

## GRI-profile for Rusta sustainability report financial year 2017/18

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Rusta aims to report our sustainability work in the most transparent and relevant way. The present report is the first that Rusta has produced in accordance with the GRI Standards: Core option. During the course of 2017/18, Rusta has intensified its focus on sustainability and the present report should be considered a platform for further progress with regard to Rusta's sustainability work. All departments at Rusta have contributed with relevant input for the report. It is our belief that Rusta's shared commitment will enable us to live up to our ambitious plans in this specific area.

At present Rusta publishes its sustainability report as a separate document from the annual report. For some of the disclosures in this report we refer to sections in the annual report where the relevant information and data is disclosed.

We still have considerable work ahead of us and we look forward to openly and transparently share and discuss our progress with our key stakeholders as Rusta's sustainability work progresses.

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GRI Content Index to be found on the following pages.

## GRI Content Index - Rusta Sustainability Report 2017/18

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
			Part Omitted	Reason	Explanation
GRI 101: Foundation 2017					
General Disclosures					
<b>Organizational profile</b>					
	102-1 Name of the organization	Annual report			
	102-2 Activities, brands, products, and services	Annual report			
	102-3 Location of headquarters	Annual report			
	102-4 Location of operations	Annual report and p. 05			
	102-5 Ownership and legal form	Annual report			
	102-6 Markets served	Annual report			
	102-7 Scale of the organization	Annual report			
	102-8 Information on employees and other workers	Annual report			
	102-9 Supply chain	Annual report			
	102-10 Significant changes to the organization and its supply chain	Annual report			
	102-11 Precautionary Principle or approach	Annual report			
	102-12 External initiatives	p. 22			Rusta endorse the United Nation's sustainable development goals. We are members of My Life AB (Mitt Liv AB), Aktuell Hållbarhet, BCI, FSC, Nordic Eco Label.
	102-13 Membership of associations	p. 22			Rusta regularly donates to Médecins sans frontières. Our ambition is to join UN Global Compact during financial year 2018/2019.
<b>Strategy</b>					
	102-14 Statement from senior decision-maker	p.03			
<b>Ethics and integrity</b>					
	102-16 Values, principles, standards, and norms of behavior	p.04, p.06, p.07, p.09, p.19, p.21, p.22			Rusta Sustainability Policy on page 09.
<b>GRI 102: General Disclosures 2017</b>					
<b>Governance</b>					
	102-18 Governance structure	Annual report			
<b>Stakeholder engagement</b>					
	102-40 List of stakeholder groups	p.11			
	102-41 Collective bargaining agreements	p. 21			
	102-42 Identifying and selecting stakeholders	p.11			
	102-43 Approach to stakeholder engagement	p.11 and p. 15			<a href="http://www.rusta.com">www.rusta.com</a>
	102-44 Key topics and concerns raised	p.11, p.12, p.13, p.14			
<b>Reporting practice</b>					
	102-45 Entities included in the consolidated financial statements	Annual report			
	102-46 Defining report content and topic Boundaries	p.05, p. 11			
	102-47 List of material topics	p.12, p.13, p.14			
	102-48 Restatements of information	p. 05			No restatements necessary
	102-49 Changes in reporting	p. 05			No changes in reporting are relevant
	102-50 Reporting period	p. 05			Full financial year 2017/2018
	102-51 Date of most recent report	Oct-17			Interim report
	102-52 Reporting cycle	Annual report			Annual report and sustainability report follow the same intervals
	102-53 Contact point for questions regarding the report	p. 22			<a href="mailto:jesper.bondesson@rusta.com">jesper.bondesson@rusta.com</a>
	102-54 Claims of reporting in accordance with the GRI Standards	p. 05			
	102-55 GRI content index	Here			Statement with omissions on p. 05
	102-56 External assurance	p. 05 and p. 22			The report is examined by Price Waterhouse Coopers
GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
GRI 200 Economic Standard Series					
Procurement Practices					
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p. 06			
	103-2 The management approach and its components	p. 06			
	103-3 Evaluation of the management approach	p. 06			
GRI 204: Procurement Practices 2017	204-1 Proportion of spending on local suppliers	p. 06			
Anti-corruption					
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p. 13			
	103-2 The management approach and its components	p. 13			
	103-3 Evaluation of the management approach	p. 13			
GRI 205: Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	p.13			
GRI 300 Environmental Standards Series					
Materials					
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p. 14			
	103-2 The management approach and its components	p. 14			
	103-3 Evaluation of the management approach				Omission - mechanism for evaluation currently under development
Energy					
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.15, p. 16			
	103-2 The management approach and its components	p.15, p. 16			
	103-3 Evaluation of the management approach				Omission - mechanism for evaluation currently under development
GRI 302: Energy 2017	302-4 Reduction of energy consumption	p. 16			Partial. Data for Sweden only presented. Data collection process for all countries of operations are planned for Rusta's sustainability report 2018/19
Biodiversity					
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.14			
	103-2 The management approach and its components	p.15			
	103-3 Evaluation of the management approach				Omission - mechanism for evaluation currently under development
GRI 304: Biodiversity 2017	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	p.17			Partial. Accounted only for species actually used in products. For other species listed on the IUCN list of threatened species Rusta will need to analyse this area further, before we set performance indicators, measurement methods and objectives.
Emissions					
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.13, p.18			
	103-2 The management approach and its components	p.13, p.18			
	103-3 Evaluation of the management approach				Omission - mechanism for evaluation currently under development
Effluents and Waste					
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.13, p.18			
	103-2 The management approach and its components	p.13, p.18			
	103-3 Evaluation of the management approach	p.13, p.18			
GRI 306: Effluents and Waste 2017	306-2 Waste by type and disposal method	p.13, p.18			Figures for our operations in Sweden and Norway.
Supplier Environmental Assessment					
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p. 04, p. 06, p. 08, p. 09, p. 13, p. 15			
	103-2 The management approach and its components	p. 04, p. 06, p. 08, p. 09, p. 13, p. 15			
	103-3 Evaluation of the management approach	p. 07, p. 13			
GRI 308: Supplier Environmental Assessment 2017	308-1 New suppliers that were screened using environmental criteria	p.16			
	308-2 Negative environmental impacts in the supply chain and actions taken				Omission - Several activities taken and ongoing. Most of the data is available but we need more time to analyse and compile the data. This will be done until the Sustainability Report 2018/2019.

