



2019  
**GRI CONTENT  
INDEX**

TRAFIGURA GROUP PTE. LTD.

*ADVANCING  
TRADE*



2019 Responsibility Report  
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2019 Annual Report  
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Our HSEC Business Principles  
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Corporate Responsibility Policy  
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Code of Business Conduct  
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The Way we Work  
[www.trafigura.com/careers/the-way-we-work/](http://www.trafigura.com/careers/the-way-we-work/)

| Disclosure Number                    | Disclosure Title <sup>1</sup>              | GRI Reporting Requirements  | Reference  |
|--------------------------------------|--|---|--|
| <b>GRI 102 – General Disclosures</b> |  |   |  |
| <b>Organisational profile</b>        |  |   |  |
| 102-1                                | Name of the organisation                   |   | Trafigura Group Pte. Ltd.  |
| 102-2                                | Activities, brands, products, and services | <ul style="list-style-type: none"> <li>a. A description of the organisation’s activities.</li> <li>b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.</li> </ul>   | 2019 Annual Report: <ul style="list-style-type: none"> <li>• At a glance, page 2</li> <li>• What we do, page 3</li> <li>• Performance review, page 14</li> </ul> <a href="http://www.trafigura.com/about-us">www.trafigura.com/about-us</a>                                |
| 102-3                                | Location of headquarters                   | <ul style="list-style-type: none"> <li>a. Location of the organisation’s headquarters.</li> </ul>   | 10 Collyer Quay #29-00<br>Ocean Financial Centre<br>Singapore 049315   |
| 102-4                                | Location of operations                     | <ul style="list-style-type: none"> <li>a. Number of countries where the organisation operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.</li> </ul>  | 2019 Annual Report: <ul style="list-style-type: none"> <li>• At a glance, page 2</li> </ul> <a href="http://www.trafigura.com/locations">www.trafigura.com/locations</a>   |
| 102-5                                | Ownership and legal form                   | <ul style="list-style-type: none"> <li>a. Nature of ownership and legal form.</li> </ul>  | 2019 Annual Report: <ul style="list-style-type: none"> <li>• Corporate governance, page 34</li> <li>• Financial statements, page 36</li> </ul>   |
| 102-6                                | Markets served                             | <ul style="list-style-type: none"> <li>a. Markets served, including:                             <ul style="list-style-type: none"> <li>i. Geographic locations where products and services are offered;</li> <li>ii. Sectors served;</li> <li>iii. Types of customers and beneficiaries.</li> </ul> </li> </ul>  | 2019 Annual Report: <ul style="list-style-type: none"> <li>• At a glance, page 2</li> <li>• Performance review, page 14</li> </ul> <a href="http://www.trafigura.com/locations">www.trafigura.com/locations</a>  |
| 102-7                                | Scale of the organisation                  | <ul style="list-style-type: none"> <li>a. Scale of the organisation, including:                             <ul style="list-style-type: none"> <li>i. Total number of employees;</li> <li>ii. Total number of operations;</li> <li>iii. Net sales (for private sector organisations) or net revenues (for public sector organisations);</li> <li>iv. Total capitalization (for private sector organisations) broken down in terms of debt and equity;</li> <li>v. Quantity of products or services provided.</li> </ul> </li> </ul> | 2019 Annual Report: <ul style="list-style-type: none"> <li>• At a glance, page 2</li> <li>• Financial review, page 6</li> <li>• Performance review, page 14</li> </ul> 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our people, page 60</li> </ul> |

<sup>1</sup> Individual disclosure items ('a', 'b', 'c', etc.) are not listed here

| Disclosure Number                         | Disclosure Title   | GRI Reporting Requirements  | Reference   |
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| <b>GRI 102 – General Disclosures</b>      |  |   |   |
| <b>Organisational profile (Continued)</b> |  |   |   |
| 102-8                                     | Information on employees and other workers                   | a. Total number of employees by employment contract (permanent and temporary), by gender.<br>b. Total number of employees by employment contract (permanent and temporary), by region.<br>c. Total number of employees by employment type (full-time and part-time), by gender.<br>d. Whether a significant portion of the organisation’s activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.<br>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).<br>f. An explanation of how the data have been compiled, including any assumptions made. | 2019 Annual Report:<br>• At a glance, page 2<br>2019 Responsibility Report:<br>• Our people, page 60  |
| 102-9                                     | Supply chain   | a. A description of the organisation’s supply chain, including its main elements as they relate to the organisation’s activities, primary brands, products, and services.   | 2019 Annual Report:<br>• At a glance, page 2<br>• What we do, page 3  |
| 102-10                                    | Significant changes to the organisation and its supply chain | a. Significant changes to the organisation’s size, structure, ownership, or supply chain, including:<br>i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;<br>ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations);<br>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.   | 2019 Annual Report:<br>• Statement from the Executive Chairman and Chief Executive Officer, page 4<br>• Financial review, page 6<br>• Performance Review, page 14<br>2019 Responsibility Report:<br>• About this report, page 6 |
| 102-11                                    | Precautionary Principle or approach                          | a. Whether and how the organisation applies the Precautionary Principle or approach.  | 2019 Responsibility Report:<br>• About this report, page 6<br>• Responsibility Framework, page 8  |
| 102-12                                    | External initiatives   | a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes, or which it endorses.   | 2019 Responsibility Report:<br>• About this report, page 6<br>• Our approach, page 7<br>• Responsibility framework, page 8<br>• Society, page 14<br>• Health and safety, page 32<br>• Environment and climate change, page 42   |

