

Solidus's sustainability reporting for 2022 is prepared in reference with the GRI Sustainability Reporting Standards.

Statement of use

Solidus has reported the information cited in this GRI content index for the period 1 January - 31 December 2022 with reference to the GRI standards.

GRI 1 used, GRI 1 foundation 2021

GRI content index

GRI standard • GRI 3: material topics 2022

Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
All topics	Disclosure 3-1 Process to determine material topics		Describe the process it has followed to determine its material topics, including: i) how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; and ii) how it has prioritized the impacts for reporting based on their significance.	p.8, 22-23	
All topics	Disclosure 3-1 Process to determine material topics		Specify the stakeholders and experts whose views have informed the process of determining its material topics.	p.7-8	
All topics	Disclosure 3-2 List of material topics		List the organisation's material topics.	p.22	
All topics	Disclosure 3-2 List of material topics		Report changes to the list of material topics compared to the previous reporting period.		Not applicable.
Reduce our Climate impact	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	p.23	In the coming reporting period, we will work to better understand our carbon footprint and evaluate our positive and negative impacts on the environment and society.
Reduce our Climate impact	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	p.23, 24	In the coming reporting period, we aim to evaluate our Scope 3 emissions to be able to report on these in the future.
Reduce our Climate impact	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.23, 24	
Reduce our Climate impact	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.23, 24	
Reduce our Climate impact	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.23, 24	
Reduce our Climate impact	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.		We are continuously working on reducing our energy and fuel consumption through various initiatives outlined on pages 23 and 24. These initiatives allow us to reduce out impacts on the environment, whilst realising positive benefits such as reducing energy costs for Solidus.

GRI standard • GRI 3: material topics 2022					
Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
Reduce our Climate impact	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.		"Solidus' mills and converters have received various environmental management certifications (including ISO14001), which can be found here: solidus.com/downloads These certifications will support Solidus in tracking the effectiveness its energy reduction and efficiency initiatives, as part of its continuous improvement process."
Reduce our Climate impact	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.22, 23, 24	We aim to set clear reduction targets and strengthen our carbon reduction roadmap to report on progress in future reports.
Reduce our Climate impact	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.	p.22, 23, 24	We aim to set clear reduction targets and strengthen our carbon reduction roadmap to report on progress and better assess the effectiveness of our various energy saving and carbon reduction initiatives.
Reduce our Climate impact	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.		As we continue implementing various initiatives, we will reflect on lessons learned and incorporate these in future reports.
Reduce our Climate impact	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.22, 23, 24	We engage with various stakeholders on this topic, and are exploring further engagement opportunities, which we will report on these in future reports.
Reduce our Climate impact	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.		We are committed to engaging with stakeholders on this topic and will report on this in future reporting periods.
Reduce waste	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	p.27, 28	We are committed to better understand and assess the positive and negative impacts of the waste produced across our supply chain. As we evaluate our impacts in future reports.
Reduce waste	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	p.27	Our Supplier Code of Conduct will be rolled out to all suppliers, as part of our 2023 goals.
Reduce waste	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.22-30	We are working to strengthen our circular policies and will make further disclosures in future reporting periods.
Reduce waste	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.22, 27-28	We have committed to reducing our waste year-on-year and valorise our waste wherever possible. We are continuously exploring different options to handle materials that are difficult to recycle and will report on these in the coming reporting periods.
Reduce waste	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.22, 27-28	

