

G3.1 OGSS Content Index cross-referenced to IPIECA Guidance

Introduction:

With the launch of GRI's *Oil and Gas Sector Supplement* (OGSS), GRI and IPIECA, API and OGP now provide reporting guidance targeted at companies and organizations operating in the oil and gas sector. The IPIECA, API and OGP *Oil and gas industry guidance on voluntary sustainability reporting* was launched in December 2010. While GRI and IPIECA, API and OGP (henceforth referred to as IPIECA) used different approaches to developing and structuring their guidance, the organizations have the same overall aim: to encourage consistent and high quality sustainability reporting as an enabler of stakeholder engagement, transparency and performance improvement. During creation of their guidance, both GRI and IPIECA used each other's work to align content wherever appropriate.

This index aims to help companies using the guidance of GRI and IPIECA, or using one and starting to use the other, by 'mapping' where the guidance provided is aligned. Alignment here reflects similarities of 'intent' of each set of guidance, rather than the detailed definitions of qualitative or quantitative reporting guidance.

General Comments:

- GRI's Oil and Gas Working Group developed the OGSS based on GRI's G3.1 Guidelines. This Working Group was comprised of oil and gas company representatives (including several IPIECA Task Force members) and independent stakeholders related to the sector.
- The 2010 (second edition) of the IPIECA, API and OGP *Oil and gas industry guidance on voluntary sustainability reporting* was developed by oil and gas company sustainability practitioners with input from a panel of independent stakeholders with expertise in sustainability reporting practices relating to the oil and gas industry.
- Although both have similar emphasis on issues of importance to the sector, the structure of the two is different.
- GRI sets out nine Reporting Principles. IPIECA sets out five reporting principles, which are aligned to some of the GRI's Principles.
- GRI provides a specific and defined set of 'Standard Disclosures'. IPIECA provides a 'six-step reporting process' which is higher level and more general and flexible.
- Materiality is a reporting principle in the GRI Guidelines and a step of the reporting process for IPIECA. Both use similar guidance and place emphasis on the importance of materiality in determining report content.
- The GRI Guidelines have separate 'Disclosure on Management Approach' and a very specific, defined set of performance Indicator Protocols. IPIECA's indicators are broader, containing a set of 'reporting elements' that usually combine management approach with recommendations to report specific quantitative data or qualitative information.
- The GRI Guidelines often focus on disclosure of quantitative measures of performance, whereas IPIECA provides multiple reporting options, which are often qualitative, and technically defined when quantitative.
- The GRI OGSS explicitly requests financial and related information (e.g. oil and gas reserves). IPIECA does not provide guidance on how to include financial information that is already provided as standard practice in oil and gas company annual reports. Instead IPIECA suggests that this information is included or linked to when required.

About IPIECA:

IPIECA is the global oil and gas industry association for environmental and social issues. It develops, shares and promotes good practices and knowledge to help the industry improve its environmental and social performance; and is the industry's principal channel of communication with the United Nations.

The 2010 edition of the *Oil and gas industry guidance on voluntary sustainability reporting* was developed with the support of two other associations, the American Petroleum Institute (API) and the International Association of Oil and Gas Producers (OGP) and has been endorsed by a number of regional oil and gas associations including:

- o The African Refiners' Association (ARA)
- o The Regional Association of Oil and Gas Companies in Latin America and the Caribbean (ARPEL)
- o The oil companies' European association for environment, health and safety in refining and distribution (CONCAWE)
- o The Canadian Petroleum Products Institute (CPPPI)
- o The South African Petroleum Industry Association (SAPIA)

Website: www.ipieca.org

About GRI:

The Global Reporting Initiative (GRI) produces a comprehensive Sustainability Reporting Framework that is widely used around the world, to enable greater organizational transparency. The Framework, including the Reporting Guidelines, sets out the Principles and Indicators organizations can use to report their economic, environmental, and social performance. GRI is committed to continuously improving and increasing the use of the Guidelines, which are freely available to the public.

GRI, a multi-stakeholder foundation, was set up in the US in 1997 by CERES and the United Nations Environment Program (UNEP). In 2002, GRI moved its central office to Amsterdam, where the Secretariat is currently located. GRI has regional 'Focal Points' in Australia, Brazil, China, India and the USA, and a worldwide network of 30,000 people.

Website: www.globalreporting.org

Using this map:

This spreadsheet maps the GRI *Oil and Gas Sector Supplement (OGSS)* against the 2010 IPIECA, API and OGP *Oil and gas industry guidance on voluntary sustainability reporting*. A separate spreadsheet provides a map in the other direction; from the 2010 IPIECA Guidance to GRI's Oil and Gas Sector Supplement. Both maps are available on both the GRI and IPIECA websites.

