





*GRI  
CONTENT  
INDEX*



# GRI content verification



## INDEPENDENT VERIFICATION REPORT

### 1. SCOPE

SGS ICS Ibérica, S.A. (hereinafter, SGS) has carried out, at the request of INDITEX, S. A. (hereinafter, INDITEX), the Independent Verification of the information relating to practices regarding Human, Social and Environmental Resources corresponding to the financial year ending on 31st January 2019 and contained in the Annual Report 2018 (hereinafter, the Report).

The scope of the Independent Verification includes the text and data contained in the Report. Information and/or data referred to and not entered in the Report is not included.

### 2. INDEPENDENCE

The information contained in the Report as well as its preparation is the exclusive responsibility of INDITEX.

SGS has not participated in or advised INDITEX in the preparation of the Report. It has limited itself to acting as an independent verifier, confirming for this purpose the suitability of the contents.

The content of the present Independent Verification Report and the opinions contained therein are the exclusive responsibility of SGS.

### 3. VERIFICATION

For the independent verification of the Report, the SGS methodology has been used, which consists of auditing procedures according to ISO 19011 and following the principles established in the Global Reporting Initiative (GRI) Standards (hereinafter, the GRI Standards).

Our work of independent verification has consisted of the formulation of questions to certain Departments of INDITEX involved in the drawing up of the Report, as well as the application of certain analytical procedures and review tests by sampling described below:

- Meetings with the staff of different departments of the Inditex Group so as to discover the management principles, systems and approaches applied.
- Verification of the indicators included in the Report, their correspondence with those recommended by the GRI Standards and the applicability thereof.
- Verification, by means of review tests on the basis of the selection of a sample, of the quantitative and qualitative information corresponding to the GRI contents and their proper compilation from the data supplied by the sources of information from the Inditex Group. These tests have been carried out at the central headquarters of the Inditex Group in Spain.
- Review of the information relative to the management approaches applied.
- The verification of the quantitative and qualitative information corresponding to the "indicators" mentioned above, from INDITEX' own management systems.
- INDITEX Consolidated Annual Accounts, corresponding to the financial year ending on 31st January 2019 have been audited by Deloitte, S.L.

### 4. TEAM

The SGS team responsible for the Independent Verification was made up of:

- Ms. Carlota Abalo Sinde.
- Ms. Laura López Sanjurjo.



## INDEPENDENT VERIFICATION REPORT

### 5. AREAS OF IMPROVEMENT

We have additionally presented our recommendations relating to the areas of improvement to the Management of Inditex so as to consolidate the processes, programmes and systems linked with the management of the GRI contents. The most relevant recommendations refer to:

- Progress in the coverage of the GRI disclosures information of the Group, focusing on Risk Prevention and Training area, reflecting mostly GRI disclosures for the INDITEX headquarters located in Spain.
- Enforcement of the systematic on the IT area to support new programme development in some necessary areas (Sustainability – Health and Safety of the Product)
- The Strategic Plan 2014-2018 (Sustainability: Supply Chain) has come to an end, so it would be convenient to have more details of the next plan.
- Continue to observe the trends of the market for the optimization of natural resources throughout the supply chain, among others.

### 6. STRONG POINTS

- ✓ Significant progress has been made in the process of “digital transformation”, which has contributed to the inclusion of HHRR, training, social, innovation and costs and time reductions aspects.
- ✓ Continuous efforts (internal and external) have been carried out to build up a working team with its own identity which has a common vision of all “social” needs (Sustainability - Purchasing and Sustainability – Suppliers – Factories)
- ✓ An important change has been evidenced in the Human Resources department, introducing updates in the Report and adding more significant data (All continents).
- ✓ The stakeholder consultation process has been improved to increase transparency and reduce potential conflicts of interest.

### 7. CONCLUSIONS

From the scope, the methodology, the analytical procedures and the tests by review through sampling carried out, we can conclude that:

- The Report has been prepared in accordance with the demands of the GRI Standards.
- The conclusions which are derived from the tests carried out, with the scope described in sections 1 and 3 above, have not shown up any significant errors.
- The ‘in accordance’ option with the GRI Standards declared by Inditex (In accordance – comprehensive) is appropriated.

### 8. RESPONSIBILITIES

- The Management of the Inditex Group has been responsible for drawing up the Report, as well as for the definition of the contents.
- The responsibility of the verification team was to issue an Independent Verification Report in accordance with the rules of independence required.
- The scope of the Independent Verification is substantially less than that of an Audit. Therefore, we do not give any audit opinion on the Report.

