



# GRI Index

## 2020 Reporting Period

We place high importance on providing our stakeholders with the information they need to make informed judgements about our business and approach to sustainability. However, we also recognise that each of our stakeholders' places different expectations upon our business, so we communicate and engage with them in a variety of different ways depending on what they want to know and the significance of their concerns. To support this engagement process, we continue to report in line with the requirements of the Global Reporting Initiative (GRI). The Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines, first published in 2000 and most recently in 2016 and 2018 (GRI Standards), provide a framework for reporting on an organisation's economic, social and environmental performance. The GRI Standards are the first global standards for sustainability reporting. They feature a modular, interrelated structure, and represent the global best practice for reporting on a range of economic, environmental and social impacts. We continue to report in line with the requirements of the GRI and have done so since 2011. This report has been prepared in accordance with the GRI Standards: Core option..

*Note that in the following table:*

*[https://www](https://www.coats.com): refers to online content included on the Coats website at [www.coats.com](https://www.coats.com)*

*Annual Report: refers to content included with the Coats Group plc Annual Report 2020*

*Sustainability Report: refers to content included within the Coats Group plc Sustainability Report 2020*



## GLOBAL REPORTING INITIATIVE (GRI) - INDEX

Disclosure number	Disclosure title	Reference
<b>GRI 102: GENERAL STANDARDS (2016)</b>		
102-1	Name of the organization	- Annual Report (2020) - P2-3 - Website - <a href="https://www.coats.com/">https://www.coats.com/</a>
102-2	Activities, brands, products, and services	- Annual Report (2020) - P2-3, P6-7 - Website - <a href="https://www.coats.com/">https://www.coats.com/</a>
102-3	Location of headquarters	- Annual Report (2020) - P2-3 - Website - <a href="https://www.coats.com/">https://www.coats.com/</a>
102-4	Location of operations	- Annual Report (2020) - P2-3 - Sustainability Report (2020) - About Coats P2 - Website - <a href="https://www.coats.com/en/About/Our-Global-Footprint">https://www.coats.com/en/About/Our-Global-Footprint</a>
102-5	Ownership and legal form	- Annual Report (2020) - P185-194 - Website - <a href="https://www.coats.com/en/About/Our-heritage">https://www.coats.com/en/About/Our-heritage</a>
102-6	Markets served	- Annual Report (2020) - P2-3, P6-7 - Sustainability Report (2020) - About Coats P2 - Website - <a href="https://www.coats.com/">https://www.coats.com/</a> , <a href="https://www.coats.com/en/About/Our-Global-Footprint">https://www.coats.com/en/About/Our-Global-Footprint</a> <a href="https://www.coats.com/en/Investors/Understanding-Coats/Coats-at-a-glance">https://www.coats.com/en/Investors/Understanding-Coats/Coats-at-a-glance</a> <a href="https://www.coats.com/en/Investors/Understanding-Coats/Market-trends">https://www.coats.com/en/Investors/Understanding-Coats/Market-trends</a>
102-7	Scale of the organization	- Annual Report (2020) - P2-3, P6-7, P130-131 - Website - <a href="https://www.coats.com/en/About/Who-we-are">https://www.coats.com/en/About/Who-we-are</a> ; <a href="https://www.coats.com/en/About/Our-Global-Footprint">https://www.coats.com/en/About/Our-Global-Footprint</a> ; <a href="https://www.coats.com/en/Investors/Results/2021/2020-Full-Year-results/Result-Article">https://www.coats.com/en/Investors/Results/2021/2020-Full-Year-results/Result-Article</a>
102-8	Information on employees and other workers	- Annual Report (2020) - P131, P23-27- Sustainability Report (2020) - P29-31- Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
102-9	Supply chain	- Annual Report (2020) - P2-3, P6-9 <a href="https://www.coats.com/en/Investors/Understanding-Coats/Market-trends">https://www.coats.com/en/Investors/Understanding-Coats/Market-trends</a> <a href="https://www.coats.com/en/Investors/Understanding-Coats/Business-model">https://www.coats.com/en/Investors/Understanding-Coats/Business-model</a>
102-10	Significant changes to the organization and its supply chain	- Annual Report (2020) - P2-3, P6-9
102-11	Precautionary Principle or approach	- Annual Report (2020) - P23-33 - Sustainability Report (2020) P6
102-12	External initiatives	- Annual Report (2020) - P23-33 - Sustainability Report (2020) - P6-10, P22, P37 - Ethics Code - P2-7 - <a href="https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Ethics_Code.pdf">https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Ethics_Code.pdf</a>
102-13	Membership of associations	- Annual Report (2020) - P17-20 - Sustainability Report (2020) P 6, 10,37 - Website - <a href="https://www.coats.com/en/Sustainability/Our-approach/Stakeholder-engagement">https://www.coats.com/en/Sustainability/Our-approach/Stakeholder-engagement</a>
102-14	Statement from senior decision-maker	- Annual Report (2020) - P4-5, P12-13 - Sustainability Report (2020) - P4 - Website - <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-approach-overview">https://www.coats.com/en/Sustainability/Our-approach/Our-approach-overview</a>
102-15	Key impacts, risks, and opportunities	- Annual Report (2020) - P34-44 - Sustainability Report (2020) - P7, P39-42 - Website - <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-material-issues">https://www.coats.com/en/Sustainability/Our-approach/Our-material-issues</a>



