

GRI Appendix 2020

Together with the Boozt Annual Report for 2020, this GRI Appendix constitutes Boozt AB's third sustainability report according to GRI Standards as well as our Communication on Progress to the UN Global Compact. The majority of information on sustainability is included in the Annual Report. This GRI Appendix complements the Annual Report with further information, as indicated in the page reference column. Below you will also find information on our approach to stakeholder engagement.

GRI Content Index

GRI 101 Foundation 2016		Comments	Page reference	SDGs
GRI 102: General Disclosures 2016				
1. ORGANIZATIONAL PROFILE				
102 - 1 Name of organization			2	
102 - 2 Activities, brands, products, and services			2	
102 - 3 Location of Headquarters			2	
102 - 4 Location of operations			2	
102 - 5 Ownership and legal form			2, 78	
102 - 6 Markets served			4	
102 - 7 Scale of the organization			5	
102 - 8 Information on employees and other workers			63	
102 - 9 Supply chain			38,39	
102 - 10 Significant changes to the organization and its supply chain				
102 - 11 Precautionary Principle or approach	We follow the Precautionary Principle, which means that we avoid using materials for which there is any doubt regarding impact on human health and environment.			
102 - 12 External Initiatives				
102 - 13 Membership of associations	As we develop our brand partnership, we will further look into strategic membership in relevant associations		67, 68	Goal 17.16 Enhance the global partnership for sustainable development
2. STRATEGY				
102 - 14 Statement from senior decision-maker			10,11	
3. ETHICS AND INTEGRITY				
102 - 16 Values, principles, standards, and norms of behaviour			60,61	
4. GOVERNANCE				
102 - 18 Governance structure			49, 102	
5. STAKEHOLDER ENGAGEMENT				
102 - 40 List of Stakeholder groups			GRI Appendix p.5	
102 - 41 Collective bargaining agreements	Employees in Sweden, except in senior managers are covered by collective bargaining agreements.			
102 - 42 Identifying and selecting stakeholders	Stakeholders selected based on influence and importance to the Boozt group.			
102 - 43 Approach to stakeholder engagement			GRI Appendix p.5	
102 - 44 Key topics and concerns raised			GRI Appendix p.5	
6. REPORTING PRACTICE				
102 - 45 Entities included in the consolidated financial statements	The sustainability report includes Boozt AB, as do the financial statements.			
102 - 46 Defining report content and topic Boundaries			43, 45	
102 - 47 List of material topics			GRI Appendix p.5	
102 - 48 Restatement of information	Any restatements are made in connection with the data presented.			
102 - 49 Changes in reporting	List of Material topics included in report		44	
102 - 50 Reporting period	Fiscal year 2020			
102 - 51 Date of most recent report	This is our third GRI report. First was in 2018.			

	102 - 52 Reporting cycle	Annual		
	102 - 53 Contact point for question regarding the r	Ronni Fuch Olsen, Head of IR & Corporate Communication, rofo@boozt.com		
	102 - 54 Claims of reporting in accordance with the GRI Standards	The report has been prepared in accordance with the GRI Standards: Core option		
	102 - 55 GRI content index	Published separately with a link to the GRI index in the report.		
	102 - 56 External assurance	The GRI report constitutes Boozt AB's sustainability report for 2020 and has been approved by the Board of Directors in accordance with the Annual Accounts Act. It has not been externally assured.		

Material Topics		Comments	Page reference	
Economic Performance				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary	Our objective is to maintain a financially sustainable business. Ensuring that we deliver according to goals and expectations of our owners, board and management.	44	
	103 - 2 The management approach and its components	Financial goals are adopted by and continually monitored by the board.	45	
	103 - 3 Evaluation of the management approach	Financial audits, continuous follow-up in board meetings, quarterly shareholder reports.	49	
GRI 201: Economic performance	201 - 1 Direct economic value generated and distri	Community investments are not specifically reported.	34, 35	
Anti-corruption				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		62, 64	
	103 - 2 The management approach and its components		62, 64	
	103 - 3 Evaluation of the management approach		62, 64	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Training on anti-corruption and bribery prevention is available to all employees through the learning management system. It is has been added to the official onboarding process and 100% of employes have completed it in 2020.		
Materials				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		58, 59	
	103 - 2 The management approach and its components		58, 59	SDG 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
	103 - 3 Evaluation of the management approach		58, 59	
GRI 301: Materials 2016	Own indicator: Percentage of bio-based materials in bags		59	
GRI 301 Materials 2016	301 - 2 Recycled input material used		59	SDG 12.5 Percentage of recycled input materials used to manufacture the organization's primary products and services.
	Own indicator: Criteria to promote sustainable fashion		70, 72	SDG 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.
Energy consumption				
GRI 301: Materials 2016	103 - 1 Explanation of the material topic and its Boundary		52	

