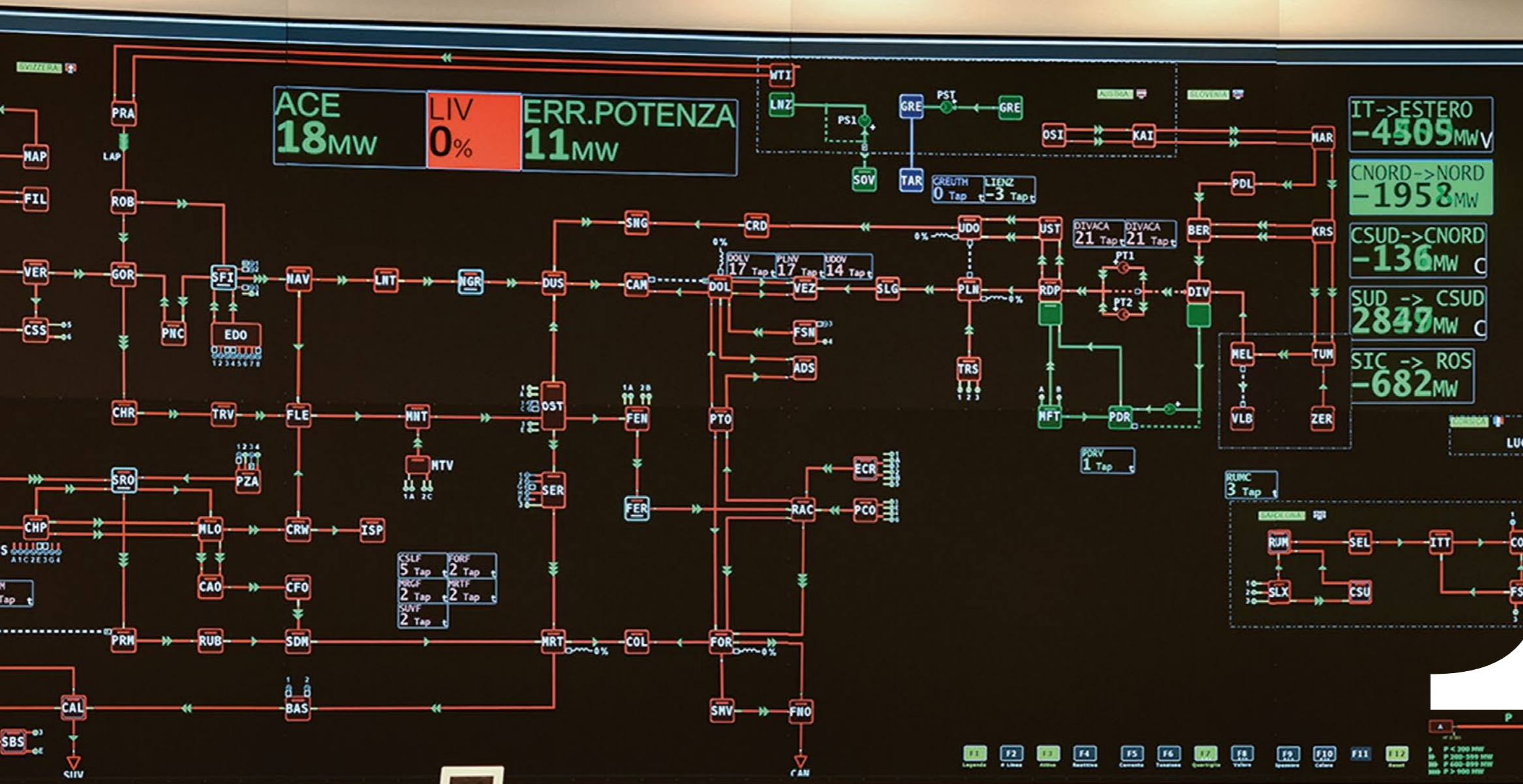
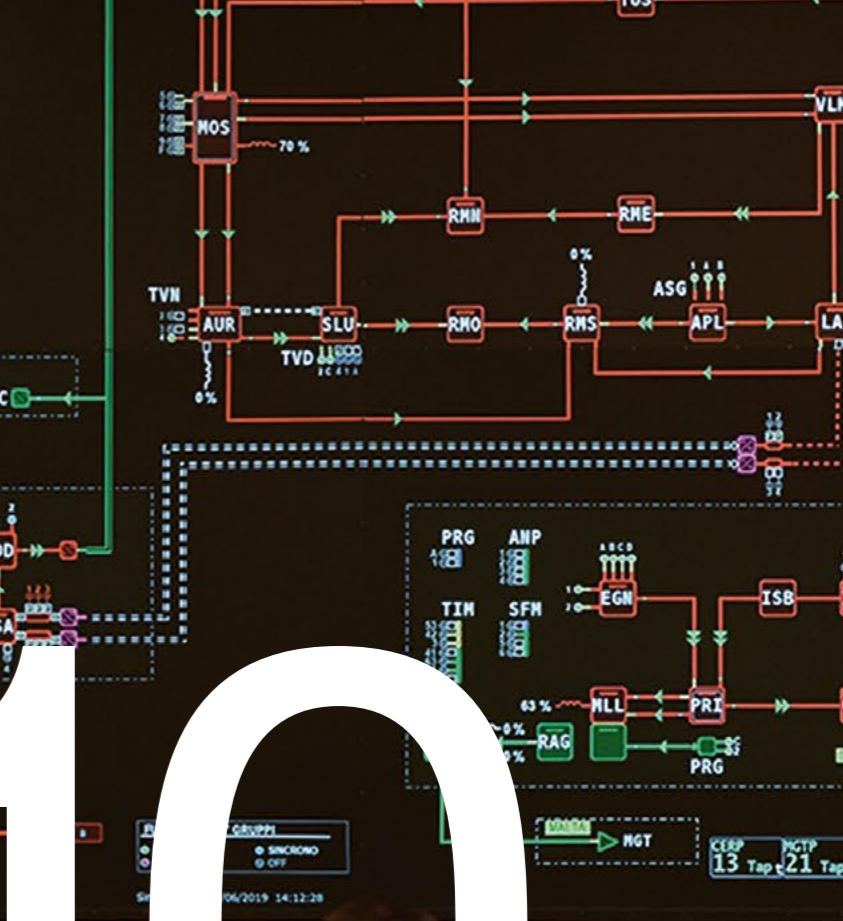


