

RHI Magnesita Global Reporting Initiative Standards Index

2018



RHI MAGNESITA

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General Disclosures		Location/Page Annual Report 2018	Additional Content
Disclosure number	Description		
Organizational profile			
GRI-102-1	Name of the organization	204	
GRI-102-2	Activities, brands, products and services	6-7, 16-17, 25	
GRI-102-3	Location of headquarters	204	
GRI-102-4	Location of operations	6; see also at https://www.rhimagnesita.com/about/where-we-are/	
GRI-102-5	Ownership and legal form	204	
GRI-102-6	Markets served	6-7	
GRI-102-7	Scale of the organization	6-7, 112-113	
GRI-102-8	Information on employees and other workers	35, 55-56	<p>a. Total number of employees by employment contract (permanent and temporary), by gender (in headcounts) Permanent: 12545 Temporary: 1780 Male: 12799 Female: 1526 Permanent male: 11248 (88%) Permanent female: 1297 (85%) Temporary male: 1551 (12%) Temporary female: 229 (15%)</p> <p>b. Total number of employees by employment contract (permanent and temporary), by region (in headcounts) Western Europe: Permanent: 3944 (92%); Temporary: 352 (8%) Eastern Europe: Permanent: 62 (84%); Temporary: 12 (16%) Near and Middle East: Permanent: 251 (100%); Temporary: 0 (0%) South America: Permanent: 5829 (100%); Temporary: 4 (0%) North America: Permanent: 1141 (99%); Temporary: 17 (1%) Asia Pacific: Permanent: 1209 (46%); Temporary: 1394 (54%) Africa: Permanent: 109 (99%); Temporary: 1 (1%)</p> <p>c. Total number of employees by employment type (full-time and part-time), by gender (in headcounts). Full time: 14079 Part time: 246 Full time male: 12725 (99%) Full time female: 1354 (89%) Part time male: 74 (1%) Part time female: 172 (11%)</p>
GRI-102-10	Significant changes to the organization and its supply chain		In 2018, we commenced the reorganisation of our Indian structure to combine three separate legal entities, all with specific areas of focus and expertise.
GRI-102-12	External initiatives	50	<ul style="list-style-type: none"> - UN Global Compact - London Benchmarking Group - TeachForAustria - Wissensfabrik - Transparency International - respACT - Austrian Business Council for Sustainable Development

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GRI-102-13	Membership of associations		<ul style="list-style-type: none"> - World Refractories Association (WRA) - European Refractories Producers Federation (PRE), via the Association of the Austrian Mining and Steel Producing Industry of the Austrian Federal Economic Chamber - Association of the Austrian Mining and Steel Producing Industry of the Austrian Federal Economic Chamber - Austrian Society for Metallurgy - Association of the German Refractory Industry - Steel Institute VDEh - Brazilian Association of Metallurgy, Materials & Mining (ABM) - Brazilian Association of Refractories Producers (ABRAFAR) - Latin-American Association of Refractories Producers (ALAFAR) - Industriellenvereinigung (Federation of Austrian Industries) - Cerame-Unie - Euromines
Strategy			
GRI-102-14	Statement from senior decision maker	8-9, 20-21	
GRI-102-15	Key impacts, risks, and opportunities	42-47	
Ethics and integrity			
GRI-102-16	Values, principles, standards, and norms of behaviour	1, 8, 43, 54-55, 74; see also at https://www.rhimagnesita.com/code-of-conduct/	
GRI-102-17	Mechanisms for advice and concerns about ethics	50-51	
Governance			
GRI-102-18	Governance Structure	48, 58-70	
GRI-102-20	Executive-level responsibility for economic, environmental, and social topics		Chair of the sustainability committee
GRI-102-22	Composition of the highest governance body and its committees	60-65	
GRI-102-24	Nominating and selecting the highest governance body	73, 76-77	
GRI-102-35	Remuneration policies	84-91	
Stakeholder engagement			
GRI-102-40	List of stakeholder groups		<p>Key stakeholders for RHI Magnesita are those that potentially have the potential impact on our business and on whom we potentially have the greatest impact, both positive and negative.</p> <ul style="list-style-type: none"> - Investors - Customers - Government - Suppliers - Employees - Communities - NGOs
GRI-102-41	Collective bargaining agreements	56	
GRI-102-43	Approach to stakeholder engagement	48	