Red highlighted boxes indicate where GRI's Oil and Gas Sector Supplement includes sector specific guidance has been added the GRI G3.1 Guidelines. OG1 to OG14 are new GRI sector specific performance indicators:

| | |
|--|--|
| | Oil and Gas Supplement additions to the G3.1 Guidelines |
| | Original text of the G3.1 Guidelines (Profile disclosures) |
| | Original text of the G3.1 Guidelines (Disclosures on Management Approach and Performance Indicators) |

To assist users of this map, attention is drawn to areas of similarity between the GRI OGSS and the IPIECA guidance by using the 'alignment of intent' column as follows:

- High – while there may be differences in use of quantitative or qualitative definitions, the objective and expected outcome of reporting is very similar
- Medium - the objective of reporting is very similar, but there are definitional variations which could result in reporting differences
- Low – the intent is broadly similar but there are significant definitional variations and comparability will be limited
- Other – There is an absence of explicit detail between GRI and IPIECA guidance, but other reporting requirements (such as annual reports) are likely to result in similar coverage and reporting outcomes
- n/a –there is a difference in reporting recommended by GRI or IPIECA with n/a indicating 'no alignment' or 'not applicable / available'

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

| Profile Disclosure | GRI Description | IPIECA 2010 | IPIECA title | Alignment of Intent | Comment |
|---------------------------|--|--------------------|---|----------------------------|---|
| 1.1 | Statement from the most senior decision-maker of the organization. | Page 13 | Articulate vision and strategy | High | IPIECA includes within Step 1 of the reporting process, under "explain strategy" |
| 1.2 | Description of key impacts, risks, and opportunities. | Page 15 | Outline board governance and management systems | Medium | GRI links impacts and risks to longer term strategy whereas IPIECA includes as part of "using management systems" |

2. Organizational Profile

| Profile Disclosure | GRI Description | IPIECA 2010 | IPIECA title | Alignment of Intent | Comment |
|---------------------------|--|--------------------|---------------------|----------------------------|--|
| 2.1 | Name of the organization. | n/a | n/a | Other | It is accepted practice for oil and gas companies to include these basic organizational attributes, or similar, in their annual sustainability reports. IPIECA has not included these as detailed requirements, but would expect inclusion of such factual information in web-sites and/or sustainability and annual reports . |
| 2.2 | Primary brands, products, and/or services. | n/a | n/a | Other | |
| 2.3 | Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures. | n/a | n/a | Other | |
| 2.4 | Location of organization's headquarters. | n/a | n/a | Other | |
| 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. | n/a | n/a | Other | |
| 2.6 | Nature of ownership and legal form. | n/a | n/a | Other | |
| 2.7 | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). | n/a | n/a | Other | |
| 2.8 | Scale of the reporting organization. | n/a | n/a | Other | |
| 2.9 | Significant changes during the reporting period regarding size, structure, or ownership. | n/a | n/a | Other | |
| 2.10 | Awards received in the reporting period. | n/a | n/a | Other | |

| 3. Report Parameters | | | | | |
|----------------------|---|------------------------|--|---------------------|--|
| Profile Disclosure | GRI Description | IPIECA 2010 | IPIECA title | Alignment of Intent | Comment |
| 3.1 | Reporting period (e.g., fiscal/calendar year) for information provided. | Page 29 | Consistent reporting periods | High | Calendar year annual reporting is now the norm for the oil and gas industry. |
| 3.2 | Date of most recent previous report (if any). | Page 29 | Consistent reporting periods | High | |
| 3.3 | Reporting cycle (annual, biennial, etc.) | Page 29 | Consistent reporting periods | High | |
| 3.4 | Contact point for questions regarding the report or its contents. | n/a | n/a | Other | Accepted practice in oil and gas industry annual and sustainability reports |
| 3.5 | Process for defining report content. | Pages 16 - 17 | Determine material issues for reporting | High | Both guidance documents place emphasis on a transparent materiality process. |
| 3.6 | Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance. | Page 29 and Appendix A | Developing a reporting Boundary | High | IPIECA and GRI both provide detailed guidance to enable companies to clarify reporting boundaries though there are definitional differences. |
| 3.7 | State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope). | Page 29 and Appendix A | Developing a reporting Boundary | High | |
| 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. | Page 23 and Appendix A | Developing a reporting boundary | High | |
| 3.9 | Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols. | Page 29 | Data management | High | IPIECA have a particular emphasis on comparability through normalization |
| 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). | Page 23 and 29 | Incorporating financial data | High | Expected in financial reports, and should be stated in sustainability reports, especially baseline impacts |
| 3.11 | Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. | Various sections | Principles, process, data and indicators | Medium | Implicit but not explicit in the IPIECA sections on principles, process, data and indicators. |
| 3.12 | Table identifying the location of the Standard Disclosures in the report. | n/a | n/a | n/a | Explicit to GRI structure, not applicable to IPIECA guidance. |
| 3.13 | Policy and current practice with regard to seeking external assurance for the report. | Page 24 | Provide assurance | High | Recommended that companies explain how they achieve assurance |

