



**JDE PEET'S N.V.**  
**GRI CONTENT INDEX**  
**2020**

**JDE Peet's**

# GRI CONTENT INDEX 2020

This content index accompanies our [JDE Peet's Annual Report 2020](#) and has been prepared in accordance with the GRI Standards: Core Option. The reference table below explains where to find the relevant information for each indicator in the report, or in other corporate reporting where noted. All mentions of page numbers refer to the JDE Peet's Annual Report 2020 unless specifically noted otherwise.

For a detailed explanation of the indicators, visit the GRI website ([www.globalreporting.org](http://www.globalreporting.org)).



## DISCLOSURE NUMBER AND TITLE

## LOCATION

## OMISSION

## RATIONALE

### GENERAL DISCLOSURES

#### GRI 102: GENERAL DISCLOSURES 2016 - ORGANISATIONAL PROFILE

<b>GRI 102-1:</b> Name of the organisation	Cover page Governance - General, p. 86		
<b>GRI 102-2:</b> Activities, brands, products, and services	JDE Peet's at a glance - 2020 Year in Review, p. 1 Our Business - Our Brand Portfolio, p. 7-17 Our Business - Our Approach, p. 18-19		
<b>GRI 102-3:</b> Location of headquarters	Governance - General, p. 86		
<b>GRI 102-4:</b> Location of operations	JDE Peet's at a glance - Business Structure, p. 20		
<b>GRI 102-5:</b> Ownership and legal form	Governance - General, p. 86 Governance - Shares and Shareholders - Major Shareholders, p. 100 Consolidated Financial Statements - Description of Business, p. 147		
<b>GRI 102-6:</b> Markets served	JDE Peet's at a glance - Our Approach, p. 18-19 JDE Peet's at a glance - Business Structure, p. 20 Consolidated Financial Statements - 9.6 Legal Entities, p. 223-228		

DISCLOSURE NUMBER AND TITLE	LOCATION	OMISSION	RATIONALE
<b>GRI 102-7:</b> Scale of the organisation	Key 2020 Highlights, p. 1 JDE Peet's at a glance - Our Story, p. 5 Value Creation - Our Value Creation Model, p.28 Our Performance - Minimised Footprint, p. 60		
<b>GRI 102-8:</b> Information on employees and other workers	Connected People - Growing our Talent, p. 69 Connected People - Valuing Diversity, p. 70 About this Report - Scope and Boundaries, p. 251-252	Information unavailable - breakdown of employment type and employment contract by gender/region	As a result of the introduction of a new HR software (see 'About this report', p. 255), information on the employment type and contract by region / gender is currently not available. We expect to be able to disclose this information for entities covered by the new HR software in our next report.  JDE Peet's does not have any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries). This data is reported through head count database management systems, which take inputs from all the markets/countries' HR management systems.
<b>GRI 102-9:</b> Supply chain	JDE Peet's at a glance - Our Approach, p. 18-19 Value Creation - How We Create Value, p. 27-32 Our Performance - Common Grounds, p. 46 & 49		
<b>GRI 102-10:</b> Significant changes to the organisation and its supply chain	JDE Peet's at a glance - 2020 Year in Review, p. 4 Governance - General, p. 86 Shares and Shareholders - Share Capital Structure, p. 99 Shares and Shareholders - Issuance of Shares, p. 101 Governance - Our Main Risks, p. 119 Consolidated Financial Statements - Consolidated Statement of Changes in Equity, p. 144-145		During the pandemic, very limited disruption has occurred in the company's supply chain.
<b>GRI 102-11:</b> Precautionary Principle or approach	Governance - Main Operational Risks, p. 122		JDE Peet's supports the precautionary principle to risk management in operational planning or when bringing new products to market.
<b>GRI 102-12:</b> External initiatives	Value Creation - Our Contribution to the UN's Sustainable Development Goals, p. 38-41 Our Performance - Common Grounds, p. 46-59		
<b>GRI 102-13:</b> Membership of associations	Value Creation - Engaging our Stakeholders, p. 33-34		
<b>GRI 102: GENERAL DISCLOSURES 2016 - STRATEGY AND ANALYSIS</b>			
<b>GRI 102-14:</b> Statement from senior decision-maker	Letter to Our Shareholders, p. 2-3		
<b>GRI 102: GENERAL DISCLOSURES 2016 - ETHICS AND INTEGRITY</b>			
<b>GRI 102-16:</b> Values, principles, standards, and norms of behavior	JDE Peet's at a glance - Our Story, p. 5-6 Our Performance - Responsible Business Practices, p. 77-79 JDE Code of Conduct: <a href="https://www.jdepeets.com/siteassets/documents/code-of-conduct-112020.pdf">https://www.jdepeets.com/siteassets/documents/code-of-conduct-112020.pdf</a> Peet's Code of Conduct: <a href="https://www.jdepeets.com/siteassets/documents/peets-coffee-code-of-conduct-and-ethics.pdf">https://www.jdepeets.com/siteassets/documents/peets-coffee-code-of-conduct-and-ethics.pdf</a>		

