



RHI MAGNESITA

RHI Magnesita Global Reporting Initiative Standards Index

2019



Global Reporting Initiative Standards Index

General Disclosures		Location / Page Annual Report 2019	Additional Content
Disclosure number	Description		
Organisational profile			
GRI-102-1	Name of the organization	p 128	
GRI-102-2	Activities, brands, products and services	p 34	
GRI-102-3	Location of headquarters	p 128	
GRI-102-4	Location of operations	P 3; see also at https://www.rhimaginesita.com/about/where-we-are/	
GRI-102-5	Ownership and legal form	p 76/77/226	
GRI-102-6	Markets served	p 36-39	
GRI-102-7	Scale of the organization	p 1, 3, 122	
GRI-102-8	Information on employees and other workers		<p>a. Total number of employees by employment contract (permanent and temporary), by gender (in headcounts) Permanent: 11,991 (88%) Temporary: 1,687 (12%) Male: 12,077 Female: 1,601 Permanent male: 10,624 (88%) Permanent female: 1,367 (85%) Temporary male: 1,453 (12%) Temporary female: 224 (15%)</p> <p>b. Total number of employees by employment contract (permanent and temporary), by region (in headcounts) Western Europe: Permanent: 3,891 (92%); Temporary: 322 (8%) Eastern Europe: Permanent: 77 (100%); Temporary: 0 (0%) Near and Middle East: Permanent: 238 (100%); Temporary: 0 (0%) South America: Permanent: 5,412 (100%); Temporary: 0 (0%) North America: Permanent: 1,106 (98%); Temporary: 19 (2%) Asia Pacific: Permanent: 1,165 (46%); Temporary: 1,344 (54%) Africa: Permanent: 102 (98%); Temporary: 2 (2%)</p> <p>c. Total number of employees by employment type (full-time and part-time), by gender (in headcounts). Full time: 13,472 Part time: 206 Full time male: 12,039 (99%) Full time female: 1,433 (90%) Part time male: 38 (1%) Part time female: 168 (10%)</p>

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Organisational profile			
GRI-102-10	Significant changes to the organization and its supply chain		In 2020 significant changes did not take place.
GRI-102-11	Precautionary Principle or approach		RHI Magnesita follows the precautionary principle in all its operations. All major operations in the EU follow the requirements of the EU IPPC Directive on the precautionary principle. Operations outside the EU follow the precautionary principle in line with national regulatory requirements.
GRI-102-12	External initiatives		<ul style="list-style-type: none"> - UN Global Compact - London Benchmarking Group - TeachForAustria - Wissensfabrik - Transparency International - respACT — Austrian Business Council for Sustainable Development
GRI-102-13	Membership of associations		<ul style="list-style-type: none"> - World Refractories Association (WRA) - European Refractories Producers Federation (PRE), via the Association of the Austrian Mining and Steel Producing Industry of the Austrian Federal Economic Chamber - Association of the Austrian Mining and Steel Producing Industry of the Austrian Federal Economic Chamber - Austrian Society for Metallurgy - Association of the German Refractory Industry - Steel Institute VDEh - Brazilian Association of Metallurgy, Materials & Mining (ABM) - Brazilian Association of Refractories Producers (ABRAFAR) - Latin-American Association of Refractories Producers (ALAFAR) - Industriellenvereinigung (Federation of Austrian Industries) - Cerame-Unie - Euromines - Europea Technical Platform of sustainable mineral resources (ETPSMR) - European Cement Research Academy (ECRA)
Strategy			
GRI-102-14	Statement from senior decision maker	p 8-12	
GRI-102-15	Key impacts, risks, and opportunities	p 42-47	
Ethics and integrity			
GRI-102-16	Values, principles, standards, and norms of behaviour	P 28, 59, 69-70, 78; see also at https://www.rhimagnesita.com/code-of-conduct/	
GRI-102-17	Mechanisms for advice and concerns about ethics	P 64, 78, 95; see also at https://www.rhimagnesita.com/compliance-helpline/	