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# 10

The index of all the disclosures included in this Report associated with the matching indicators and their links with the ten Global Compact principles. >>

GRI Content index



# GRI Standards Content Index

The GRI content index is a table showing the pages in the document in which the information relating to each disclosure requirement can be found. The page references refer to the disclosures required by the GRI standards. In certain cases, reference is also made to the key indicator tables provided in the annex and which, whilst not falling within the scope of the “Non-financial Statement”, enable the reader to obtain a more detailed view of the data presented in the document.

## GRI 102: GENERAL DISCLOSURES

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	102-17	87, 119-120, 207, 271; Code of Ethics: 44-45
	102-18	48-49, 75-76; Report on Corporate Governance and Ownership Structures
	102-19	48-49, 75-76; Report on Corporate Governance and Ownership Structures
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	102-21	Report on Corporate Governance and Ownership Structures
	102-22	48-49; Report on Corporate Governance and Ownership Structures
	102-23	Report on Corporate Governance and Ownership Structures
	102-24	Report on Corporate Governance and Ownership Structures
	102-25	Report on Corporate Governance and Ownership Structures
	102-26	48-49, 75-76; Report on Corporate Governance and Ownership Structures
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	102-37	Report on Corporate Governance and Ownership Structures
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## GRI 103: MANAGEMENT APPROACH

	103-1	28-33
	103-2	The following section on the GRI topic specific standards includes page references for the information on standards 103-2 and 103-3 for each material topic
	103-3	

## GRI Topic Specific Standards

### GRI 200: ECONOMIC TOPICS

CODE	TOPIC / INDICATOR	PAGE	LIMITATION AND NOTES
<b>ECONOMIC PERFORMANCE</b>		64-65, 68-70, 140-141	
201-1	Direct economic value generated and distributed.	68, 263	A description of how Tema determines value added and its distribution is provided on page 68.
201-2	Financial implications for the organization's activities due to climate change.	64	
201-3	Coverage of the organisation's defined benefit plan obligations.	182	
201-4	Financial assistance received from government.	60	
<b>INDIRECT ECONOMIC IMPACTS</b>		68-70, 120-121	
203-1	Infrastructure investments and services supported.	120-121	
<b>PROCUREMENT PRACTICES</b>		92-98	
204-1	Proportion of spending on local suppliers.	92, 264	
<b>ANTI-CORRUPTION</b>		84-86	
205-1	Proportion of business units assessed for risks related to corruption and risks identified.	84	
205-2	Communication and training about anti-corruption policies and procedures.	87, 270	Information on suppliers is provided on page 92; for the members of the Board of Directors, see the "Report on Corporate Governance and Ownership Structures".
205-3	Confirmed incidents of corruption and actions taken.	83	
<b>ANTI-COMPETITIVE BEHAVIOUR</b>		39, 88, 113-114	
206-1	Total legal actions for anti-competitive behaviour, antitrust and monopoly practices and related judgements.	83	

