



# GRI Index

2019 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 within the Coats Group plc Annual Report 2019

*Sustainability Report:* refers to content included within the Coats Group plc Sustainability Report 2019



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Disclosure number	Description	Reference
<b>GRI 102: GENERAL STANDARDS (2016)</b>		
102-1	Name of the organization	- Annual Report (2019) - P2-3 - Website - <a href="https://www.coats.com/">https://www.coats.com/</a>
102-2	Activities, brands, products, and services	- Annual Report (2019) - P2-3, P8-9 - Website - <a href="https://www.coats.com/">https://www.coats.com/</a>
102-3	Location of headquarters	- Annual Report (2019) - P2-3 - Website - <a href="https://www.coats.com/">https://www.coats.com/</a>
102-4	Location of operations	- Annual Report (2019) - P2-3 - Sustainability Report (2019) - About Coats - 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 (2019) - P181-186 - 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 (2019) - P2-3, P8-9 - Sustainability Report (2019) - About Coats - 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>
102-7	Scale of the organization	- Annual Report (2019) - P2-3, P8-9, P127 - 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/2020/2019-Full-Year-results/Result-Article">https://www.coats.com/en/Investors/Results/2020/2019-Full-Year-results/Result-Article</a>
102-8	Information on employees and other workers	- Annual Report (2019) - P127, P25-26 - Sustainability Report (2019) - P16 - 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 (2019) - P2-3, P8-12
102-10	Significant changes to the organization and its supply chain	- Annual Report (2019) - P2-3, P8-12
102-11	Precautionary Principle or approach	- Annual Report (2019) - P2-3, P8-12
102-12	External initiatives	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P4-7 - 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 (2019) - P19-23 - 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 (2019) - P4, P6-7 - Sustainability Report (2019) - P1 - 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 (2019) - P31-39 - Sustainability Report (2019) - P22-23 - 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 (2019) - P4, P6-7 - Sustainability Report (2019) - P4.7, P22-23 - Ethics Code - <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>
102-17	Mechanisms for advice and concerns about ethics	- Whistleblowing policy - <a href="https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Whistleblowing_Policy.pdf">https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Whistleblowing_Policy.pdf</a> - Ethics Code - <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>
102-18	Governance structure	- Annual Report (2019) - P10-12, P50-55, P181-186 - 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 (2019) - P53-58 - Sustainability Report (2019) - P22-23 - 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>
102-20	Executive-level responsibility for economic, environmental, and social topics	- Annual Report (2019) - P29 - Sustainability Report (2019) - P22-23 - Website - <a href="https://www.coats.com/en/About/Management/Group-Executive-Team">https://www.coats.com/en/About/Management/Group-Executive-Team</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	- Annual Report (2019) - P12, P19-24, P47-49 - Sustainability Report (2019) - P22-23 - 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 (2019) - P47-71 - 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 (2019) - P53-58