DISCLOSURE NUMBER AND TITLE	LOCATION	OMISSION	RATIONALE
<b>GRI 102: GENERAL DISCLOSURES 2016 - GOVERNANCE</b>			
<b>GRI 102-18:</b> Governance structure	Governance - Governance Structure, p. 86 Governance - Board Committees, p.93 Corporate Governance on the JDE Peet's website: <a href="https://www.jdepeets.com/corporate-governance-page/">https://www.jdepeets.com/corporate-governance-page/</a> Policies & Procedures on the JDE Peet's website: <a href="https://www.jdepeets.com/Corporate-Governance/policies-and-procedures/">https://www.jdepeets.com/Corporate-Governance/policies-and-procedures/</a>		The Corporate Responsibility Governance Committee is responsible for decision-making on economic, environmental, and social topics.
<b>GRI 102: GENERAL DISCLOSURES 2016 - STAKEHOLDER ENGAGEMENT</b>			
<b>GRI 102-40:</b> List of stakeholder groups	Value Creation - Engaging our Stakeholders, p. 33-34		
<b>GRI 102-41:</b> Collective bargaining agreements	Connected People - Complying with Labour Laws and Regulations, p. 72		
<b>GRI 102-42:</b> Identifying and selecting stakeholders	Value Creation - Engaging our stakeholders, p. 33-34		
<b>GRI 102-43:</b> Approach to stakeholder engagement	Value Creation - Engaging our stakeholders, p. 33-34		
<b>GRI 102-44:</b> Key topics and concerns raised	Value Creation - Engaging our stakeholders, p. 34		
<b>GRI 102: General disclosures 2016 - Reporting practice</b>			
<b>GRI 102-45:</b> Entities included in the consolidated financial statements	Consolidated Financial Statements - 9.6 Legal Entities, p. 223-228		
<b>GRI 102-46:</b> Defining report content and topic boundaries	Value Creation - Material Steps Towards Value Creation and Corporate Responsibility, p. 35-37 Supplementary Information - About this Report, p. 251-255		
<b>GRI 102-47:</b> List of material topics	Value Creation - Material Steps Towards Value Creation and Corporate Responsibility, p. 35-37 Supplementary Information - Definition of the Material Topics, p. 253-255		
<b>GRI 102-48:</b> Restatements of information		Not applicable	Following JDE Peet's recent listing in May 2020, this is the first integrated Annual Report prepared by JDE Peet's.
<b>GRI 102-49:</b> Changes in reporting		Not applicable	Following JDE Peet's recent listing in May 2020, this is the first integrated Annual Report prepared by JDE Peet's.
<b>GRI 102-50:</b> Reporting period	Supplementary Information - About this Report, p. 251		
<b>GRI 102-51:</b> Date of most recent report		Not applicable	Following JDE Peet's recent listing in May 2020, this is the first integrated Annual Report prepared by JDE Peet's.
<b>GRI 102-52:</b> Reporting cycle	Supplementary Information - About this Report, p. 251		
<b>GRI 102-53:</b> Contact point for questions regarding the report	Supplementary Information - Investor Relations, p. 250 <a href="https://www.jdepeets.com/contact-us/">https://www.jdepeets.com/contact-us/</a>		

