

# G3 Content Index

## GRI Application Level C

### STANDARD DISCLOSURES PART 1: Profile Disclosures

#### 1. Strategy and Analysis

Profile disclosure	Description	Reported	Cross-reference/Direct answer
1.1	Statement from the most senior decision-maker of the organization	Fully	2019 Sonoco Annual Report (pages 1-5)

#### 2. Organizational Profile

Profile disclosure	Description	Reported	Cross-reference/Direct answer
2.1	Name of the organization	Fully	2019 Sonoco Annual Report, Form 10-K (page 1)
2.2	Primary brands, products, and/or services	Fully	2019 Sonoco Annual Report (pages 6-9)
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries and joint ventures	Fully	2019 Sonoco Annual Report, Form 10-K (pages 5-6)
2.4	Location of organization's headquarters	Fully	2019 Sonoco Annual Report, Form 10-K (page 1)
2.5	Number of countries where the organization operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	GRI Appendix 1
2.6	Nature of ownership and legal form	Fully	Sonoco is a publicly owned C Corporation incorporated under the laws of South Carolina, with its stock traded on the New York Stock Exchange under the symbol SON (NYSE:SON).
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	Fully	2019 Sonoco Annual Report (pages 6-9)
2.8	Scale of the reporting organization	Fully	2019 Sonoco Annual Report (pages 6-9)
2.9	Significant changes during the reporting period regarding size, structure or ownership	Fully	2019 Sonoco Annual Report, Form 10-K (pages F10-F14)
2.10	Awards received in the reporting period	Fully	<a href="http://www.sonoco.com/about/awards-certifications-memberships">www.sonoco.com/about/awards-certifications-memberships</a>

#### 3. Report Parameters

Profile disclosure	Description	Reported	Cross-reference/Direct answer
3.1	Reporting period (e.g., fiscal/calendar year) for information provided	Fully	2019 Sonoco Annual Report, Form 10-K Basis of Presentation, Note 1 (page F7)
3.2	Date of most recent previous report (if any)	Fully	2019 Sonoco Annual Report, March 2020 2019-20 Sonoco Corporate Responsibility Report, July 2020

### 3. Report Parameters (continued)

Profile disclosure	Description	Reported	Cross-reference/Direct answer
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Both Sonco's Annual Report and Corporate Responsibility Report are published on an annual basis
3.4	Contact point for questions regarding the report or its contents	Fully	Roger P. Schrum, VP Investor Relations and Corporate Affairs
3.5	Process for defining report content	Fully	2019-20 Sonoco Corporate Responsibility Report (page 1)
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	Fully	2019 Sonoco Annual Report, Form 10-K (pages 5-6)
3.7	State any specific limitations on the scope or boundary of the report	Fully	Environmental metrics have been gathered from global manufacturing locations and exclude warehouses and small office structures. Water usage includes only what is used in global paper operations, which we estimate to be approximately 95% of our total usage.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	Fully	2019 Sonoco Annual Report, Form 10-K Basis of Presentation, Note 1 (page F7)
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	Fully	2019 Sonoco Annual Report (page 21)
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Fully	2019 Sonoco Annual Report, Form 10-K Acquisitions and dispositions (pages F10-F14)
3.12	Table identifying the location of the Standard Disclosures in the report	Fully	GRI Content Index and Appendices

### 4. Governance, Commitments and Engagement

Profile disclosure	Description	Reported	Cross-reference/Direct answer
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Fully	2020 Proxy Board Meetings and Committees of the Board (pages 15-17) 2019-20 Sonoco Corporate Responsibility Report (page 23)
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Fully	2020 Proxy Leadership Structure (page 14) 2019 Sonoco Annual Report, Board of Directors (pages 10-11)
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members	Fully	Sonoco's Board of Directors has a one-tier system of 14 members including one chairman, 13 non-executive directors and 11 independent directors

