

GRI content index



Statement of use GRI 1 used		Convatec has reported the information cited in this GRI content index for the period 1st January - 31st December 2022 with reference to the GRI Standards. GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	SOURCE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	ARA22 Locations Company Overview	247 (back insert)
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	ARA22 All the entities in the financial reporting are also included in the sustainability reporting.	172
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	Period: Jan-Dec 2022 Publication Date: 22/03/2023 Frequency: Annual Contact: T: + 44 (0) 118 952 8100	
GRI 2: General Disclosures 2021	2-4 Restatements of information	ARA22 ESG Basis of Reporting	67-68
GRI 2: General Disclosures 2021	2-5 External assurance	2022 ESG Independent Assurance Report	
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Product Information	
GRI 2: General Disclosures 2021	2-7 Employees	ARA22	60
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	ARA22	60
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	ARA22	110-115
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Nomination Committee Terms of Reference	
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Board of Directors	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	ARA22 Governance	43
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	ARA22	66 and 126-135
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	ARA22	42
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	ARA22	63, 125 and 130-131
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	ARA22	43, 62, 76, 120
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	ARA22	110-111 & 125
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	ARA22	122
GRI 2: General Disclosures 2021	2-19 Remuneration policies	ARA22 Remco Terms of Reference	Remuneration statement - 139-161
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	ARA22 Remco Terms of Reference	122-161 Remuneration statement - 139-161

GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	ARA22	149
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	ARA22	40-87
		ESG Framework and Targets	
GRI 2: General Disclosures 2021	2-23 Policy commitments	Code of Ethics and Business Conduct	40-49
		Human Rights and Labour Standards Policy	
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Code of Ethics and Business Conduct	40-49
		Human Rights and Labour Standards Policy	
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	ARA22	126-135
		Modern Slavery Statement	
		Speak-up Website	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	ARA22	62
		Code of Ethics and Business Conduct	
		Speak-up Website	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Convatec did not receive any significant fines or non-monetary sanctions in any region for non-compliance with laws and regulations during FY22.	
GRI 2: General Disclosures 2021	2-28 Membership associations	ARA22	45, 65
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	ARA22	44-45
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	Human Rights and Labour Standards Policy	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ARA22	40-49
GRI 3: Material Topics 2021	3-2 List of material topics	ARA22	40-49; 68-70
GRI 3: Material Topics 2021	3-3 Management of material topics	ARA22	40-49
		Protecting the planet	
		EHS statement	
		Code of Ethics and Business Conduct	
		Human Rights and Labour Standards Policy	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	ARA22	71
GRI 201: Economic Performance 2017	201-2 Financial implications and other risks and opportunities due to climate change	ARA22	75-87
GRI 201: Economic Performance 2018	201-3 Defined benefit plan obligations and other retirement plans	ARA22	17, 195-207
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	ARA22	62
		Code of Ethics and Business Conduct	4, 10
		In line with the Code of Conduct, all operations are assessed for risks related to corruption	
GRI 205: Anti-corruption 2017	205-2 Communication and training about anti-corruption policies and procedures	ARA22	62
		Code of Ethics and Business Conduct	10
GRI 205: Anti-corruption 2018	205-3 Confirmed incidents of corruption and actions taken	There were no material breaches of the Code of Conduct and no fines related to corruption and bribery in FY22.	
GRI 207: Tax 2019	207-1 Approach to tax	Tax Statement	
GRI 207: Tax 2020	207-2 Tax governance, control, and risk management	Tax Statement	
GRI 207: Tax 2021	207-3 Stakeholder engagement and management of concerns related to tax	Tax Statement	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ARA22	67
GRI 302: Energy 2017	302-2 Energy consumption outside of the organization	ARA22	67
GRI 302: Energy 2018	302-3 Energy intensity	ARA22	67
GRI 302: Energy 2019	302-4 Reduction of energy consumption	ARA22	67-68
GRI 303: Water and Effluents 2022	303-5 Water consumption	ARA22	69-70
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ARA22	68

GRI 305: Emissions 2017	305-2 Energy indirect (Scope 2) GHG emissions	ARA22	68
GRI 305: Emissions 2018	305-3 Other indirect (Scope 3) GHG emissions	ARA22	69
GRI 305: Emissions 2019	305-4 GHG emissions intensity	ARA22	68
GRI 305: Emissions 2020	305-5 Reduction of GHG emissions	ARA22	68-69
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ARA22	70
GRI 306: Waste 2021	306-2 Management of significant waste-related impacts	ARA22	70-71
GRI 306: Waste 2022	306-3 Waste generated	ARA22	70
GRI 306: Waste 2023	306-4 Waste diverted from disposal	ARA22	70
GRI 306: Waste 2024	306-5 Waste directed to disposal	ARA22	70
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ARA22	60
GRI 401: Employment 2017	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Life at Convatec Within Convatec's operations, benefits provided to full-time employees also apply to part-time employees, dependant on local laws and regulations.	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	ARA22 Commitment to EHS EHS Policy Statement	61
GRI 403: Occupational Health and Safety 2021	403-4 Worker participation, consultation, and communication on occupational health and safety	ARA22	44
GRI 403: Occupational Health and Safety 2022	403-5 Worker training on occupational health and safety	ARA22	61
GRI 403: Occupational Health and Safety 2023	403-6 Promotion of worker health	ARA22 Our journey in DEI/W	57-60 7-9
GRI 403: Occupational Health and Safety 2026	403-9 Work-related injuries	ARA22	61
GRI 403: Occupational Health and Safety 2027	403-10 Work-related ill health	ARA22	61
GRI 404: Training and Education 2017	404-2 Programs for upgrading employee skills and transition assistance programs	ARA22 DE&I Webpage	58-59
GRI 404: Training and Education 2018	404-3 Percentage of employees receiving regular performance and career development reviews	ARA22	57-59
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ARA22	60
GRI 415: Public Policy 2016	415-1 Political contributions	Code of Ethics and Business Conduct	14
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Due to the nature of our business, all of our products meet legal requirements regarding assessments of the health and safety impacts.	
GRI 416: Customer Health and Safety 2017	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There have been no incidence of non-compliance concerning product information and labelling.	
GRI 417: Marketing and Labeling 2017	417-2 Incidents of non-compliance concerning product and service information and labeling	There have been no incidence of non-compliance concerning product information and labelling	
GRI 417: Marketing and Labeling 2018	417-3 Incidents of non-compliance concerning marketing communications	There have been no incidence of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ARA22 In 2022, there were no reportable issues to data protection authorities and no significant volume of data subject access requests were received	55
SASB - Medical Equipment Supplies Standard 2018			
HC-MS-250a.1	Number of recalls issued, total units recalled	ARA22	53
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	In 2022, there were no Convatec products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	In 2022, there were no Convatec products reported in the FDA's Manufacturer and User Facility Device Experience	
HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type2	Convatec received no U.S. FDA 483 forms in 2022	
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No monetary losses as a result of legal proceedings associated with false marketing claims	
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Marking products inconsistent with their labelling is not permitted, as well as being not relevant to Convatec products and services	
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	No monetary loss as a result of legal proceedings associated with bribery or corruption	