DISCLOSURE NUMBER AND TITLE	LOCATION	OMISSION	RATIONALE
<b>GRI 102-54:</b> Claims of reporting in accordance with the GRI Standards	Supplementary Information - Reporting Frameworks and Legal Disclosures, p. 253		
<b>GRI 102-55:</b> GRI Content Index	GRI Content Index: <a href="https://www.jdepeets.com/siteassets/documents/jde-peets-gri-content-index-2020.pdf">https://www.jdepeets.com/siteassets/documents/jde-peets-gri-content-index-2020.pdf</a>		
<b>GRI 102-56:</b> External assurance	Consolidated Financial Statements - Independent Auditor's Report, p. 239-245		The scope of assurance is limited to the financial statements. For details, see the Independent Auditor's Report.
<b>COMMON GROUNDS</b>			
<b>GRI 103: MANAGEMENT APPROACH 2016</b>			
<b>103-1:</b> Explanation of the material topic and its boundary	Common Grounds - Sourcing our Raw Materials Responsibly, p.46-49 Supplementary Information - Definition of the Material Topics, p. 253-255		Strategic pillar Common Grounds identifies a unified management approach for the material topics listed below. (Tier 1 topics on our materiality map highlighted in bold font.)
<b>103-2:</b> The Management Approach and its Components	Value Creation - Our Contribution to the UN's Sustainable Development Goals, p. 38-41 Common Grounds - Sourcing our Raw Materials Responsibly, p.46-49		<b>Responsible Supplier Labour Practices</b> <b>Sustainable Agriculture</b> <b>Supply Chain Transparency</b>
<b>103-3:</b> Evaluation of the management approach	Value Creation - Our Contribution to the UN's Sustainable Development Goals, p. 38-41 Common Grounds - Our Goals and Progress, p. 50-59 Maintaining Strong Relationships with Our Suppliers, p.83		These material topics are intimately connected to each other and to other relevant topics in the strategic pillar. As a result, the selected indicators are linked to all of the material topics identified in Common Grounds.
<b>GRI 408: CHILD LABOUR 2016</b>			
<b>408-1:</b> Operations and suppliers at significant risk for incidents of child labor	Common Grounds - Sourcing our Raw Materials Responsibly, p.46-49 Common Grounds - Our Goals and Progress, p.50-59 JDE Responsible Coffee Sourcing Principles: <a href="https://www.jdepeets.com/siteassets/documents/coffee-responsible-sourcing-principles.pdf">https://www.jdepeets.com/siteassets/documents/coffee-responsible-sourcing-principles.pdf</a> JDE Palm Oil Responsible Sourcing Principles: <a href="https://www.jdepeets.com/siteassets/documents/palm-oil-responsible-sourcing-principles.pdf">https://www.jdepeets.com/siteassets/documents/palm-oil-responsible-sourcing-principles.pdf</a> Origin Issue Assessments, available in the Common Grounds section of the JDE website: <a href="https://www.jacobsdouweegberts.com/cr/">https://www.jacobsdouweegberts.com/cr/</a>	Information currently not available:  a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work.	There is no place in the JDE Peet's supply chain and further upstream at farms for human rights abuses such as (gender) discrimination, forced labour, child labour, or all forms of workplace harassment and violence, including sexual harassment and violence. We require our suppliers to commit to compliance with all applicable laws and to respect internationally recognized human rights standards.  However, we acknowledge the high risk of certain labour violations within the coffee supply chain, and therefore we will require suppliers to ensure that smallholders and producer groups they work with commit to continuous improvement, put a rigorous risk assessment and mitigation system in place, and take immediate action (e.g. by alerting the responsible local authorities) on any known cases of discrimination, forced labour, child labour, and workplace harassment and violence.  We also conduct independent Origin Issue Assessments for the key countries from which we source our coffee to identify the main sustainability challenges in those countries. (These are available on our JDE website.) In collaboration with our suppliers, we then engage to address the specific priority issues identified in the countries.