## 4. Governance, Commitments and Engagement (continued)

Profile disclosure	Description	Reported	Cross-reference/Direct answer
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Fully	<p>2020 Proxy Communications with the Board of Directors (pages 15)</p> <p>In addition to the Proxy instructions above, employees may also make recommendations (anonymously) through the Company's Sonofone telephonic and electronic suggestion boxes. Recommendations and questions are reviewed and responses developed by the highest-level executive responsible for issue raised by the employee. In addition, the Company employs a third-party service hotline where employees can provide anonymous information regarding any illegal or unethical activity. These reports are investigated by the Company's Director of Internal Audit and results are shared with the Board of Director's Audit Committee for final disposition.</p>
4.14	List of stakeholder groups engaged by the organization	Fully	Sonoco's has identified its stakeholder groups to include customers, suppliers, industry peers, shareholders, non-governmental, non-profit and trade organizations, community leaders and regulators and government organizations.
4.15	Basis for identification and selection of stakeholders with whom to engage	Fully	We began by establishing nine stakeholder groups: customers, suppliers, industry peers, shareholders, non-governmental, non-profit and trade organizations, community leaders, and regulators and government organizations. To represent the interests of each identified stakeholder group, we selected individual stakeholders using methods appropriate to the type of stakeholder. For example, the largest suppliers by total spend were selected to represent the Suppliers stakeholder group and the largest customers by total sales were selected to represent the Customers stakeholder group.

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### STANDARD DISCLOSURES PART 3: Performance Indicators

#### Economic

Performance indicator	Description	Reported	Cross-reference/Direct answer
<b>Economic performance</b>			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments	Fully	2019 Sonoco Annual Report, Form 10-K Consolidated Balance Sheets (page F3) Consolidated Statements of Income (page F4) Item 6. Selected financial data (page 18)
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Partially	2019-20 Sonoco Corporate Responsibility Report (page 12) 2019 Sonoco Annual Report, Form 10-K (pages 15)
EC3	Coverage of the organization's defined benefit plan obligations	Fully	2019 Sonoco Annual Report, Form 10-K, Note 13 (pages F25-F29) Sonoco Pension Plan (page 57-58)
EC4	Significant financial assistance received from government	Fully	No significant financial assistance was received in 2019
<b>Market presence</b>			
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	Not	Information is not available
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Partially	We value our people and are committed to giving them every opportunity to use their talent, skills, passion and creativity to grow themselves, their careers and our Company. Safety, sustainability and community outreach are at the heart of Sonoco's culture, and we have a long record of success in each. <a href="https://careers.sonoco.com">https://careers.sonoco.com</a>
<b>Indirect economic impacts</b>			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	Fully	As South Carolina's largest company, Sonoco annually contributes more than \$1 billion to the state's economy, creating nearly 9,300 jobs and generating more than \$473 million in income for residents, according to a study released in March 2013 by the Division of Research at the University of South Carolina's Darla Moore School of Business. In addition, Sonoco's \$1 billion annual economic impact contributes nearly \$35 million to state tax revenue each year, and for every 10 jobs created by Sonoco, an additional nine jobs are created elsewhere in the state. Sonoco remains South Carolina's largest company to date.

## Environmental

Performance indicator	Description	Reported	Cross-reference/Direct answer
<b>Materials</b> EN1	Materials used by weight or volume	Not	Information is not available
EN2	Percentage of materials used that are recycled input materials	Not	Sonoco uses metal, fiber and plastic post-consumer recycled materials in our products at rates of 9%, 86% and 21%, respectively
<b>Energy</b> EN3	Direct energy consumption by primary energy source	Fully	4,336,752 MWh
EN4	Indirect energy consumption by primary source	Fully	1,495,592 MWh
EN6	Initiatives to provide energy-efficient or renewable-energy-based products and services, and reductions in energy requirements as a result of these initiatives	Fully	2019-20 Sonoco Corporate Responsibility Report (pages 7-10)
<b>Water</b> EN8	Total water withdrawal by source	Fully	2019-20 Sonoco Corporate Responsibility Report (page 12)
<b>Biodiversity</b> EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Fully	Sonoco owns and manages multiple tracts of timberland totaling 55,080 acres, all of which are located in South Carolina. These Company-owned forests are primarily hardwoods and provide a fiber source used to produce corrugated paper at Sonoco's Hartsville-based paper mill, in addition to being managed under a multiple use system for recreation and wildlife. All of Sonoco's timberland is managed according to the Sustainable Forestry Initiative. Through SFI, Sonoco achieved certification for responsible and sustainable forestry management practices. To our knowledge, we do not own any land adjacent to protected areas or areas deemed to be of high biodiversity value.
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Fully	To our knowledge, we do not own any land adjacent to protected areas or areas deemed to be of high biodiversity value
<b>Emissions, effluents and waste</b> EN16	Total direct and indirect greenhouse gas emissions by weight	Fully	2019-20 Sonoco Corporate Responsibility Report (page 12)
EN17	Other relevant indirect greenhouse gas emissions by weight	Fully	2019-20 Sonoco Corporate Responsibility Report (page 12)
EN19	Emissions of ozone-depleting substances by weight	Not	Information is not available.
EN20	NOx, SOx, and other significant air emissions by type and weight	Not	Information is not available.
EN21	Total water discharge by quality and destination	Fully	Information is not available
EN22	Total weight of waste by type and disposal method	Fully	2019-20 Sonoco Corporate Responsibility Report (page 12)
EN23	Total number and volume of significant spills	Fully	No significant spills occurred at Company operations in 2019