| Disclosure Number                                | Disclosure Title                      | GRI Reporting Requirements   | Reference   |
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| <b>GRI 102 – General Disclosures (Continued)</b> |                                       |  |   |
| <b>Organisational profile (Continued)</b>        |                                       |  |   |
| 102-13   | Membership of associations            | a. A list of the main memberships of industry or other associations, and national or international advocacy organisations.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• About this report, page 6</li> <li>• Our approach, page 7</li> <li>• Responsibility framework, page 8</li> <li>• Society, page 14</li> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> </ul>  |
| <b>Strategy</b>                                  |                                       |  |   |
| 102-14   | Statement from senior decision-maker  | a. A statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and its strategy for addressing sustainability. | 2019 Annual Report: <ul style="list-style-type: none"> <li>• Statement from the Executive Chairman and Chief Executive Officer, page 4</li> </ul> 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Statement from the Executive Chairman and Chief Executive Officer, page 3</li> <li>• Statement from the Co-Chairs of the HSEC Steering Committee, page 4</li> </ul>  |
| 102-15   | Key impacts, risks, and opportunities | a. A description of key impacts, risks, and opportunities.   | 2019 Annual Report, <ul style="list-style-type: none"> <li>• How Trafigura manages risk, page 28</li> </ul> 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Responsibility framework, page 8</li> <li>• Mapping what matters, page 9</li> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> <li>• Our people, page 60</li> </ul> |

| Disclosure Number                                | Disclosure Title                                      | GRI Reporting Requirements  | Reference  |
|--|---|---|--|
| <b>GRI 102 – General Disclosures (Continued)</b> |   |   |  |
| <b>Ethics and Integrity</b>                      |   |   |  |
| 102-16   | Values, principles, standards, and norms of behaviour | a. A description of the organisation’s values, principles, standards, and norms of behaviour.   | 2019 Annual Report: <ul style="list-style-type: none"> <li>• How Trafigura manages risk, page 28</li> </ul> 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> <li>• Our people, page 60</li> </ul> Code of Business Conduct<br>The Way we Work<br>Our HSEC Business Principles<br>Corporate Responsibility Policy |
| 102-17   | Mechanisms for advice and concerns about ethics       | a. A description of internal and external mechanisms for: <ol style="list-style-type: none"> <li>Seeking advice about ethical and lawful behaviour, and organisational integrity;</li> <li>Reporting concerns about unethical or unlawful behaviour, and organisational integrity.</li> </ol> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Mapping what matters, page 9</li> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> <li>• Environment and climate change, page 42</li> </ul> The Way We Work<br>Code of Business Conduct   |
| 102-17   | Mechanisms for advice and concerns about ethics       | a. A description of internal and external mechanisms for: <ol style="list-style-type: none"> <li>Seeking advice about ethical and lawful behaviour, and organisational integrity;</li> <li>Reporting concerns about unethical or unlawful behaviour, and organisational integrity.</li> </ol> | The Way we Work<br>2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Conduct and compliance, page 10</li> </ul> Code of Business Conduct  |
| <b>Governance</b>                                |   |   |  |
| 102-18   | Governance structure                                  | a. Governance structure of the organisation, including committees of the highest governance body.<br>b. Committees responsible for decision-making on economic, environmental, and social topics.   | 2019 Annual Report: <ul style="list-style-type: none"> <li>• Corporate governance, page 34</li> </ul> 2019 Responsibility Report, <ul style="list-style-type: none"> <li>• Responsibility framework, page 8</li> </ul>   |
| 102-19   | Delegating authority                                  | a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.   | 2019 Annual Report: <ul style="list-style-type: none"> <li>• Corporate governance, page 34</li> </ul> 2019 Responsibility Report, <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Responsibility framework, page 8</li> </ul>   |