DISCLOSURE NUMBER AND TITLE	LOCATION	OMISSION	RATIONALE
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>			
<b>409-1:</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Common Grounds - Sourcing our Raw Materials Responsibly, p.46-49</p> <p>Common Grounds - Our Goals and Progress, p.50-59</p> <p>JDE Responsible Coffee Sourcing Principles: <a href="https://www.jdepeets.com/siteassets/documents/coffee-responsible-sourcing-principles.pdf">https://www.jdepeets.com/siteassets/documents/coffee-responsible-sourcing-principles.pdf</a></p> <p>JDE Palm Oil Responsible Sourcing Principles: <a href="https://www.jdepeets.com/siteassets/documents/palm-oil-responsible-sourcing-principles.pdf">https://www.jdepeets.com/siteassets/documents/palm-oil-responsible-sourcing-principles.pdf</a></p> <p>Origin Issue Assessments, available in the Common Grounds section of the JDE website: <a href="https://www.jacobsdouweegberts.com/cr/">https://www.jacobsdouweegberts.com/cr/</a></p>		<p>There is no place in the JDE Peet's supply chain and further upstream at farms for human rights abuses such as (gender) discrimination, forced labour, child labour, or all forms of workplace harassment and violence, including sexual harassment and violence. We require our suppliers to commit to compliance with all applicable laws and to respect internationally recognized human rights standards.</p> <p>However, we acknowledge the high risk of certain labour violations within the coffee supply chain, and therefore we will require suppliers to ensure that smallholders and producer groups they work with commit to continuous improvement, put a rigorous risk assessment and mitigation system in place, and take immediate action (e.g. by alerting the responsible local authorities) on any known cases of discrimination, forced labour, child labour, and workplace harassment and violence.</p> <p>We also conduct independent Origin Issue Assessments for the key countries from which we source our coffee. (These are available on our JDE website.) In collaboration with our suppliers, we then engage to address the specific priority issues identified in the countries.</p>
<b>OWN INDICATOR</b>			
<b>Own indicator:</b> Share of raw materials with a 3rd-party sustainability certification or verification (%)	Common Grounds - Our Goals and Progress, p.50		
<b>Own indicator:</b> Number of supplier self-assessments	Common Grounds - Our Goals and Progress, p.51		
<b>Own indicator:</b> Number of smallholder farmers reached	Common Grounds - Our Goals and Progress, p.50 & p. 57-59		
<b>MINIMISED FOOTPRINT</b>			
<b>GRI 103: MANAGEMENT APPROACH 2018</b>			
<b>103-1:</b> Explanation of the material topic and its boundary	Our Performance - Minimised Footprint, p. 60 Supplementary Information - Definition of the Material Topics, p. 253-255		Minimised Footprint is a sustainability strategic pillar and covers the following material topics. (Tier 1 topics on our materiality map highlighted in bold font.)
<b>103-2:</b> The management approach and its components	Our Performance - Minimised Footprint, p. 60-65		<b>Climate Change Mitigation</b> Operational Resource Efficiency <b>Sustainable Packaging</b>
<b>103-3:</b> Evaluation of the management approach	Value Creation - Our Contribution to the UN's Sustainable Development Goals, p. 38-41 Our Performance - Minimised Footprint, p. 60-65		Waste

