

GRI INDEX

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201-2	Financial implications, risks, and opportunities due to climate change	2017 Great-West Lifeco Carbon Disclosure Project	website website
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103	Management approach	GWLRA Website	website
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205-2	Communication and training on anti-corruption policies and procedures	GWLRA Website	website
206 – Anti-competitive behavior			
103	Management approach	GWLRA Website	website
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	In 2017, there were no legal actions.	
GRI 300: ENVIRONMENTAL STANDARD SERIES 2016			
302 – Energy			
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305 – Emissions			
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103	Management approach	Environmental Footprint	24 website
306-2	Waste by type and disposal method	2017 Annual Review, Data Tables GWLRA Website	37 website

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307 – Environmental compliance			
103	Management approach	GWLRA Website	website website
307-1	Non-compliance with environmental laws and regulations	In 2017, there were no significant non-compliance issues.	N/A
308 – Supplier environmental assessment			
GRI 400: SOCIAL STANDARD SERIES 2016			
401 – Employment			
103	Management approach	2017 Annual Review, Talent Management	28
401-1	New employee hires and employee turnover	2017 Annual Review, Data Tables	39-40
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GWLRA Website	N/A website
402 – Labor/management relations			
403 – Occupational health and safety			
103	Management approach	GWLRA Website	N/A website
403-1	Workers' representation in formal joint management-worker health and safety committees	2017 Annual Review, Data Tables	39-40
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	2017 Annual Review, Data Tables	39-40
404 – Training and education			
103	Management approach	2017 Annual Review, Talent Management GWLRA Website	28 website
404-1	Average hours of training per year per employee	2017 Annual Review, Data Tables	39-40
404-2	Programs for upgrading employee skills and transition assistance programs	2017 Annual Review, Data Tables	39-40
404-3	Percentage of employees receiving regular performance and career development reviews	GWLRA Website	N/A website
405 – Diversity and equal opportunity			
103	Management approach	2017 Annual Review, Integrity and Trust GWLRA Website	28 website
405-1	Diversity of governance bodies and employees	2017 Annual Review, Data Tables GWLRA Website	39 website

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406 – Non-discrimination			
103	Management approach	2017 Annual Review, Integrity and Trust GWLRA Website	28 website
406-1	Total number of incidents of discrimination and corrective actions taken	In 2017, there were no incidents.	
410 – Security practices			
103	Management approach	GWLRA Website	website
413 – Local communities			
103	Management approach	2017 Annual Review, Livable Communities; Data Tables	31-32, 40
416 – Customer health and safety			
103	Management approach	2017 Annual Review, Operational Excellence	18-19
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	2017 Annual Review, Data Tables	39
416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	In 2017, there were no non-compliance incidents.	N/A
418 – Customer privacy			
103	Management approach	GWLRA Website	website
419 – Socioeconomic compliance			
103	Management approach	GWLRA Website	website
419-1	Non-compliance with laws and regulations in the social and economic area	In 2017, there were no fines.	N/A