102-16	Values, principles, standards, and norms of behavior	- Annual Report (2020) - P4-5, P12-13 - Sustainability Report (2020) - P6-9, P39-42 - Ethics Code - <a href="https://www.coats.com/en/Sustainability/Policies-and-downloads">https://www.coats.com/en/Sustainability/Policies-and-downloads</a>
102-17	Mechanisms for advice and concerns about ethics	- Whistleblowing policy - <a href="https://www.coats.com/-/media/Coats/Files/policies-and-downloads-Ethics-Code">https://www.coats.com/-/media/Coats/Files/policies-and-downloads-Ethics-Code</a> - <a href="https://www.coats.com/en/Sustainability/Policies-and-downloads">https://www.coats.com/en/Sustainability/Policies-and-downloads</a>
102-18	Governance structure	- Annual Report (2020) - P8-9, P56-58, P185-194 - Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Corporate-Governance-overview">https://www.coats.com/en/About/Corporate-Governance/Corporate-Governance-overview</a>
102-19	Delegating authority	- Annual Report (2020) - P59-65 - Sustainability Report (2020) - P39-42 - Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Corporate-Governance-overview">https://www.coats.com/en/About/Corporate-Governance/Corporate-Governance-overview</a> ; <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-material-issues">https://www.coats.com/en/Sustainability/Our-approach/Our-material-issues</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	- Annual Report (2020) - P25, P31 - Sustainability Report (2020) - P39-42 - Website - <a href="https://www.coats.com/en/About/Management/Group-Executive-Team">https://www.coats.com/en/About/Management/Group-Executive-Team</a> ; <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-material-issues">https://www.coats.com/en/Sustainability/Our-approach/Our-material-issues</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	- Annual Report (2020) - P9, P17-22, P52-55 - Sustainability Report (2020) - P39-42 - Website - Stakeholder engagement - <a href="https://www.coats.com/en/Sustainability/Our-approach/Stakeholder-engagement">https://www.coats.com/en/Sustainability/Our-approach/Stakeholder-engagement</a>
102-22	Composition of the highest governance body and its committees	- Annual Report (2020) - P52-80 - Sustainability Report (2020) - P29 - Website - About - Corporate governance - <a href="https://www.coats.com/en/About/Corporate-Governance/Corporate-Governance-overview">https://www.coats.com/en/About/Corporate-Governance/Corporate-Governance-overview</a>
102-23	Chair of the highest governance body	- Annual Report (2020) - P59-65
102-24	Nominating and selecting the highest governance body	- Annual Report (2020) - P71-73- Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Board-Committees">https://www.coats.com/en/About/Corporate-Governance/Board-Committees</a>
102-25	Conflicts of interest	- Annual Report (2020) - P56-58, P74, P82-95
102-26	Role of highest governance body in setting purpose, values, and strategy	- Annual Report (2020) - P34, P59, P61, P66-70 - Sustainability Report (2020) - P39-42 - Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Board-operations">https://www.coats.com/en/About/Corporate-Governance/Board-operations</a>
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102-28	Evaluating the highest governance body's performance	- Annual Report (2020) - P52-65 - Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Board-operations">https://www.coats.com/en/About/Corporate-Governance/Board-operations</a>
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102-30	Effectiveness of risk management processes	- Annual Report (2020) - P66-73 - Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Board-Committees">https://www.coats.com/en/About/Corporate-Governance/Board-Committees</a>
102-31	Review of economic, environmental, and social topics	- Annual Report (2020) - P23-44, P56-63 - Sustainability Report (2020) - P39-42