| Disclosure Number                                | Disclosure Title  | GRI Reporting Requirements   | Reference  |
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| <b>GRI 102 – General Disclosures (Continued)</b> |   |  |  |
| <b>Governance (Continued)</b>                    |   |  |  |
| 102-20   | Executive-level responsibility for economic, environmental, and social topics | a. Whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.<br>b. Whether post holders report directly to the highest governance body.  | 2019 Responsibility Report:<br>• Statement from the Co-Chairs of the HSEC Steering Committee, page 4<br>• Responsibility framework, page 8   |
| 102-21   | Consulting stakeholders on economic, environmental, and social topics         | a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.<br>b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.  | 2019 Responsibility Report:<br>• Our approach, page 7<br>• Society, page 14<br>Our HSEC Business Principles<br>Corporate Responsibility Policy   |
| 102-22   | Composition of the highest governance body and its committees                 | a. Composition of the highest governance body and its committees by: <ol style="list-style-type: none"> <li>i. Executive or non-executive;</li> <li>ii. Independence;</li> <li>iii. Tenure on the governance body;</li> <li>iv. Number of each individual's other significant positions and commitments, and the nature of the commitments;</li> <li>v. Gender;</li> <li>vi. Membership of under-represented social groups;</li> <li>vii. Competencies relating to economic, environmental, and social topics;</li> <li>viii. Stakeholder representation.</li> </ol> | 2019 Annual Report:<br>• Corporate governance, page 34<br>2019 Responsibility Report<br>• Responsibility framework, page 8<br>• Our people, page 60<br><a href="http://www.trafigura.com/leadership">www.trafigura.com/leadership</a>                        |
| 102-23   | Chair of the highest governance body  | a. Whether the chair of the highest governance body is also an executive officer in the organisation.<br>b. If the chair is also an executive officer, describe his or her function within the organisation's management and the reasons for this arrangement.   | 2019 Annual Report:<br>• Corporate governance, page 34<br>2019 Responsibility Report:<br>• Responsibility framework, page 8<br><a href="http://www.trafigura.com/leadership">www.trafigura.com/leadership</a>  |
| 102-27   | Collective knowledge of highest governance body                               | a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.   | 2019 Annual report:<br>• Corporate governance, page 34<br>2019 Responsibility Report:<br>• Society, page 14  |
| 102-29   | Identifying and managing economic, environmental, and social impacts          | a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.<br>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.   | 2019 Responsibility Report:<br>• Mapping what matters, page 9<br>• Society, page 14<br>• Health and safety, page 32<br>• Environment and climate change, page 42<br>• Our people, page 60<br>Our HSEC Business Principles<br>Corporate Responsibility Policy |

| Disclosure Number                                | Disclosure Title   | GRI Reporting Requirements   | Reference   |
|--|--|--|---|
| <b>GRI 102 – General Disclosures (Continued)</b> |  |  |   |
| <b>Governance (Continued)</b>                    |  |  |   |
| 102-30   | Effectiveness of risk management processes                 | a. Highest governance body’s role in reviewing the effectiveness of the organisation’s risk management processes for economic, environmental, and social topics.   | 2019 Annual Report: <ul style="list-style-type: none"> <li>• How Trafigura manages risk, page 28</li> </ul> 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> <li>• Our people, page 60</li> </ul>   |
| 102-31   | Review of economic, environmental, and social topics       | a. Frequency of the highest governance body’s review of economic, environmental, and social topics and their impacts, risks, and opportunities.                    | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Statement from the Co-Chairs of the HSEC Steering Committee, page 4</li> <li>• Our approach, page 7</li> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> <li>• Our people, page 60</li> </ul> <a href="http://www.trafigura.com/responsibility">www.trafigura.com/responsibility</a> |
| 102-32   | Highest governance body’s role in sustainability reporting | a. The highest committee or position that formally reviews and approves the organisation’s sustainability report and ensures that all material topics are covered. | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Statement from the Co-Chairs of the HSEC Steering Committee, page 4</li> <li>• Our approach, page 7</li> <li>• Responsibility framework, page 8</li> </ul> <a href="http://www.trafigura.com/responsibility">www.trafigura.com/responsibility</a>  |
| 102-33   | Communicating critical concerns                            | a. Process for communicating critical concerns to the highest governance body.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Mapping what matters, page 9</li> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> <li>• Environment and climate change, page 42</li> </ul> Code of Conduct<br>The Way we Work<br><a href="http://www.trafigura.com/global-grievance-hotline">www.trafigura.com/global-grievance-hotline</a>   |



