

GRI Index

GRI Content Index in accordance – Core

No.	Disclosure Item	Location/Explanation	Page No.
GRI 102: General Disclosures			
Organisational Profile			
102-1	Name of the Organisation	Corporate Information	399
102-2	Organisation activities, primary brand, products and services including an explanation of any products or services that are banned in certain markets	Inner Cover Fostering Mutually Rewarding Relationships	109 – 121
102-3	Location of the Organisation's headquarters	Corporate Information	399
102-4	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	The Integrated Reporting Framework	10
102-5	Nature of ownership and legal form	Corporate Information	399
102-6	Markets served	Fostering Mutually Rewarding Relationships	111, 121
102-7	Scale of the organisation	Highlights	4-7
102-8	Information on employees and other workers	Leveraging Our Greatest Asset	126 – 133
102-9	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	Stakeholder Engagement and Materiality	348 – 351
102-10	Significant changes to the organisation and its supply chain	No Significant Change	
102-11	Whether and how the organisation applies the precautionary principle or approach	Integrated Reporting Framework	10
102-12	A list of externally-developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes, or which it endorses	Compliance Requirements Enforced by Colombo Stock Exchange/the Central Bank of Sri Lanka	324 – 328
102-13	A list of the main memberships of industry or other associations, and national or international advocacy organisations	Fostering Mutually Rewarding Relationships	125
Strategy			
102-14	A statement from the most senior decision-maker of the organisation	Chairman's Message	13 – 14
Ethics and Integrity			
102-16	A description of the organisation's values, principles, standards, and norms of behaviour	Intangibles that Matter	105 – 106
102-17	Mechanisms for advice and concerns about ethics	Corporate Governance	68
Governance			
102-18	Governance structure of the organisation, including committees of the highest governance body and the committees responsible for decision-making on economic, environmental, and social topics	Corporate Governance Committing Our Numbers to Sustainability	63 32
102-19	Delegated authority	Corporate Governance	63
102-22	Composition of the highest governance body and its committees	Corporate Governance	63
102-23	Chair of the highest governance body	Corporate Governance	65
102-24	Nomination and selection processes for the highest governance body and its committees	Corporate Governance	66
102-25	Conflict of interest	Compliance Requirements as per Banking Act Direction No. 11 of 2007	305
102-26	Highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals	Corporate Governance	64
102-28	Evaluating the highest governance body's performance	Corporate Governance	66
102-35	Remuneration policies for the highest governance body and senior executives	Corporate Governance	67
102-36	Process for determining remuneration	Corporate Governance	67
102-37	How stakeholders' views are sought and taken into account regarding remuneration	Corporate Governance	67
Stakeholder Engagement			
102-40	A list of stakeholder groups engaged by the organisation	Stakeholder Engagement and Materiality	348 – 349
102-41	Percentage of total employees covered by collective bargaining agreements	83%	
102-42	The basis for identifying and selecting stakeholders with whom to engage	Stakeholder Engagement and Materiality	350

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102-44	Key topics and concerns that have been raised through stakeholder engagement	Stakeholder Engagement and Materiality	348 – 351
Reporting Practice			
102-45	A list of all entities included in the organisation's Consolidated Financial Statements	Subsidiaries and Associates	368
102-46	Report content and topic boundaries	The Integrated Reporting Framework	8 – 10
102-47	A list of the material topics identified in the process for defining report content	Stakeholder Engagement and Materiality	348 – 351
102-48	Restatement of information	The Integrated Reporting Framework/None	10
102-49	Significant changes from previous reporting periods in the list of material topics and topic boundaries	The Integrated Reporting Framework/None	10
102-50	Reporting period for the information provided	The Integrated Reporting Framework	10
102-51	Date of most recent report	The Integrated Reporting Framework/ 31 December 2016	10
102-52	Reporting cycle	The Integrated Reporting Framework/Annually	10
102-53	The contact point for questions regarding the report or its contents	Corporate Information	399
102-54	The claim made by the organisation, if it has prepared a report in accordance with the GRI Standards	The Integrated Reporting Framework	10
102-55	The GRI content index	GRI index	352 – 355
102-56	External assurance	Supplementary Information	356 – 357
Topic Specific Standards			
GRI 201: Economic Performance			
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GRI 202: Market Presence			
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103-1	Explanation of the material topic and its boundary	Fostering Mutually Rewarding Relationships	116 – 117
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103-3	Evaluation of the management approach	Fostering Mutually Rewarding Relationships	116 – 117
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205-1	Total number and percentage of operations assessed for risks related to corruption	Risk Management	90 – 91

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302-1	Energy consumption within the organisation	Helping to Preserve the Planet	135 – 136
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103-3	Evaluation of the management approach	Leveraging Our Greatest Asset	127 – 133
401-1	Total number and rate of new employee hires and employee turnover during the reporting period, by age group, gender and region	Leveraging Our Greatest Asset	126, 127, 133
401-2	Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees	Stakeholder Engagement and Materiality	348
GRI 402: Labour/Management Relations			
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103-2	The management approach and its components	Not applicable	
103-3	Evaluation of the management approach	Not applicable	
402-1	Minimum notice periods regarding operational changes and whether those are included in the collective agreement	None	
GRI 403: Occupational Health and Safety			
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403-1	Workers representation in formal joint management–worker health and safety committees	Leveraging Our Greatest Asset	129
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GRI 407: Freedom of Association and Collective Bargaining			
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103-2	The management approach and its components	Leveraging Our Greatest Asset	127 – 133
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407-1	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk and measures taken to support these rights	Leveraging Our Greatest Asset	127 – 133
GRI 408: Child Labour			
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103-2	The management approach and its components	Leveraging Our Greatest Asset	127 – 133
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408-1	Operations and suppliers considered to have significant risk for child labour	Leveraging Our Greatest Asset	129
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103-1	Explanation of the material topic and its boundary	Leveraging Our Greatest Asset	127 – 133
103-2	The management approach and its components	Leveraging Our Greatest Asset	127 – 133
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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Leveraging Our Greatest Asset	129
GRI 413: Local Communities			
103-1	Explanation of the material topic and its boundary	Fostering Mutually Rewarding Relationships	109 – 125
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413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	Fostering Mutually Rewarding Relationships Stakeholder Engagement and Materiality	122 – 124 348 – 351
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103-1	Explanation of the material topic and its boundary	Fostering Mutually Rewarding Relationships	113
103-2	The management approach and its components	Fostering Mutually Rewarding Relationships	113
103-3	Evaluation of the management approach	Fostering Mutually Rewarding Relationships	113
416- 2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	None	
GRI 417: Marketing and Labelling			
103-1	Explanation of the material topic and its boundary	Risk Management	90 – 92
103-2	The management approach and its components	Risk Management	90 – 92
103-3	Evaluation of the management approach	Risk Management	90 – 92
417- 2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling	None	
GRI 418: Customer Privacy			
103-1	Explanation of the material topic and its boundary	Risk Management/Fostering Mutually Rewarding Relationships	90 – 92, 113
103-2	The management approach and its components	Risk Management/Fostering Mutually Rewarding Relationships	90 – 92, 113
103-3	Evaluation of the management approach	Risk Management/Fostering Mutually Rewarding Relationships	90 – 92, 113
418- 1	Total number of substantiated complaints received concerning breaches of customer privacy	None	
GRI 419: Socio-economic Compliance			
103-1	Explanation of the material topic and its boundary	Risk Management	90 – 92
103-2	The management approach and its components	Risk Management	90 – 92
103-3	Evaluation of the management approach	Risk Management	90 – 92
419- 1	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area	None	