### GRI 300: ENVIRONMENT TOPICS

CODE	TOPIC / INDICATOR	PAGE	LIMITATION AND NOTES
<b>MATERIALS</b>		197, 203	
301-1	Materials used by weight or volume.	203, 280	
<b>ENERGY</b>		197, 218	
302-1	Energy consumption within the organization.	215, 279	
302-3	Energy intensity.	215	
<b>BIODIVERSITY</b>		197-199, 201	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	208, 277	
304-4	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	210	
<b>EMISSIONS</b>		197, 212, 214	
305-1	Direct greenhouse gas emissions by weight (scope I).	212-213, 214, 277	
305-2	Indirect greenhouse gas emissions by weight (scope II).	212-213, 277	
305-3	Other indirect greenhouse gas emissions (scope III).	219, 278	
305-4	Carbon intensity.	213, 278	
305-5	Initiatives to reduce greenhouse gas emissions and results achieved.	214-215	
<b>EFFLUENTS AND WASTE</b>		197, 203	
306-2	Total weight of waste by type and disposal method.	205-206, 276	
306-3	Total number and volume of significant spills.	206	
<b>ENVIRONMENTAL COMPLIANCE</b>		83, 197	
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	83	
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		92, 190, 191, 197	
308-1	Percentage of new suppliers that were screened using environmental criteria.	92	
308-2	Significant negative environmental impacts identified in the supply chain and actions taken.	92	

**GRI 400: SOCIAL TOPICS**

CODE	TOPIC / INDICATOR	PAGE	LIMITATION AND NOTES
<b>EMPLOYMENT</b>			
401-1	Total number and rates of new employee hires and employee turnover.	171, 190	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	172-173, 269	
401-3	Parental leave.	182	
<b>LABOUR/MANAGEMENT RELATIONS</b>			
402-1	Minimum notice periods regarding operational changes including whether these are specified in collective agreements.	183	
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
403-1	Percentage of total workforce represented in health and safety committees.	171, 177	
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region.	76, 177, 185, 190	
403-3	Health and safety topics covered in formal agreements with trade unions.	185	
<b>TRAINING AND EDUCATION</b>			
404-1	Average hours of training per year per employee by gender and by employee category.	178-179	
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>			
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	180, 270	
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	177, 192	
<b>NON-DISCRIMINATION</b>			
406-1	Total incidents of discrimination and actions taken.	48, 172, 192, 262, 269, 275	
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk and actions taken.	90, 92, 190	
<b>HUMAN RIGHTS ASSESSMENT</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments.	90	
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses.	90	All suppliers are required to give a contractual undertaking to comply with Terna's Code of Ethics. See page 92.
<b>LOCAL COMMUNITIES</b>			
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	105-111	
413-2	Operations with significant actual and potential negative impacts on local communities.	105	
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
414-1	New suppliers that were screened using social criteria.	92-98, 190-191	
414-2	Significant negative social impacts identified in the supply chain and actions taken.	92	The qualitative description is provided on page 92.
<b>POLITICAL DONATIONS</b>			
415-1	Total financial donations and benefits to parties, politicians and institutions by country and recipient/beneficiary.	120	
<b>CUSTOMER PRIVACY</b>			
418-1	Total number of complaints regarding breaches of customer privacy and losses of customer data.	89, 158	
<b>SOCIOECONOMIC COMPLIANCE</b>			
419-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	83	

List of material performance indicators required to meet sector disclosure requirements for the electric utilities sector (EUSS)

CODE	TOPIC / INDICATOR	PAGE	LIMITATION AND NOTES
<b>ORGANISATIONAL PROFILE</b>			
EU3	Number of residential, commercial and industrial customers.	116, 264	
EU4	Length of above and underground transmission and distribution lines by voltage.	267	
<b>SYSTEM EFFICIENCY</b>			
EU12	Transmission and distribution losses as a percentage of total energy.	219	
<b>BIODIVERSITY</b>			
EU13	Biodiversity of offset habitats compared to the biodiversity of the affected areas.	201, 208	
<b>EMPLOYMENT</b>			
EU15	Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region.	174	
EU17	Days worked by contractor and subcontractor employees involved in construction, operation & maintenance activities.	190, 272	
EU18	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training.	190	
<b>LOCAL COMMUNITIES</b>			
EU22	Number of people physically or economically displaced due to new or expanded generation plants or transmission lines and compensation.	107	
<b>CUSTOMER HEALTH AND SAFETY (COMMUNITIES)</b>			
EU25	Number of injuries and fatalities to the public involving company assets, including legal judgments, settlements and pending legal cases of diseases.	83	
<b>ACCESS</b>			
EU28	Power outage frequency.	136, 268	
EU29	Average power outage duration.	136, 268	

List of other GRI performance indicators published

In line with previous years, the Group has opted to publish certain indicators despite the fact that they are judged to fall below the materiality threshold (see the specific section on materiality on page 12).