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Disclosure number	Description														
Governance															
GRI-102-18	Governance Structure	p 62, 76–83													
GRI-102-20	Executive-level responsibility for economic, environmental, and social topics		Chair of the sustainability committee												
GRI-102-22	Composition of the highest governance body and its committees	p 84–89													
GRI-102-24	Nominating and selecting the highest governance body	p 90–91													
GRI-102-35	Remuneration policies	p 96–109													
Stakeholder engagement															
GRI-102-40	List of stakeholder groups	p 63													
GRI-102-41	Collective bargaining agreements		71% of RHI Magnesita's employees are covered by collective bargaining agreements.												
GRI-102-43	Approach to stakeholder engagement	p 62–63													
Reporting practice															
GRI-102-44	Key topics and concerns raised	see https://www.rhimagnesita.com/sustainability/	Comment: from												
GRI-102-45	Entities included in the consolidated financial statements	p 128													
GRI-102-46	Defining report content and topic Boundaries	p 48													
GRI-102-47	List of material topics	p 62–63													
GRI-102-48	Restatement of information		<p>The value of Scope 1 CO₂ emissions for 2018 has been revised upward since publication of the 2018 Annual Report due to the improved availability of more granular data and analysis.</p> <table border="1"> <thead> <tr> <th></th> <th>Reported in Annual Report 2018</th> <th>Actual corrected figures</th> </tr> </thead> <tbody> <tr> <td>Direct CO₂ emissions (Scope 1) in tonnes</td> <td>2,563,000</td> <td>2,629,000</td> </tr> <tr> <td>Of which geogenic emissions</td> <td>1,416,000</td> <td>1,413,000</td> </tr> <tr> <td>Of which fuel-based emissions</td> <td>1,147,000</td> <td>1,165,000</td> </tr> </tbody> </table>		Reported in Annual Report 2018	Actual corrected figures	Direct CO ₂ emissions (Scope 1) in tonnes	2,563,000	2,629,000	Of which geogenic emissions	1,416,000	1,413,000	Of which fuel-based emissions	1,147,000	1,165,000
	Reported in Annual Report 2018	Actual corrected figures													
Direct CO ₂ emissions (Scope 1) in tonnes	2,563,000	2,629,000													
Of which geogenic emissions	1,416,000	1,413,000													
Of which fuel-based emissions	1,147,000	1,165,000													
GRI-102-49	Changes in reporting		No significant changes in the list of material topics and topic boundaries												
GRI-102-50	Reporting period		Non-financial data in this report are for financial year 2019.												
GRI-102-51, GRI-102-52	Date of most recent report: Reporting Cycle		Sustainability reported annually as part of the Annual Report. Previous report covered the year 2018.												
GRI-102-53	Contact point for questions regarding the report		sustainability@rhimagnesita.com												
GRI-102-54	Claims of reporting in accordance with the GRI Standards	p 64													
GRI-102-55	GRI content index		www.rhimagnesita.com/GRI-Index-2019												

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Disclosure number	Description		
Economic performance 2018			
GRI-201-1	Direct economic value generated and distributed	p 1	
Anti-Corruption			
GRI-103-1	Explanation of the material topic and its Boundary	p 64	
GRI-103-2	The management approach and its components	p 58, 64	
GRI-103-3	Evaluation of the management approach	p 95	
GRI-205-2	Communication and training about anti-corruption policies and procedures	p 58, 64	
Energy			
GRI-103-1	Explanation of the material topic and its Boundary	p 67	<ul style="list-style-type: none"> - Base year 2018; - Acquisitions conducted in 2019 not included - Transportation, sales offices and other administrative buildings not included.
GRI-103-2	The management approach and its components	p 67	
GRI-103-3	Evaluation of the management approach	p 67	
GRI-302-1	Energy consumption within the organization	p 67	
GRI-302-5	Reductions in energy requirements of products and services	p 67	
Water			
GRI-103-1	Explanation of the material topic and its Boundary	p 68	<ul style="list-style-type: none"> - Acquisitions conducted in 2019 not included - Transportation, sales offices and other administrative buildings not included.
GRI-103-2	The management approach and its components	p 68	
GRI-103-3	Evaluation of the management approach	p 68	
GRI-303-1	Interactions with water as a shared resource	p 68	Partially reported
GRI-303-3	Water withdrawal	p 68	Partially reported
Biodiversity			
GRI-103-1	Explanation of the material topic and its Boundary	p 68	
GRI-103-2	The management approach and its components	p 68	
GRI-103-3	Evaluation of the management approach	p 68	
GRI-304-3	Habitats protected or restored	p 68	Partially reported