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Reporting practice			
GRI-102-45	Entities included in the consolidated financial statements	195-198	
GRI-102-46	Defining report content and topic Boundaries	48	
GRI-102-47	List of material topics	48	
GRI-102-48	Restatement of information		No restatements
GRI-102-49	Changes in reporting	48	Following the merger in 2017, we adopted 2018 as a base year for our sustainability targets.
GRI-102-50	Reporting period		Non-financial data in this report are for financial year 2018.
GRI-102-51, GRI-102-52	Date of most recent report; Reporting Cycle		Sustainability reported annually as part of the Annual Report. Previous report covered the year 2017.
GRI-102-53	Contact point for questions regarding the report		sustainability@rhimagnesia.com
GRI-102-54	Claims of reporting in accordance with the GRI Standards	50	
GRI-102-55	GRI content index		www.rhimagnesia.com/GRI-Index-2018

Specific Standard Disclosures/ Key RHI Magnesita Topics		Location/Page Annual Report 2018	Additional Content
Disclosure number	Description		
Economic performance 2018			
GRI-201-1	Direct economic value generated and distributed	4, 113, 170	
Anti-Corruption			
GRI-103-1	Explanation of the material topic and its Boundary	50	
GRI-103-2	The management approach and its components	50	
GRI-103-3	Evaluation of the management approach	50	
GRI-205-1	Operations assessed for risk related corruption		In preparation for the merger between RHI and Magnesita a complete risk assessment related to corruption was conducted.
GRI-205-2	Communication and training about anti-corruption policies and procedures	50-51	
GRI-205-3	Confirmed incidents of corruption and actions taken	51	

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Specific Standard Disclosures/ Key RHI Magnesita Topics		Location/Page Annual Report 2018	Additional Content
Disclosure number	Description		
Energy			
GRI-103-1	Explanation of the material topic and its Boundary	52	Base year 2018; Orient Refractories Ltd. not considered Transportation, sales offices and other administrative buildings not included.
GRI-103-2	The management approach and its components	52	
GRI-103-3	Evaluation of the management approach	52	
GRI-302-1	Energy consumption within the organization	53	
GRI-302-5	Reductions in energy requirements of products and services	52	
Water			
GRI-103-1	Explanation of the material topic and its Boundary	53	Orient Refractories Ltd. not considered Transportation, sales offices and other administrative buildings not included.
GRI-103-2	The management approach and its components	53	
GRI-103-3	Evaluation of the management approach	53	
GRI-303-1	Interactions with water as a shared resource	53	Partially reported
GRI-303-3	Water withdrawal	53	Partially reported
Biodiversity			
GRI-103-1	Explanation of the material topic and its Boundary	53	
GRI-103-2	The management approach and its components	53	
GRI-103-3	Evaluation of the management approach	53	
GRI-304-3	Habitats protected or restored	53	Partially reported
Emissions			
GRI-103-1	Explanation of the material topic and its Boundary	52	Base year 2018; Orient Refractories Ltd. not considered Transportation, sales offices and other administrative buildings not included
GRI-103-2	The management approach and its components	52	
GRI-103-3	Evaluation of the management approach	52	
GRI-305-1	Direct (Scope1) GHG emissions	53	
GRI-305-2	Energy indirect (Scope 2) GHG emissions	53	
GRI-305-3	Other indirect (Scope 3) GHG emissions		In this report Scope 3 emissions are not included.