CODE	INDICATOR	PAGE
202-2	Proportion of senior management hired from the local community.	192
303-1	Total water withdrawal by source.	203, 280
408-1	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	90, 95
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of all forms of forced or compulsory labour.	95

# Links between the GRI indicators and the Global Compact principles

This table shows the links between the GRI Standards performance indicators applicable to Terna and each of the ten Global Compact Principles, with the aim of helping interested stakeholders find the relevant information to enable them to assess Terna's implementation of the principles.

AREA	GLOBAL COMPACT PRINCIPLE	GRI TOPIC AND DISCLOSURES	PAGE OF THE REPORT	
Human Rights	<b>Principle 1</b> Businesses should <b>support and respect the protection of internationally proclaimed human rights</b>	<b>Human rights</b>		
		"Investment" Aspect	412-3 90, 236	
		"Assessment" Aspect	412-1 90, 236	
		<b>Society</b>		
		"Local Communities" Aspect	413-1 105, 236 413-2 107, 198, 236	
	<b>Principle 2</b> Businesses should <b>make sure that they are not complicit in human rights abuses</b>	<b>Human rights</b>		
		"Investment" Aspect:	412-3 90, 236	
		"Supplier Human Rights Assessment" Aspect	414-1 92, 236 414-2 92, 236	
		<b>Principle 3</b> Businesses should <b>uphold the freedom of association</b> and the effective recognition of the right to collective bargaining	<b>Human rights</b>	
			"Investment" Aspect	412-3 90, 236
"Supplier Human Rights Assessment" Aspect	414-1 92, 236 414-2 92, 236 407-1 95, 236			
<b>Labour</b>				
"Labour/Management Relations" Aspect	402-1 177, 236			
Labour	<b>Principle 4</b> Businesses should <b>eliminate all forms of forced and compulsory labour</b>	<b>Human rights</b>		
		"Force or Compulsory Labour" Aspect	409-1 95, 237	
	<b>Principle 5</b> Businesses should <b>effectively abolish child labour</b>	<b>Human rights</b>		
		"Child Labour" Aspect	408-1 90, 95, 237	
	<b>Principle 6</b> Businesses should <b>eliminate all forms of discrimination</b> in respect of employment and occupation	<b>Economy</b>		
		"Market Presence" Aspect	202-2 192, 237	
		<b>Correct labour practices</b>		
		"Employment" Aspect	401-1 172, 173 236, 269	
		"Training" Aspect	404-1 180, 236 270	
		"Equal Opportunities" Aspect	405-1 48, 172 192, 236 262, 269 275	
"Equal Remuneration for Men and Women" Aspect		405-2 192, 236 275		
<b>Human rights</b>				
"Non-Discrimination" Aspect	406-1 90, 236 265			

AREA	GLOBAL COMPACT PRINCIPLE	GRI TOPIC AND DISCLOSURES	PAGE OF THE REPORT
Environment	<b>Principle 7</b> Businesses should <b>support a precautionary approach to environmental challenges</b>	<b>Environment</b>	
		"Materials" Aspect	301-1 235, 280
		"Water" Aspect	303-1 203, 237, 280
		"Emissions" Aspect	305-1 212, 214 235, 277 305-2 212, 235, 277 305-3 219, 235, 278
		<b>Principle 8</b> Businesses should undertake initiatives to promote <b>greater environmental responsibility</b>	<b>Environment</b>
	"Materials" Aspect		301-1 235, 280
	"Water" Aspect		303-1 203, 237, 280
	"Biodiversity" Aspect		304-1 208, 235, 277 304-4 210, 235
	"Effluents and Waste" Aspect		306-2 205, 235, 276 306-3 206, 235
	<b>Principle 9</b> Businesses should encourage the <b>development and diffusion of environmentally friendly technologies</b>	<b>Environment</b>	
"Compliance" Aspect		307-1 83, 235	
"Supplier Environmental Assessment" Aspect		308-1 92, 235 308-2 92, 235	
<b>Principle 10</b> Businesses should <b>work against corruption in all its forms</b> , including extortion and bribery		<b>Environment</b>	
		"Energy" Aspect	302-3 215, 235
	"Emissions" Aspect	305-4 213, 235, 278 305-5 214, 235	
	<b>Combatting corruption</b>	<b>Society</b>	
		"Anticorruption" Aspect	205-2 87, 235, 270 205-3 83, 235
"Public Policy" Aspect		415-1 120, 236	