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General Disclosures		Location / Page Annual Report 2019	Additional Content
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Emissions			
GRI-103-1	Explanation of the material topic and its Boundary	p 65-68	<ul style="list-style-type: none"> - Base year 2018; - Acquisitions conducted in 2019 not included - Transportation, sales offices and other administrative buildings not included
GRI-103-2	The management approach and its components	p 65-68	
GRI-103-3	Evaluation of the management approach	p 65-68	
GRI-305-1	Direct (Scope 1) GHG emissions	p 66	
GRI-305-2	Energy indirect (Scope 2) GHG emissions	p 66	
GRI-305-3	Other indirect (Scope 3) GHG emissions	p 66	- Reported Scope 3 covers only CO ₂ emissions from purchased raw materials.
Environmental compliance			
GRI-307-1	Non-compliance with environmental laws and regulations		No non-compliance in 2019
Employment			
GRI-401-1	New employee hires and employee turnover		<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>Excluding seasonal staff Total: 3,040 (21%)</p> <p>i. Age group</p> <p>Under 30 years old: 1,271 (47%) 30 — 50 years old: 1,500 (18%) Over 50 years old: 269 (10%)</p> <p>ii. Gender</p> <p>Male: 2,553 (19%); Female: 487 (29%)</p> <p>iii. Region</p> <p>Western Europe: 653 (15%) Eastern Europe: 27 (34%) Near and Middle East: 23 (7%) South America: 1,867 (32%) North America: 201 (17%) Asia Pacific: 266 (10%) Africa: 3 (3%)</p>

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General Disclosures		Location / Page Annual Report 2019	Additional Content
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Employment			
GRI-401-1	New employee hires and employee turnover		<p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p> <p>Excluding seasonal staff Total: 4,009 (29%)</p> <p>i. Age group</p> <p>Under 30 years old: 1,160 (43%) 30 — 50 years old: 2,038 (24%) Over 50 years old: 811 (31%)</p> <p>ii. Gender</p> <p>Male: 3,569 (28%) Female: 440 (27%)</p> <p>iii. Region</p> <p>Western Europe: 726 (17%) Eastern Europe: 24 (30%) Near and Middle East: 35 (10%) South America: 2,234 (38%) North America: 624 (54%) Asia Pacific: 346 (13%) Africa: 20 (19%)</p>
GRI-401-3	Parental leave		<p>a. Total number of employees that took parental leave, by gender.</p> <p>Total: 50 Male: 18 Female: 32</p> <p>b. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <p>Total: 37 Male: 13 Female: 24</p> <p>c. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <p>Total: 16 (50%) Male: 4 (30%) Female: 12 (80%)</p> <p>d. Return to work and retention rates of employees that took parental leave, by gender.</p> <p>Return to work rate: Total: 89% Male: 92% Female: 88% Retention rate: see GRI401-3 d</p>

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Occupational health and safety			
GRI-103-1	Explanation of the material topic and its Boundary	p 69-70	Contracted workers under direct control considered; contracted workers without direct control not considered
GRI-103-2	The management approach and its components	p 69-70	
GRI-103-3	Evaluation of the management approach	p 69-70	
GRI-403-1	Occupational health and safety management system	p 69-70	All RHI Magnesita employees and subcontracted workers under direct control
GRI-403-5	Worker training on occupational health and safety	p 69-70	
GRI-403-8	Workers covered by an occupational health and safety management system	p 69-70	
GRI-403-9	Work-related injuries	p 69-70	Partially reported
Diversity and equal opportunity			
GRI-103-1	Explanation of the material topic and its Boundary	p 70-71	
GRI-103-2	The management approach and its components	p 70-71	
GRI-103-3	Evaluation of the management approach	p 70-71	
GRI-405-1	Diversity of governance bodies and employees	p 71	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender Executive Management Team: Male: 7 (78%) Female: 2 (22%)</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old Under 30 years old: 0 (0%) 30 — 50 years old: 6 (67%) Over 50 years old: 3 (33%)</p> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender Male: 12,077 (88%) Female: 1,601 (12%) Salaried staff: Male: 3,633 (76%); Female: 1,221 (24%) Wage earners: Male: 8,444 (96%); Female: 380 (4%)</p>

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Diversity and equal opportunity			
GRI-405-1	Diversity of governance bodies and employees	p 71	ii. Age group: under 30 years old, 30-50 years old, over 50 years old: Under 30 years old: 2,687 (19%) 30-50 years old: 8,357 (61%) over 50 years old: 2,634 (20%) Salaried staff: Under 30 years old: 662 (13%); 30-50 years old: 3,045 (63%); over 50 years old: 1,147 (24%) Wage earners: Under 30 years old: 2,025 (23%); 30-50 years old: 5,312 (60%); over 50 years old: 1,487 (17%)
Non-discrimination			
GRI-406-1	Incidents of discrimination and corrective actions taken	p 95	
Human rights assessment			
GRI-412-2	Employee training on human rights policies or procedures	p 64	Partially reported
Local communities			
GRI-103-1	Explanation of the material topic and its Boundary	p 71	
GRI-103-2	The management approach and its components	p 71	
GRI-103-3	Evaluation of the management approach	p 71	
GRI-413-1	Operations with local community engagement, impact assessments, and development programmes		In 2019 in all of our operational sites had community engagement and development programmes took place. Acquisitions conducted in 2019 are not included.



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