

GRI Content Index 2017



GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
			Part Omitted	Reason	Explanation
GRI 101: Foundation 2016					
General Disclosures					
Organizational profile					
	102-1 Name of the organization	Annual Report 2017, p.28			
	102-2 Activities, brands, products, and services	Annual Report 2017, p.3			
	102-3 Location of headquarters	Sustainability Report 2017, p.28			
	102-4 Location of operations	Annual Report 2017, p.3			
	102-5 Ownership and legal form	Annual Report 2017, p.3, Our duty to the Treaty of Almelo			
	102-6 Markets served	Annual Report 2017, p.10-11			
	102-7 Scale of the organization	Sustainability Report 2017, p.26			
	102-8 Information on employees and other workers	Sustainability Report 2017, p.26 URENCO does not employ large numbers of self-employed staff. No significant variations in employee numbers in 2017.			
	102-9 Supply chain	Sustainability Report 2017, p.5-6			
	102-10 Significant changes to the organization and its supply chain	No changes to report			
	102-11 Precautionary Principle or approach	The nuclear industry, which is inherently low carbon, adheres to the precautionary approach in preventing environmental degradation. As an organisation we focus on reducing our environmental impact and have a dedicated Energy Savings Group which identify and mitigate any potential environmental impacts of our operations.			
	102-12 External initiatives	Our Annual Report 2017 outlines the economic charters to which we subscribe including Internal Accounting Standards (IAS) and International Financial Reporting Standards (IFRS). All of our facilities are certified ISO 9001 and all our european facilities have ISO 14001. Our facility in Germany is also EMAS validated. Our facilities in Germany and the Netherlands also have ISO 27001. See also p. 11 of our Sustainability Report 2017 where URENCO's adherence to regulatory requirements is described.			
	102-13 Membership of associations	Sustainability Report 2017, p.30			
Strategy					
	102-14 Statement from senior decision-maker	Sustainability Report 2017, p. 4			
Ethics and integrity					
	102-16 Values, principles, standards, and norms of behavior	Annual Report 2017, p.3			
Governance					
	102-18 Governance structure	Annual Report 2017, p.30-31			
Stakeholder engagement					
	102-40 List of stakeholder groups	https://urencocom/sustainability/stakeholder-engagement			
	102-41 Collective bargaining agreements	Sustainability Report 2017, p.26			
	102-42 Identifying and selecting stakeholders	See: https://urencocom/sustainability/stakeholder-engagement URENCO's policy is to collate stakeholder dialogue at each of our facilities. Stakeholders are classified into a number of key groups (Decision makers, Influencers and Opinion Makers). We prioritise the opinions of the stakeholders who have the greater impact on our business (Decision Makers/Influencers), however we are careful not to exclude the stakeholders whose opinions could influence our business. The majority of stakeholder dialogue therefore is collated to ensure any issues identified by our stakeholders that need closer monitoring are raised with our Executive Committee.			
GRI 102: General Disclosures 2016	102-43 Approach to stakeholder engagement	https://urencocom/sustainability/stakeholder-engagement			
	102-44 Key topics and concerns raised	Sustainability Report 2017, p.7			
Reporting practice					

102-45 Entities included in the consolidated financial statements	Annual Report 2017, p 129
102-46 Defining report content and topic Boundaries	<p>Summary of URENCO's Stakeholder Analysis and Materiality Assessment Our materiality study follows the process of Identification, Prioritisation, Validation and Review and this is the process we used in defining report content.</p> <p>Stage 1: Identification URENCO Group's policy is to collate dialogue from all Stakeholders at each of our facilities. Stakeholder Groups are identified by the impact they have on our business. (i.e. Decision Makers, Influencers and Opinion Makers). A list of stakeholders whom we engage is available in 'Engaging with our stakeholders.'</p> <p>Stage 2: Prioritisation This stage is based on the Principles of Materiality and Stakeholder Inclusiveness. Using the views/issues expressed by stakeholders during the reporting period (as recorded in our stakeholder engagement log) quantitative scores were given to each material issue raised. These scores were based on an internal review process, using GRI Standards prioritisation guidelines. In order to determine what to report on, we have defined thresholds to divide aspects between priority and monitoring.</p> <p>Stage 3: Validation In the prioritisation stage a list of material aspects was established and were reviewed by a Sustainability Programme Team. In 2016 we improved our reporting process further by validating our materiality aspects, with a cross section of stakeholders across the business, to ensure the information and data we report on continues to be relevant. To ensure each aspect is managed correctly, core areas of focus have been established internally which cover these material aspects and guide our sustainability agenda going forward.</p> <p>Stage 4: Review To be conducted in 2018 once the report has been published.</p>
102-47 List of material topics	https://urengo.com/sustainability/material-areas/
102-48 Restatements of information	Sustainability Report 2017, p 25, No restatements to report
102-49 Changes in reporting	
102-50 Reporting period	Sustainability Report 2017, p 25
102-51 Date of most recent report	Sustainability Report 2017, p 25
102-52 Reporting cycle	Sustainability Report 2017, p 25
102-53 Contact point for questions regarding the report	Sustainability Report 2017, backcover
102-54 Claims of reporting in accordance with the GRI Standards	Sustainability Report 2017, p 25
102-55 GRI content index	https://urengo.com/sustainability/key-performance-indicators
102-56 External assurance	https://urengo.com/sustainability/sustainability-reports

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
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Material Topics					
GRI 200 Economic Standard Series					
Economic Performance					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p 16 Boundary: Internal: All URENCO entities			
	103-2 The management approach and its components	Sustainability Report 2017, p 16			
	103-3 Evaluation of the management approach	Sustainability Report 2017, p 16			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2017, p 49-127			We do not disclose EVG&D at a local level.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability Report 2017, performance data p. 29 Significant locations of operations include our facilities in the UK, Germany, the Netherlands and the USA.			We do not include energy level wage by gender, only by location.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability Report 2017 p.20 (investment in local areas) No expected impacts to report Investments and services are commercial.			