| Disclosure Number                                | Disclosure Title   | GRI Reporting Requirements   | Reference  |
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| <b>GRI 102 – General Disclosures (Continued)</b> |  |  |  |
| <b>Stakeholder engagement</b>                    |  |  |  |
| 102-40   | List of stakeholder groups                                 | a. A list of stakeholder groups engaged by the organisation.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Responsibility framework, page 8</li> <li>• Mapping what matters, page 9</li> <li>• Society, page 14</li> </ul> |
| 102-41   | Collective bargaining agreements                           | a. Percentage of total employees covered by collective bargaining agreements.  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our people, page 60</li> </ul>  |
| 102-42   | Identifying and selecting stakeholders                     | a. The basis for identifying and selecting stakeholders with whom to engage.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Society, page 14</li> </ul> Our HSEC Business Principles  |
| 102-43   | Approach to stakeholder engagement                         | a. The organisation’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Society, page 14</li> </ul>   |
| 102-43<br>102-44                                 | Key topics and concerns raised                             | a. Key topics and concerns that have been raised through stakeholder engagement, including: <ol style="list-style-type: none"> <li>How the organisation has responded to those key topics and concerns, including through its reporting;</li> <li>The stakeholder groups that raised each of the key topics and concerns.</li> </ol> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Mapping what matters, page 9</li> <li>• Society, page 14</li> </ul>   |
| 102-44   | Key topics and concerns raised                             | a. Key topics and concerns that have been raised through stakeholder engagement, including: <ol style="list-style-type: none"> <li>How the organisation has responded to those key topics and concerns, including through its reporting;</li> <li>The stakeholder groups that raised each of the key topics and concerns.</li> </ol> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Mapping what matters, page 9</li> <li>• Society, page 14</li> <li>• Stakeholder Engagement, page 16</li> </ul>  |
| 102-45   | Entities included in the consolidated financial statements | a. A list of all entities included in the organisation’s consolidated financial statements or equivalent documents.<br>b. Whether any entity included in the organisation’s consolidated financial statements or equivalent documents is not covered by the report.  | 2019 Annual Report: <ul style="list-style-type: none"> <li>• Notes to the financial statements, page 50</li> </ul>   |
| <b>Reporting practices</b>                       |  |  |  |
| 102-46   | Defining report content and topic Boundaries               | a. An explanation of the process for defining the report content and the topic Boundaries.<br>b. An explanation of how the organisation has implemented the Reporting Principles for defining report content.  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Mapping what matter, page 9</li> </ul>  |
| 102-47   | List of material topics                                    | a. A list of the material topics identified in the process for defining report content.  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Mapping what matters, page 9</li> <li>• Society, page 14</li> </ul>   |

| Disclosure Number                                | Disclosure Title   | GRI Reporting Requirements  | Reference   |
|--|--|---|---|
| <b>GRI 102 – General Disclosures (Continued)</b> |  |   |   |
| <b>Reporting practices (Continued)</b>           |  |   |   |
| 102-48   | Restatements of information                              | a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.  | 2019 Responsibility Report:<br>• About this report, page 6  |
| 102-49   | Changes in reporting                                     | a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.   | 2019 Responsibility Report:<br>• About this report, page 6  |
| 102-50   | Reporting period   | a. Reporting period for the information provided.   | 1 October 2018 – 30 September 2019<br>2019 Annual Report:<br>• Footnotes<br>2019 Responsibility Report<br>• About this report, page 6 |
| 102-51   | Date of most recent report                               | a. If applicable, the date of the most recent previous report.  | 2019 Responsibility Report:<br>• About this report, page 6  |
| 102-52   | Reporting cycle  |   | 2019 Responsibility Report:<br>• About this report, page 6  |
| 102-53   | Contact point for questions regarding the report         | a. The contact point for questions regarding the report or its contents.  | 2019 Annual Report:<br>• Back page<br>2019 Responsibility Report:<br>• Back page  |
| 102-54   | Claims of reporting in accordance with the GRI Standards | a. The claim made by the organisation, if it has prepared a report in accordance with the GRI Standards, either:<br>i. 'This report has been prepared in accordance with the GRI Standards: Core option';<br>ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.  | 2019 Responsibility Report:<br>• About this report, page 6  |
| 102-55   | GRI content index  | a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.<br>b. For each disclosure, the content index shall include:<br>i. The number of the disclosure (for disclosures covered by the GRI Standards);<br>ii. The page number(s) or URL(s) where the information can be found, either within the report or in other published materials;<br>iii. If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made. | 2019 GRI Content Index  |

