

1.5.9 GRI content index

GRI Standard 102-54, 102-55

The Autogrill Group's non-financial statement has been prepared in accordance with the GRI Standards: Core option. The table below shows Group disclosures based on the GRI Standards published in 2016 by the Global Reporting Initiative, with reference to Autogrill's materiality analysis and pertaining to 2017 and 2018.

Universal Standards		
GRI Standard	Page no.	Disclosure
GRI 102: General Disclosures		
Organizational profile		
102-1	DR, Simplified Group structure, p. 7.	Name of the organization.
102-2	DR, The Autogrill Group, p. 5.	Brands, products, and services.
102-3	Centro Direzionale Milanofiori. Palazzo Z, Strada 5, 20089 Rozzano (MI) – Italy	Location of headquarters.
102-4	DR, Autogrill around the world, p.5; Drafting criteria, p. 75.	Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.
102-5	DR, Simplified Group structure, p. 7; DR, Organizational structure as at 14 March 2019, p.8.	Nature of ownership and legal form.
102-6	DR, Autogrill around the world, p.5; DR, Group performance p. 9; DR, Business segments p. 21.	Markets served, including geographic locations, sectors, and types of customers and beneficiaries.
102-7	DR, The Autogrill Group, p. 4; DR, Condensed consolidated income statement p. 12; DR, Revenue p. 16; Reclassified consolidated statement of financial position, p.18.	Scale of the organization.
102-8	The people of the Autogrill Group, p. 41; Autogrill Group's social and environmental data, p. 67.	Number of employees by contract and gender.
102-9	Responsible supply chain management, p. 66	Description of the organization's supply chain
102-10	DR, Change in scope of consolidation and other corporate actions pp. 9-10; Drafting criteria, p. 65;	Significant changes to the organization's size, structure, or supply chain.
102-11	DR, Financial and non-financial risk management, pp. 87-95; Sustainability for the Autogrill Group p. 38.	Whether and how the organization applies the Precautionary Principle or approach.
102-12	Human resource development and appraisal, p. 44; Responsible supply chain management, p. 65.	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes.
102-13	Diversity and equal opportunity, p. 47; Drafting criteria, p. 74.	Memberships of national or international advocacy organizations
Strategy		
102-14	DR, Letter to the shareholders	Statement from senior decision-maker.
102-15	DR, Financial and non-financial risk management, pp. 87-95	Description of key impacts, risks, and opportunities.
Ethics and integrity		
102-16	Diversity and equal opportunity, p. 47; Code of Ethics, http://www.autogrill.com/it/governance/modello-organizzativo-e-codice-etico	Values, principles, standards, and norms of behaviour.
Governance		
102-18	CGR, pp. 21, 54, 56, 58, 65.	Governance structure of the organization.
Stakeholder engagement		
102-40	Stakeholder engagement, p. 39.	List of stakeholder groups engaged by the organization.
102-41	Labour relations, p. 49.	Percentage of employees covered by collective bargaining agreements.
102-42	Stakeholder engagement, p. 39.	Basis for identifying stakeholders with whom to engage.
102-43	Creating and distributing economic value, p. 36; Stakeholder engagement, p. 39; People: the people of the Autogrill Group, p. 41; Community development and engagement, pp. 52-53; Focus on the customer, p. 60.	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.
102-44	Stakeholder engagement, p. 39; People: the people of the Autogrill Group, p. 41; Focus on the customer, p. 60.	Key topics and concerns raised through stakeholder engagement and how the organization has responded, including through its reporting. List of the stakeholder groups that raised each of the key topics and concerns.
Reporting practice		
102-45	Consolidated financial statements, List of consolidated companies and other investments, pp. 172-175	Entities included in the organization's consolidated financial statements or equivalent documents.
102-46	Drafting criteria, pp. 74-76.	Process for defining the report content and topic boundaries
102-47	Materiality analysis, p. 40.	Material topics identified in the process for defining report content.
102-48	Autogrill Group's social and environmental data, p. 71.	Restatements of information given in previous reports, and the reasons for such restatements.
102-49	Materiality analysis, p. 40.	Significant changes from previous reporting periods in the list of material topics and topic boundaries.
102-50	Drafting criteria, p. 75.	Reporting period (fiscal or calendar year).
102-51	The NFS was issued in May 2018	Date of most recent report (if applicable).
102-52	Drafting criteria, p. 74.	Reporting cycle (annual/biennial).
102-53	IA&CSR department. Tel. (+39) 0248263490	Contact point for questions regarding the report.

