

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 FY2020.

GENERAL STANDARD DISCLOSURES

Standard Disclosure	Disclosure Number	Reference/Page Number
GENERAL DISCLOSURES		
ORGANISATIONAL PROFILE		
102-1	Name of the organisation	14
102-2	Activities, brands, products, and services	14
102-3	Location of headquarters	Singapore
102-4	Location of operations	14
102-5	Ownership and legal form	14
102-6	Markets served	14
102-7	Scale of the organisation	4-5 & 75
102-8	Information on employees and other workers	75
102-10	Significant changes to the organisation and its supply chain	66
102-11	Precautionary Principle or approach	HLF uses a precautionary approach to mitigate our future sustainability risks and challenges.
102-12	External initiatives	71
102-13	Membership of associations	71
STRATEGY		
102-14	Statement from senior decision-maker	67
102-15	Key impacts, risks and opportunities	69
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behaviour	78-81
102-17	Mechanisms for advice and concerns about ethics	78-81
GOVERNANCE		
102-18	Governance structure	28-39
102-19	Delegating authority	69
102-20	Executive-level responsibility for economic, environmental, and social topics	69
102-21	Consulting stakeholders on economic, environmental, and social topics	70-71
102-22	Composition of the highest governance body and its committees	28-29
102-23	Chair of the highest governance body	38-39
102-24	Nominating and selecting the highest governance body	40-41
102-26	Role of highest governance body in setting purpose, values, and strategy	28-30
102-32	Highest governance body's role in sustainability reporting	69
102-35	Remuneration policies	44-49
102-36	Process for determining remuneration	44-49
102-37	Stakeholders' involvement in remuneration	44-49
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	70-71
102-42	Identifying and selecting stakeholders	70-71

Standard Disclosure	Disclosure Number	Reference/Page Number
GENERAL DISCLOSURES		
STAKEHOLDER ENGAGEMENT		
102-43	Approach to stakeholder engagement	70-71
102-44	Key topics and concerns raised	70-71
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	136
102-46	Defining report content and topic Boundaries	66
102-47	List of material topics	69
102-48	Restatements of information	82
102-49	Changes in reporting	66
102-50	Reporting period	66
102-51	Date of most recent report	66
102-52	Reporting cycle	66
102-53	Contact point for questions regarding the report	66
102-54	Claims of reporting in accordance with the GRI Standards	66
102-55	GRI content index	https://www.hlf.com.sg/downloads/annual_report/gri2020.pdf
MATERIAL ISSUES		
Driving Value Creation		
103-1	Explanation of the material topic and its Boundary	72-74
103-2	The management approach and its components	72-74
103-3	Evaluation of the management approach	72-74
Employee Well-Being and Development		
103-1	Explanation of the material topic and its Boundary	75-76
103-2	The management approach and its components	75-76
103-3	Evaluation of the management approach	75-76
401-1	New employees hires and employee turnover	75
404-1	Average hours of training per year per employee	76
405-1	Diversity of governance bodies and employees	37-38 & 75
Responsible Finance		
103-1	Explanation of the material topic and its Boundary	77
103-2	The management approach and its components	77
103-3	Evaluation of the management approach	77
Corporate Governance		
103-1	Explanation of the material topic and its Boundary	78-80
103-2	The management approach and its components	78-80
103-3	Evaluation of the management approach	78-80
205-3	Confirmed incidents of corruption and actions taken	78-79
Data Protection, Data Privacy and Cybersecurity		
103-1	Explanation of the material topic and its Boundary	81
103-2	The management approach and its components	81
103-3	Evaluation of the management approach	81
Environmental Management		
103-1	Explanation of the material topic and its Boundary	82
103-2	The management approach and its components	82
103-3	Evaluation of the management approach	82
302-1	Energy consumption within the organisation	82
305-2	Energy indirect (Scope 2) GHG emissions	82
NON-MATERIAL ISSUES		
Community		
Non-GRI	Key activities undertaken for the community, including employee volunteerism	83