DISCLOSURE NUMBER AND TITLE	LOCATION	OMISSION	RATIONALE
<b>SUSTAINABLE PACKAGING (TIER 1 TOPIC)</b>			
<b>GRI 301: MATERIALS 2016</b>			
<b>301-2:</b> Recycled input materials used	Minimised Footprint - Improving our Packaging, p.61-62		
<b>OWN INDICATOR</b>			
<b>Own indicator:</b> Ratio of packaging designed to be reusable, recyclable or compostable	Minimised Footprint - Improving our Packaging, p.61-62		
<b>Own indicator:</b> Volume of packaging saved (tonnes)	Minimised Footprint - Improving our Packaging, p.61-62		
<b>OPERATIONAL RESOURCE EFFICIENCY</b>			
<b>GRI 302: ENERGY 2016</b>			
<b>302-3:</b> Energy intensity ratio	Minimised Footprint - Reducing Energy Use & GHG Emissions, p. 63 Supplementary Information - Glossary, p. 256		
<b>GRI 303: WATER AND EFFLUENTS 2018</b>			
<b>303-3:</b> Water withdrawal	Minimised Footprint - Managing our Water Use, p. 65 Supplementary Information - Glossary, p. 257	Information currently not available: A breakdown of total water withdrawal by categories (freshwater and other water)	The omitted information is currently not available. We are exploring how we may be able to include this information in future years.
<b>CLIMATE CHANGE MITIGATION (TIER 1 TOPIC)</b>			
<b>GRI 305: EMISSIONS 2016</b>			
<b>305-1:</b> Direct (Scope 1) GHG emissions	Minimised Footprint - Reducing Energy Use & GHG Emissions, p. 63 Supplementary Information - Glossary, p. 256		
<b>305-2:</b> Energy indirect (Scope 2) GHG emissions	Minimised Footprint - Reducing Energy Use & GHG Emissions, p. 63 Supplementary Information - Glossary, p. 256		
<b>305-4:</b> GHG emissions intensity ratio	Minimised Footprint - Reducing Energy Use & GHG Emissions, p. 63 Supplementary Information - Glossary, p. 256		
<b>WASTE</b>			
<b>GRI 306: WASTE 2020</b>			
<b>306-3:</b> Waste generated	Minimised Footprint - Eliminating Waste, p.64 Supplementary Information - Glossary, p. 257		

DISCLOSURE NUMBER AND TITLE	LOCATION	OMISSION	RATIONALE
<b>306-4:</b> Waste diverted from disposal	Minimised Footprint - Eliminating Waste, p.64 Supplementary Information - Glossary, p. 257	Information currently not available: A breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal onsite and offsite.	The omitted information is currently not available. We are exploring how we may be able to include this information in future years.  As hazardous waste makes up <1% of our total waste volumes, we do not present waste diverted from disposal separately in the Annual Report. In 2020, 40% of our hazardous waste was diverted from disposal and went into recycling.

#### OWN INDICATOR

**Own indicator:** Number of zero waste to landfill sites  
Minimised Footprint - Eliminating Waste, p.64

#### CONNECTED PEOPLE

##### GRI 103: MANAGEMENT APPROACH 2019

<b>103-1:</b> Explanation of the material topic and its boundary	Our Performance - Connected People, p. 66-72 Supplementary Information - Definition of the Material Topics, p. 253-255	We apply a unified management approach to the following material topics relevant to the strategic pillar.
<b>103-2:</b> The management approach and its components	Value Creation - Our Contribution to the UN's Sustainable Development Goals, p. 38-41 Our Performance - Connected People, p. 66-72 Our Performance - Responsible Business Practices, p. 78-79	Community engagement Employee health, safety & well-being Talent and employee engagement Workplace diversity & inclusion
<b>103-3:</b> Evaluation of the management approach	Connected People - Growing our Talent, p. 69 Our Performance - Responsible Business Practices, p. 78-79	

#### TALENT AND EMPLOYEE ENGAGEMENT

##### GRI 401: EMPLOYMENT 2016

<b>401-1:</b> New employee hires and employee turnover	Connected People - Growing our Talent, p. 69	Information currently not available: A breakdown of employee hires and employee turnover by age group, gender and region	As a result of the introduction of a new HR software (see 'About this report', p. 255) information on new employee hires and employee turnover by age group, gender and region is currently not available. We expect to be able to disclose this information for entities covered by the new HR software in our next report.
--	--	---	--

##### GRI 404: TRAINING AND EDUCATION 2016

<b>404-1:</b> Occupational health and safety management system	Connected People - Growing our Talent, p. 69	Information currently not available: In-person training hours A breakdown of average training hours by gender or employee category	A breakdown of average training hours by gender or employee category is currently not available. We are exploring how we may be able to include this information in future years.  In-person training hours, in particular for those employees without access to our online learning platform, are currently not tracked centrally. We do not have a mechanism in place for tracking and reporting this at a global level, and we do not have any plans to collect this in future.
--	--	--	--