| Disclosure Number                                | Disclosure Title                                   | GRI Reporting Requirements   | Reference   |
|--|--|--|---|
| <b>GRI 102 – General Disclosures (Continued)</b> |  |  |   |
| <b>Reporting practices (Continued)</b>           |  |  |   |
| 102-56   | External assurance                                 | a. A description of the organisation’s policy and current practice with regard to seeking external assurance for the report.<br>b. If the report has been externally assured: <ol style="list-style-type: none"> <li>i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;</li> <li>ii. The relationship between the organisation and the assurance provider;</li> <li>iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organisation’s sustainability report.</li> </ol> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Environment and climate change, page 42</li> </ul>   |
| <b>GRI 103 – Management Approach</b>             |  |  |   |
| 103-1  | Explanation of the material topic and its Boundary | a. An explanation of why the topic is material.<br>b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organisation’s involvement with the impacts. For example, whether the organisation has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ol> c. Any specific limitation regarding the topic Boundary.  | 2019 Responsibility Report, <ul style="list-style-type: none"> <li>• Mapping what matters, page 9</li> </ul>  |
| 103-2  | The management approach and its components         | a. An explanation of how the organisation manages the topic.<br>b. A statement of the purpose of the management approach.<br>c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> <li>• Our people, page 60</li> </ul> |
| 103-3  | Evaluation of the management approach              | a. An explanation of how the organisation evaluates the management approach, including: <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach.</li> </ol>  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our approach, page 7</li> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> <li>• Our people, page 60</li> </ul> |

| Disclosure Number                          | Disclosure Title   | GRI Reporting Requirements  | Reference  |
|--|--|---|--|
| <b>GRI 201 – Economic Performance</b>      |  |   |  |
| 201-2                                      | Financial implications and other risks and opportunities due to climate change | a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: <ol style="list-style-type: none"> <li>i. A description of the risk or opportunity and its classification as either physical, regulatory, or other;</li> <li>ii. A description of the impact associated with the risk or opportunity;</li> <li>iii. The financial implications of the risk or opportunity before action is taken;</li> <li>iv. The methods used to manage the risk or opportunity;</li> <li>v. The costs of actions taken to manage the risk or opportunity.</li> </ol>   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul>  |
| <b>GRI 203 – Indirect Economic Impacts</b> |  |   |  |
| 203-1                                      | Infrastructure investments and services supported                              | a. Extent of development of significant infrastructure investments and services supported.<br>b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.<br>c. Whether these investments and services are commercial, in-kind, or pro bono engagements.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 50</li> <li>• Trafigura Foundation, page 70</li> </ul> |
| 203-2                                      | Significant indirect economic impacts  | a. Examples of significant identified indirect economic impacts of the organisation, including positive and negative impacts.<br>b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Society, page 14</li> <li>• Responsible sourcing, page 18</li> </ul>                        |
| <b>GRI 205 – Anti-corruption</b>           |  |   |  |
| 205-1                                      | Operations assessed for risks related to corruption                            | a. Total number and percentage of operations assessed for risks related to corruption.<br>b. Significant risks related to corruption identified through the risk assessment.  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Conduct and compliance, page 10</li> </ul>  |
| 205-2                                      | Communication and training about anti-corruption policies and procedures       | a. Total number and percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to, broken down by region.<br>b. Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.<br>c. Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organisation's anti-corruption policies and procedures have been communicated to any other persons or organisations.<br>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.<br>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Conduct and compliance, page 10</li> </ul> Code of Business Conduct                         |

| Disclosure Number       | Disclosure Title                           | GRI Reporting Requirements  | Reference   |
|-------------------------|--|---|---|
| <b>GRI 302 – Energy</b> |  |   |   |
| 302-1                   | Energy consumption within the organisation | <ul style="list-style-type: none"> <li>a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used.</li> <li>b. Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used.</li> <li>c. In joules, watt-hours or multiples, the total:                             <ul style="list-style-type: none"> <li>i. Electricity consumption</li> <li>ii. Heating consumption</li> <li>iii. Cooling consumption</li> <li>iv. Steam consumption</li> </ul> </li> <li>d. In joules, watt-hours or multiples, the total:                             <ul style="list-style-type: none"> <li>i. Electricity sold</li> <li>ii. Heating sold</li> <li>iii. Cooling sold</li> <li>iv. Steam sold</li> </ul> </li> <li>e. Total energy consumption within the organisation, in joules or multiples.</li> <li>f. Standards, methodologies, assumptions, and/or calculation tools used.</li> <li>g. Source of the conversion factors used.</li> </ul> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul> |
| 302-4                   | Reduction of energy consumption            | <ul style="list-style-type: none"> <li>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</li> <li>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</li> <li>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</li> <li>d. Standards, methodologies, assumptions, and/or calculation tools used.</li> </ul>   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul> |