25<sup>th</sup> June 2019







### **Procedures performed**

Our limited assurance engagement has been carried out by means of enquiries of management and persons responsible for the preparation of information presented in the Report, and the application of analytical and other evidence gathering procedures. These procedures included:

- Verification of Inditex's processes for determining the material issues, and the stakeholder participation therein.
- Risk analysis, including searching the media to identify material issues during the year covered by the Report.
- Analysis of the processes of compiling and internal control over quantitative data reflected in the Report, regarding the reliability of the information, by using analytical procedures and review testing based on sampling.
- Review of the application of the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards) requirements, in accordance with comprehensive option.
- Reading the information presented in the Report to determine whether it is in line with our overall knowledge of, and experience with, the sustainability performance of Inditex.
- Comparison between the financial information presented in the Report and those included in Inditex's Annual Accounts audited by independent third parties.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less wide than a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than that of a reasonable assurance engagement. This report may not be taken as an auditor's report.

### **Conclusions**

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this Independent Assurance Report.

We believe that the evidences we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Based on the procedures performed and the evidences obtained, nothing has come to our attention that causes us to believe that the Report has not prepared, in all material respects, in accordance with the Sustainability Reporting Standards of Global Reporting Initiative (GRI Standards), in its comprehensive option, as described in point 102-54 of the GRI content Index of the Report, including the reliability of data, adequacy of the reported information and the absence of significant deviations and omissions.

### **Purpose of our report**

In accordance with the terms of our engagement, this Independent Assurance Report has been prepared for Inditex in relation to its Annual Report 2018 and for no other purpose or in any other context.

Under separate cover, we will provide Inditex management with an internal report outlining our complete findings and areas for improvement.

KPMG Asesores, S.L.  
(Signed)

Patricia Reverter Guillot  
12 June 2019






# GRI content index

This report has been prepared in accordance with the comprehensive option of the Global Reporting Initiative Standards.

Inditex adheres to the United Nations Global Compact since 2001. In the GRI Content Index of this Report, which also doubles as a Communication on Progress, the different parts of the document related to each of the Global Compact principles are indicated.

The following principles for defining report content included in the GRI Standard 101: Foundation 2016 have been used for the elaboration of this report:

- Stakeholder inclusiveness: Inditex identifies and keeps a constant dialogue with its stakeholders. By doing this, the Group is able to describe its further response to its stakeholders' expectations and interests.
- Sustainability context: Inditex contributes, or pretends to do so in the future, to the improvement of the economic, environmental and social trends, advances and conditions, at a local, regional or global level, all of them interconnected.
- Materiality: Inditex covers those aspects and indicators which best reflect the organisation's most significant social, environmental and economic impacts, or those which could be substantially influential on its stakeholders' evaluations and decisions.
- Completeness: the scope of the material topics Inditex is using and the definition of the information's boundary must be enough to reflect the social, economic and environmental significant impacts and to allow that stakeholders are able to evaluate the Group's performance during the fiscal year.

A selection of 40 of the GRI contents identified in the materiality analysis carried out by Inditex were analysed by KPMG auditors, pursuant to regulation ISAE 3000. These contents can be found in the GRI Content Index and are marked with this symbol: 

## Global Compact Principles

**Principle 1.** Businesses should support and respect the protection of internationally proclaimed Human Rights.

**Principle 2.** Businesses should make sure that they are not complicit in Human Rights abuses.

**Principle 3.** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Principle 4.** Businesses should uphold the elimination of all forms of forced and compulsory labour.