GRI standard • GRI 3: material topics 2022						
Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments	
Reduce waste	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.		By recycling fibers wherever possible, we reduce the need for virgin fibers and resource extraction, therefore limiting our impact on the environment. Moreover, as we continue exploring circular models to run our business, such as our waste to energy initiatives, we reduce our the amount of waste incinerated or sent to landfill, therefore decreasing our impacts on the environment as well as costs related to waste management.	
Reduce waste	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.		Solidus' core mills and converters have received various environmental management certifications (including ISO14001), which can be found here: solidus.com/downloads These certifications will support Solidus in tracking the effectiveness of its waste reduction initiatives, as part of its continuous improvement on processes."	
Reduce waste	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.22, 27-28	We are committed to setting specific targets and developing indicators to track our progress. This is an area that needs further development, which we will work on in the coming year.	
Reduce waste	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.	p.8, 27-28	Targets have not been set for this topic. We aim to report on this in the future periods.	
Reduce waste	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.		As we continue implementing various initiatives, we will reflect on lessons learned and incorporate these in future reports.	
Reduce waste	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.30		
Reduce waste	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.	p.30-31	We engage with various stakeholders on this topic, and are exploring further engagement opportunities, which we will report on in the following reporting period.	
Optimizing water use	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	p.25, 26	Water is used in our production process as a transport medium for our fibers as well as for heating and cooling purposes. Almost all of the water used is returned after treatment to the adjacent water body. Some water also remains in our board as moisture. As we continuously work on optimizing our water use, we decrease our water intake and dependency on local water bodies.	

GRI standard • GRI 3: material topics 2022

Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
Optimizing water use	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	p.25, 26	Water is used in our production process as a transport medium for our fibers as well as for heating and cooling purposes. Almost all of the water used is returned after treatment to the adjacent water body. Some water also remains in our board as moisture. As we contiously work on optimizing our water use, we decrease our water intake and dependency on local water bodies.
Optimizing water use	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.25, 26	The ISO certification will support Solidus in tracking the effectiveness of its water reduction initiatives, as part of its continuous improvement on processes.
Optimizing water use	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.25, 26	
Optimizing water use	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.25, 26	
Optimizing water use	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.	p.26	
Optimizing water use	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.	p.26	Solidus' mills and converters have received various environmental management certifications (including ISO14001), which can be found here: solidus.com/downloads These certifications will support Solidus in tracking the effectiveness its energy reduction and efficiency initiatives, as part of its continuous improvement process.
Optimizing water use	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.26	We are committed to setting specific targets and developing indicators to track our progress. This is an area that needs further development, which we will work on in the coming year.
Optimizing water use	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.	p.26	As targets have not been set, progress can not yet be measured.
Optimizing water use	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.		As we continue implementing various initiatives, we will reflect on lessons learned and incorporate these in future reports.
Optimizing water use	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.8, 25-26	
Optimizing water use	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.		As we continue implementing various initiatives, we will reflect on the effectiveness and incorporate these in future reports.

GRI standard • GRI 3: material topics 2022

Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
Circular and innovative solutions	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	p.30-32	
Circular and innovative solutions	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	p.30-32	
Circular and innovative solutions	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.15, 30-32	
Circular and innovative solutions	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.30-32	
Circular and innovative solutions	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.30-32	
Circular and innovative solutions	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.	p.30-32	
Circular and innovative solutions	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.	p.30-32	
Circular and innovative solutions	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.15, 30-32	We are committed to setting specific targets and developing indicators to track our progress. This is an area of future development, which we will work on in the coming periods.
Circular and innovative solutions	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.	p.30-32	As we set specific targets and indicators in future, we are committed to assessing the effectiveness and reporting on progress in future reports.
Circular and innovative solutions	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.	p.30-32	Our experience centers are an excellent way to engage with our stakeholders. We will work on strengthening our service offers here to evaluate and incorporate feedback into our policies and operations.
Circular and innovative solutions	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.30-32	

GRI standard • GRI 3: material topics 2022

Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
Circular and innovative solutions	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.	p.30, 32	
Product quality and safety	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.		Our certified management systems help Solidus identify and meet customer requirements and to systematically improve product quality and safety.
Product quality and safety	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.		We maintain the quality and safety of our products and services to protect customers and reduced financial and reputation risk to our business.
Product quality and safety	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.33	
Product quality and safety	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.33	
Product quality and safety	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.33	
Product quality and safety	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.	p.33	
Product quality and safety	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.		We are committed to assessing the effectiveness of our initiatives such as the Quality Center and FOCOS initiative, and evaluate and report on lessons learned in future reports.
Product quality and safety	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.30	We are committed to setting specific targets and developing indicators to track our progress. This is an area that needs further development, which we will work on in the coming periods.
Product quality and safety	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.	p.33, 34	
Product quality and safety	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.	p.34	
Product quality and safety	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.7, 8	See page 'Our Stakeholder Engagement'.