| Disclosure Number          | Disclosure Title                        | GRI Reporting Requirements  | Reference   |
|----------------------------|---|---|---|
| <b>GRI 305 – Emissions</b> |   |   |   |
| 305-1                      | Direct (Scope 1) GHG emissions          | <ul style="list-style-type: none"> <li>a. Gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</li> <li>b. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</li> <li>c. Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.</li> <li>d. Base year for the calculation, if applicable, including:                             <ul style="list-style-type: none"> <li>i. The rationale for choosing it;</li> <li>ii. Emissions in the base year;</li> <li>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul> </li> <li>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</li> <li>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</li> <li>g. Standards, methodologies, assumptions, and/or calculation tools used.</li> </ul>   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul> |
| 305-2                      | Energy indirect (Scope 2) GHG emissions | <ul style="list-style-type: none"> <li>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</li> <li>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</li> <li>c. If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</li> <li>d. Base year for the calculation, if applicable, including:                             <ul style="list-style-type: none"> <li>i. The rationale for choosing it;</li> <li>ii. Emissions in the base year;</li> <li>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul> </li> <li>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</li> <li>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</li> <li>g. Standards, methodologies, assumptions, and/or calculation tools used.</li> </ul> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul> |

| Disclosure Number                      | Disclosure Title                       | GRI Reporting Requirements   | Reference   |
|--|--|--|---|
| <b>GRI 305 – Emissions (Continued)</b> |  |  |   |
| 305-3                                  | Other indirect (Scope 3) GHG emissions | <ul style="list-style-type: none"> <li>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</li> <li>b. If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</li> <li>c. Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.</li> <li>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</li> <li>e. Base year for the calculation, if applicable, including:                             <ul style="list-style-type: none"> <li>i. The rationale for choosing it;</li> <li>ii. Emissions in the base year;</li> <li>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul> </li> <li>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</li> <li>g. Standards, methodologies, assumptions, and/or calculation tools used.</li> </ul> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul> |
| 305-4                                  | GHG emissions intensity                | <ul style="list-style-type: none"> <li>a. GHG emissions intensity ratio for the organisation.</li> <li>b. Organisation-specific metric (the denominator) chosen to calculate the ratio.</li> <li>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</li> <li>d. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</li> </ul>  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul> |
| 305-5                                  | Reduction of GHG emissions             | <ul style="list-style-type: none"> <li>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.</li> <li>b. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</li> <li>c. Base year or baseline, including the rationale for choosing it.</li> <li>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</li> <li>e. Standards, methodologies, assumptions, and/or calculation tools used.</li> </ul>   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul> |
| <b>GRI 306 – Effluents and Waste</b>   |  |  |   |
| 306-3                                  | Significant spills                     | <ul style="list-style-type: none"> <li>a. Total number and total volume of recorded significant spills.</li> <li>b. The following additional information for each spill that was reported in the organisation's financial statements:                             <ul style="list-style-type: none"> <li>i. Location of spill;</li> <li>ii. Volume of spill;</li> <li>iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organisation).</li> </ul> </li> <li>c. Impacts of significant spills.</li> </ul>  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul> |

| Disclosure Number                                  | Disclosure Title   | GRI Reporting Requirements  | Reference  |
|--|--|---|--|
| <b>GRI 307 – Environmental Compliance</b>          |  |   |  |
| 307-1  | Non-compliance with environmental laws and regulations               | <p>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:</p> <ol style="list-style-type: none"> <li>i. Total monetary value of significant fines;</li> <li>ii. Total number of non-monetary sanctions;</li> <li>iii. Cases brought through dispute resolution mechanisms.</li> </ol> <p>b. If the organisation has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.</p>   | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> </ul> |
| <b>GRI 308 – Supplier Environmental Assessment</b> |  |   |  |
| 308-1  | New suppliers that were screened using environmental criteria        | a. Percentage of new suppliers that were screened using environmental criteria.   | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> <li>• Environment and climate change, page 42</li> </ul> |
| 308-2  | Negative environmental impacts in the supply chain and actions taken | <ol style="list-style-type: none"> <li>a. Number of suppliers assessed for environmental impacts.</li> <li>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</li> <li>c. Significant actual and potential negative environmental impacts identified in the supply chain.</li> <li>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</li> <li>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</li> </ol> | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Environment and climate change, page 42</li> </ul>                                       |