	103 - 2 The management approach and its components		50, 52	SDG 9.1 Develop quality, reliable, sustainable and resilient infrastructure 9.2 Promote inclusive and sustainable
GRI 103: Energy 2016	103 - 3 Evaluation of the management approach		52	
Emissions	302 - 1 Energy consumption	Estimates are states with the data reported f	52	
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		50, 51	
	103 - 2 The management approach and its components		50	
	103 - 3 Evaluation of the management approach		50, 75	SDG 12.2 By 2030, achieve the sustainable management and efficient use of natural resources
GRI 305: Emissions 2016	305 - 1 Direct (Scope 1) GHG emissions	CO2 emissions of company car calculated on the basis of fuel type, consumption and distance travelled.	51	SDG 12.4 a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.
	305 - 2 Energy indirect (Scope 2) GHG emissions	Electricity and district heating calculated using CO2 emission data from energy providers.	51	SDG 12.4 a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.
	305 - 3 Other indirect (Scope 3) GHG emissions	Business travels, transport of goods, hotel nights etc. Transport of goods calculated using data collected from 98% of distribution partners.	51	SDG 12.4 a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent
	305 - 4 GHG Emissions intensity	Calculated based on parcel delivered including return	51	SDG 12.4 a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent
	305 - 5 Reduction of GHG emissions	Reduction on Scope 1 emissions	50, 5	SDG 12.4 a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.
Supplier environmental assessment				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		66, 67	
	103 - 2 The management approach and its components		66, 67	SDG 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
	103 - 3 Evaluation of the management approach		66, 67	
GRI 308: Supplier Environmental Assessment 2016	308 - 2 Negative environmental impacts in the supply chain and actions taken	Number and % of suppliers assessed is not reported and will be included as collection of data and brand assessment evolves.	66	
GRI 400: Social topics				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		59, 50	
	103 - 2 The management approach and its components		59, 60	
	103 - 3 Evaluation of the management approach		59, 60	
GRI 404: Training and education	404 - 2 Programs for upgrading employee skills and transition assistance programs		60	
Diversity and equal opportunity				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		61, 63	

	103 - 2 The management approach and its components		61, 63	
	103 - 3 Evaluation of the management approach		61, 63	
GRI 405: Diversity and Equal Opportunity	405 - 1 Diversity of governance bodies and employees	Number of nationalities included as relevant diversity indicator. Diversity per employee category not reported.	63	
Occupational health and safety				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		64	
	103 - 2 The management approach and its components		64	
	103 - 3 Evaluation of the management approach		64	
	102-16 Values, principles, standards, and norms of behaviour		60, 61	
GRI 403: Occupational Health and Safety 2018	403 - 9 Work-related injuries	Number of hours worked is not reported. No fatalities, high-consequences work-related injuries or high-potential work-related injuries took place in 2020.	64	
	403 - 6 Promoting worker health		61	
Supplier social Assessment				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		66, 67	
	103 - 2 The management approach and its components		66, 67	
	103 - 3 Evaluation of the management approach		66, 67	
GRI 414: Supplier Social Assessment 2016	414 - 2 Negative social impacts in the supply chain and actions taken	Number of and % of suppliers assessed is not reported and will be included as the collected data analysis evolves. This includes human rights assessment.		
Human Rights Assessment				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its boundary		66, 67	
	103 - 2 The Management approach and its components	Our Boozt Code of Conducts for Suppliers outlines the minimum requirements for suppliers, including respect of human rights and decent working conditions.	66, 67	
	103 - 3 Evaluation of the management approach		67	
GRI 412 -1 Human Rights Assessment	Operations that have been subject to human rights reviews or impact assessments			
Customer privacy				
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its Boundary		57	
	103 - 2 The management approach and its components		57	
	103 - 3 Evaluation of the management approach		57	
GRI 418: Customer privacy 2016	418 - 1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy where received in 2020.		

Stakeholder engagement

Boozt values the ongoing dialogue with our stakeholders. Feedback is gathered throughout the year from our customers, employees, shareholders and suppliers to reinforce our relationships and understand their expectations. This table provides an overview of key stakeholder groups identified, how we interact with these stakeholders, as well as key topics raised throughout the ongoing stakeholder dialogue.

Stakeholder	Interaction	Key Sustainability Topics
Customers	Customer service, customer satisfaction ratings, emails, social media, Webportal Boozt.com, certifications (product descriptions)	Environmental certifications, sustainability in Boozt operations, packaging material (sorting, composting, recycling), customer privacy and security, business ethics and environmental aspects in our own operations and supply chain.
Suppliers	Partnership/joint projects, Boozt Partner Portal, meetings, agreements, sustainability data templates	CSR in supply chain, materials and certifications, GHG emissions from transports, packaging materials.
Employees	Employee satisfaction surveys, code of conduct, Policies, Staff Handbook, procedures, training and teaching modules (Boozt Learning Management System).	Talent acquisition, employee development/retention, strategies and priorities, health and work environment, equality and diversity, business ethics and environmental aspects in our own operations and the supply chain
Shareholders & Investors Community	Investor meetings, board meetings (selective), corporate communication publications (Annual reports, corporate web, audiocasts)	How to apply reporting standards (GRI, Global Compact, legal requirements), sustainability in supply chain, Boozt's role in the supply chain, gender equality, use of materials and recycling, policies and internal control