

ESG Disclosures

Statement of use		Chalhoub Group has reported in accordance with the GRI Standards for the period Jan-Dec 2021.				
Applicable GRI Sector Standard(s)		Not applicable				
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 4	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	Page 4				
	2-3 Reporting period, frequency and contact point	Jan-Dec 2021, Annual.				
	2-4 Restatements of information	Not applicable				
	2-5 External assurance	Not applicable				
	2-6 Activities, value chain and other business relationships	Page 5				
	2-7 Employees	Page 4				
	2-8 Workers who are not employees	Not applicable				
	2-9 Governance structure and composition			Confidential		
	2-10 Nomination and selection of the highest governance body			Confidential		
	2-11 Chair of the highest governance body			Confidential		
	2-12 Role of the highest governance body in overseeing the management of impacts			Confidential		
	2-13 Delegation of responsibility for managing impacts			Confidential		
	2-14 Role of the highest governance body in sustainability reporting			Confidential		
	2-15 Conflicts of interest			Confidential		
	2-16 Communication of critical concerns			Confidential		
	2-17 Collective knowledge of the highest governance body			Confidential		
	2-18 Evaluation of the performance of the highest governance body			Confidential		
	2-19 Remuneration policies			Confidential		
	2-20 Process to determine remuneration			Confidential		

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GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio			Confidential		
	2-22 Statement on sustainable development strategy			Not applicable		
	2-23 Policy commitments	Page 6				
	2-24 Embedding policy commitments	Page 6				
	2-25 Processes to remediate negative impacts	Page 24				
	2-26 Mechanisms for seeking advice and raising concerns	Page 31				
	2-27 Compliance with laws and regulations	Chalhoub complies with all the applicable laws in the country of its operation.				
	2-28 Membership associations			Not applicable		
	2-29 Approach to stakeholder engagement	Page 31				
	2-30 Collective bargaining agreements			Not applicable		
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 31	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	Page 31				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed			Confidential		
	201-2 Financial implications and other risks and opportunities due to climate change			Confidential		
	201-3 Defined benefit plan obligations and other retirement plans			Confidential		
	201-4 Financial assistance received from government			Confidential		
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	1:1				
	202-2 Proportion of senior management hired from the local community			Confidential		

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Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported			Information Unavailable		
	203-2 Significant indirect economic impacts			Information Unavailable		
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers			Confidential		
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption			Confidential		
	205-2 Communication and training about anti-corruption policies and procedures	Page 5, 7				
	205-3 Confirmed incidents of corruption and actions taken			Confidential		
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions were undertaken during the reporting period.				
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 207: Tax 2019	207-1 Approach to tax			Confidential		
	207-2 Tax governance, control, and risk management			Confidential		
	207-3 Stakeholder engagement and management of concerns related to tax			Confidential		
	207-4 Country-by-country reporting			Confidential		
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 27				
	301-2 Recycled input materials used	Page 27				
	301-3 Reclaimed products and their packaging materials	Page 27				

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Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 22				
	302-2 Energy consumption outside of the organization	Page 22				
	302-3 Energy intensity	Page 22				
	302-4 Reduction of energy consumption	Page 22				
	302-5 Reductions in energy requirements of products and services	Page 24				
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 25				
	303-2 Management of water discharge-related impacts				Our operations don not result in industrial waste water discharge. The sewage from our offices and warehouses is disposed through the municipality network.	
	303-3 Water withdrawal	Page 25				
	303-4 Water discharge				Information Unavailable	
	303-5 Water consumption	Page 25				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Not applicable	All our offices and warehouses are within the city or industrial zone.	
	304-2 Significant impacts of activities, products and services on biodiversity			Not applicable		
	304-3 Habitats protected or restored			Not applicable		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Not applicable		

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Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 22				
	305-2 Energy indirect (Scope 2) GHG emissions	Page 22				
	305-3 Other indirect (Scope 3) GHG emissions	Page 22				
	305-4 GHG emissions intensity	Page 22				
	305-5 Reduction of GHG emissions	Page 24				
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable	Information unavailable/incomplete	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not applicable	Information unavailable/incomplete	
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 28				
	306-2 Management of significant waste-related impacts	Page 28				
	306-3 Waste generated	Page 28,29				
	306-4 Waste diverted from disposal	Page 28				
	306-5 Waste directed to disposal	Page 28				
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 18				
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 18				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover			Information unavailable/incomplete		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 12				
	401-3 Parental leave	Page 12				

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Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes			Confidentiality constraints		
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 16				
	403-2 Hazard identification, risk assessment, and incident investigation	Page 16				
	403-3 Occupational health services	Page 16				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 16				
	403-5 Worker training on occupational health and safety	Page 16				
	403-6 Promotion of worker health	Page 16				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 16				
	403-8 Workers covered by an occupational health and safety management system		All the employees of the logistics department are covered by OHS management system			
	403-9 Work-related injuries	Page 16				
	403-10 Work-related ill health	Page 16				
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 13				
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 13				
	404-3 Percentage of employees receiving regular performance and career development reviews	100%				

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Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees			Confidentiality constraints		
	405-2 Ratio of basic salary and remuneration of women to men	1:1				
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 8				
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Information unavailable/incomplete		
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor			Information unavailable/incomplete		
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			Information unavailable/incomplete		
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures			Information unavailable/incomplete		
Rights of indigenous peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents reported				
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 30				
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 30				

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General disclosures						
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 18				
	414-2 Negative social impacts in the supply chain and actions taken	Page 18				
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics			Confidentiality constraints		
GRI 415: Public Policy 2016	415-1 Political contributions			Confidentiality constraints		
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories			Information unavailable/incomplete		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			Information unavailable/incomplete		
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31			Not applicable	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling			Not applicable		
	417-2 Incidents of non-compliance concerning product and service information and labeling			Not applicable		
	417-3 Incidents of non-compliance concerning marketing communications			Not applicable		
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints received				