| Disclosure Number                               | Disclosure Title   | GRI Reporting Requirements  | Reference  |
|---|--|---|--|
| <b>GRI 401 – Employment</b>                     |  |   |  |
| 401-1   | New employee hires and employee turnover [This Standard includes a Standard Interpretation on how to calculate the rates of new employee hires and employee turnover.] | a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.<br>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.   | 2019 Responsibility Report:<br>• Our people, page 60   |
| <b>GRI 403 – Occupational Health and Safety</b> |  |   |  |
| 403-1   | Occupational health and safety management system   | a. A statement of whether an occupational health and safety management system has been implemented, including whether: <ol style="list-style-type: none"> <li>i. The system has been implemented because of legal requirements and, if so, a list of the requirements;</li> <li>ii. The system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</li> </ol> b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.  | 2019 Responsibility Report:<br>• Health and safety, page 32<br>Our HSEC Business Principles  |
| 403-2   | Hazard identification, risk assessment, and incident investigation   | The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation: <ol style="list-style-type: none"> <li>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:                             <ol style="list-style-type: none"> <li>i. How the organisation ensures the quality of these processes, including the competency of persons who carry them out;</li> <li>ii. How the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</li> </ol> </li> <li>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</li> <li>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</li> <li>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</li> </ol> | 2019 Responsibility Report:<br>• Health and safety, page 32<br>2019 Responsibility Report, Grievance Mechanisms:<br>• Mapping what matters, page 9<br>• Conduct and compliance, page 10<br>• Society, page 14<br>• Environment and climate change, page 42 |
| 403-3   | Occupational health services   | a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organisation ensures the quality of these services and facilitates workers' access to them.   | 2019 Responsibility Report:<br>• Health and safety, page 32  |

| Disclosure Number   | Disclosure Title  | GRI Reporting Requirements  | Reference   |
|---|---|---|---|
| <b>GRI 403 – Occupational Health and Safety (Continued)</b> |   |   |   |
| 403-4   | Worker participation, consultation, and communication on occupational health and safety                       | <p>a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.</p> <p>b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.</p>  | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> </ul> |
| 403-5   | Worker training on occupational health and safety   | <p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p>   | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> </ul> |
| 403-6   | Promotion of worker health  | <p>a. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organisation facilitates workers' access to these services and programs.</p>  | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> </ul> |
| 403-7   | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <p>a. A description of the organisation's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.</p>   | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> </ul> |
| 403-8   | Workers covered by an occupational health and safety management system  | <p>a. If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</p> <ol style="list-style-type: none"> <li>The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system;</li> <li>The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited;</li> <li>The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party.</li> </ol> <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p> | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> </ul> |

| Disclosure Number   | Disclosure Title      | GRI Reporting Requirements  | Reference   |
|---|-----------------------|---|---|
| <b>GRI 403 – Occupational Health and Safety (Continued)</b> |                       |   |   |
| 403-9   | Work-related injuries | <p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury;</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</li> <li>iii. The number and rate of recordable work-related injuries;</li> <li>iv. The main types of work-related injury;</li> <li>v. The number of hours worked.</li> </ul> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury;</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</li> <li>iii. The number and rate of recordable work-related injuries;</li> <li>iv. The main types of work-related injury;</li> <li>v. The number of hours worked.</li> </ul> <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> <li>i. How these hazards have been determined;</li> <li>ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</li> <li>iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</li> </ul> <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p> | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> </ul> |

| Disclosure Number   | Disclosure Title   | GRI Reporting Requirements  | Reference   |
|---|--|---|---|
| <b>GRI 403 – Occupational Health and Safety (Continued)</b> |  |   |   |
| 403-10  | Work-related ill health  | <p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health;</li> <li>ii. The number of cases of recordable work-related ill health;</li> <li>iii. The main types of work-related ill health.</li> </ul> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health;</li> <li>ii. The number of cases of recordable work-related ill health;</li> <li>iii. The main types of work-related ill health.</li> </ul> <p>c. The work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> <li>i. How these hazards have been determined;</li> <li>ii. Which of these hazards have caused or contributed to cases of ill health during the reporting period;</li> <li>iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</li> </ul> <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p> | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> </ul>                                     |
| <b>GRI 404 – Training and Education</b>                     |  |   |   |
| 404-1   | Average hours of training per year per employee                                      | <p>a. Average hours of training that the organisation's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> <li>i. Gender;</li> <li>ii. Employee category.</li> </ul>   | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Conduct and compliance, page 10</li> <li>• Our people, page 60</li> </ul> |
| 404-2   | Programs for upgrading employee skills and transition assistance programs            | <p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>   | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Our people, page 60</li> </ul>  |
| 404-3   | Percentage of employees receiving regular performance and career development reviews | <p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>  | <p>2019 Responsibility Report:</p> <ul style="list-style-type: none"> <li>• Our people, page 60</li> </ul>  |