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102-32	Highest governance body's role in sustainability reporting	- Sustainability Report (2020) - P41
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102-34	Nature and total number of critical concerns	-Annual Report (2020) - P75
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102-36	Process for determining remuneration	- Annual Report (2020) - P79-95
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102-41	Collective bargaining agreements	- Sustainability Report (2020) - P28 - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
102-42	Identifying and selecting stakeholders	- Annual Report (2020) - P17 - Sustainability Report (2020) - P42 - Website - <a href="https://www.coats.com/en/Sustainability/Our-approach/Stakeholder-engagement">https://www.coats.com/en/Sustainability/Our-approach/Stakeholder-engagement</a>
102-43	Approach to stakeholder engagement	- Annual Report (2020) - P17-22 - Sustainability Report (2020) - P42 - Website - <a href="https://www.coats.com/en/Sustainability/Our-approach/Stakeholder-engagement">https://www.coats.com/en/Sustainability/Our-approach/Stakeholder-engagement</a>
102-44	Key topics and concerns raised	- Annual Report (2020) - P28- Sustainability Report (2020) - P7-9, P39-42- Website - Our Sustainability strategy: <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-Sustainability-strategy">https://www.coats.com/en/Sustainability/Our-approach/Our-Sustainability-strategy</a>
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102-47	List of material topics	- Annual Report (2020) - P12-13, P14, P28 - Sustainability Report (2020) - P7, P39-42 - Website - Our material issues: <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-material-issues">https://www.coats.com/en/Sustainability/Our-approach/Our-material-issues</a>
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102-52	Reporting cycle	- Website - Investors - Results, reports and presentations - <a href="https://www.coats.com/en/Investors/Results">https://www.coats.com/en/Investors/Results</a>
102-53	Contact point for questions regarding the report	- Annual Report (2020) - P196 - Sustainability Report (2020) - P41, P47



