

# GRI Index

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103-2	Management approach and its components	<a href="#">GWLRA website</a>	<a href="#">website</a>
103-3	Evaluation of the management approach	<a href="#">GWLRA website</a>	<a href="#">website</a>
<b>GRI 200: ECONOMIC STANDARD SERIES 2016</b>			
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103	Management approach	<b>2019 Annual Review – Deliver Strong, Long-Term Returns, Achieve Operational Excellence</b>	<a href="#">11–13, 14–15</a>
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201-2	Financial implications, risks and opportunities due to climate change	<b>2019 Annual Review – Deliver Strong, Long-term Returns, Minimize Our Environmental Footprint</b> <b>Great-West LifeCo website</b>	<a href="#">11, 16</a> <a href="#">website</a>
<b>203 – Indirect economic impacts</b>			
103	Management approach	<b>2019 Annual Review – Contribute to Stronger, Livable Communities</b> <a href="#">GWLRA website</a>	<a href="#">21–22</a> <a href="#">website</a>
203-1	Infrastructure investments and services supported	<b>2019 Annual Review – Performance Scorecard, Supporting a Better, More Sustainable World, Contribute to Stronger, Livable Communities, Data Tables</b>	<a href="#">8–9, 10, 21–22, 25–28</a> <a href="#">website</a>
203-2	Significant indirect economic impacts	<b>2019 Annual Review – Contribute to Stronger, Livable Communities</b>	<a href="#">21–22</a>
<b>204 – Procurement practices</b>			
103	Management approach	<a href="#">GWLRA website</a>	<a href="#">website</a>
<b>205 – Anti-corruption</b>			
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205-2	Communication and training on anti-corruption policies and procedures	<b>2019 Annual Review – Performance Scorecard, Operate with Integrity and Trust</b> <a href="#">GWLRA website</a>	<a href="#">9, 23</a> <a href="#">website</a>
<b>206 – Anti-competitive behavior</b>			
103	Management approach	<a href="#">GWLRA website</a>	<a href="#">website</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<b>In 2019, there were no such legal actions.</b>	N/A

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<b>GRI 300: ENVIRONMENTAL STANDARD SERIES 2016</b>			
<b>302 – Energy</b>			
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302-1	Energy consumption within the organization	2019 Annual Review – Minimize Our Environmental Footprint, Data Tables GWLRA website	<a href="#">16–18, 25–28 website</a>
302-3 / CRE1	Energy intensity	2019 Annual Review – Performance Scorecard, Minimize Our Environmental Footprint, Data Tables GWLRA website	<a href="#">8, 18, 25 website</a>
302-4	Reduction of energy consumption	2019 Annual Review – Minimize Our Environmental Footprint, Data Tables GWLRA website	<a href="#">18, 25 website</a>
<b>303 – Water</b>			
103	Management approach	2019 Annual Review – Minimize Our Environmental Footprint GWLRA website	<a href="#">16–18 website</a>
303-1	Water withdrawal by source	2019 Annual Review – Minimize Our Environmental Footprint, Data Tables GWLRA website	<a href="#">16–18, 26 website</a>
CRE2	Building water intensity	2019 Annual Review – Performance Scorecard, Minimize Our Environmental Footprint, Data Tables GWLRA website	<a href="#">8, 16–18, 26 website</a>
<b>305 – Emissions</b>			
103	Management approach	2019 Annual Review – Minimize Our Environmental Footprint GWLRA website	<a href="#">16–18 website</a>
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	2019 Annual Review – Data Tables GWLRA website	<a href="#">25 website</a>
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305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	2019 Annual Review – Data Tables GWLRA website	<a href="#">25 website</a>
305-4 / CRE3	Greenhouse gas (GHG) emissions intensity	2019 Annual Review – Minimize Our Environmental Footprint, Data Tables GWLRA website	<a href="#">18, 25 website</a>
305-5	Reduction of greenhouse gas (GHG) emissions	2019 Annual Review – Performance Scorecard, Minimize Our Environmental Footprint, Data Tables GWLRA website	<a href="#">8, 17, 25–26 website</a>