GRI standard • GRI 3: material topics 2022

Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
Product quality and safety	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.	p.7, 8	
Sustainable sourcing	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	p.35	Our suppliers contribute to the environmental footprint of the products we bring to market. To reduce our own environmental footprint we need to collaborate with suppliers and help them reduce their own footprint.
Sustainable sourcing	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	p.35	Our suppliers contribute to the environmental footprint of the products we bring to market. To reduce our own environmental footprint we need to collaborate with suppliers and help them reduce their own footprint.
Sustainable sourcing	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.36	
Sustainable sourcing	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.36	
Sustainable sourcing	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.36	
Sustainable sourcing	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.	p.36	
Sustainable sourcing	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.		We are committed to assessing the effectiveness of our supplier initiatives and will report on progress in future reports.
Sustainable sourcing	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.30	We are committed to setting specific targets and developing indicators to track our progress. This is an area that needs further development, which we will work on in the coming periods.
Sustainable sourcing	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.	p.36	
Sustainable sourcing	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.	p.36	
Sustainable sourcing	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.36	
Sustainable sourcing	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.	p.36	We are committed to informing stakeholders on our supplier engagement initiatives and will request feedback to evaluate the effectiveness.

GRI standard • GRI 3: material topics 2022					
Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	p.39	We recognise that a Safety, Environment and Hygiene policy is important as it helps reduce accidents and injuries, which pose risks to employees' health and may hamper our business operations.
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	p.40	
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.39, 40	
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.39, 40	
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.40	A lack of health and safety due diligence across our operations poses various risks to our business. Besides employee health and safety, negative impacts include liability to employees and third parties, damage to reputation, or an inability to attract and retain skilled employees. Everyone is encouraged to give feedback and provide ideas on how to further improve safety. See certificates solidus.com/downloads .
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.	p.40	
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.	p.40	We are keen to develop processes and indicators to better track the effectiveness of our health and safety policies and initiative. This is an area for further development, which we will work on in the coming periods.
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.40	We are committed to setting specific targets and developing indicators to track our progress. This is an area that needs further development, which we will work on in the coming year.
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.	p.40	We are committed to setting specific targets and developing indicators to track our progress. This is an area that needs further development, which we will work on in the coming periods.

GRI standard • GRI 3: material topics 2022					
Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.	N/A	As we continue implementing various initiatives, we will reflect on lessons learned and incorporate these in future reports.
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.7, 8, 40	See page 'Our Stakeholder Engagement'
Occupational health, safety and well-being	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.		All employees, contractors, suppliers and customers are encouraged to give feedback and provide ideas on how to further improve safety across the value chain and we are committed to continuously engaging with employees to identify improvement areas. We committ to reporting on lessons learned in future reports.
Employee development and engagement	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.		Employee development and engagement is crucial for running a successful business. We will strengthen disclosure on this topic in future reports.
Employee development and engagement	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.		We will strengthen disclosure on this topic in future reports.
Employee development and engagement	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.40	We will strengthen disclosure on this topic, including policies and commitments, in future reports.
Employee development and engagement	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.40	We recently hired a Group Learning and Development manager who will be responsible for developing progress in this area.
Employee development and engagement	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.40	We recognise this is an area for development. We will strengthen disclosure on this topic in future reports.
Employee development and engagement	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.	p.40	
Employee development and engagement	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.	p.40	We recognise this is an area for development. We will strengthen disclosure on this topic in future reports.