4. Governance, Commitments, and Engagement

| Profile Disclosure | GRI Description | IPIECA 2010 | IPIECA title | Alignment of Intent | Comment |
|--------------------|--|-----------------------|-----------------------------------|---------------------|---|
| 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. | Page 14 | Outline Board Governance | High | IPIECA places emphasis on governance, including management systems |
| 4.2 | Indicate whether the Chair of the highest governance body is also an executive officer. | Page 14 | Outline Board Governance | Low | Not explicitly requested in IPIECA but companies should describe governance fully |
| 4.3 | For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members. | SE15 | Workforce diversity and inclusion | Medium | IPIECA requests composition of management positions |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | SE16 | Workforce engagement | Low | IPIECA covers employees but not shareholders |
| 4.5 | Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance). | n/a | n/a | Other | Not included by IPIECA, but a statutory annual report requirement for most publicly owned companies |
| 4.6 | Processes in place for the highest governance body to ensure conflicts of interest are avoided. | n/a | n/a | Other | Not included by IPIECA |
| 4.7 | Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity. | n/a | n/a | Other | Not included by IPIECA, but a statutory annual report requirement for most publicly owned companies |
| 4.8 | Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation. | Page 13 | Articulate vision and strategy | High | Strong alignment of intent |
| 4.9 | Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles. | Page 14 | Detail management systems | High | Strong alignment of intent |
| 4.10 | Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. | n/a | n/a | Other | Not included by IPIECA, but a common annual report inclusion for most publicly owned companies |
| 4.11 | Explanation of whether and how the precautionary approach or principle is addressed by the organization. | Page 13 | Articulate vision and strategy | Low | IPIECA requests disclosure of principles but not explicitly the precautionary principle |
| 4.12 | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. | Page 14 and elsewhere | Various | Medium | IPIECA requests company disclosure of applied international standards or guidance for management of sustainability issues, and includes this within many indicators |

| Profile Disclosure | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
|--------------------|--|-------------------------|---|---------------------|--|
| 4.13 | Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic. | n/a | n/a | Other | IPECA does not request this information |
| 4.14 | List of stakeholder groups engaged by the organization. | Mainly Page 12, also 17 | Stakeholder mapping | High | IPECA recommends stakeholder mapping and input on reporting |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage. | Mainly Page 12, also 17 | Stakeholder mapping | High | IPECA describes a process for categorizing stakeholders for engagement |
| 4.16 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. | Page 11, SE1 and SE16 | Engaging stakeholders (including community and workforce) | High | IPECA encourages stakeholder engagement on reporting and in a number of other guidance areas |
| 4.17 | Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. | Page 11 and indicators | Engaging stakeholders | High | IPECA includes engagement and response to concerns within a number of indicators |

| STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) | | | | | |
|---|---|-----------------------------------|--|---------------------|---|
| G3.1 DMA | GRI Description | IPIECA 2010 | IPIECA title | Alignment of Intent | Comment |
| DMA EC | | | | | |
| Disclosure on Management Approach - Economic | | | | | |
| Aspects | Economic performance | Page 23 and SE13 | Incorporating financial data | Medium | Compared to GRI, IPIECA provides limited guidance on economic aspects where these would be found in standard financial reports, however it does focus on how specific socio-economic impacts are addressed. |
| | Market presence, including local content | Page 94, SE5, SE6 and SE7 | Local content | Medium | |
| | Indirect economic impacts | Page 85 / SE4 and Page 105 / SE13 | Social investment & Business ethics and transparency | Medium | |
| | Reserves | Page 23 | Incorporating financial data | Other | This economic aspect is part of statutory annual reports for publicly owned oil & gas companies and can be incorporated in sustainability reports if material, but is not explicitly included by IPIECA |
| DMA EN | | | | | |
| Disclosure on Management Approach - Environment | | | | | |
| Aspects | Materials | Page 54 and E10 | Waste | Medium | IPIECA focus is on recycling and waste management, rather than material use |
| | Energy | Page 35, E1, E2 and E3 | Climate change and energy | High | Both GRI and IPIECA recognize the importance of managing energy and the relationship to climate change risks |
| | Water | E6 and Page 47 | Fresh water | High | Increasing importance recognized, with similar and consistent approach |
| | Ecosystem services including Biodiversity | Page 47 and E5 | Ecosystem services and biodiversity | High | Both GRI and IPIECA recognize the importance of these issues to the sector |
| | Emissions, effluents and waste | Page 54, E1, E7, E8, E9 and E10 | Local environmental impact | High | Similar approach for issue managed and regulated consistently across the sector, particularly details on spills as emphasized by the OGSS |
| | Products and services | HS4 | Product stewardship | Low | IPIECA have not covered this as a separate aspect except from a product stewardship perspective |
| | Compliance | n/a | n/a | Other | Not included in IPIECA guidance, but a statutory disclosure for many companies |
| | Transport | E1 and E8 | Greenhouse gas emissions and Spills to the environment | Low | Nota separate aspect in IPIECA guidance, but significant impacts of marine and other transport covered |
| | Overall | n/a | n/a | Other | Not included in IPIECA guidance, but a statutory disclosure for many companies |