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102-24	Nominating and selecting the highest governance body	- Annual Report (2019) - P64-65 - 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 (2019) - P66, P73-94
102-26	Role of highest governance body in setting purpose, values, and strategy	- Annual Report (2019) - P31, P59-63 - Sustainability Report (2019) - P22-23 - Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Board-operations">https://www.coats.com/en/About/Corporate-Governance/Board-operations</a>
102-28	Evaluating the highest governance body's performance	- Annual Report (2019) - P48-58 - Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Board-operations">https://www.coats.com/en/About/Corporate-Governance/Board-operations</a>
102-29	Identifying and managing economic, environmental, and social impacts	- Annual Report (2019) - P25-39 - Sustainability Report (2019) - P23
102-30	Effectiveness of risk management processes	- Annual Report (2019) - P59-65 - 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 (2019) - P25-39, P52-56 - Sustainability Report (2019) - P23 - Website - <a href="https://www.coats.com/en/About/Corporate-Governance/Board-Committees">https://www.coats.com/en/About/Corporate-Governance/Board-Committees</a>
102-32	Highest governance body's role in sustainability reporting	- Sustainability Report (2019) - P23
102-33	Communicating critical concerns	- Whistleblowing policy - <a href="https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Whistleblowing_Policy.pdf">https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Whistleblowing_Policy.pdf</a>
102-34	Nature and total number of critical concerns	- Annual Report (2019) - P67
102-35	Remuneration policies	- Annual Report (2019) - P70-94
102-36	Process for determining remuneration	- Annual Report (2019) - P70-94
102-37	Stakeholders' involvement in remuneration	- Annual report (2019) - P90
102-40	List of stakeholder groups	- Annual Report (2019) - P19-24 - 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>
102-41	Collective bargaining agreements	- Sustainability Report (2019) - P16 - 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 (2019) - P19, P46 - Sustainability Report (2019) - P23 - 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 (2019) - P19-24 - Sustainability Report (2019) - P23 - 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 (2019) - P27 - Sustainability Report (2019) - P5-7, P22-23 - 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>
102-45	Entities included in the consolidated financial statements	- Annual Report (2019): P181-186
102-46	Defining report content and topic Boundaries	- Annual Report (2019) - P6-7, P13-15, P27 - Sustainability Report (2019) - P5, P22-23 - 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>
102-47	List of material topics	- Annual Report (2019) - P6-7, P13-15, P27 - Sustainability Report (2019) - P5, P22-23 - 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>
102-48	Restatements of information	- Annual Report (2019) - when needed - Sustainability Report (2019) - when needed
102-49	Changes in reporting	- Sustainability Report (2019) - P5, P22-23 - 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>
102-50	Reporting period	- Annual Report (2019) - P73 - Sustainability Report (2019) - About Coats
102-51	Date of most recent report	- Website - <a href="https://www.coats.com/en/Investors/Results">https://www.coats.com/en/Investors/Results</a> <a href="https://www.coats.com/en/Sustainability/Policies-and-downloads">https://www.coats.com/en/Sustainability/Policies-and-downloads</a>
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 (2019) - P188 - Sustainability Report (2019) - P23, last page - Website - <a href="https://www.coats.com/en/Investors/Investor-contacts">https://www.coats.com/en/Investors/Investor-contacts</a>
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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Disclosure number	Description	Reference
102-55	GRI content index	This document is the index.
102-56	External assurance	- Annual Report (2019) - P102-104
<b>GRI 103: MANAGEMENT APPROACH (2016) [for series 200]</b>		
103-1	Explanation of the material topic and its Boundary	- Annual Report (2019) - P2-3, P25-30 - Sustainability Report (2019) - P5, P22-23 - 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 (2019) - P25-30 - Sustainability Report (2019) - P2-21 - Website - <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-economic-contribution">https://www.coats.com/en/Sustainability/Our-approach/Our-economic-contribution</a>
103-3	Evaluation of the management approach	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P2-21
<b>GRI 201: ECONOMIC PERFORMANCE (2016)</b>		
201-1	Direct economic value generated and distributed	- Annual Report (2019) - P10, P44, P118-121, P129 - Website - <a href="https://www.coats.com/en/Sustainability/Our-approach/Our-economic-contribution">https://www.coats.com/en/Sustainability/Our-approach/Our-economic-contribution</a>
201-3	Defined benefit plan obligations and other retirement plans	- Annual Report (2019) - P128-138
201-4	Financial assistance received from government	- Annual Report (2019) - P95-178
<b>GRI 203: INDIRECT ECONOMIC IMPACT (2016)</b>		
203-1	Infrastructure investments and services supported	- Annual Report (2019) - P44-45, P22 - Sustainability Report (2019) - P18-19
203-2	Significant indirect economic impacts	- Annual Report (2019) - P44-45
<b>GRI 205: ANTI-CORRUPTION (2016)</b>		
205-1	Operations assessed for risks related to corruption	- Annual Report (2019) - P30, P32, P34, P37, P67 - Sustainability Report (2019) - P4, P15 - Anti-Bribery and Anti-Corruption Policy - <a href="https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Anti-bribery-and-Anti-corruption-Policy-2019.pdf">https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Anti-bribery-and-Anti-corruption-Policy-2019.pdf</a>
205-2	Communication and training about anti-corruption policies and procedures	- Annual Report (2019) - P30, P32, P34, P37, P67 - Sustainability Report (2019) - P4, P15 - Anti-Bribery and Anti-Corruption Policy - <a href="https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Anti-bribery-and-Anti-corruption-Policy-2019.pdf">https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Anti-bribery-and-Anti-corruption-Policy-2019.pdf</a>
205-3	Confirmed incidents of corruption and actions taken	- Sustainability Report (2019) - P15
<b>GRI 207: TAX (2019)</b>		
207-1	Approach to tax	- Annual Report (2019) - P44-45, P61-62, P98, P118, P125-126, P129-130, P154 - Tax Strategy - <a href="https://www.coats.com/en/Sustainability/Our-approach/Coats-tax-strategy">https://www.coats.com/en/Sustainability/Our-approach/Coats-tax-strategy</a>
207-2	Tax governance, control, and risk management	- Annual Report (2019) - P44-45, P61-62, P98, P118, P125-126, P129-130, P154 - Tax Strategy - <a href="https://www.coats.com/en/Sustainability/Our-approach/Coats-tax-strategy">https://www.coats.com/en/Sustainability/Our-approach/Coats-tax-strategy</a>
207-3	Stakeholder engagement and management of concerns related to tax	- Tax Strategy - <a href="https://www.coats.com/en/Sustainability/Our-approach/Coats-tax-strategy">https://www.coats.com/en/Sustainability/Our-approach/Coats-tax-strategy</a>
207-4	Country-by-country reporting	Annual Report (2019) - P129-130
<b>GRI 103: MANAGEMENT APPROACH (2016) [for series 300]</b>		
103-1	Explanation of the material topic and its Boundary	- Annual Report (2019) - P2-3, P25-30 - Sustainability Report (2019) - P4-7, P22-23 - 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 (2019) - P25-30 - Sustainability Report (2019) - P8-21 - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas">https://www.coats.com/en/Sustainability/Focus-areas</a>
103-3	Evaluation of the management approach	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P8-21 - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas">https://www.coats.com/en/Sustainability/Focus-areas</a>