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<b>306 – Effluents and waste</b>			
103	Management approach	2019 Annual Review – Minimize Our Environmental Footprint GWLRA website	<a href="#">16–18 website</a>
306-2	Waste by type and disposal method	2018 Annual Review – Minimize Our Environmental Footprint , Data Tables GWLRA website	<a href="#">16–18, 25 website</a>
<b>307 – Environmental compliance</b>			
103	Management approach	GWLRA website	<a href="#">website</a>
307-1	Non-compliance with environmental laws and regulations	In 2019, there was no significant non-compliance in these areas.	N/A
<b>308 – Supplier environmental assessment</b>			
103	Management approach	2019 Annual Review – Stakeholder Engagement	<a href="#">24</a>
<b>GRI 400: SOCIAL STANDARD SERIES 2016</b>			
<b>401 – Employment</b>			
103	Management approach	2019 Annual Review – Attract and Retain Talent	<a href="#">19–20 website</a>
401-1	New employee hires and employee turnover	2019 Annual Review – Data Tables	<a href="#">27</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GWLRA website	<a href="#">website</a>
<b>403 – Occupational health and safety</b>			
103	Management approach	GWLRA website	<a href="#">website</a>
403-1	Workers' representation in formal joint management-worker health and safety committees	2019 Annual Review – Data Tables	<a href="#">27</a>
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	2019 Annual Review – Data Tables	<a href="#">27</a>
<b>404 – Training and education</b>			
103	Management approach	2019 Annual Review – Attract and Retain Talent	<a href="#">19–20 website</a>
404-1	Average hours of training per year per employee	2019 Annual Review – Data Tables	<a href="#">27–28</a>
404-2	Programs for upgrading employee skills and transition assistance programs	2019 Annual Review – Performance Scorecard, Attract and Retain Talent, Data Tables	<a href="#">9, 19–20, 28 website</a>
404-3	Percentage of employees receiving regular performance and career development reviews	2019 Annual Review – Data Tables	<a href="#">28</a>
<b>405 – Diversity and equal opportunity</b>			
103	Management approach	Great-West LifeCo website	<a href="#">website</a>
405-1	Diversity of governance bodies and employees	2019 Annual Review – Data Tables GWLRA website	<a href="#">27–28 website</a>

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103	Management approach	2019 Annual Review – Operate with Integrity and Trust	<a href="#">23</a>
<b>410 – Security practices</b>			
103	Management approach	2019 Annual Report – Operate with Integrity and Trust, Stakeholder Engagement GWLRA website	<a href="#">23, 24</a> <a href="#">website</a>
<b>413 – Local communities</b>			
103	Management approach	2019 Annual Review – Contribute to Stronger, Livable Communities GWLRA website	<a href="#">21–22</a> <a href="#">website</a>
<b>416 – Customer health and safety</b>			
103	Management approach	2019 Annual Review – Achieve Operational Excellence, Operate with Integrity and Trust	<a href="#">14–15, 23</a>
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	2019 Annual Review – Data Tables	<a href="#">27</a>
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 2019, there were no significant non-compliance incidents.	N/A
<b>418 – Customer privacy</b>			
103	Management approach	2019 Annual Review – Operate with Integrity and Trust GWLRA website	<a href="#">23</a> <a href="#">website</a>
<b>419 – Socioeconomic compliance</b>			
103	Management approach	GWLRA website	<a href="#">website</a>
419-1	Non-compliance with laws and regulations in the social and economic area	In 2019, there was no significant non-compliance in these areas.	N/A
<b>417 – Marketing and Labeling 2016 / Product and Service Labelling</b>			
CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation, and redevelopment	2019 Annual Review – Performance Scorecard, Supporting a Better, More Sustainable World, Achieve Operational Excellence, Minimize Our Environmental Footprint, Stakeholder Engagement, Data Tables	<a href="#">8, 10, 15, 17, 24, 26</a>