| G3.1 DMA | GRI Description | IPIECA 2010 | IPIECA title | Alignment of Intent | Comment |
|----------|---|--|---|-------------------------|---|
| DMA LA | Disclosure on Management Approach - Labor Practices and Decent Work | | | | |
| Aspects | Employment | Page 23 and SE15 | Operating information and Workforce diversity and inclusion | Low | Not included in IPIECA guidance as a separate aspect, though partly covered by operating data (page 23) scope and SE15 |
| | Labor/management relations | SE16 | Workforce engagement | Medium | Intent aligned |
| | Occupational health and safety | Page 66 and 67, and HS1, HS2 and HS3 | Health & Safety | High | Strong coverage and alignment, including OGSS emphasis on workforce participation and potential accidents (i.e. near-miss) investigation. |
| | Training and education | SE17 | Workforce training and development | High | IPIECA & GRI similar |
| | Diversity and equal opportunity | SE15 | Workforce diversity and inclusion | High | Intent very similar |
| | Equal remuneration for women and men | SE15 | Workforce diversity and inclusion | Medium | Not as explicitly covered by IPIECA |
| | DMA | Policy / Workforce participation and health and safety dialogues | HS1 | Workforce participation | High |
| | Monitoring and follow up / Investigation of near accidents | HS3 | Occupational injury and illness rates | High | Strong coverage and alignment |
| DMA HR | Disclosure on Management Approach - Human Rights | | | | |
| Aspects | Investment and procurement practices | SE9, also SE8 | Human rights | High | Intent strongly aligned, important issue to the sector |
| | Non-discrimination | SE8, also SE18 | Human rights | Medium | Reasonably good alignment |
| | Freedom of association and collective bargaining | Page 100 and SE8 and SE9 | Human rights | Medium | IPIECA includes under definition of Human Rights, and intent followed in SE8 and SE9. |
| | Child labor | Page 100 and SE8 and SE9 | Human rights | Medium | IPIECA includes under definition of Human Rights, and intent followed in SE8 and SE9. |
| | Prevention of forced and compulsory labor | Page 100 and SE8 | Human rights | Medium | Forced / compulsory labor is included in the definition of the IPIECA definition of human rights |
| | Security practices | SE10 | Security and human rights | High | Intent very similar, especially related to the Voluntary Principles and operating in sensitive and/or conflict-affected areas, as emphasized through the OGSS additions |

| G3.1 DMA | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
|---------------|---|-------------------|---|---------------------|---|
| Aspects | Indigenous rights | SE2 | Indigenous peoples | High | Strong alignment on key sector issue. Including the OGSS emphasis on engagement with indigenous communities |
| | Assessment | SE8 | Human rights due diligence | High | Very similar approach |
| | Remediation | SE18 | Non-retaliation and grievance systems | High | Although terminology differs, intent is very similar |
| DMA SO | Disclosure on Management Approach - Society | | | | |
| Aspects | Local communities | Page 85 and SE1 | Local community impacts and engagement | High | Intent of indicators very similar, but GRI aims for more quantitative output |
| | Corruption | Page 105 and SE11 | Preventing corruption | High | Important aspect in many locations where sector operates |
| | Public policy | Page 105 and SE14 | Public advocacy and lobbying | High | Similar approach by both IPECA and GRI |
| | Anti-competitive behavior | n/a | n/a | Other | Not explicitly covered by IPECA Guidance, but included in annual reports |
| | Compliance | SE3 and HS5 | Involuntary resettlement & Process safety | High | Aspect covers compliance areas of significant important to the sector |
| | Emergency Preparedness | n/a | n/a | Other | Not included by IPECA |
| | Involuntary resettlement | SE3 | Involuntary resettlement | High | Strong alignment on key sector issue |
| | Asset Integrity and Process Safety | HS5 | Process safety and asset integrity | High | Strong alignment on key sector issue |
| DMA PR | Disclosure on Management Approach - Product Responsibility | | | | |
| Aspects | Customer health and safety | HS4 | Product stewardship | High | Important issue on safety and strong alignment of approach |
| | Product and service labeling | HS4 | Product stewardship | Medium | Reasonable alignment of intent |
| | Marketing communications | HS4 | Product stewardship | Medium | Reasonably good alignment of intent |
| | Customer privacy | n/a | n/a | n/a | Not included in IPECA Guidance |
| | Compliance | n/a | n/a | Other | Generally covered through financial reporting but material product incidents should be reportable |
| | Fossil fuel substitutes | E3 | Alternative energy sources | High | Reflects recent concern over biofuels. |

