

GRI CONTENT INDEX

The Global Reporting Initiative (GRI) Standards provide a globally accepted framework for companies to report their economic, environmental and social performance. This SR has been prepared with reference to the GRI Standards. The content of this report references GRI Standards GRI 101: Foundation, 2016; GRI 102 General Disclosures, 2016; GRI 103: Management Approach, 2016. The following content index provides a listing of the GRI Standards reported by HLF in FY2019.

GENERAL STANDARD DISCLOSURES

Standard Disclosure	Disclosure Number	Reference/ Page Number
GENERAL DISCLOSURES		
ORGANISATION PROFILE		
102-1	Name of the organisation	p.15
102-2	Activities, brands, products, and services	p.15
102-3	Location of headquarters	Singapore
102-4	Location of operations	p.15
102-5	Ownership and legal form	p.15
102-6	Markets served	p.15
102-7	Scale of the organisation	p.4-5, 66
102-8	Information on employees and other workers	p.66
102-10	Significant changes to the organisation and its supply chain	p.54
102-11	Precautionary Principle or approach	HLF uses a precautionary approach to mitigate our future sustainability risks and challenges.
102-12	External initiatives	p.59
102-13	Membership of associations	p.59
STRATEGY		
102-14	Statement from senior decision-maker	p.55
102-15	Key impacts, risks and opportunities	p.57
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behaviour	p.68-69
102-17	Mechanisms for advice and concerns about ethics	p.68
GOVERNANCE		
102-18	Governance structure	p.16-23, 57
102-19	Delegating authority	p.57
102-20	Executive-level responsibility for economic, environmental, and social topics	p.57
102-21	Consulting stakeholders on economic, environmental, and social topics	p.58-59
102-22	Composition of the highest governance body and its committees	p.16-23
102-23	Chair of the highest governance body	p.34-35
102-24	Nominating and selecting the highest governance body	p.35-37
102-26	Role of highest governance body in setting purpose, values, and strategy	p.57
102-32	Highest governance body's role in sustainability reporting	p.57
102-35	Remuneration policies	p.40-41
102-36	Process for determining remuneration	p.40-41
102-37	Stakeholders' involvement in remuneration	p.40-41
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	p.58-59
102-42	Identifying and selecting stakeholders	p.58-59
102-43	Approach to stakeholder engagement	p.58-59
102-44	Key topics and concerns raised	p.58-59

Standard Disclosure	Disclosure Number	Reference/ Page Number
GENERAL DISCLOSURES		
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	p.54
102-46	Defining report content and topic Boundaries	p.54
102-47	List of material topics	p.57
102-48	Restatements of information	p.63, 72
102-49	Changes in reporting	p.54
102-50	Reporting period	p.54
102-51	Date of most recent report	p.54
102-52	Reporting cycle	p.54
102-53	Contact point for questions regarding the report	p.54
102-54	Claims of reporting in accordance with the GRI Standards	p.54
102-55	GRI content index	https://www.hlf.com.sg/downloads/annual_report/gri2019.pdf
MATERIAL ISSUES		
Driving Value Creation		
103-1	Explanation of the material topic and its Boundary	p.60-66
103-2	The management approach and its components	p.60-66
103-3	Evaluation of the management approach	p.60-66
Talent Management		
103-1	Explanation of the material topic and its Boundary	p.63
103-2	The management approach and its components	p.63
103-3	Evaluation of the management approach	p.63
401-1	New employees hires and employee turnover	p.63
404-1	Average hours of training per year per employee	p.65
405-1	Diversity of governance bodies and employees	p.16-23, 66
Responsible Finance		
103-1	Explanation of the material topic and its Boundary	p.67
103-2	The management approach and its components	p.67
103-3	Evaluation of the management approach	p.67
Corporate Governance		
103-1	Explanation of the material topic and its Boundary	p.68-69
103-2	The management approach and its components	p.68-69
103-3	Evaluation of the management approach	p.68-69
205-3	Confirmed incidents of corruption and actions taken	p.69
417-3	Incidents of non-compliance concerning marketing communications	p.69
Data Security and Customer Privacy		
103-1	Explanation of the material topic and its Boundary	p.70
103-2	The management approach and its components	p.70
103-3	Evaluation of the management approach	p.70
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.70
Environmental Management		
103-1	Explanation of the material topic and its Boundary	p.71-72
103-2	The management approach and its components	p.71-72
103-3	Evaluation of the management approach	p.71-72
302-1	Energy consumption within the organisation	p.72
305-2	Energy indirect (Scope 2) GHG emissions	p.72
NON-MATERIAL ISSUES		
Community		
Non-GRI	Key activities undertaken for the community, including employee volunteerism	p.73