DISCLOSURE NUMBER AND TITLE	LOCATION	OMISSION	RATIONALE
<b>EMPLOYEE HEALTH, SAFETY &amp; WELL-BEING</b>			
<b>GRI 403: OCCUPATIONAL HEALTH &amp; SAFETY 2018</b>			
<b>403-1:</b> Occupational health and safety management system	Connected People - Safeguarding our Employees' Health and Safety, p. 71		Total Recordable Incidents Rate (TRIR) is used for calculating work-related injuries  We are centrally tracking TRIR across the employees and workers who are not employees in consolidated form. Accordingly, a split between these categories is currently not available. We currently also do not centrally track high-consequence work-related injuries as defined by GRI. We are exploring how we may be able to include this information in future years.  No workers have been excluded from our disclosures.
<b>403-9:</b> Work-related injuries	Connected People - Safeguarding our Employees' Health and Safety, p. 71	Information currently not available: The number and rate of high-consequence work-related injuries, recordable work-related injuries for employees and workers The main types of work-related injury and the number of hours worked.	
<b>WORKPLACE DIVERSITY &amp; INCLUSION</b>			
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>			
<b>405-1:</b> Diversity of governance bodies and employees	Connected People - Valuing Diversity, p. 70 Governance - Composition of the Board, p. 88-92 Governance - Diversity, p. 95	Information currently not available: A breakdown ratio of the age groups for employees	Age group is currently not tracked as indicator for diversity at JDE Peet's. As a result, the information is currently unavailable. We are exploring how we may be able to include this information in future years.
<b>COMMUNITY ENGAGEMENT</b>			
<b>OWN INDICATOR</b>			
<b>Own indicator:</b> Number of community initiatives	Engaging our Communities, p. 66		
<b>Own indicator:</b> Number of million of cups of coffee and tea donated	Engaging our Communities, p. 66		

DISCLOSURE NUMBER AND TITLE	LOCATION	OMISSION	RATIONALE
<b>RESPONSIBLE BUSINESS PRACTICES</b>			
<b>ETHICS &amp; GOVERNANCE (TIER 1 TOPIC)</b>			
<b>GRI 103: MANAGEMENT APPROACH 2019</b>			
<b>103-1:</b> Explanation of the material topic and its boundary	Responsible Business Practices - Observing the Highest Standards of Ethics and Compliance, p. 78		Ethics & governance is a tier 1 topic on our materiality map.
<b>103-2:</b> The management approach and its components	Responsible Business Practices - Observing the Highest Standards of Ethics and Compliance, p. 78 Governance - Main Compliance Risks, p. 127		
<b>103-3:</b> Evaluation of the management approach	Responsible Business Practices - Observing the Highest Standards of Ethics and Compliance, p. 78 Governance - Main Compliance Risks, p. 127		
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>			
<b>206-1:</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible Business Practices - Anti-Bribery, Anti-Corruption, Trade Sanctions and Anti-Money Laundering, p. 79 Responsible Business Practices - Fair Competition, p. 79		No fines have been issues for anti-trust law violations.
<b>PRODUCT QUALITY (TIER 1 TOPIC) &amp; PRODUCT SAFETY</b>			
<b>GRI 103: MANAGEMENT APPROACH 2019</b>			
<b>103-1:</b> Explanation of the material topic and its boundary	Responsible Business Practices - Delighting and Protecting our Consumers with Every Cup, p.81		We follow a unified management approach for the following material topics. (Tier 1 topics on our materiality map highlighted in bold font.)
<b>103-2:</b> The management approach and its components	Responsible Business Practices - Delighting and Protecting our Consumers with Every Cup, p.81 Governance - Main Compliance Risks, p. 127		Product Quality Product Safety
<b>103-3:</b> Evaluation of the management approach	Responsible Business Practices - Delighting and Protecting our Consumers with Every Cup, p.81 Governance - Main Compliance Risks, p. 127		
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>			
<b>416-2:</b> Incidents of non-compliance concerning the health and safety impacts of products and services	Responsible Business Practices - Observing all Standards, p.81		
<b>GRI 417: MARKETING AND LABELLING 2016</b>			
<b>417-3:</b> Incidents of non-compliance concerning marketing communications	Responsible Business Practices - Product Labelling, p. 82		
<b>OWN INDICATOR</b>			
<b>Own indicator:</b> Number of manufacturing and R&D facilities certified against FSSC 22000/ IFS food management standards	Responsible Business Practices - Observing all Standards, p.81		