102-54	Drafting criteria, p. 74; GRI content index, p. 78.	Specify which GRI Standards option the organization has chosen (Core or Comprehensive).
102-55	GRI content index, pp. 78-83.	GRI content index
102-56	Independent Auditors' Report, pp. 84-86.	External assurance

Topic-specific standards			
GRI standard	Page no.	Omission	Disclosure
GRI 200: ECONOMIC SERIES			
Economic performance 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Creating and distributing economic value, p. 36; Community development and engagement, pp. 52-53.		The management approach and its components.
103-3	Creating and distributing economic value, p. 36; Community development and engagement, pp. 52-53; Autogrill Group's social and environmental data, p. 71.		Evaluation of the management approach.
GRI 201: Economic Performance			
201-1	Creating and distributing economic value, p. 36; Autogrill Group's social and environmental data, p. 71;		Direct economic value generated and distributed.
Anti-corruption 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, pp. 31-32; Anti-corruption, pp. 37-38.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, pp. 31-32; Anti-corruption, pp. 37-38.		Evaluation of the management approach.
GRI 205: Anti-corruption			
205-3	In 2018, there were no definitive rulings against employees concerning active or passive corruption.		Confirmed incidents of corruption and actions taken.
Anti-competitive behaviour 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Governance and compliance, p. 37; DR, Financial and non-financial risk management, p. 87		The management approach and its components.
103-3	Governance and compliance, p. 37; DR, Financial and non-financial risk management, p. 87		Evaluation of the management approach.
GRI 206: Anti-competitive behaviour			
206-1	In 2018, no legal action was taken against the Group for anti-competitive behaviour, anti-trust, and monopoly issues.		Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.
GRI 300: ENVIRONMENTAL SERIES			
Energy 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, pp. 31-32; Energy and emissions management, pp. 54-57; Drafting criteria, pp. 74-76.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, pp. 31-32; Energy and emissions management, pp. 54-57; Autogrill Group's social and environmental data, p. 72; Drafting criteria, pp. 75.		Evaluation of the management approach.
GRI 302: Energy			
302-1	Energy and emissions management, pp. 56; Autogrill Group's social and environmental data, p. 72.		Energy consumption within the organization.
Emissions 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Energy and emissions management, pp. 54-57; Drafting criteria, p. 75.		The management approach and its components.
103-3	Energy and emissions management, pp. 54-57; Autogrill Group's social		Evaluation of the management approach.

	and environmental data, p. 72; Drafting criteria, p. 75.		
GRI 305: Emissions			
305-1	Autogrill Group's social and environmental data, p. 72.		Direct GHG emissions
305-2	Autogrill Group's social and environmental data, p. 72.		Energy indirect GHG emissions.
Waste 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Waste management, pp. 58-59; Drafting criteria, p. 75.		The management approach and its components.
103-3	Waste management, pp. 58-59; Autogrill Group's social and environmental data, p. 73; Drafting criteria, p. 75.		Evaluation of the management approach.
GRI 306: Effluents and waste			
306-2	Autogrill Group's social and environmental data, p. 73.		Total weight of waste, by type and disposal method
Environmental compliance 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, p. 32-33; Planet: environmental protection, p. 54; Planet: environmental protection, p. 57.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, p. 32-33; Planet: environmental protection, p. 54; Planet: environmental protection, p. 57.		Evaluation of the management approach.
GRI 307: Environmental compliance			
307-1	No significant fines or non-monetary sanctions were received in 2018.		Amount of fines and number of non-monetary sanctions for non-compliance with environmental laws and regulations.
Supplier environmental assessment 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Planet: environmental protection, p. 54; Responsible supply chain management, p. 65.		The management approach and its components.
103-3	Planet: environmental protection, p. 54; Responsible supply chain management, p. 65.		Evaluation of the management approach.
GRI 308: Supplier environmental assessment			
308-1	Responsible supply chain management, p. 65.	In 2018, the implementation process began for the Autogrill Group Supply Chain Sustainability Guidelines, which set general standards for supplier assessment. The Code of Supplier Business Conduct has been published in North America. Once the guidelines are implemented locally, it will be possible to report the exact number of suppliers assessed.	Percentage of new suppliers that were screened using environmental criteria.
GRI 400: SOCIAL SERIES			
Employment 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41-42; Diversity and equal opportunity, p. 47; Remuneration, p. 48.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41-42; Diversity and equal opportunity, p. 47; Remuneration, p. 48; Autogrill Group's social and environmental data, p. 69.		Evaluation of the management approach.
GRI 401: Employment			
401-1	Autogrill Group's social and environmental data, p. 69.		New employee hires and employee turnover.
401-2	Remuneration, p. 48.		Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.