**Principle 5.** Businesses should uphold the effective abolition of child labour.

**Principle 6.** Businesses should uphold the elimination of discrimination in respect of employment and occupation.

**Principle 7.** Businesses should support a precautionary approach to environmental challenges.

**Principle 8.** Businesses should undertake initiatives to promote greater environmental responsibility.

**Principle 9.** Businesses should encourage the development and diffusion of environmentally friendly technologies.

**Principle 10.** Businesses should work against corruption in all its forms, including extortion and bribery.





For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
<b>GRI 101: FOUNDATION 2016</b>					
<b>General Disclosures</b>					
<b>GRI 102: GENERAL DISCLOSURES 2016</b>					
<b>ORGANIZATIONAL PROFILE</b>					
102-1	Name of the organization	Industria de Diseño Textil, S.A.		Page 410	
102-2	Activities, brands, products, and services	12-19		Page 410	
102-3	Location of headquarters	Avenida de la Diputación s/n Edificio Inditex, Arteixo, A Coruña, España		Page 410	
102-4	Location of operations	376-377		Page 410	
102-5	Ownership and legal form	239, 240, 316		Page 410	
102-6	Markets served	376-377		Page 410	
102-7	Scale of the organization	20, 274		Page 410	
102-8	Information on employees and other workers	62, 63, 79, 274		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 6
102-9	Supply chain	90, 132, 274, 276		Page 410 and 412 <input checked="" type="checkbox"/>	
102-10	Significant changes to the organization and its supply chain	365, 366		Page 410	
102-11	Precautionary Principle or approach	385-388		Page 410	
102-12	External initiatives	28, 42, 94-95, 157, 166-167		Page 410	
102-13	Membership of associations	65-66, 95, 166-167		Page 410	
<b>STRATEGY</b>					
102-14	Statement from senior decision-maker	6, 7		Page 410	
102-15	Key impacts, risks, and opportunities	368-370		Page 410	
<b>ETHICS AND INTEGRITY</b>					
102-16	Values, principles, standards, and norms of behavior	30, 44-45, 269-270 Code of Conduct and Responsible Practices: <a href="https://www.inditex.com/en/how-we-do-business/right-to-wear">https://www.inditex.com/en/how-we-do-business/right-to-wear</a>		Page 410	Principle 10
102-17	Mechanisms for advice and concerns about ethics	270		Page 410	Principle 10
<b>GOVERNANCE</b>					
102-18	Governance structure	240, 243, 253-264		Page 410	
102-19	Delegating authority	253-265		Page 410	
102-20	Executive-level responsibility for economic, environmental, and social topics	263		Page 410	
102-21	Consulting stakeholders on economic, environmental, and social topics	38, 40-41		Page 410	
102-22	Composition of the highest governance body and its committees	245-248		Page 410	
102-23	Chair of the highest governance body	246		Page 410	
102-24	Nominating and selecting the highest governance body	249-251, 259-261		Page 410	
102-25	Conflicts of interest	265-266		Page 410	

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
	102-26 Role of highest governance body in setting purpose, values, and strategy	243-245		Page 410	
	102-27 Collective knowledge of highest governance body	252		Page 410	
	102-28 Evaluating the highest governance body's performance	252-253		Page 410	
	102-29 Identifying and managing economic, environmental, and social impacts	38-39, 243-245, 264, 381		Page 410	
	102-30 Effectiveness of risk management processes	381, 390-391		Page 410	
	102-31 Review of economic, environmental, and social topics	351-352		Page 410	
	102-32 Highest governance body's role in sustainability reporting	The Board of Directors is the body in charge of reviewing and approving the issuance of the Annual Report		Page 410	
	102-33 Communicating critical concerns	40-41, 253-265, 270-271		Page 410	
	102-34 Nature and total number of critical concerns	242, 255-259		Page 410	
	102-35 Remuneration policies	261-263 For further information, please refer to the Annual Report on Remuneration of Directors (sections A.1.1. and A.2) which is available at : <a href="http://www.inditex.com/en/investors/corporate-governance/report-on-remuneration-of-directors">www.inditex.com/en/investors/corporate-governance/report-on-remuneration-of-directors</a>		Page 410	
	102-36 Process for determining remuneration	261-263 For further information, please refer to the Annual Report on Remuneration of Directors (sections A.1.2. and A.1.6) which is available at : <a href="http://www.inditex.com/en/investors/corporate-governance/report-on-remuneration-of-directors">www.inditex.com/en/investors/corporate-governance/report-on-remuneration-of-directors</a>		Page 410	
	102-37 Stakeholders' involvement in remuneration	241-242 For further information, please refer to the Annual Report on Remuneration of Directors (section A.4) which is available at : <a href="http://www.inditex.com/en/investors/corporate-governance/report-on-remuneration-of-directors">www.inditex.com/en/investors/corporate-governance/report-on-remuneration-of-directors</a>		Page 410	
	102-38 Annual total compensation ratio	79-80, 265		Page 410	
	102-39 Percentage increase in annual total compensation ratio	79-80, 265		Page 410	
<b>STAKEHOLDER ENGAGEMENT</b>					
	102-40 List of stakeholder groups	41		Page 410	
	102-41 Collective bargaining agreements	81		Page 410	Principle 3
	102-42 Identifying and selecting stakeholders	40-41		Page 410	
	102-43 Approach to stakeholder engagement	38, 40-41		Page 410	
	102-44 Key topics and concerns raised	39, 296-297		Page 410	
<b>REPORTING PRACTICE</b>					
	102-45 Entities included in the consolidated financial statements	253-261		Page 410	
	102-46 Defining report content and topic Boundaries	38-39, 296-297		Page 410	
	102-47 List of material topics	39, 296-297		Page 410	
	102-48 Restatements of information	90, 282-283 For information with organizational or temporal scope different from previous years, the clarifications are described in the information itself.		Page 410	
	102-49 Changes in reporting	39		Page 410	
	102-50 Reporting period	The Annual Report reflects the economic, social and environmental performance of the Inditex Group in fiscal year 2018, which runs from 1 February 2018 until 31 January 2019.		Page 410	
	102-51 Date of most recent report	June 2018		Page 410	
	102-52 Reporting cycle	Annual		Page 410	
	102-53 Contact point for questions regarding the report	430		Page 410	
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Comprehensive option		Page 410	
	102-55 GRI content index	416		Page 410	
	102-56 External assurance	410, 412		Page 410	



GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
<b>Material topics</b>					
<b>CUSTOMER RELATIONSHIP MANAGEMENT</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	50, 296		Page 410	
	103-2 The management approach and its components	50-56		Page 410	
	103-3 Evaluation of the management approach	56		Page 410	
<b>BRAND MANAGEMENT AND PROTECTION</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	296		Page 410	
	103-2 The management approach and its components	387-388		Page 410	
	103-3 Evaluation of the management approach	275, 385		Page 410	
<b>INTEGRATED CUSTOMER EXPERIENCE</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	52, 296		Page 410	
	103-2 The management approach and its components	52-56		Page 410	
	103-3 Evaluation of the management approach	52-53, 56		Page 410	
<b>CYBER-SECURITY AND DATA PROTECTION</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	56, 296		Page 410	
	103-2 The management approach and its components	56		Page 410	
	103-3 Evaluation of the management approach	257, 258		Page 410	
<b>GRI 418: CUSTOMER PRIVACY 2016</b>					
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Inditex did not receive any administrative sanctions for failure to comply with customer privacy and data protection laws through any of the channels available for this purpose in 2018.		Page 410 and 412 <input checked="" type="checkbox"/>	
<b>TECHNOLOGICAL INNOVATION</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	296		Page 410	
	103-2 The management approach and its components	292-293		Page 410	
	103-3 Evaluation of the management approach	292-293		Page 410	
<b>DIVERSITY AND INTEGRATION</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	64, 296		Page 410	
	103-2 The management approach and its components	64-66		Page 410	
	103-3 Evaluation of the management approach	61-62, 65, 274		Page 410	
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>					
	405-1 Diversity of governance bodies and employees	62, 64, 78-79, 248, 274	The age breakdown is not available for the governing bodies. Inditex is working on improving its reporting systems with a view to disclosing this information in 2020.	Page 410 and 412 <input checked="" type="checkbox"/>	Principle 6
	405-2 Ratio of basic salary and remuneration of women to men	79	The women and men remuneration comparison by professional category is not available. Inditex is working on improving its reporting systems with a view to disclosing this information in 2020.	Page 410 and 412 <input checked="" type="checkbox"/>	Principle 6
<b>OTHER INDICATORS: DIVERSITY AND EQUAL OPPORTUNITIES</b>					
	AF27 Policy and actions to protect the pregnancy and maternity rights of women workers	66		Page 410	
	AF32 Actions to address gender discrimination and to provide opportunities for the advancement of women workers	64-65		Page 410	

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
<b>GRI 406: NON-DISCRIMINATION 2016</b>					
406-1	Incidents of discrimination and corrective actions taken		The Inditex Group did not register any instances of discrimination that had implied violations of human rights through the available channels in 2018.	Page 410 and 412 <input checked="" type="checkbox"/>	
<b>LABOUR PRACTICES (OWN OPERATIONS)</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
103-1	Explanation of the material topic and its Boundary	61, 296		Page 410	
103-2	The management approach and its components	61, 80-81		Page 410	
103-3	Evaluation of the management approach	61, 78-79, 274		Page 410	
<b>GRI 401: EMPLOYMENT 2016</b>					
401-1	New employee hires and employee turnover		In 2018 Inditex hired 2,548 new employees, 80% of whom female. 71% are aged between 30 and 50; and the remaining 29% are over the age of 50. The majority of new hires were concentrated in Europe (51%); the Americas accounted for 42% and Asia/RoW the remaining 7%.  Turnover at the Inditex Group, including voluntary departures, was 55% in 2018 (53% among women and 60% among men). By age, turnover among the under 30 was 80%; among those aged between 30 and 45, it was 16%; and among those over 50, it was 4%.  Turnover varied significantly by region: it was 132% in Asia, followed by 93% in the Americas, 50% in Europe (excluding Spain) and 19% in Spain.	Page 410 and 412 <input checked="" type="checkbox"/>	Principle 6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	80	The Group provides the same benefits to temporary and part-time workers as it does to full-time workers.	Page 410	
401-3	Parental leave	66	87% of the employees who availed of parental leave in 2018 have returned to their jobs upon completion of that leave and remained in the employment of the Group 12 months after their return (90% in the case of the men taking leave and 86% in the case of the women).	Page 410 and 412 <input checked="" type="checkbox"/>	Principle 6
<b>OTHER INDICATORS: EMPLOYMENT</b>					
AF22	Policy and practices regarding the use of employees with non-permanent and non-fulltime	78-79		Page 410	
AF23	Policy regarding the use of home working	66		Page 410	
<b>GRI 402: LABOR/MANAGEMENT RELATIONS 2016</b>					
402-1	Minimum notice periods regarding operational changes		The collective bargaining agreements in force do not include a minimum notice period for officially communicating significant operational changes at Inditex. However, whenever significant developments occur, they are duly announced with the notice period(s) provided for in prevailing labour law (article 41 of the Spanish Workers' Statute).	Page 410	Principle 3
<b>OTHER INDICATORS: LABOUR/MANAGEMENT RELATIONS 2016</b>					
AF29	Percentage of workplaces where there is one or more independent trade union(s)	36% of Inditex's workplaces have workers representatives.		Page 410	
AF30	Percentage of workplaces where, in the absence of a trade union, there are worker-management committees, broken down by country.	The Group does not participate in worker-management committees in the absence of a trade unions.		Page 410	
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016</b>					
403-1	Workers representation in formal joint management-worker health and safety committees		The existing committees represent all workers (management and employees) at the same level and all of the agreements reached are confirmed by management.	Page 410	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	82		Page 410 and 412 <input checked="" type="checkbox"/>	
403-3	Workers with high incidence or high risk of diseases related to their occupation		As a general rule, the Group's employees are not involved in activities that present a high incidence or risk of specific serious diseases.	Page 410	
403-4	Health and safety topics covered in formal agreements with trade unions		All of the committees reach agreements related with worker health and safety. During the reporting period, Inditex had agreements in effect with unions at the local and international levels which address aspects such as personal protective equipment, periodic inspections, skills training and education and grievance mechanisms, among others.	Page 410	
<b>OTHER INDICATORS: OCCUPATIONAL HEALTH AND SAFETY</b>					
AF31	Initiatives and programs to respond to, reduce, and prevent the occurrence of musculoskeletal disorders	83		Page 410	



GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>					
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	102-104, 134, 136 Inditex's Code of Code of Conduct and Responsible Practices specifically addresses the right to freedom of association and collective bargaining. This Code applies to all of the Group's operations. The Code of Conduct for Manufacturers and Suppliers, which applies to all of the Group's suppliers, also enshrines this right. The Code of Conduct for Manufacturers and Suppliers Compliance Programme assesses compliance with workers' right to freedom of association.		Page 410	
<b>OTHER INDICATORS: WAGES AND HOURS</b>					
	AF25 Policy and practices on wage deductions that are not mandated by law	80 Inditex does not have policies or practices for wage deductions that are not mandated by law.		Page 410	
	AF26 Policy on working hours, including definition of overtime, and actions to prevent excessive and forced overtime	66, 81		Page 410	
<b>ATTRACTION AND RETAINING OF TALENT</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	67, 296		Page 410	
	103-2 The management approach and its components	67-69		Page 410	
	103-3 Evaluation of the management approach	61-62, 274		Page 410	
<b>DEVELOPMENT OF HUMAN CAPITAL</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	67, 296		Page 410	
	103-2 The management approach and its components	70-75		Page 410	
	103-3 Evaluation of the management approach	73		Page 410	
<b>GRI 404: TRAINING AND EDUCATION 2016</b>					
	404-1 Average hours of training per year per employee	73 For the Group's female employees, the average is 6.1 hours per employee; for its male employees that average is 2.3 hours. The data pertaining to the number of training hours broken down by gender is available for 44 countries representing 94 % of the Group's employees. Data related to training can be consulted at Annex IV Statement of non-financial information which is part of the Consolidated Annual Accounts of Inditex Group Inditex (p. 13) Available at: <a href="https://www.inditex.com/en/investors/investor-relations/annual-reports">https://www.inditex.com/en/investors/investor-relations/annual-reports</a>		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 6
	404-2 Programs for upgrading employee skills and transition assistance programs	73-74, 130, 190 96% of the Group's employees are under the age of 45, which is why the Group does not foresee the need to develop programmes to assist employees in managing career endings in the near future.		Page 410	
	404-3 Percentage of employees receiving regular performance and career development reviews	252-253	Information about the percentage of performance evaluations is not available for all employees. Inditex is working on improving its reporting systems with a view to disclosing this information in 2020.	Page 410	Principle 6
<b>INTEGRATED SUPPLY CHAIN MANAGEMENT</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	89, 296		Page 410	
	103-2 The management approach and its components	89-95		Page 410	
	103-3 Evaluation of the management approach	132-133, 276		Page 410	
<b>WOMEN EMPOWERMENT</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	64-65, 118, 296		Page 410	
	103-2 The management approach and its components	64-65, 118-122		Page 410	
	103-3 Evaluation of the management approach	61-62, 78-79, 118, 277		Page 410	
<b>RESPONSIBLE PURCHASING PRACTICES</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	113, 296		Page 410	
	103-2 The management approach and its components	113-117, 152-154		Page 410	
	103-3 Evaluation of the management approach	113, 152-153, 277		Page 410	