GRI 300 Environmental Standards Series

Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p. 12 Boundary: Internal: All URENCO entities
	103-2 The management approach and its components	Sustainability Report 2017, p. 12
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.12
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report 2017, performance data p. 26 Energy usage is calculated by fuel source, type and location. The latest DEFRA figures are then applied to calculate kWh.
Water		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p. 13 Boundary: Internal: All URENCO entities
	103-2 The management approach and its components	Sustainability Report 2017, p.13
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.13
GRI 303: Water 2016	303-1 Water withdrawal by source	Sustainability Report 2017, performance data p. 26 A standard approach is applied to collating water data in terms of units and calculations used.
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p.12 Boundary: Internal: All URENCO entities
	103-2 The management approach and its components	Sustainability Report 2017, p.12
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.12
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2017, performance data p.27 CO2e includes a CO2 weighting to represent other gases emitted in the process. 2017 is the chosen base year as it has been externally audited and is our most recent benchmark year. Source of emission factors is DEFRA 2017 conversion rate. Our consolidation approach for emissions is operational control. A standard approach has been applied across all URENCO sites to achieve quality auditable data. We do not include biogenic CO2 emissions.
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2017, performance data p.27 CO2e includes a CO2 weighting to represent other gases emitted in the process. 2017 is the chosen base year as it has been externally audited and is our most recent benchmark year. Source of emission factors is DEFRA 2017 conversion rate. Our consolidation approach for emissions is operational control. A standard approach has been applied across all URENCO sites to achieve quality auditable data. We do not collate biogenic CO2 emissions.
Effluents and Waste		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p.14 Boundary: Internal: All URENCO entities
	103-2 The management approach and its components	Sustainability Report 2017, p.14
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.14
	306-1 Water discharge by quality and destination	Sustainability Report 2017, performance data p.27 Before water is discharged it is treated and audited by thr environmenal agencies. Our water is not reused by other organisations. A standard approach is applied to collating water data in terms of units and calculations used.

GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	Sustainability Report 2017, performance data p.27 Waste is disposed of by a third party in some circumstances. For examples, our offices tend to dispose of waste through the local/city council. It is recorded in line with GRI reporting requirements and EU/US waste regulations.	Deep well injection is not a disposal method utilised by URENCO.
Environmental Compliance- Regulatory Requirements			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p. 11 Boundary: Internal: All URENCO entities	
	103-2 The management approach and its components	Sustainability Report 2017, p.11	
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.11	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	URENCO did not receive any non-compliance with environmental laws and/or regulations in 2017.	
GRI 400 Social Standards Series			
Employee Engagement			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p. 18 Boundary: Internal: All URENCO entities	
	103-2 The management approach and its components	Sustainability Report 2017, p.18	
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.18	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report 2017, p. 28	We do not report number and rate of new employee hires. Employee turnover by gender is omitted as it is considered sensitive to the business.
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p.10 Boundary: Internal: All URENCO entities, External: Contractors	
	103-2 The management approach and its components	Sustainability Report 2017, p.10	
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.10	
GRI 403: Occupational Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Sustainability Report 2017, p. 28 No occupational diseases or fatalities to report. Contractors are included within the data. URENCO's incident reporting procedure ensure's all incidents are reported within a set timeframe. Once resolved, improvements are put in place and communicated to the entire organisation.	We do not report the breakdown of injury and injury rates by gender as it is considered sensitive to the business.
Training and Education- Workforce skills gap			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p. 19 Boundary: Internal: All URENCO entities	
	103-2 The management approach and its components	Sustainability Report 2017, p.19	
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.19	
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2017, p. 29	We do not disclose this information by gender or by employee category as this is considered sensitive to the business.
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p.19 Boundary: Internal: All URENCO entities	
	103-2 The management approach and its components	Sustainability Report 2017, p.19	
	103-3 Evaluation of the management approach	Sustainability Report 2017, p.19	

GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annual report 2017, p 26	We not include other indicators of diversity , only age and gender.
Local Communities- Investment in local communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2017, p. 20-21 Boundary: Internal: All URENCO entities, External: Local communities close to URENCO's operating facilities and Head Office	
	103-2 The management approach and its components	Sustainability Report 2017, p.20-21	
	103-3 Evaluation of the management approach	Sustainability Report 2017, p. 20-21	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	All of our operating sites and Head Office implement local community engagement and development programmes. We describe our stakeholder engagement mechanisms here: https://urengo.com/sustainability/stakeholder-engagement Our local community initiatives are described on pages 20-21 of the Sustainability Report 2017. Environmental impact assessments are carried out in accordance with planning legislation or in relation to a local resident complaint, i.e noise. All of our operating sites have works councils and health and safety committees. There is also a European employee forum, which is attended by representatives from our European sites and the CEO.	We do not carry out gender impact assessments.