STANDARD DISCLOSURES PART III: Performance Indicators
Economic

| Performance Indicator | GRI Description | IPIECA 2010 | IPIECA title | Alignment of Intent | Comment |
|----------------------------------|---|--------------------------|--|---------------------|---|
| Economic performance | | | | | |
| 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. | Page 23, SE4, SE13, SE14 | Transparency of payments to host governments & Social investment | Medium | Often required reporting in financial reports, hence inclusion in IPIECA guidance in Table 1 on Page 23, and IPIECA recommends specific data on revenue transparency, political contributions and social investment |
| EC2 | Financial implications and other risks and opportunities for the organization's activities due to climate change. | Pages 21 and 35 | Climate change and energy | Low | Not included as a separate indicator, instead IPIECA provides issue guidance and examples on how to report |
| EC3 | Coverage of the organization's defined benefit plan obligations. | n/a | n/a | Other | Not included in IPIECA guidance, but often required reporting in company financial reports |
| EC4 | Significant financial assistance received from government. | SE13 | Transparency of payments to host governments | Low | Not included in IPIECA guidance, which places emphasis on monetary flow to, not from, governments |
| Market presence | | | | | |
| EC5 | Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation. | SE15 | Workforce diversity and inclusion | Low | Not explicitly included, but partially covered by information on equal pay for equal work |
| EC6 | Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation. | SE5 and SE7 | Local content practices and Local procurement and supplier development | High | Good alignment between GRI and IPIECA |
| EC7 | Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation. | SE5 and SE6 | Local hiring practices, also local content practices | High | Aligned intent and approach |
| Indirect economic impacts | | | | | |
| EC8 | Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement. | SE4 | Social investment | Medium | Good alignment of intent, though different specific measures |
| EC9 | Understanding and describing significant indirect economic impacts, including the extent of impacts. | SE6 | Local hiring practices | Medium | GRI indicator focuses more on reporting impacts of the organization, whereas IPIECA indicator is more focused on implementation of local practices |
| OG1 | Volume and type of estimated proved reserves and production. | page 23 | Incorporating financial data | Medium | Not included as a detailed indicator in IPIECA guidance, but required detail reported in oil and gas financial reports and IPIECA recommend data for inclusion in sustainability reports |

| Environmental | | | | | |
|-----------------------|---|------------|-------------------------------------|---------------------|---|
| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
| Materials | | | | | |
| EN1 | Materials used by weight or volume. | n/a | n/a | n/a | Not included in IPECA guidance |
| EN2 | Percentage of materials used that are recycled input materials. | E10 | Waste | Low | GRI focuses on proportion of recycled input materials and IPECA focuses on recycling / reuse of materials defined as waste |
| Energy | | | | | |
| EN3 | Direct energy consumption by primary energy source. | E2 | Energy use | High | Good alignment on quantitative measures |
| OG2 | Total amount invested in renewable energy. | E3 | Alternative energy sources | Medium | IPECA aims for more explicit narrative descriptions whereas GRI aims for a numerical indicator |
| OG3 | Total amount of renewable energy generated by source. | E3 | Alternative energy sources | High | Good alignment on quantitative measures |
| EN4 | Indirect energy consumption by primary source. | E2 | Energy use | High | Good alignment on quantitative measures |
| EN5 | Energy saved due to conservation and efficiency improvements. | E2 | Energy use | Medium | IPECA aims for more explicit narrative descriptions whereas GRI aims for a single numerical indicator |
| EN6 | Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. | E3 | Alternative energy sources | High | Very similar approach |
| EN7 | Initiatives to reduce indirect energy consumption and reductions achieved. | E2 | Energy use | High | Very similar approach |
| Water | | | | | |
| EN8 | Total water withdrawal by source. | E6 | Fresh Water | High | Good alignment on quantitative measures |
| EN9 | Water sources significantly affected by withdrawal of water. | E6 | Fresh Water | High | Very similar approach |
| EN10 | Percentage and total volume of water recycled and reused. | E6 | Fresh Water | High | IPECA suggests information and examples rather than quantified data, however data is available as part of the IPECA E6 scope (see Figure 6) |
| Biodiversity | | | | | |
| EN11 | Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. | E5 | Biodiversity and ecosystem services | Medium | GRI aims for disclosure of site information whereas IPECA focuses on general company approach, actions and examples. |
| EN12 | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. | E5 | Biodiversity and ecosystem services | Medium | GRI aims for details of biodiversity impacts whereas IPECA focuses on approach and actions to manage impacts. |
| EN13 | Habitats protected or restored. | E5 | Biodiversity and ecosystem services | Medium | GRI describes and quantifies areas protected or restored, whereas IPECA is limited to approach, plans and case study examples. |
| EN14 | Strategies, current actions, and future plans for managing impacts on biodiversity. | E5 | Biodiversity and ecosystem services | High | Very similar approach |
| OG4 | Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored. | E5 | Biodiversity and ecosystem services | Medium | GRI requests more detailed information whereas IPECA limits to percentage with action plans and examples |
| EN15 | Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. | E5 | Biodiversity and ecosystem services | Low | IPECA only asks for inclusion of criteria applied, not specifically Red List |

| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
|---------------------------------------|---|------------|-------------------------------------|---------------------|---|
| Emissions, effluents and waste | | | | | |
| EN16 | Total direct and indirect greenhouse gas emissions by weight. | E1 | GHG emissions | High | Good alignment on quantitative measures |
| EN17 | Other relevant indirect greenhouse gas emissions by weight. | E1 | GHG emissions | High | Alignment on quantitative measures but not a separate indicator |
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved. | E1 | GHG emissions | High | Very similar approach |
| EN19 | Emissions of ozone-depleting substances by weight. | E7 | Other air emissions | High | Alignment on quantitative measures but not a separate indicator |
| EN20 | NOx, SOx, and other significant air emissions by type and weight. | E7 | Other air emissions | High | Good alignment on quantitative measures |
| EN21 | Total water discharge by quality and destination. | E9 | Discharges to water | High | Very similar intent though some difference in measurement parameters (see OG5 comment) |
| OG5 | Volume and disposal of formation or produced water | E9 | Discharges to water | Medium | Similar intent, but different metric; IPECA requests quantity of hydrocarbon in produced water while GRI asks for total volume and disposal of this type of water |
| EN22 | Total weight of waste by type and disposal method. | E10 | Waste | High | Good alignment on quantitative measures |
| EN23 | Total number and volume of significant spills. | E8 | Spills | High | Alignment on quantitative measures, IPECA request more detailed narrative |
| OG6 | Volume of flared and vented hydrocarbon. | E4 | Flared gas | High | Alignment on quantitative measures, IPECA request more detailed narrative |
| OG7 | Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal. | E10 | Waste | Medium | IPECA exclude amount of drilling waste from their quantitative reporting elements, but provide the option to additionally report on drill related waste |
| EN24 | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. | E10 | Waste | Medium | Similar intent though IPECA basis is local regulatory requirements rather than Basel Convention focus of GRI |
| EN25 | Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff. | E5 and E9 | Biodiversity and ecosystem services | Medium | Not an explicit IPECA indicator, but intent covered by E5 and also E9 |
| Products and services | | | | | |
| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | HS4 | Product stewardship | Medium | IPECA covers Health, Safety & Environment impacts, but GRI puts explicit emphasis on fuel products |
| OG8 | Benzene, lead and sulfur content in fuels | n/a | n/a | Other | Not included in IPECA guidance, risk and impacts generally reported elsewhere. |
| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category. | n/a | n/a | n/a | Not included in IPECA guidance |

| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
|-----------------------|---|------------|--|---------------------|---|
| Compliance | | | | | |
| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. | n/a | n/a | Other | Not included in IPECA guidance, but a statutory disclosure for many companies |
| Transport | | | | | |
| EN29 | Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. | E1 and E8 | Greenhouse gas emissions and Spills to the environment | Low | Not a separate indicator in IPECA guidance, but significant impacts of marine and other transport covered |
| Overall | | | | | |
| EN30 | Total environmental protection expenditures and investments by type. | n/a | n/a | Other | Not included in IPECA guidance, but often required reporting in financial reports |