| Disclosure Number                                | Disclosure Title   | GRI Reporting Requirements  | Reference  |
|--|--|---|--|
| <b>GRI 405 – Diversity and Equal Opportunity</b> |  |   |  |
| 405-1  | Diversity of governance bodies and employees   | a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories: <ol style="list-style-type: none"> <li>i. Gender;</li> <li>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</li> <li>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</li> </ol> b. Percentage of employees per employee category in each of the following diversity categories: <ol style="list-style-type: none"> <li>i. Gender;</li> <li>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</li> <li>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</li> </ol> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Our people, page 60</li> </ul> <a href="http://www.trafigura.com/leadership">www.trafigura.com/leadership</a> |
| <b>GRI 408 – Child Labour</b>                    |  |   |  |
| 408-1  | Operations and suppliers at significant risk for incidents of child labour   | a. Operations and suppliers considered to have significant risk for incidents of: <ol style="list-style-type: none"> <li>i. Child labour;</li> <li>ii. Young workers exposed to hazardous work.</li> </ol> b. Operations and suppliers considered to have significant risk for incidents of child labour either in terms of: <ol style="list-style-type: none"> <li>i. Type of operation (such as manufacturing plant) and supplier;</li> <li>ii. Countries or geographic areas with operations and suppliers considered at risk.</li> </ol> c. Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Society, page 14</li> </ul>   |
| <b>GRI 409 – Forced or Compulsory Labour</b>     |  |   |  |
| 409-1  | Operations and suppliers at significant risk for incidents of forced or compulsory labour                                  | a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of: <ol style="list-style-type: none"> <li>i. Type of operation (such as manufacturing plant) and supplier;</li> <li>ii. Countries or geographic areas with operations and suppliers considered at risk.</li> </ol> b. Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Society, page 14</li> </ul>   |
| <b>GRI 412 – Human Rights Assessment</b>         |  |   |  |
| 412-2  | Employee training on human rights policies or procedures   | a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.<br>b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Conduct and compliance, page 10</li> <li>• Society, page 14</li> </ul> Our HSEC Business Principles           |
| 412-3  | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.<br>b. The definition used for 'significant investment agreements'.  | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Society, Responsible sourcing, page 18</li> </ul>   |

| Disclosure Number                           | Disclosure Title   | GRI Reporting Requirements   | Reference   |
|---|--|--|---|
| <b>GRI 413 – Local Communities</b>          |  |  |   |
| 413-1                                       | Operations with local community engagement, impact assessments, and development programs | a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: <ul style="list-style-type: none"> <li>i. Social impact assessments, including gender impact assessments, based on participatory processes;</li> <li>ii. Environmental impact assessments and ongoing monitoring;</li> <li>iii. Public disclosure of results of environmental and social impact assessments;</li> <li>iv. Local community development programs based on local communities’ needs;</li> <li>v. Stakeholder engagement plans based on stakeholder mapping;</li> <li>vi. Broad based local community consultation committees and processes that include vulnerable groups;</li> <li>vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</li> <li>viii. Formal local community grievance processes.</li> </ul> | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Society, page 14</li> <li>• Trafigura Foundation, page 70</li> </ul> Our HSEC Business Principles          |
| 413-2                                       | Operations with significant actual and potential negative impacts on local communities   | a. Operations with significant actual and potential negative impacts on local communities, including: <ul style="list-style-type: none"> <li>i. The location of the operations;</li> <li>ii. The significant actual and potential negative impacts of operations.</li> </ul>   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Mapping what matters, page 9</li> <li>• Health and Safety, page 32</li> </ul> Our HSEC Business Principles |
| <b>GRI 414 – Supplier Social Assessment</b> |  |  |   |
| 414-1                                       | New suppliers that were screened using social criteria                                   | a. Percentage of new suppliers that were screened using social criteria.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Health and safety, page 32</li> </ul>  |
| 414-2                                       | Negative social impacts in the supply chain and actions taken                            | a. Number of suppliers assessed for social impacts.<br>b. Number of suppliers identified as having significant actual and potential negative social impacts.<br>c. Significant actual and potential negative social impacts identified in the supply chain.<br>d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.<br>e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.   | 2019 Responsibility Report: <ul style="list-style-type: none"> <li>• Society, page 14</li> </ul>  |



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