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102-54	Claims of reporting in accordance with the GRI Standards	- Website - <a href="https://www.coats.com/en/Sustainability/Reporting">https://www.coats.com/en/Sustainability/Reporting</a>
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302-4	Reduction of energy consumption	- Annual Report (2020) - P28-33 - Sustainability Report (2020) - P17-20, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
302-5	Reductions in energy requirements of products and services	- Annual Report (2020) - P28-33 - Sustainability Report (2020) - P17-20, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
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<b>GRI 306: EFFLUENTS AND WASTE (2016)</b>		
306-1	Water discharge by quality and destination	- Annual Report (2020) - P23-33 - Sustainability Report (2020) - P21-24, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Effluent-and-Emissions">https://www.coats.com/en/Sustainability/Focus-areas/Effluent-and-Emissions</a>
306-2	Waste by type and disposal method	- Sustainability Report (2020) - P34-38- Website <a href="https://www.coats.com/en/Sustainability/Focus-areas/Living-Sustainably">https://www.coats.com/en/Sustainability/Focus-areas/Living-Sustainably</a>
<b>GRI 307: ENVIRONMENTAL COMPLIANCE (2016)</b>		
307-1	Non-compliance with environmental laws and regulations	- Sustainability Report (2020) - Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Effluent-and-Emissions">https://www.coats.com/en/Sustainability/Focus-areas/Effluent-and-Emissions</a>
<b>GRI 103: MANAGEMENT APPROACH (2016) [for series 400]</b>		
103-1	Explanation of the material topic and its Boundary	- Annual Report (2020) - P2-3, P23-33 - Sustainability Report (2020) - P6-9, P39-42 - Website - Our Sustainability strategy: <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-Sustainability-strategy">https://www.coats.com/en/Sustainability/Our-approach/Our-Sustainability-strategy</a>
103-2	The management approach and its components	- Annual Report (2020) - P23-33- Sustainability Report (2020) - P12-38- Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
103-3	Evaluation of the management approach	- Annual Report (2020) - P23-33 - Sustainability Report (2020) - P12-38 - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>		
403-1	Occupational health and safety management system	- Annual Report (2020): P23-27 - Sustainability Report (2020): P26, Performance Summary - Health and Safety Policy - <a href="https://coats.com/en/Sustainability/Policies-and-downloads">https://coats.com/en/Sustainability/Policies-and-downloads</a>
403-2	Hazard identification, risk assessment, and incident investigation	- Annual Report (2020): P23-27- Sustainability Report (2020): P26, Performance Summary- Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
403-3	Occupational health services	- Annual Report (2020): P23-27 - Sustainability Report (2020): P26, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	- Annual Report (2020): P23-27 - Sustainability Report (2020): P26, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>



403-5	Worker training on occupational health and safety	- Annual Report (2020): P23-27- Sustainability Report (2020): P26, Performance Summary- Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
403-6	Promotion of worker health	- Annual Report (2020): P23-27 - Sustainability Report (2020): P26, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	- Annual Report (2020): P23-27 - Sustainability Report (2020): P26, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
403-8	Workers covered by an occupational health and safety management system	- Annual Report (2020): P23-27 - Sustainability Report (2020): P26, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
403-9	Work-related injuries	- Annual Report (2020): P23-27- Sustainability Report (2020): P26, Performance Summary- Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
403-10	Work-related ill health	- Annual Report (2020): P23-27 - Sustainability Report (2020): P26, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
<b>GRI TRAINING AND EDUCATION (2016)</b>		
404-1	Average hours of training per year per employee	- Annual Report (2020) - P23-33- Sustainability Report (2020) - P25-33, Performance Summary- Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
404-2	Programs for upgrading employee skills and transition assistance programs	- Annual Report (2020) - P23-33 - Sustainability Report (2020) - P25-33, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
404-3	Percentage of employees receiving regular performance and career development reviews	- Annual Report (2020) - P23-33 - Sustainability Report (2020) - P28-31, - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)</b>		
405-1	Diversity of governance bodies and employees	- Annual Report (2020) - P23-33 - Sustainability Report (2020) - P25-33, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a>
<b>GRI 409: FORCED OR COMPLUSORY LABOR (2016)</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	- Modern Slavery Act Statement (2020) - <a href="https://www.coats.com/en/Modern-Slavery-Act-Statement">https://www.coats.com/en/Modern-Slavery-Act-Statement</a>
<b>GRI 412: HUMAN RIGHTS ASSESSMENT (2016)</b>		
412-1	Operations that have been subject to human rights reviews or impact assessments	- Modern Slavery Act Statement (2020) - <a href="https://www.coats.com/en/Modern-Slavery-Act-Statement">https://www.coats.com/en/Modern-Slavery-Act-Statement</a>
412-2	Employee training on human rights policies or procedures	- Annual Report (2020) - P23-33 Sustainability Report (2020)- P6-7, P25-31, Performance Summary- Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social-Modern-Slavery-Act-Statement">https://www.coats.com/en/Sustainability/Focus-areas/Social-Modern Slavery Act Statement (2020) - <a href="https://www.coats.com/en/Modern-Slavery-Act-Statement">https://www.coats.com/en/Modern-Slavery-Act-Statement</a></a>
<b>GRI 415: PUBLIC POLICY (2016)</b>		
415-1	Political contributions	- Annual Report (2020) - P75