaviour	0	0	0	0	0		206-1
Fines for non-compliance with laws & regulations (\$)	0	0	0	0	0		206-1, 419-1
Political donations (\$)	0	0	80	0	0	2019: tax receipt received for attendance at a community dinner that was also a political fundraiser; as a result, we updated our internal guidance and training to specify non-attendance at such events	415-1
ANTI-CORRUPTION							
% of operations assessed for risks related to corruption	100	100	100	100	100	Using Transparency International Corruption Perception Index	205-1
% of governance body communicated to on anti-corruption	100	100	100	100	100	Annual conduct policy acknowledgement	205-2a
# of employees communicated to on anti-corruption	506	553	730	746	716	Annual conduct policy acknowledgement	205-2b
% of employees communicated to on anti-corruption	100	99	100	100	100	Regional breakdown not required due to high coverage	205-2b
# of contractors communicated to on anti-corruption	179	265	326	215	232	Annual conduct policy acknowledgement	205-2b
% of contractors communicated to on anti-corruption	100	99	100	100	100	Regional breakdown not required due to high coverage	205-2b
% of business partners communicated to on anti-corruption	100	100	100	100	100	Business partners defined as joint venture partners	205-2c
# of governance body members trained on anti-corruption	9	10	10	9	9		205-2d
% of governance body members trained on anti-corruption	100	100	100	100	100		205-2d
# of employees and contractors trained on anti-corruption	66	266	301	41	68	2018+: New hire onboarding plus position-specific, in-depth training; 2019-20 decrease reflects lower new hire numbers	205-2e
% of employees and contractors trained on anti-corruption	13	26	29	4	7		205-2e
Confirmed incidents of corruption	0	0	0	0	0		206-1