GRI 400 Social Standards Series				
<b>Employment</b>				
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.19, p.20		
	103-2 The management approach and its components	p.19, p.20		
	103-3 Evaluation of the management approach	p.19, p.20		
GRI 401: Employment 2017	401-1 New employee hires and employee turnover	p.20		
	401-3 Parental leave		Omitted	
<b>Training and Education</b>				
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.19		
	103-2 The management approach and its components	p.19		
	103-3 Evaluation of the management approach	p.19		
GRI 404: Training and education	404-2 Programs for upgrading employee skills and transition assistance programs	p.19		Partial. Only leadership-program described. Other programs under development.
	404-3 Percentage of employees receiving regular performance and career development reviews	p.19		100% ("all managers and co-workers" as stated on page 19 under "Development talks").
<b>Diversity and Equal Opportunity</b>				
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.19, p.20, p.21		
	103-2 The management approach and its components	p.19, p.20, p.21		
	103-3 Evaluation of the management approach	p.19, p.20, p.21		Co-worker survey as described on page 19 and page 21.
GRI 405: Diversity and Equal Opportunity 2017	405-1 Diversity of governance bodies and employees	p.20		
<b>Non-discrimination</b>				
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.21		
	103-2 The management approach and its components	p.21		
	103-3 Evaluation of the management approach	p.21		
GRI 406: Non-discrimination 2017	406-1 Incidents of discrimination and corrective actions taken	p.21		
<b>Freedom of Association and Collective Bargaining</b>				
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.21		
	103-2 The management approach and its components	p.21		
	103-3 Evaluation of the management approach			Omission - mechanism for evaluation currently under development
GRI 407: Freedom of Association and Collective Bargaining 2017	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p.21		Partial - mechanism for evaluation currently under development
<b>Forced or Compulsory Labor</b>				
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.06, p.22		
	103-2 The management approach and its components	p.22		
	103-3 Evaluation of the management approach	p.22		
GRI 409: Forced or Compulsory Labor 2017	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p.22		
<b>Supplier Social Assessment</b>				
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.04, p.06, p.08, p.09, p.10, p.12, p.21, p.22		
	103-2 The management approach and its components	p.04, p.06, p.08, p.09, p.10, p.12, p.21, p.22		
	103-3 Evaluation of the management approach	p.12		
GRI 414: Supplier Social Assessment 2017	414-1 New suppliers that were screened using social criteria	p.12		
<b>Customer Health and Safety</b>				
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	p.08, p.12		Our policy on page 09 also states our standpoint in this matter
	103-2 The management approach and its components	p.10-11, 20		Our policy on page 09 also states our standpoint in this matter
	103-3 Evaluation of the management approach			Omission - we have identified a need to analyse this area further, before we set key performance indicators, measurement methods and clear objectives.
GRI 416: Customer Health and Safety 2017	416-1 Assessment of the health and safety impacts of product and service categories			Omission - we have identified a need to analyse this area further, before we set key performance indicators, measurement methods and clear objectives.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			Omission - Several activities taken and ongoing. Most of the data is available but we need more time to analyse and compile the data.