| Social: Labor Practices and Decent Work | | | | | |
|---|---|------------------------|---|---------------------|--|
| Performance Indicator | GRI Description | IPIECA 2010 | IPIECA title | Alignment of Intent | Comment |
| Employment | | | | | |
| LA1 | Total workforce by employment type, employment contract, and region, broken down by gender. | Page 23 and SE15 | Operating information and Workforce diversity and inclusion | Low | Not included in IPIECA guidance as a separate indicator, though partly covered by operating data (page 23) scope and SE15 |
| LA2 | Total number and rate of new employee hires and employee turnover by age group, gender, and region. | Page 23 and SE15 | Operating information and Workforce diversity and inclusion | Low | Not included in IPIECA guidance as a separate indicator, though partly covered by operating data (page 23) scope and SE16 |
| LA3 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. | n/a | n/a | n/a | Not an IPIECA indicator |
| LA15 | Return to work and retention rates after parental leave, by gender. | n/a | n/a | n/a | Not an IPIECA indicator |
| Labor/management relations | | | | | |
| LA4 | Percentage of employees covered by collective bargaining agreements. | Page 100, SE16 and SE8 | Workforce engagement and Human rights due diligence | Medium | GRI requests quantitative data whereas IPIECA covers intent only qualitatively by describing formal dialogues with workers |
| LA5 | Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. | SE16 | Workforce engagement | Low | Not specifically required by IPIECA SE16, though within scope if material. |
| Occupational health and safety | | | | | |
| LA6 | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. | HS1 | Workforce participation | High | IPIECA is qualitative whereas GRI requests percentage data |
| LA7 | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender. | HS3 | Occupational injury and illness rates | High | These measures are very well established across the oil & gas sector |
| LA8 | Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. | HS2 | Workforce health | High | LA8 more focused on serious diseases, IPIECA broader but also inclusive of serious diseases and can include public health |
| LA9 | Health and safety topics covered in formal agreements with trade unions. | SE16 and HS1 | Workforce engagement | Low | GRI focused on trade union agreements whereas IPIECA indicators have broader intent |
| Training and education | | | | | |
| LA10 | Average hours of training per year per employee by gender, and by employee category. | SE17 | Workforce training and development | High | IPIECA supplemental reporting element almost identical, and adds % workers being trained and annual investment |
| LA11 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. | SE17 | Workforce training and development | High | IPIECA & GRI very similar, with IPIECA recommending case studies in addition |
| LA12 | Percentage of employees receiving regular performance and career development reviews, by gender. | SE17 | Workforce training and development | Medium | GRI indicator is more specific than IPIECA's primarily qualitative approach, although this is a common measure within the oil and gas industry |

| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
|---|---|------------|-----------------------------------|---------------------|---|
| Diversity and equal opportunity | | | | | |
| LA13 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. | SE15 | Workforce diversity and inclusion | High | Though GRI has a bias to quantification, intent and outcomes are very similar |
| Equal remuneration for women and men | | | | | |
| LA14 | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation. | SE15 | Workforce diversity and inclusion | Medium | GRI seeks quantitative data though IPECA suggests including "parameters such as equal pay for equal work" |

| Social: Human Rights | | | | | |
|---|--|-----------------------|--|---------------------|---|
| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
| Investment and procurement practices | | | | | |
| HR1 | Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening. | SE8 | Human rights due diligence | High | Intent strongly aligned, quantification covered as an Other reporting element in SE8 |
| HR2 | Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken. | SE9 | Human rights and suppliers | High | Intent strongly aligned, quantification covered as an Other reporting element in SE9 |
| 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. | SE8 | Human rights due diligence | High | Intent strongly aligned, training covered as an Other reporting element example in SE8 |
| Non-discrimination | | | | | |
| HR4 | Total number of incidents of discrimination and corrective actions taken. | SE8 and SE18 | Human rights due diligence and Non-retaliation and grievance systems | Medium | Not an explicit quantitative measure for IPECA, but intent covered through definition of Human Rights and SE8 , and quantitative data suggested in SE8/SE18 to track implementation |
| Freedom of association and collective bargaining | | | | | |
| HR5 | Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights. | Page 100, SE8 and SE9 | Human rights due diligence, and Human rights and suppliers | Medium | IPECA includes freedom of association and collective bargaining under its definition of Human Rights, and intent followed in SE8 and SE9 |
| Child labor | | | | | |
| HR6 | Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor. | Page 100, SE8 and SE9 | Human rights due diligence, and Human rights and suppliers | Medium | Child labor not included as a specific indicator but intent covered under definition of Human Rights (Page 100) and through SE8 and SE9 |
| Forced and compulsory labor | | | | | |
| HR7 | Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor. | Page 100 and SE8 | Human rights due diligence | Medium | Forced / compulsory labor is included in the definition of the IPECA definition of human rights (Page 100), and covered by SE8 but not a separate indicator |

| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
|---------------------------|---|------------|---------------------------------------|---------------------|--|
| Security practices | | | | | |
| HR8 | Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. | SE10 | Security and human rights | High | Intent of indicators very similar, but GRI aims for more quantitative output |
| Indigenous rights | | | | | |
| HR9 | Total number of incidents of violations involving rights of indigenous people and actions taken. | SE2 | Indigenous peoples | Medium | IPECA SE2 covers "issues raised" and "actions taken", which should include material legal / formal "incidents & violations" but is descriptive rather than numerical |
| OG9 | Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place. | SE2 | Indigenous peoples | High | While similar concerns are targeted, GRI requests details of operations and engagement strategy; IPECA asks for case studies and organizational approach |
| Assessment | | | | | |
| HR10 | Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments. | SE8 | Human rights due diligence | High | Intent of indicators very similar, but GRI aims for more quantitative output |
| Remediation | | | | | |
| HR11 | Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms. | SE18 | Non-retaliation and grievance systems | High | Intent of indicators very similar, but GRI asks for quantitative information |