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Specific Standard Disclosures/ Key RHI Magnesita Topics		Location/Page Annual Report 2018	Additional Content
Disclosure number	Description		
Effluents and waste			
GRI-103-1	Explanation of the material topic and its Boundary	53	Orient Refractories Ltd not considered Sales offices and other administrative buildings not included.
GRI-103-2	The management approach and its components	53	
GRI-103-3	Evaluation of the management approach	53	
GRI-306-2	Waste by type and disposal method	53	Partially reported
Environmental compliance			
GRI-307-1	Non-compliance with environmental laws and regulations		No non-compliance in 2018
Employment			
GRI-401-1	New employee hires and employee turnover		<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. Total: 2274 (16%)</p> <p>i. Age group Under 30 years old: 1009 (34%) 30 – 50 years old: 1101 (13%) Over 50 years old: 164 (6%)</p> <p>ii. Gender Male: 1897 (15%); Female: 377 (24%)</p> <p>iii. Region Western Europe: 660 (16%) Eastern Europe: 3 (4%) Near and Middle East: 39 (13%) South America: 1127 (19%) North America: 157 (14%) Asia Pacific: 286 (11%) Africa: 2 (2%)</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region. Total: 2339 (17%)</p> <p>i. Age group Under 30 years old: 714 (24%) 30 – 50 years old: 1155 (13%) Over 50 years old: 470 (17%)</p> <p>ii. Gender Male: 2025 (20%) Female: 314 (16%)</p> <p>iii. Region Western Europe: 506 (12%) Eastern Europe: 4 (5%) Near and Middle East: 20 (7%) South America: 1458 (25%) North America: 182 (16%) Asia Pacific: 167 (7%) Africa: 2 (2%)</p>

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Specific Standard Disclosures/ Key RHI Magnesita Topics		Location/Page Annual Report 2018	Additional Content
Disclosure number	Description		
GRI-401-3	Parental leave		<p>b. Total number of employees that took parental leave, by gender. Total: 61 Male: 23 Female: 38</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. Total: 31 Male: 15 Female: 16</p> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. Total: 31 (89%) Male: 10 (91%) Female: 21 (88%)</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender. Return to work rate: 91% Retention rate: see GRI401-3 d</p>
Occupational health and safety			
GRI-103-1	Explanation of the material topic and its Boundary	54-55	Contracted workers under direct control considered; contracted workers without direct control not considered
GRI-103-2	The management approach and its components	54-55	
GRI-103-3	Evaluation of the management approach	54-55	
GRI-403-1	Occupational health and safety management system	54-55	All RHI Magnesita employees and subcontracted workers under direct control
GRI-403-5	Worker training on occupational health and safety	55	
GRI-403-8	Workers covered by an occupation health and safety management system	55	
GRI-403-9	Work-related injuries	54-55	Partially reported

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Disclosure number	Description		
Training and education			
GRI-404-2	Programs for upgrading employee skills and transition assistance programs	56	
Diversity and equal opportunity			
GRI-103-1	Explanation of the material topic and its Boundary	56	
GRI-103-2	The management approach and its components	56	
GRI-103-3	Evaluation of the management approach	56	
GRI-405-1	Diversity of governance bodies and employees	56	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender Executive Management Team: Male: 7 (78%) Female: 2 (22%)</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old Under 30 years old: 0 (0%) 30 – 50 years old: 5 (56%) Over 50 years old: 4 (44%)</p> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender Male: 12799 (89%) Female: 1526 (11%) Salaried staff: Male: 4545 (77%); Female: 1338 (23%) Wage earners: Male: 8086 (98%); Female: 160 (2%) Commercial apprentices: Male: 14 (52%); Female: 13 (48%) Technical apprentices: Male 154 (91%); Female: 15 (9%)</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old: Under 30 years old: 2940 (21%) 30 – 50 years old: 8659 (60%) over 50 years old: 2726 (19%) Salaried staff: Under 30 years old: 1094 (19%); 30-50 years old: 3493 (59%); over 50 years old: 1296 (22%) Wage earners: Under 30 years old: 1652 (20%); 30-50 years old: 5165 (63%); over 50 years old: 1429 (17%) Commercial apprentices: Under 30 years old: 26 (96%); 30 – 50 years old: 1 (4%); over 50 years old: 0 Technical apprentices: Under 30 years old: 168 (99%); 30 – 50 years old: 0; over 50 years old: 1 (1%)</p>

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Disclosure number	Description		
Non-discrimination			
GRI-406-1	Incidents of discrimination and corrective actions taken	50-51	
Human rights assessment			
GRI-412-2	Employee training on human rights policies or procedures	50-51	Partially reported
Local communities			
GRI-103-1	Explanation of the material topic and its Boundary	57	
GRI-103-2	The management approach and its components	57	
GRI-103-3	Evaluation of the management approach	57	
GRI-413-1	Operations with local community engagement, impact assessments, and development programmes		In 2018 in 53% of our sites community engagement and development programmes took place.