## Environmental (continued)

Performance indicator	Description	Reported	Cross-reference/Direct answer
<b>Products and services</b> EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Fully	2019-20 Sonoco Corporate Responsibility Report (pages 7-10)
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Partially	Sonoco's strategy is to work with customers to ensure return shipments and reuse of the tubes and cores, pallets, reels, carts and racks, bins, slip sheets and cartons that are utilized to move our products. Sonoco's reels and pallets are designed to be reused or remanufactured, extending their useful life. Sonoco began refurbishing wooden reels in 1991 and today is the only national provider of reel refurbishment services, receiving over 1 million tons of reels for refurbishment since its inception. Additionally, Sonoco collects and identifies usable, longer pieces of paper core waste and re-cuts them for reuse by our customers. The re-cut program allows customers to gain a second use from a core and avoid buying a new one.
<b>Compliance</b> EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Fully	<p>2019 Sonoco Annual Report, Form 10-K Item 3. Legal proceedings (page 19) Environmental matters (pages F34)</p> <p>Sonoco operates 320 facilities in 36 countries and all have various forms of environmental requirements. In those facilities we occasionally exceed the permit limit, for which we take immediate corrective action, thus any fines that may have been paid were minimal. Currently the Company doesn't have any significant environmental violations involving its facilities. On a global basis, ongoing capital investment allows a few Company facilities to continue meeting current and future environmental limits.</p>

## Social: Labor Practices and Decent Work

Performance indicator	Description	Reported	Cross-reference/Direct answer
<b>Employment</b> LA1	Total workforce by employment type, employment contract, and region	Fully	Appendix 2: Labor Practices and Decent Work Performance Indicators
LA2	Total number and rate of employee turnover by age group, gender and region	Fully	Appendix 2: Labor Practices and Decent Work Performance Indicators
<b>Labor/management relations</b> LA4	Percentage of employees covered by collective bargaining agreements	Fully	25.7% of Sonoco employees are covered by collective bargaining agreements.
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	Partially	Depending on the business circumstances, a minimum of 60 days and up to one year's notice is required.

## Social: Labor Practices and Decent Work (continued)

Performance indicator	Description	Reported	Cross-reference/Direct answer
<b>Occupational health and safety</b> LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region	Fully	<a href="http://www.sonoco.com/sustainability/better-our-employees">www.sonoco.com/sustainability/better-our-employees</a>  The Company follows OSHA 1904 regulations for recording and reporting occupational injuries and illness throughout our global operations.  In 2019, Sonoco's global injury rate (IR), the total injuries per 100 employees, including independent contractors, was 0.59. Our lost-time injuries frequency rate, the % of employees per 200,000 hours was 1.52. Sonoco had no recorded occupational diseases or workplace fatalities in 2019.
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	Fully	In 2019, Sonoco provided training and development programs for employees and groups of employees at every level. For help with work-life balance issues, we provide assistance through Guidance Resources. Guidance Resources offers free and confidential counseling for issues ranging from family finances and healthcare to daycare for children or aging parents. We offer health improvement programs and health coaches for employees and in many cases, for family members. Sonoco employees do not have a high incidence or high risk of any specific diseases.
<b>Training and education</b> LA10	Average hours of training per year per employee by employee category	Partially	Average hours of training and development per full-time employee equals 80 hours
<b>Diversity and equal opportunity</b> LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Fully	Appendix 2: Labor Practices and Decent Work Performance Indicators
LA14	Ratio of basic salary of men to women by employee category	Partially	It is the policy of Sonoco to provide equal employment opportunities without regard to race, color, religion, sex, age, national origin, disability and veteran status. The Company will also take affirmative action to employ and advance disabled individuals who are qualified. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer; layoff, recall and termination; rates of pay or other forms of compensation and selection for training; and the use of all facilities. This policy is periodically brought to the attention of all managers and supervisors who are responsible for its implementation.