Social: Society

| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
|--------------------------|--|---------------|---|---------------------|---|
| Local communities | | | | | |
| SO1 | Percentage of operations with implemented local community engagement, impact assessments, and development programs. | SE1 | Local community impacts and engagement | High | Intent of indicators very similar, but GRI aims for more quantitative output |
| SO9 | Operations with significant potential or actual negative impacts on local communities. | SE1 | Local community impacts and engagement | Low | The GRI indicator focuses broadly on any actual or potential negative impacts and will reflect a large number of other GRI or IPECA indicators. It is not a separate indicator in the IPECA Guidance but the intent is partially aligned using SE1 impacts on all "affected stakeholders" |
| SO10 | Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities. | SE1 | Local community impacts and engagement | Medium | Reasonable alignment, with GRI more focused on impact prevention and mitigation, where IPECA have focused more on impact management and engagement outcomes |
| OG10 | Number and description of significant disputes with local communities and indigenous peoples. | SE1 and SE3 | Local community impacts and engagements / Indigenous peoples | High | Good alignment, although GRI have focused more on quantitative data |
| OG11 | Number of sites that have been decommissioned and sites that are in the process of being decommissioned. | n/a | n/a | n/a | Not included in the IPECA guidance, but potentially material for some companies |
| Corruption | | | | | |
| SO2 | Percentage and total number of business units analyzed for risks related to corruption. | SE11 and SE12 | Preventing corruption / Preventing corruption involving business partners | High | Reasonably good alignment of intent; GRI requests more quantitative detail and scope of SO2 and SO4 includes own employees and its intermediaries or business partners; IPECA separately covers business partners in SE12 |
| SO3 | Percentage of employees trained in organization's anti-corruption policies and procedures. | SE11 | Preventing corruption | High | |
| SO4 | Actions taken in response to incidents of corruption. | SE11 and SE12 | Preventing corruption / Preventing corruption involving business partners | High | |
| Public policy | | | | | |
| SO5 | Public policy positions and participation in public policy development and lobbying. | SE14 | Public advocacy and lobbying | High | Intent well aligned; though IPECA covers approach and some quantification, while GRI reports on issues and core positions |
| SO6 | Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. | SE14 | Public advocacy and lobbying | Medium | IPECA suggests disclosure of quantitative data but not explicitly by country |

| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
|----------------------------------|--|------------|--------------------------|---------------------|--|
| Anti-competitive behavior | | | | | |
| SO7 | Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes. | n/a | n/a | Other | Not included in IPECA Guidance, but strongly governed and reportable in annual reports |
| Compliance | | | | | |
| SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. | n/a | n/a | Other | Not included by IPECA as generally covered through financial reporting by oil and gas companies, and would be included in other IPECA indicators if a material environmental or social impact resulted |
| OG12 | Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process. | SE3 | Involuntary resettlement | High | Strong alignment |
| OG13 | Number of process safety events, by business activity. | HS5 | Process Safety | High | Both GRI and IPECA aligned with API/OGP standards |

| Social: Product Responsibility | | | | | |
|-------------------------------------|--|------------|----------------------------|---------------------|---|
| Performance Indicator | GRI Description | IPECA 2010 | IPECA title | Alignment of Intent | Comment |
| Customer health and safety | | | | | |
| PR1 | 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. | HS4 | Product stewardship | High | Strong alignment |
| PR2 | Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. | HS4 | Product stewardship | Medium | Reasonably good alignment of intent, though GRI request quantitative detail |
| Product and service labeling | | | | | |
| PR3 | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. | HS4 | Product stewardship | Medium | Reasonable alignment of intent |
| PR4 | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes. | HS4 | Product stewardship | Medium | Reasonably good alignment of intent, though GRI request quantitative detail |
| PR5 | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. | n/a | n/a | n/a | Not included in IPECA Guidance |
| Marketing communications | | | | | |
| PR6 | Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. | HS4 | Product stewardship | Medium | Reasonable alignment of intent |
| PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. | HS4 | Product stewardship | Medium | Reasonably good alignment of intent, though GRI request quantitative detail |
| Customer privacy | | | | | |
| PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. | n/a | n/a | n/a | Not included in IPECA Guidance |
| Compliance | | | | | |
| PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. | n/a | n/a | Other | Not included by IPECA as generally covered through financial reporting by oil and gas companies, but should be included in other IPECA indicators if a material environmental or social impact resulted |
| Fossil fuel substitutes | | | | | |
| OG14 | Volume of biofuels produced and purchased meeting sustainability criteria. | E3 | Alternative energy sources | High | GRI indicator is explicitly concerned with biofuels. IPECA indicator is more generic but requests similar data |