

GRI Content Index

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SR = Sustainability Report

RF = Integrated Financial Report – Annual Report

DNF = Consolidated Non-Financial Statement

RCG = Corporate Governance and Ownership Structure Report

RR = Remuneration Report

TCFD = Task Force on Climate-related Financial Disclosure

GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
GRI 102 General disclosure 2016				
Organizational profile	102-1	Name of the organization	SR "Cover page"	
	102-2	Activities, brands, products, and services	SR "Snam's profile"	-
	102-3	Location of headquarters		Snam HQ is located in San Donato Milanese www.snam.it/en/about-us/headquarter/index.html
	102-4	Location of operations	SR "Snam's profile"	
	102-5	Ownership and legal form	SR "Snam's profile"	-
	102-6	Markets served	SR "Snam's profile"	-
	102-7	Scale of the organization	SR "Snam's profile"	
	102-8	Information on employees and other workers	SR "People" - "Performance figures and indicators"	The breakdown by gender and region of the number of employees by type of contract is not significant
	102-9	Supply chain	SR "The supply chain"	
	102-10	Significant changes to the organization and its supply chain	SR "The supply chain"	
	102-11	Precautionary Principle or approach	SR "Protecting the climate and the air" - "The fight against corruption and illegality"	
	102-12	External initiatives	SR "Global Compact reconciliation table"	Snam adheres to the Global Compact and to the Task Force on Climate Related Financial Disclosure (TCFD)

(follows)

GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
Organizational profile	102-13	Membership of associations		Section "Snam and associations" published on the web page www.snam.it/en/Sustainability/responsibility_towards_everyone/innovation_and_technology.html
Strategy	102-14	Statement from senior decision-maker	SR "Letter to stakeholders"	
	102-15	Key impacts, risks, and opportunities	SR "Climate change: scenarios and challenges"	
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	SR "Business integrity" - "The fight against corruption and illegality"	
	102-17	Mechanisms for advice and concerns about ethics		http://www.snam.it/en/governance-conduct/business-conduct/whistleblowing/index.html
Governance	102-18	Governance structure	SR "Business integrity" RF "Governance and organization"	
	102-19	Delegating authority	SR "Business integrity" RF "Risk management and control system"	
	102-20	Executive-level responsibility for economic, environmental, and social topics	SR "Business integrity" RCG "Snam's Board of Directors"	
	102-21	Consulting stakeholders on economic, environmental, and social topics	SR "Stakeholder relationships"	
	102-22	Composition of the highest governance body and its committees	SR "Business integrity" RCG "Snam's Board of Directors"	
	102-23	Chair of the highest governance body	SR "Business integrity" RCG "Snam's Board of Directors"	
	102-24	Nominating and selecting the highest governance body	SR "Business integrity" RCG "Snam's Board of Directors"	
	102-25	Conflicts of interest	RCG "Shareholders 'Agreements"	

(follows)

GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
Governance	102-26	Role of highest governance body in setting purpose, values, and strategy	SR "Business integrity" RCG "Snam's Board of Directors"	
	102-27	Collective knowledge of highest governance body	RCG "Induction programme for Directors and Statutory Auditors" TCFD "The roles and liabilities in managing climate change"	
	102-28	Evaluating the highest governance body's performance	SR "Business integrity" RCG "Snam's Board of Directors"	
	102-29	Identifying and managing economic, environmental, and social impacts	SR "Business integrity"	
	102-30	Effectiveness of risk management processes	RF "Risk management and control system" TCFD "The risks and opportunities of climate change"	
	102-31	Review of economic, environmental, and social topics	SR "Business integrity"	
	102-32	Highest governance body's role in sustainability reporting	RS "Methodological note"	
	102-33	Communicating critical concerns		http://www.snam.it/en/governance-conduct/business-conduct/whistleblowing/index.html
	102-34	Nature and total number of critical concerns	RCG "Snam's legal framework"	
	102-35	Remuneration policies	RR "Remuneration Policy Guidelines"	
	102-36	Process for determining remuneration	RR "Governance of the remuneration process"	
	102-37	Stakeholders' involvement in remuneration	RCG "The meeting and the shareholders' rights" RR "Remuneration Policy Guidelines"	
	102-38	Annual total compensation ratio	Confidential disclosure	
	102-39	Percentage increase in annual total compensation ratio	Confidential disclosure	

(follows)

GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
Stakeholder engagement	102-40	List of stakeholder groups	SR "Stakeholder relationships"	
	102-41	Collective bargaining agreements		Non-management personnel are subject to the CCNL (Energy and Oil Contract, Metalworking and Mechanical Engineering Industry contract, Commercial Activities contract). For executive personnel, the National Contract for Managers of Companies producing Goods and Services applies.
	102-42	Identifying and selecting stakeholders	SR "Stakeholder relationships" - "Materiality analysis"	
	102-43	Approach to stakeholder engagement	SR "Stakeholder relationships" - "Materiality analysis"	
	102-44	Key topics and concerns raised	SR "Materiality analysis"	
Processo di reporting	102-45	Entities included in the consolidated financial statements	SR "Methodological note"	There are no differences in the consolidation scope between the Sustainability Report and the Annual Report
	102-46	Defining report content and topic Boundaries	SR "Materiality analysis"	
	102-47	List of material topics	SR "Materiality analysis"	
	102-48	Restatements of information		Any changes with respect to the previous Sustainability Report have been specifically indicated in the text
	102-49	Changes in reporting	SR "Materiality analysis"	
	102-50	Reporting period	SR "Letter of Assurance"	
	102-51	Date of most recent report	SR "Letter of Assurance"	
	102-52	Reporting cycle	SR "Methodological note"	
	102-53	Contact point for questions regarding the report	SR "Letter of Assurance"	
	102-54	Claims of reporting in accordance with the GRI Standards	SR "Methodological note"	
	102-55	GRI content index	SR "GRI Content Index"	
	102-56	External assurance	SR "Letter of Assurance"	

(follows)

GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
Economic material topics (GRI 200)				
GRI 201 Economic performance 2016	103-1 103-2 103-3	Management Approach	SR "Snam's profile"	
	201-1	Direct economic value generated and distributed	SR "Snam's profile" - "Performance figures and indicators"	
	201-2	Financial implications and other risks and opportunities due to climate change	SR "Sustainable finance as a tool for change" - "Snam's central role: Tomorrow's Energy Company"	
	201-3	Defined benefit plan obligations and other retirement plans		In 2018, Snam fulfilled its social obligations under the applicable employment contracts. The active funds are for non-managerial staff or the Energy Fund, while for managers the PREVINDAI and the FOPDIRE
	201-4	Financial assistance received from government		Not applicable
GRI 203 Indirect economic impacts 2016	103-1 103-2 103-3	Management Approach	SR "The supply chain"	
	203-1	Infrastructure investments and services supported	SR "Snam's profile" - "Snam's central role: Tomorrow's Energy Company"	
	203-2	Significant indirect economic impacts	SR "The supply chain"	
GRI 205 Anti-corruption 2016	103-1 103-2 103-3	Management Approach	SR "The fight against corruption and illegality"	
			DNF "Anticorruption and bribery"	
	205-1	Operations assessed for risks related to corruption		All divisions are monitored in relation to the risk of corruption
	205-2	Communication and training about anti-corruption policies and procedures	SR "Business integrity" - "The fight against corruption and illegality" DNF "Anticorruption and bribery" RF "Professional enhancement" (in "Other operating information and results": Development of human capital, social and relationship and intellectual capital)	The 100% of the Snam employees and members of the BoD have been informed about the Snam Anticorruption Policies and Guideline
	205-3	Confirmed incidents of corruption and actions taken	DNF "Anticorruption and bribery"	In 2018, there were no cases of corruption established

(follows)

GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
Environmental material topics (GRI 300)				
GRI 302 Energy 2016	103-1 103-2 103-3	Management Approach	SR "Protecting the climate and the air"	
	302-1	Energy consumption within the organization	SR "Protecting the climate and the air" - "Performance figures and indicators"	
	302-2	Energy consumption outside of the organization		Information not available
	302-3	Energy intensity	SR "Performance figures and indicators"	
	302-4	Reduction of energy consumption	SR "Protecting the climate and the air" - "Performance figures and indicators"	In this document, the reductions in energy consumption obtained through efficiency measures are quantified by reporting the corresponding CO ₂ eq emissions avoided.
	302-5	Reductions in energy requirements of products and services		Not applicable
GRI 304 Biodiversity 2016	103-1 103-2 103-3	Management Approach	SR "Protecting the local area and biodiversity"	
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR "Protecting the local area and biodiversity"	
	304-2	Significant impacts of activities, products, and services on biodiversity	SR "Protecting the local area and biodiversity"	
	304-3	Habitats protected or restored	SR "Protecting the local area and biodiversity"	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR "Protecting the local area and biodiversity"	

(follows)

GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
GRI 305 Emissions 2016	103-1 103-2 103-3	Management Approach	SR "Protecting the climate and the air"	
	305-1	Direct (Scope 1) GHG emissions	SR "Protecting the climate and the air" - "Performance figures and indicators"	
	305-2	Energy indirect (Scope 2) GHG emissions	SR "Protecting the climate and the air" - "Performance figures and indicators"	
	305-3	Other indirect (Scope 3) GHG emissions	SR "Protecting the climate and the air" - "Performance figures and indicators"	
	305-4	GHG emissions intensity	SR "Protecting the climate and the air" - "Performance figures and indicators"	
	305-5	Reduction of GHG emissions	SR "Protecting the climate and the air"	
	305-6	Emissions of ozone-depleting substances (ODS)		Not significant quantity
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	SR "Protecting the climate and the air" - "Performance figures and indicators"	
Social material topics (GRI 400)				
GRI 401 Employment 2016	103-1 103-2 103-3	Management Approach	SR "People"	
	401-1	New employee hires and employee turnover	SR "People" - "Performance figures and indicators"	The breakdowns of the data by country are not shown, as they are not applicable (almost all employees are located in Italy).
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		There are no differences in access to company benefits
	401-3	Parental leave	SR "People"	The Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, is not reported

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GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
GRI 403 Occupational health & safety 2016	103-1 103-2 103-3	Management Approach	SR "People"	
	403-1	Workers representation in formal joint management-worker health and safety committees		Workers are represented by law (ref. TU Dlgs81/2008) and by national contracts.
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR "People" DNF "HSE aspects"	There were no cases of occupational disease in 2018
	403-3	Workers with high incidence or high risk of diseases related to their occupation	SR "People"	There were no cases of occupational disease in 2018
	403-4	Health and safety topics covered in formal agreements with trade unions		During the year, there were no trade union agreements in this area.
GRI 404 Training and education 2016	103-1 103-2 103-3	Management Approach	SR "People"	
	404-1	Average hours of training per year per employee	SR "People" - "Performance figures and indicators"	
	404-2	Programs for upgrading employee skills and transition assistance programs	SR "People"	
	404-3	Percentage of employees receiving regular performance and career development reviews	SR "People"	The percentage of employees evaluated within the Performance Management system is the 25% which matches with the 24% of the male and the 33% of the female employees
GRI 405 Diversity and equal opportunities 2016	103-1, 103-2, 103-3	Management Approach	SR "People"	
	405-1	Diversity of governance bodies and employees	SR "People" - "Business integrity"	125 people with disabilities work at Snam and their career path promotes inclusion and integration in company processes
	405-2	Ratio of basic salary and remuneration of women to men	SR "People"	
GRI 406 Non-discrimination 2016	103-1 103-2 103-3	Management Approach	SR "People"	
	406-1	Incidents of discrimination and corrective actions taken	DNF "Protecting Human Rights"	

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GRI Standard	Disclosure	Description	Reference document and page number	Omissions - Notes
GRI 413 Local communities 2016	103-1 103-2 103-3	Management Approach	SR "Stakeholder relationships" – "Protecting the local area and biodiversity"	
	413-1	Operations with local community engagement, impact assessments, and development programs	SR "Protecting the local area and biodiversity"	
	413-2	Operations with significant actual and potential negative impacts on local communities	SR "Protecting the local area and biodiversity"	
GRI 419 Socio-Economic Compliance 2016	103-1 103-2 103-3	Management Approach	DNF "Anticorruption and Bribery" RF "Disputes and other measures" (in "Notes to the consolidated financial statements")	
	419-1	Non-compliance with laws and regulations in the social and economic area	DNF "Anticorruption and Bribery" RF "Disputes and other measures" (in "Notes to the consolidated financial statements"), "Criminal cases" (in "Notes to the consolidated financial statements"), "Autorità di Regolazione per Energia Reti e Ambiente – ARERA" (in "Notes to the consolidated financial statements")	
Other not GRI topics				
Green business	103-1, 103-2, 103-3	Management Approach	SR "Snam's central role: Tomorrow's Energy Company" RF "The 2019-2022 Strategic Plan" (in "Business model and sustainable development")	
Reliability of infrastructures and business continuity	103-1, 103-2, 103-3	Management Approach	SR "Snam's profile" - "Protecting the climate and the air"	
Brand reputation	103-1, 103-2, 103-3	Management Approach	SR "Stakeholder relationships"	
Innovation	103-1, 103-2, 103-3	Management Approach	SR "Snam's central role: Tomorrow's Energy Company" - "Protecting the climate and the air"	
Relations with the Authority and quality of services	103-1, 103-2, 103-3	Management Approach	SR "Regulation and quality of services"	