

Standard	Disclosure	Disclosure Requirements - The reporting organization shall report the following information:	Reference	Page #
GRI 102: GENERAL DISCLOSURES 2016				
1. Organizational profile				
102-1	Name of the organization	a. Report the name of the organization.	Company Overview	6-7
102-2	Activities, brands, products, and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets	Company Overview	6-7
102-3	Location of the organization's headquarters	a. Report the location of the organization's headquarters.	Company Overview	6-7
102-4	Number of countries operating	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	Company Overview	6-7
102-5	Nature of ownership and legal form	a. Report the nature of ownership and legal form.	Company Overview	6-7
102-6	Markets served	a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; and iii. types of customers and beneficiaries.	Company Overview	6-7

102-7	Scale of the reporting organization	a. Scale of the reporting organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for a private sector organization) or net revenues (for a public sector organization); iv. total capitalization (for a private sector organization), with a breakdown in terms of debt and equity; and v. quantity of products or services provided.	Company Overview	6-7
102-8	Information on employees and other workers	The reporting organization shall report the following information: a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	People Management and Employee Engagement – information is not completely disclosed as per GRI disclosure requirements	37
102-9	Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	Company Overview and Our Brands	6-7
102-10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	Not applicable	
102-11	Precautionary Principle or approach	a. Whether and how the reporting organization applies the Precautionary Principle or approach.	Human Rights	24
102-12	External initiatives	a. List of externally-developed economic, environmental and social charters, principles, or other initiatives to which the reporting organization subscribes or which it endorses.	Facilitating Sustainable Travel	18

102-13	Memberships of associations	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Stakeholder engagement	11
2. Strategy				
102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the reporting organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	A Note from Our CEO	4
3. Ethics and integrity				
102-16	Values, principles, standards, and norms of behaviour	a. A description of the reporting organization's values, principles, standards, and norms of behaviour.	Customer Privacy and Data Protection	50-51
4. Governance				
102-18	Governance structure	a. Governance structure of the reporting organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	Corporate Governance, Ethics and Compliance	63
5. Stakeholder Engagement				
102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the reporting organization.	Materiality Assessment and Stakeholder Engagement	11
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements.	Not applicable	
102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	Materiality Assessment and Stakeholder Engagement	9

102-43	Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Not applicable	
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its report; and ii. the stakeholder groups that raised each of the key topics and concerns.	Not applicable	
6. Reporting practice				
102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the reporting organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the reporting organization's consolidated financial statements or equivalent documents is not covered by the report.	About this Report	67
102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the reporting organization has implemented the Reporting Principles for defining report content. Clause 6.1 When compiling the information specified in Disclosure 102-46, the reporting organization shall include an explanation of how the Materiality principle was applied to identify material topics, including any assumptions made.	Materiality Assessment and Stakeholder Engagement and About this Report	9, 68
102-47	List of material topics	a. A list of material topics identified in the process for defining report content.	Materiality Assessment and Stakeholder Engagement	10
102-48	Restatements of information	a. The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Not applicable	
102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic boundaries.	Not applicable	
102-50	Reporting period	a. Reporting period for information provided.	About this Report	67

102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	About this Report	67
102-52	Reporting cycle	a. Reporting cycle.	About this Report	67
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	About this Report	69
102-54	Claims of reporting in accordance with the GRI Standards	a. The claim made by the organization if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: core option'; or ii. 'This report has been prepared in accordance with the GRI Standards: comprehensive option'.	About this Report	67
102-55	GRI content index		On the website	
102-56	External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	Not applicable	

SASB – Internet Media & Services

Dimension	Topic	Metric	Category	Unit of measurement	Code	Reference in report	Page #
Environment	Environmental Footprint of Hardware Infrastructure	Total energy consumed	Quantitative	GJ	TC-IM-130a.1	Improving Environmental Performance	30
		Percentage renewable	Quantitative	%	TC-IM-130a.1	Improving Environmental Performance	30
		Discussion of the integration of environmental considerations into strategic planning for data centre needs	Discussion and Analysis	n/a	TC-IM-130a.3	Improving Environmental Performance	26
Social capital	Customer Privacy	Description of policies and practices relating to behavioural advertising and user privacy	Discussion and Analysis	n/a	TC-IM-220a.1	Customer privacy and Data Protection	50-53
		Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standard	Discussion and Analysis	n/a	TC-IM-230a.2	Customer Privacy and Data Protection	52-53