## Social: Human Rights

Performance indicator	Description	Reported	Cross-reference/Direct answer
<b>Investment and procurement practices</b> HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Fully	100% of agreements with Sonoco's direct suppliers outline human rights and Sonoco's requirements of its suppliers regarding human rights
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Fully	7.5% of Sonoco's direct suppliers took part in our human rights screening in 2019
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Fully	100% of Sonoco's global exempt-level professionals are required to participate in business code of conduct and human rights training biennially. The last training was conducted in Winter 2019.
<b>Non-discrimination</b> HR4	Total number of incidents of discrimination and actions	Fully	In 2019 Sonoco had 16 open employment-related cases. Six carried over from 2018 and ten were new cases. One was closed with no settlement, and five were settled out of court, leaving three open cases at the end of 2019.
<b>Freedom of association and collective bargaining</b> HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Fully	No Sonoco operations or suppliers have been identified as being at significant risk
<b>Child labor</b> HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	Fully	No Sonoco operations or suppliers have been identified as being at significant risk. The minimum working age at Sonoco is 18.
<b>Forced and compulsory labor</b> HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	Fully	No Sonoco operations or suppliers have been identified as being at significant risk
<b>Security practices</b> HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	Fully	100% of Sonoco's global exempt-level professionals are required to participate in business code of conduct and human rights training biennially. The last training was in Winter 2019.
<b>Indigenous rights</b> HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	Fully	No incidents or violations have ever been filed related to human rights.



## Social: Society

Performance indicator	Description	Reported	Cross-reference/Direct answer
<b>Community</b> S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	Fully	2019-20 Sonoco Corporate Responsibility Report (pages 5-19) <a href="http://www.sonoco.com/sustainability/better-our-communities">www.sonoco.com/sustainability/better-our-communities</a> <a href="http://www.sonoco.com/contact.aspx">www.sonoco.com/contact.aspx</a>
<b>Corruption</b> S02	Percentage and total number of business units analyzed for risks related to corruption	Not	100% of Sonoco's businesses are covered under the risk category of Regulatory compliance – business conduct
S03	Percentage of employees trained in organization's anti-corruption policies and procedures	Fully	100% of Sonoco's employees are trained in anti-corruption policies and procedures biennially. The last training was conducted in Winter 2019.
S04	Actions taken in response to incidents of corruption	Fully	Sonoco is not aware of any material weakness or significant deficiency in its internal controls
<b>Public policy</b> S05	Public policy positions and participation in public policy development and lobbying	Fully	2019-20 Sonoco Corporate Responsibility Report (page 17)  Sonoco is a member of American Forest and Paper Association, AMERIPEN, and other organizations, all of whom support our interests in public policy development and lobbying.
<b>Anti-competitive behavior</b> S07	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	Fully	2019 Sonoco Annual Report, Form 10-K Item 3. Legal proceedings (page 16) Risk Management (page 30) Environmental matters (page F34)
<b>Compliance</b> S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Fully	2019 Sonoco Annual Report, Form 10-K Item 3. Legal proceedings (page 19) Risk Management (page 32) Environmental matters (page F34)

## Social: Product Responsibility

Performance indicator	Description	Reported	Cross-reference/Direct answer
<p><b>Customer health and safety</b> PR1</p>	<p>Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures</p>		<p>For all packaging, Sonoco evaluates suppliers' materials for compliance with laws and regulations required by product safety. A large percentage of Sonoco's consumer packaging is developed for the food packaging industry. Our Product Safety organization ensures compliance of our packaging products with all health, safety and environmental laws and applicable to packaging materials in the countries and regions in which they are manufactured and marketed. Suppliers of components for these packaging applications are scrutinized for compliance with US FDA and other national laws and regulations for food-contact packaging.</p> <p>Sonoco is working toward completion of its GFSI (Global Food Safety Initiative) certification for identified Sonoco manufacturing sites. Sonoco operates commercial recycling and materials processing centers, which allows Sonoco to collaborate with customers on available end-of-life options for their packaging.</p> <p>For new product development and some significant design changes, Sonoco utilizes the Sustainable Packaging Alliance's PIQET tool to assess the environmental footprint of our packaging.</p>
<p><b>Product and service labeling</b> PR3</p>	<p>Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements</p>		<p>Sonoco manufactures packaging for consumer brands companies and others. These customers dictate and are responsible for package graphics, including labeling. The component materials in Sonoco packaging are sourced from various vendors/suppliers. This may include other Sonoco facilities that manufacture and supply component materials within or across divisions. These component materials are assessed for material health and safety based on vendor/supplier documents. As with labeling, safe use of the product packaging is ultimately determined by the customer. Much of Sonoco's sales are assessed to ensure product and food safety. Sonoco has assessed and can communicate the end-of-life options for many of its product offerings and has closed-loop return systems in place for its packaging.</p>
<p><b>Marketing communications</b> PR6</p>	<p>Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship</p>		<p>Sonoco manufactures packaging for consumer brands companies and others. These customers dictate and are responsible for package graphics, including labeling. However, Sonoco does provide data that are used to validate a claim. Additionally, environmental marketing claims made about Sonoco packaging to these customers or the public are reviewed for compliance with ISO 14021 and the Federal Trade Commission's Guides for the use of Environmental Marketing Claims.</p>

