



20  
21

GRI  
INDEX

AIR TRAFFIC AND  
NAVIGATION SERVICES



\*\* Denotes not applicable for a core report but a requirement for a comprehensive report

ATNS GRI G4 CONTEXT INDEX FOR THE INTEGRATED REPORT 2021

Disclosure No.	Disclosure Title	Cross reference (IR, FR – Page)	Explanation and/or reason for omission
<b>GENERAL DISCLOSURES – ORGANISATIONAL PROFILE</b>			
102-1	Name of the organization	Page 14	The name of the organization provided.
102-2	Activities, brands, products and services	Page 14-17	The information ranging from ATNS regulated business, Non-regulated business and the Aviation Training Academy is covered on page 14-17
102-3	Location of headquarters	Page 143	The location of the ATNS headquarters is provided on page 143
102-4	Location of operations	Page 14	The locations of ATNS operations are mentioned on page 14.
102-5	Ownership and legal form	Page 16	The information is provided on page 16
102-6	Markets served	Page 2, 114	The various services, geographical locations and products are disclosed on page 114
102-7	Scale of the organization	Page 21, 38, 39, 110, 111, 114	The total number of employees is covered on pages 21 and 38 to 39. The revenue and total capitalisation is covered in pages 110 to 111. The various services and products are disclosed on page 114.
102-8	Information on employees and other workers	Page 38, and 92-93	The number of employees has been disclosed by gender but not by whether employees are full time or part time.
102-9	Supply chain	Page 95	The information is provided on page 95 of the report.
102-10	Significant changes to the organization and its supply chain	N/A	The Integrated report has not been aligned to the GRI Standard: Core option
102-11	Precautionary principles or approach	Page 97	The information is mentioned on page 97 of the report.
102-12	External initiatives	Page 90, 96	The information is provided on page 90 and 96.
102-13	Membership of associations	N/A	The Integrated Report has not been aligned to the GRI Standards: Core option.
<b>GENERAL DISCLOSURES - STRATEGY</b>			
102-14	Statement from senior decision-maker	Page 8-12, 24-28 and 106-109	The statements of the Chairperson is covered in pages 8-12. The statement of the CEO is covered in page 24-28. The stamen of the CFO is covered from page 107 to 109 in the report .
102-15**	Key impacts, risks and opportunities	Page 40-46	Top organizational risks included for reporting year
<b>GENERAL DISCLOSURES – ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards and norms of behavior	Page 102	The cultures and values information is covered under page 102.
<b>GENERAL DISCLOSURE - GOVERNANCE</b>			
102-18	Governance structure	Page 62-70	The governance framework and structure is covered from page 62-70 of the report.
102-19**	Delegated authority	Page 63	The information is covered on page 63
102-20**	Executive-level responsibility for economic, environmental and social topics.	Page 97	The information is covered on page 97
102-21**	Consulting stakeholders on economic, environmental, and social topics	Page 48-50	The information is covered on page 48-50
102-22**	Composition of their highest governance body and its committees	Page 76-82	The governance structure and responsibilities outlined for each committee from page 76 to 82
102-23**	Chair of the highest governance boy.	Page 76-82	The governance structure and responsibilities outlined for each committee from page76 to 82.
102-24**	Nominating and selecting the highest governance body.	Page 30-31, 64-82	The information is covered on page 30 to 31 and 64 to 82.
102-25**	Conflicts of interest	Page 63, 81	The information is covered on page 63 and 81.
102-26**	Role of highest governance body in setting purpose, values, and strategy.	Page 63	The role of highest governance body has been included in the report on page 63.
102-27**	Collective knowledge of highest governance body.	Page 70	The information is covered on page 70.
102-28**	Evaluating the highest governance body's performance.	Page 70	The information is covered on page 70.
102-29**	Identifying and managing economic, environmental and social impacts.	Page 42-46	Involvement of stakeholder in economic, social and environmental topics has been covered on page 42 to 46.
102-30**	Effectiveness of risk management processes.	Page 40-46	The organisational risk management process has been covered on page 40 to 46.
102-31**	Review of economic, environmental, and social topics.	Page 81	The information is covered on page 81.
102-32**	Highest governance body's role in sustainability reporting.	Page 81	The information is covered on page 81
102-33**	Communicating critical concerns.	Page 70	Communication of critical concerns is covered on page 70
102-35**	Remuneration policies.	Page 86-89	The information is included on page 86 to 89.
<b>GENERAL DISCLOSURES – STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	Page 48-50	The list of stakeholders are reported from page 48-50.
102-41	Collective bargaining agreement	Page 89	The percentage of total employees covered by collective bargaining agreement is included from page 89.
102-42	Identifying and selecting stakeholders	Page 79	This is covered under page 79
102-43	Approach to stakeholder engagement	Page 48-50	The information is reported from page 48 to 50.
102-44	Key topics and concerns raised	Page 52	The information is covered on page 52.
<b>GENERAL DISCLOSURES – REPORTING PRACTICES</b>			
102-45	Entities included in the consolidated financial statement	N/A	The Integrated report has not been aligned to the GRI Standards: Core option
102-46	Defining report content and topic Boundaries	Page 3	The information is provided on the report on page 3.
102-47	List of material topics	Page 52-53	The information is provided on page 52 to 53.
102-48	Restatements of information	N/A	The Integrated report has not been aligned to the GRI Standards: Core option
102-49	Changes in reporting	Page 52-53	The information is covered on page 52 to 53.
102-50	Reporting period	Page 7	Reporting period is indicated on page 7.
102-51	Dates of most recent report	N/A	The Integrated report has not been aligned to the GRI Standards: Core option
102-52	Reporting cycle	Page 49	The information is provided on page 49
102-53	Contact point for questions regarding the report	Page 2	The information is provided on page 2
102-54	Claims of reporting in accordance with the GRI Standards	Page 7	The information is provided on page 7
102-55	GRI content index	Page 2	The information is covered under page 2
102-56	External assurance	Page 7	The information is covered on page 7 of the report.
<b>MANAGEMENT APPROACH – MATERIAL TOPICS AND BOUNDARY</b>			
103-1	Explanation of the material topic and its boundary	Page 52-56	The information is provided on page 52 to 56 of the report.
103-2	The management approach and its components	Page 52	The materiality approach is covered on page 52 of the report.



