

Disclosure	GRI Reference	Location	Omissions
GRI 102: General Disclosures 2016			
1. Organizational profile			
Name of organisation	102-1	www.mirka.com/sustainability	
Activities, brands, products, and services	102-2	www.mirka.com/sustainability and Global Mirka	
Location of headquarters	102-3	www.mirka.com/sustainability and Global Mirka	
Location of operations	102-4	www.mirka.com/sustainability and Global Mirka	
Ownership and legal form	102-5	www.mirka.com/sustainability and Global Mirka	
Markets served	102-6	www.mirka.com/sustainability and Global Mirka Infographics , www.mirka.com/sustainability , The Mirka Way	
Scale of the organization	102-7	Infographics , www.mirka.com/sustainability , The Mirka Way	Net sales, total capitalization broken down in terms of debt and equity
Information on employees and other workers	102-8	Infographics , www.mirka.com/sustainability , The Mirka Way	"Total number of employees by employment contract, by gender and by region"
Significant changes to the organization and its supply chain	102-10	www.mirka.com/sustainability , Infographics	
Association	102-13	About Mirka	
2. Strategy			
Statement from senior decision-maker	102-14	An overview by our CEO	
3. Ethics and integrity			
Values, principles, standards and norms of behavior	102-16	About Mirka , www.mirka.com/sustainability	
4. Governance			
Governance structure	102-18	www.mirka.com/sustainability , The Mirka Way	
5. Stakeholder engagement			
List of stake holder groups	102-40	About Mirka	
Collective bargaining agreements	102-41	Infographics , About Mirka	
Identifying and selecting stakeholders	102-42	About Mirka	
6. Reporting practice			
List of stake holder groups	102-40	About Mirka	
Collective bargaining agreements	102-41	Infographics , About Mirka	
Identifying and selecting stakeholders	102-42	About Mirka	
Changes in reporting	102-49	Reporting principles	
Reporting period	102-50	Reporting principles	
Date of most recent report	102-51	Reporting principles	
Reporting cycle	102-52	Reporting principles	
Contact point for questions regarding the report	102-53	Reporting principles	
Claims of reporting in accordance with the GRI Standards	102-54	Reporting principles	
GRI content index	102-55	Content Index	

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GRI 201: Economic Performance 2016				
Direct economic value generated and distributed	201-1	Infographics		
GRI 204: Procurement Practices 2016				
Proportion of spending on local suppliers	204-1	Infographics		
GRI 205: Anti-corruption 2016				
Communication and training about anti-corruption policies and procedures	205-2	About Mirka	Categorisation by region and employee category	
Confirmed incidents of corruption and actions taken	205-3	About Mirka		
GRI 301: Materials 2016				
Materials used by weight or volume (Associated process materials not included)	301-1	Infographics		
GRI 302: Energy 2016				
Energy consumption within the organization	302-1	Infographics		
GRI 303: Water 2016				
Water withdrawal by source	303-1	Infographics		
GRI 305: Emissions 2016				
Direct (Scope 1) GHG emissions	305-1	Infographics		
GRI 306: Effluents and Waste 2016				
Water discharge by quality and destination	306-1	Infographics		
Waste by type and disposal method	306-2	Infographics		
Workenvironment and environmental protection expenditures and investments by type	Mirka's own indicators	About Mirka		
GRI 307: Environmental Compliance 2016				
Non-compliance with environmental laws and regulations	307-1	Clean Production		
GRI401: Employment 2016				ODR, LDR and AR not reported. IR not splitted by gender or region. First aid level injuries are excluded from the InjuryRate (IR)
New employee hires and employee turnover	401-1	About Mirka , Success driven by people		
Parental leave	401-3	About Mirka , Success driven by people		
GRI402: Labor/management realations 2016				
Minimum notice periods regarding operational changes	402-1	About Mirka		
GRI 403: Occupational Health and Safety 2016				
Occupational health and safety management system	403-1	About Mirka , Success driven by people		
"Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities"	403-2	Clean Production		
Worker participation, consultation, and communication on occupational health and safety	403-4	About Mirka , Success driven by people		
GRI 404: Training and Education 2016				
Average hours of training per year per employee	404-1	About Mirka , Success driven by people		
Percentage of employees receiving regular and career development reviews	404-3	About Mirka , Success driven by people		
GRI406: Non-discrimination 2016				
Incidents of discrimination and corrective actions taken	406-1	About Mirka		
GRI408: Child labor 2016				
Operations and suppliers at significant risk for incidents of child labor	408-1	About Mirka		
GRI 103: Management Approach 2016				
Explanation of the material topic and its Boundary	103-1, 103-2, 103-3	Reporting principles		
The management approach and its components	103-1, 103-2, 103-3	Reporting principles		
Evaluation of the management approach	103-1, 103-2, 103-3	Reporting principles		
GRI: Customer Health and Safety 2016				
Assessment of the health and safety impacts of product and service categories	416-1	Clean Proactivity		
Incidents of non-compliance concerning the health and safety impacts of products and services	416-2	Clean Proactivity		