Social: Product Responsibility (continued)

Performance indicator	Description	Reported	Cross-reference/Direct answer
<b>Compliance</b> PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		2019 Sonoco Annual Report, Form 10-K Item 3. Legal proceedings (page 19) Risk Management (page 32) Environmental matters (page F34)

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## GRI Application Level C

### APPENDIX 1: Countries Where the Organization Operates

Australia  
Belgium  
Brazil  
Canada  
Chile  
China  
Colombia  
Czech Republic  
Estonia  
Finland  
France  
Germany  
Greece  
India  
Indonesia  
Ireland  
Italy  
Japan  
Luxembourg  
Malaysia  
Mexico  
Netherlands  
New Zealand  
Poland  
Russia  
Saudi Arabia  
Singapore  
South Africa  
Spain  
Sweden  
Switzerland  
Taiwan  
Thailand  
Turkey  
United Kingdom  
United States  
Venezuela

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## GRI Application Level C

### APPENDIX 2: Labor Practices and Decent Work Performance Indicators

#### LA2: Total number and rate of new employee hires and employee turnover by age group, gender, and region

Total number of new employee hires entering employment during the reporting period broken down by gender	Female: 1,954	Male: 3,322	Unspecified: 61	
Rate of new employee hires entering employment during the reporting period broken down by gender.	Females: 37%	Males: 62%	Unspecified: 1%	
Total number of new employee hires entering employment during the reporting period broken down by age group.	Under 30: 2,508	30-50: 2,210	Over 50: 619	
Rate of new employee hires entering employment during the reporting period broken down by age group.	Under 30: 47%	30-50: 41%	Over 50: 12%	
Total number of new employee hires entering employment during the reporting period broken down by region.	Rest of World: 2,784	United States: 2,553		
Rate of new employee hires entering employment during the reporting period broken down by region.	Rest of World: 52%	United States: 48%		
Total number of employees leaving employment during the reporting period broken down by gender.	Female: 1,760	Male: 3,399	Unspecified: 34	
Rate of employees leaving employment during the reporting period broken down by gender.	Female: 34%	Male: 65%	Unspecified: 1%	
Total number of employees leaving employment during the reporting period broken down by age group.	Under 30: 2,036	30-50: 2,119	Over 50: 1,038	
Rate of employees leaving employment during the reporting period broken down by age group.	Under 30: 39%	30-50: 41%	Over 50: 20%	
Total number of employees leaving employment during the reporting period broken down by region.	Rest of World: 2,570	United States: 2,623		
Rate of employees leaving employment during the reporting period broken down by region.	Rest of World: 49%	United States: 51%		
Percentage of employees by age group (under 30; 30-50; over 50)	Under 30: 22%	30-50: 49%	Over 50: 29%	
For the identified minority and age groups, report the percentage of employees by gender	Minority Females: 11% Minority Males: 7%	Under 30 Females: 4% Under 30 Males: 14%	30-50 Females: 11% 30-50 Males: 33%	Over 50 Females: 10% Over 50 Males: 27%
Percentage of individuals within the organization's governance bodies in the gender category (female/male)	Female: 10%	Male: 90%		
Percentage of individuals within the organization's governance bodies in minority groups	Total: 13%			
Percentage of individuals within the organization's governance bodies by age group (under 30; 30-50; over 50)	Under 30: 0%	30-50: 23%	Over 50: 77%	