Labour/management relations 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41-42; Labour relations, p. 49.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41-42; Labour relations, p. 49.		Evaluation of the management approach.
GRI 402: Labour/management relations			
402-1	Labour relations, p. 49.		Minimum notice periods regarding operational changes and whether the notice periods are specified in collective agreements.
Health and safety 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, pp. 33-34; People: the people of the Autogrill Group, pp. 41-42; Occupational health and safety, pp. 50-51.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41-42; Occupational health and safety, pp. 50-51.		Evaluation of the management approach.
GRI 403: Occupational health and safety			
403-2	Occupational health and safety, pp. 50-51; Autogrill Group's social and environmental data, p. 70.	Absentee rates are not reported because workable hours are not available. The Group is working on a system that will gather that information by reporting year 2020. Data for external personnel is currently unavailable.	Rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities, by region and gender.
Training and education 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary
103-2	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41; Human resource development and appraisal, pp. 44-46.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41; Human resource development and appraisal, pp. 44-46; Autogrill Group's social and environmental data, pp. 67-68.		Evaluation of the management approach.
GRI 404: Training			
404-1	Human resource development and appraisal, p. 44; Autogrill Group's social and environmental data, pp. 67-68.		Average yearly hours of training per employee, by gender and category.
404-2	Human resource development and appraisal, pp. 44-45.		Programs for upgrading employee skills and transition assistance programs.
404-3	Autogrill Group's social and environmental data, p. 68.		Percentage of employees receiving regular performance reviews.
Diversity and equal opportunity 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41-42; Diversity and equal opportunity, p. 47.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41-42; Diversity and equal opportunity, p. 47.		Evaluation of the management approach.
GRI 405: Diversity and equal opportunity			
405-1	People: the people of the Autogrill Group, pp. 41-42; Autogrill Group social and environmental data, p. 66; CGR, pp. 108-109.		Diversity of governance bodies and employees.
Non-discrimination 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix		Explanation of the material topic and its

	linking material topics and related GRI aspects, p. 77.		boundary.
103-2	Policies and guidelines of the Autogrill Group, p. 33-34; People: the people of the Autogrill Group, pp. 41-42; Diversity and equal opportunity, p. 47; Protection of human rights, p. 52.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, pp. 33-34; People: the people of the Autogrill Group, pp. 41-42; Diversity and equal opportunity, p. 47; Protection of human rights, p. 52.		Evaluation of the management approach.
GRI 406: Non-discrimination			
406-1	In 2018, there were no significant incidents of discrimination. Any complaints received through the dedicated channels were handled promptly by the units in charge.		Incidents of discrimination and corrective actions taken
Supplier social assessment 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Responsible supply chain management, p. 65; Protection of human rights, p. 52.		The management approach and its components.
103-3	Responsible supply chain management, p. 65; Protection of human rights, p. 52.		Evaluation of the management approach.
GRI 414: Supplier social assessment			
414-1	Responsible supply chain management, p. 65.	In 2018, the implementation process began for the Autogrill Group Supply Chain Sustainability Guidelines, which set general standards for supplier assessment. The Code of Supplier Business Conduct has been published in North America. Once the guidelines are implemented locally, it will be possible to report the exact number of suppliers assessed.	New suppliers that were screened using social criteria.
Customer health and safety 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary
103-2	Policies and guidelines of the Autogrill Group, p. 33-34; Product quality and safety, p. 63.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, pp. 33-34; Product quality and safety, p. 63.		Evaluation of the management approach.
GRI 416: Customer health and safety			
416-1	Product quality and safety, p. 63;		Percentage of product and service categories for which health and safety impacts are assessed.
Marketing and labelling 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, pp. 33-34; Product labelling and marketing, p. 64.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, pp. 33-34; Product labelling and marketing, p. 64.		Evaluation of the management approach.
GRI 417: Marketing and labelling			
417-3	In 2018 there were no incidents of non-compliance concerning product and service marketing communications.		Incidents of non-compliance concerning marketing communications.
Socioeconomic compliance 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Governance and compliance, p. 37; DR, Financial and non-financial risk management, p. 87-95		The management approach and its components.
103-3	Governance and compliance, p. 37; DR, Financial and non-financial risk management, p. 87-95		Evaluation of the management approach.
GRI 419: Socioeconomic compliance			
419-1	In 2018, there were no fines or non-monetary sanctions for non-compliance with laws and regulations in the social and economic area.		Amount of fines and number of non-monetary sanctions for non-compliance with laws and regulations in the social and economic area.
Effectiveness and transparency of decision-making 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI		Explanation of the material topic and its boundary.

	aspects, p. 77.		
103-2	Policies and guidelines of the Autogrill Group, p. 33-34; Governance and compliance, p. 37; Financial and non-financial risk management, p. 87-95.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, p. 33-34; Governance and compliance, p. 37; Financial and non-financial risk management, p. 87-95.		Evaluation of the management approach.
Accessibility and quality of services 2016			
GRI 103: Management Approach			
103-1	Materiality analysis, p. 40; Matrix linking material topics and related GRI aspects, p. 77.		Explanation of the material topic and its boundary.
103-2	Policies and guidelines of the Autogrill Group, p. 33-34; Services: quality and accessibility, p. 62; Product labelling and marketing, p. 64.		The management approach and its components.
103-3	Policies and guidelines of the Autogrill Group, p. 33-34; Services: quality and accessibility, p. 62; Product labelling and marketing, p. 64.		Evaluation of the management approach.