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<b>GRI 301: MATERIALS (2016)</b>		
301-1	Materials used by weight or volume	- Annual Report (2019) - P27-30 - Sustainability Report (2019) - P20-21, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Living-Sustainably">https://www.coats.com/en/Sustainability/Focus-areas/Living-Sustainably</a>
301-2	Recycled input materials used	- Annual Report (2019) - P27-30 - Sustainability Report (2019) - P20-21, Performance Summary - 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 302: ENERGY (2016)</b>		
302-1	Energy consumption within the organization	- Annual Report (2019) - P27-30 - Sustainability Report (2019) - P10-11, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
302-3	Energy intensity	- Annual Report (2019) - P27-30 - Sustainability Report (2019) - P10-11, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
302-4	Reduction of energy consumption	- Annual Report (2019) - P27-30 - Sustainability Report (2019) - P10-11, 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 (2019) - P27-30 - Sustainability Report (2019) - P10-11, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
<b>GRI 303: WATER AND EFFLUENTS (2018)</b>		
303-1	Interactions with water as a shared resource	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P8-9, p12-13 Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Water">https://www.coats.com/en/Sustainability/Focus-areas/Water</a> , <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>
303-2	Management of water discharge-related impacts	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P12-13, 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>
303-5	Water consumption	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P8-9, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Water">https://www.coats.com/en/Sustainability/Focus-areas/Water</a>
<b>GRI 305: EMISSIONS (2016)</b>		
305-1	Direct (Scope 1) GHG emissions	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P10-11, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
305-2	Energy indirect (Scope 2) GHG emissions	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P10-11, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
305-4	GHG emissions intensity	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P10-11, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
305-5	Reduction of GHG emissions	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P10-11, Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Energy">https://www.coats.com/en/Sustainability/Focus-areas/Energy</a>
<b>GRI 306: EFFLUENTS AND WASTE (2016)</b>		
306-1	Water discharge by quality and destination	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P12-13, 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 (2019) - P20-21 - 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 (2019) - 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 (2019) - P2-3, P25-30 - Sustainability Report (2019) - P4-7, P22-23 - 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 (2019) - P25-30 - Sustainability Report (2019) - P8-21



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103-3	Evaluation of the management approach	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P8-21 - 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 (2019): P25-26 - Sustainability Report (2019): P17, Performance Summary - Health and Safety Policy - <a href="https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Health-and-Safety-Policy-2019.pdf">https://www.coats.com/-/media/Coats/Files/policies-and-downloads/Health-and-Safety-Policy-2019.pdf</a>
403-2	Hazard identification, risk assessment, and incident investigation	- Annual Report (2019): P25-26 - Sustainability Report (2019): P17, 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 (2019): P25-26 - Sustainability Report (2019): P17, 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 (2019): P25-26 - Sustainability Report (2019): P17, 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 (2019): P25-26 - Sustainability Report (2019): P17, 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 (2019): P25-26 - Sustainability Report (2019): P17, 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 (2019): P25-26 - Sustainability Report (2019): P17, 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 (2019): P25-26 - Sustainability Report (2019): P17, 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 (2019): P25-26 - Sustainability Report (2019): P17, 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 (2019): P25-26 - Sustainability Report (2019): P17, 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 404: TRAINING AND EDUCATION (2016)</b>		
404-1	Average hours of training per year per employee	- Annual Report (2019) - P25-30 - Sustainability Report (2019) - P14-19, 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 (2019) - P25-30 - Sustainability Report (2019) - P14-19, 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 (2019) - P25-30 - Sustainability Report (2019) - P16-17, - 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 (2019) - P25-30 - Sustainability Report (2019) - P14-19, 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 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 (2019) - P25-30 - Sustainability Report (2019) - P4-5, P14-18 Performance Summary - Website - <a href="https://www.coats.com/en/Sustainability/Focus-areas/Social">https://www.coats.com/en/Sustainability/Focus-areas/Social</a> - 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 415: PUBLIC POLICY (2016)</b>		
415-1	Political contributions	- Annual Report (2019) - P67