GRI Index 2021

\*\* Denotes not applicable for a core report but a requirement for a comprehensive report

103-3	Evaluation of the management approach	Page 52-56	The information is covered on page 52 to 56 of the report.
<b>SPECIFIC DISCLOSURE – ECONOMIC PERFORMANCE</b>			
201-1	Direct economic value generated and distributed	Page 104-117	The information is covered on page 104 to 117.
201-2	Financial implications and other risks and opportunities due to climate change.	Page 124	The climate change effects reported on page 124.
203-1	Infrastructure investments and services supported	Page 38, 94-95	The information is covered on page 38 and 94 to 95.
203-2	Significant indirect economic impacts	N/A	
205-3**	Confirmed incidents of corruption and actions taken	N/A	
<b>SPECIFIC DISCLOSURE – ENVIRONMENTAL PERFORMANCE</b>			
302-1	Energy consumption within the organization	Page 99	The energy consumption is included in the report on page 99.
302-3	Energy intensity	Page 99	The information is included in the report on page 99.
302-4	Reduction of energy consumption	Page 99	The information is covered on page 99.
303-1	Water withdrawal by source	Page 100	The information is covered on page 100.
303-3	Water recycled and reused	Page 100	The information is covered on page 100.
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Page 100	The information is covered on page 100.
304-2	Significant impacts of activities, products, and services on biodiversity.	Page 100	The information is covered on page 100.
305-1	Direct (Scope 1) GHG emissions	Page 98	The information is covered on page 98
305-2	Energy indirect (Scope 2) GHG emissions	Page 98	The information is covered on page 98
305-3	Other indirect (Scope 3) GHG emissions	Page 98	The information is covered on page 98
305-4	GHG emissions intensity	Page 98	The information is covered on page 98
305-5	Reduction of GHG emissions	Page 97-99	The information is covered on page 97 to 99.
<b>SPECIFIC DISCLOSURE – SOCIAL PERFORMANCE</b>			
403-4	Health and safety topics covered in formal agreements with trade unions	Page 130-133	The information is covered on page 130 to 133.
404-2	Programs for upgrading employee skills and transition assistance programs	Page 94	The information is covered on page 94
405-1	Diversity of governance bodies and employees	Page 74, 92-93	The information is covered on page 74, and 92 to 93.