GRI standard • GRI 3: material topics 2022

Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments
Employee development and engagement	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.38-39	There are no targets or indicators in place yet. We will strengthen disclosure on this topic in future reports.
Employee development and engagement	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.	p.38-39	We recently hired a Group Learning and Development manager who will be responsible for developing progress in this area, including the setting of targets and KPIs. This will enable improved disclosures in future reporting periods.
Employee development and engagement	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.	p.39-41	We have a variety of initiatives in place to engage and train our employees, however this continues to be an area in need for development. As we roll out new initiatives and training programs, we will reflect on lessons learned and report on these in future reports.
Employee development and engagement	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.39-42	As mentioned on page 7 and 8, 'Our Stakeholder Engagement', we actively engage with our stakeholders to gather feedback and report on progress. For employee development and engagement, we are committed to better incorporate stakeholder feedback and opinions into our policies and actions, to be able to improve reporting on this in future periods.
Employee development and engagement	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.	p.39-42	We seek feedback from employees and stakeholders involved after events and report this back to the organizers.
Diversity and inclusion	Disclosure 3-3 Management of material topics	a)	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.		We are committed to better understanding the negative and positive impacts of our business related to diversity, equity and inclusion. This is an area of development that we seek to report on in future periods.
Diversity and inclusion	Disclosure 3-3 Management of material topics	b)	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	p.42	We are committed to better understanding the negative and positive impacts of our business related to diversity, equity and inclusion. This is an area of development that we seek to report on in future periods.
Diversity and inclusion	Disclosure 3-3 Management of material topics	c)	Describe the business's policies or commitments regarding the material topic.	p.42	We have a labour market recruitment policy in place that aims to promote Diversity, Equity and Inclusion in the workplace.
Diversity and inclusion	Disclosure 3-3 Management of material topics	d)i)	Describe actions to prevent or mitigate potential negative impacts.	p.42	We have recently launched an Equality Plan to promote equal opportunities for all employees and address discrimination and tackle gender equality. This is an area of development and we commit to reportin on progress here in future reports.

GRI standard • GRI 3: material topics 2022						
Solidus topic	Disclosure	Index	Information required	Information in Sustainability Report	Comments	
Diversity and inclusion	Disclosure 3-3 Management of material topics	d)ii)	Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.	p.42	We recognise this is an area of interest. We will strengthen disclosure on this topic in future reports.	
Diversity and inclusion	Disclosure 3-3 Management of material topics	d)iii)	Describe actions to manage actual and potential positive impacts.	p.42	The Equality Plan is still ongoing, we aim to disclose towards its goals and targets in future reports.	
Diversity and inclusion	Disclosure 3-3 Management of material topics	e)i)	Describe processes used to track the effectiveness of the actions.		We recognise this is an area of interest for Solidus. We will strengthen disclosure on this topic in future reports.	
Diversity and inclusion	Disclosure 3-3 Management of material topics	e)ii)	Describe goals, targets, and indicators used to evaluate progress.	p.38	At Solidus we have the ambition to further support diversity and inclusion in our company. We will strengthen disclosure on this topic in future reports.	
Diversity and inclusion	Disclosure 3-3 Management of material topics	e)iii)	Describe the effectiveness of the actions, including progress toward the goals and targets.		The equality plan is still ongoing, we aim to disclose towards its goals and targets in future reports.	
Diversity and inclusion	Disclosure 3-3 Management of material topics	e)iv)	Describe lessons learned and how these have been incorporated into the organization's operational policies and procedures.		We are committed to better understanding our progress with respect to Diversity, Equity and Inclusion and will evaluate and report progress made in future reports.	
Diversity and inclusion	Disclosure 3-3 Management of material topics	f) (3-3-d)	Describe how engagement with stakeholders has informed the actions taken.	p.42	Whilst we continuously seek feedback from stakeholders, we recognize we can further enhance our Diversity, Equity and Inclusion plans and expectations within our stakeholder engagement processes. We are committed to engage with stakeholders on this topic and will incorporate feedback to improve our business processes.	
Diversity and inclusion	Disclosure 3-3 Management of material topics	f) (3-3-e)	Describe how engagement with stakeholders has informed whether actions have been effective.		Whilst we continuously seek feedback from stakeholders, we recognize we can further enhance our Diversity, Equity and Inclusion plans and expectations within our stakeholder engagement processes. We are committed to engage with stakeholders on this topic and will incorporate feedback to improve our business processes.	