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
<b>OTHER INDICATORS: CAPACITY BUILDING</b>					
	AF5 Strategy and scope of efforts to strengthen capacity of management, workers and other staff to improve in social and environmental performance.	129-131, 190		Page 410	
<b>OTHER INDICATORS: BUSINESS INTEGRATION</b>					
	AF6 Policies for supplier selection, management, and termination	90, 133, 135-136	Inditex's Code of Conduct for Manufacturers and Suppliers stipulates the standards and requirements to which suppliers looking to form part of Index's supply chain are bound. It can be retrieved from Inditex's website at: <a href="https://www.inditex.com/en/how-we-do-business/our-model/sourcing">https://www.inditex.com/en/how-we-do-business/our-model/sourcing</a>	Page 410 and 412 <input checked="" type="checkbox"/>	
	AF17 Actions to identify and mitigate business practices that affect code compliance	134-136		Page 410	
<b>OTHER INDICATORS: EMPLOYMENT</b>					
	AF24 Policy on the use and selection of labour brokers, including adherence to relevant ILO Conventions	99, 103, 137	Inditex analyses and monitors compliance with its Sustainability Strategy by suppliers by means of its Code of Conduct for Manufacturers and Suppliers Compliance Programme.	Page 410	
<b>PROMOTING SOCIALLY RESPONSIBLE PRODUCTION ENVIRONMENTS</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	99, 132, 296		Page 410	
	103-2 The management approach and its components	99, 101, 132-137		Page 410	
	103-3 Evaluation of the management approach	140, 142-143, 277-279		Page 410	
<b>GRI 412: HUMAN RIGHTS ASSESSMENT 2016</b>					
	412-1 Operations that have been subject to human rights reviews or impact assessments	132-133, 274, 279		Page 410	Principle 1 and 2
	412-2 Employee training on human rights policies or procedures	45		Page 410	Principle 1
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	133		Page 410	Principle 2
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>					
	414-1 New suppliers that were screened using social criteria	132-133, 274, 279		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 2
	414-2 Negative social impacts in the supply chain and actions taken	134-136		Page 410	Principle 2
<b>OTHER INDICATORS: AUDIT PROCESS</b>					
	AF2 Parties and personnel engaged in code of conduct compliance function	274	Compliance Programme: <a href="https://www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement">https://www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement</a>	Page 410	
	AF3 Compliance audit process	132-135, 144	Social Audit Process: <a href="https://www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement">https://www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement</a>	Page 410	
	AF8 Number of audits conducted and percentage of workplaces audited	132-135, 142, 274, 279		Page 410 and 412 <input checked="" type="checkbox"/>	
<b>OTHER INDICATORS: GRIEVANCE PROCEDURES</b>					
	AF4 Policy and procedures for receiving, investigating, and responding to grievances and complaints	270-271		Page 410	
<b>OTHER INDICATORS: NON-COMPLIANCE FINDINGS</b>					
	AF9 Incidents of non-compliance with legal requirements or collective bargaining agreements on wages	134		Page 410	
	AF10 Incidents of non-compliance with overtime standards	134		Page 410	
	AF11 Incidents of non-compliance with standards on pregnancy and maternity rights	134		Page 410	
	AF12 Incidents of the use of child labour	134		Page 410 and 412 <input checked="" type="checkbox"/>	
	AF13 Incidents of non-compliance with standards on gender discrimination	134		Page 410 and 412 <input checked="" type="checkbox"/>	



GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
	AF14 Incidents of non-compliance with code of conduct	134		Page 410 and 412 <input checked="" type="checkbox"/>	
	AF15 Analysis of data from code compliance audits	134-136		Page 410	
<b>OTHER INDICATORS: REMEDIATION</b>					
	AF16 Remediation practices to address non-compliance findings	132, 134-136, 143, 279		Page 410 and 412 <input checked="" type="checkbox"/>	
<b>RESPECTING HUMAN AND LABOUR RIGHTS IN THE SUPPLY CHAIN</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	99, 296		Page 410	
	103-2 The management approach and its components	41, 44-45, 99-128		Page 410	
	103-3 Evaluation of the management approach	134, 277		Page 410	
<b>GRI 408: CHILD LABOR 2016</b>					
	408-1 Operations and suppliers at significant risk for incidents of child labor	134-136 Inditex's Code of Manufacturers and Suppliers Compliance Programme assesses the level of compliance with prohibition of child labour, as stated in said Code. The Code is applicable to all of the Group's operations and suppliers.		Page 410	Principle 5
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>					
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	134-136 Inditex's Code of Manufacturers and Suppliers Compliance Programme assesses the level of compliance with prohibition of forced labour, as stated in said Code. The Code is applicable to all of the Group's operations and suppliers.		Page 410	Principle 4
<b>OTHER INDICATORS: CODE OF CONDUCT</b>					
	AF1 Code of conduct content and coverage	134 Code of Conduct and Responsible Practices: <a href="https://www.inditex.com/en/how-we-do-business/right-to-wear">https://www.inditex.com/en/how-we-do-business/right-to-wear</a> Code of Conduct for Suppliers and Manufacturers: <a href="https://www.inditex.com/en/our-commitment-to-people/our-suppliers">https://www.inditex.com/en/our-commitment-to-people/our-suppliers</a> Compliance Programme: <a href="https://www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement">https://www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement</a>		Page 410	
	AF7 Number and location of workplaces covered by code of conduct	90, 132 The Code of Conduct for Manufacturers and Suppliers applies to 100% of Inditex's suppliers and manufacturers. For further supply chain identification information, please visit Inditex's website: <a href="https://www.inditex.com/en/how-we-do-business/our-model/sourcing">https://www.inditex.com/en/how-we-do-business/our-model/sourcing</a>		Page 410 and 412 <input checked="" type="checkbox"/>	
<b>PROTECTION OF BIODIVERSITY</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	149, 296		Page 410	
	103-2 The management approach and its components	41, 153-154 Inditex's Biodiversity Policy ( <a href="https://www.inditex.com/documents/10279/242165/Biodiversity+Strategy_Inditex.pdf/b1954ead-d283-43f2-acff-31329f56879a">https://www.inditex.com/documents/10279/242165/Biodiversity+Strategy_Inditex.pdf/b1954ead-d283-43f2-acff-31329f56879a</a> ) sets out its goals in the biodiversity protection and conservation arena. The policy was designed bearing in mind the principles established in the United Nations Convention on Biological Diversity and acknowledging the work of the International Union for Conservation of Nature (IUCN). To guarantee application of this strategy, these principles are layered into the master plans of each of the key areas comprising the business model.		Page 410	
	103-3 Evaluation of the management approach	153-154		Page 410	
<b>GRI 304: BIODIVERSITY 2016</b>					
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not applicable. The lands owned by Inditex are neither adjacent to nor located within protected areas or areas of high biodiversity value, so that the Group does not generate significant impacts on biodiversity.	Page 410	Principle 8
	304-2 Significant impacts of activities, products, and services on biodiversity	153-154		Page 410	Principle 8
	304-3 Habitats protected or restored		Not applicable. Inditex's business is to distribute fashion garments (clothing, footwear, accessories and homewear) which it procures as finished products from its suppliers; as a result there are no habitats protected or restored as a result of its business activities.	Page 410	Principle 8

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not applicable. Inditex's business is to distribute fashion garments (clothing, footwear, accessories and homewear) which it procures as finished products from its suppliers; as a result there are no habitats affected by its business operations.	Page 410	Principle 8
<b>SUSTAINABLE PRODUCTS</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	149, 296		Page 410	
	103-2 The management approach and its components	149-154 In its Code of Conduct, Inditex commits to minimize the environmental impact throughout the life cycle of its products.		Page 410	
	103-3 Evaluation of the management approach	151-153		Page 410	
<b>GRI 301: MATERIALS 2016</b>					
	301-1 Materials used by weight or volume	152-153 Inditex's business is to distribute fashion garments (clothing, footwear, accessories and homewear) which it procures as finished products from its suppliers. However, Inditex strives to promote the efficient use of materials in its production chain. Its policies in this area range from the use of more sustainable fibres, the packaging and distribution of its products in keeping with applicable legislation and the management of its waste under the scope of its Waste Minimisation Plan.  The product packaging materials placed on the market are recovered at the end of their useful lives for recycling by authorised waste handlers in the countries in which integrated waste packaging management systems exist.		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 7
	301-2 Recycled input materials used	153		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 8
	301-3 Reclaimed products and their packaging materials	172, 174, 186-187		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 8
<b>MANAGEMENT OF CHEMICAL SUBSTANCES AND SUSTAINABLE PROCESSES IN MANUFACTURING</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	155-156, 296		Page 410	
	103-2 The management approach and its components	155-157, 159 Inditex has developed a technical training project for its supply chain ( <a href="https://www.wateractionplan.com/en/training-materials">https://www.wateractionplan.com/en/training-materials</a> ). This project consists of assessing its suppliers' environmental records and their technical capabilities with a view to helping them improve their environmental performance and, thus, build a more sustainable production chain and move towards zero discharges by 2025.		Page 410	
	103-3 Evaluation of the management approach	161-163, 280-281		Page 410	
<b>GRI 306: EFFLUENTS AND WASTE 2016</b>					
	306-1 Water discharge by quality and destination	289 <a href="http://www.inditex.com/en/our-commitment-to-the-environment/water">www.inditex.com/en/our-commitment-to-the-environment/water</a>			Principle 8
	306-2 Waste by type and disposal method	287-288 None of the waste generated is disposed of through deep-well injection or stored in-situ.		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 8
	306-3 Significant spills	There were no significant spills during the reporting period. With the aim of preventing them in the supply chain, the Inditex Group has committed with the Zero Discharge of Hazardous Chemicals and has joined the Changing Markets Foundation initiative whose aim is to manufacture a viscose that is responsible and sustainable at every step of the value chain. This will improve the management of waste and yield greater control over the productive process. Similarly, Inditex also supports the Roadmap towards responsible viscose & modal fibre manufacturing championed by this organisation.		Page 410	Principle 8
	306-4 Transport of hazardous waste	Inditex does not transport, import or export any of the waste classified as hazardous in the Basel Convention in any of the countries in which it operates.		Page 410	Principle 8



GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
	306-5 Water bodies affected by water discharges and/or runoff	162 The water consumed at Inditex is discharged through the sewage networks and this is done with all the corresponding permits. In the event of incidents, Inditex analyses their root causes and searches for appropriate solutions. As a result, the organisation's water discharges and runoffs do not have a significant impact on water bodies and their habitats. As for its suppliers, and framed the pledge made in November 2012 to attain zero discharge of unwanted chemical substances by 2025, Inditex is working together with its suppliers under the scope of its 'Water in the Supply Chain Master Plan' in order to promote the sustainable use of this vital resource. Since 2016, we have been working on the provision of technical training in this supply chain, a project which consists of assessing our suppliers' environmental records and their technical capabilities with a view to helping them improve their environmental performance and, thus, build a more sustainable production chain and move towards zero discharges by 2020. To learn more, please visit <a href="http://www.wateractionplan.com">www.wateractionplan.com</a> , specifically the "Detox commitment" tab. Also please see <a href="http://www.inditex.com/en/our-commitment-to-the-environment/water">www.inditex.com/en/our-commitment-to-the-environment/water</a>		Page 410	Principle 8
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>					
	308-1 New suppliers that were screened using environmental criteria	132-133		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 8
	308-2 Negative environmental impacts in the supply chain and actions taken	162		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 8
<b>OTHER INDICATORS: MATERIALS</b>					
	AF18 Programmes to replace organic-based adhesives and primers with water-based adhesives and primers	155-157, 161-163		Page 410	
	AF19 Practices to source safer alternative substances to those on the restricted substances list, including description of associated management systems	161, 280		Page 410	
	AF20 List of environmentally preferable materials used in apparel and footwear products	152-154		Page 410	
<b>PRODUCT QUALITY, HEALTH AND SAFETY</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	155-156, 296		Page 410	
	103-2 The management approach and its components	155-157		Page 410	
	103-3 Evaluation of the management approach	161-164		Page 410	
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>					
	416-1 Assessment of the health and safety impacts of product and service categories	161-164, 274, 280-281		Page 410 and 412 <input checked="" type="checkbox"/>	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	281		Page 410 and 412 <input checked="" type="checkbox"/>	
<b>PRODUCT INFORMATION AND LABELLING</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	150, 296		Page 410	
	103-2 The management approach and its components	150		Page 410	
	103-3 Evaluation of the management approach	151, 274		Page 410	
<b>GRI 417: MARKETING AND LABELING 2016</b>					
	417-1 Requirements for product and service information and labeling	150 The Group's product health and safety standards are compulsory across the entire production chain (100%).		Page 410	
	417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents of non-compliance with the requirements or voluntary codes concerning product information and labelling were recorded through any of the channels available to this end in 2017.		Page 410	
	417-3 Incidents of non-compliance concerning marketing communications	The Inditex Group did not record significant incidents of non-compliance concerning marketing communications through any of the channels available to this end in 2017.		Page 410	

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
<b>CIRCULARITY</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
103-1	Explanation of the material topic and its Boundary	171, 296		Page 410	
103-2	The management approach and its components	171, 172, 174, 176-177, 186-187 Inditex has a designed long-term strategy for the integration of its take on the circular economy into its business model. Against the backdrop of our Sustainability Strategic Plan, we are working towards circularity by means of the detox objective set for 2025: the idea is that by then none of the waste deriving from our activities will end up in a landfill. We promote circular systems for the recovery of packaging materials such as tubes, pallets, boxes, garment alarms and clothes hangers, using recycled materials as often as possible. We also pursue end of product life cycle management initiatives such as our 'Closing the Loop' programme. <a href="http://www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop">www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop</a> Inditex has assumed during 2018 the commitments of the Global Fashion Agenda, that includes that all the designers of the group have been trained in the Principles of Circular Economy by 2020.		Page 410	
103-3	Evaluation of the management approach	172, 186-187, 274		Page 410	
<b>ANIMAL WELFARE</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
103-1	Explanation of the material topic and its Boundary	296 Inditex aims to protect, conserve and develop the wealth and diversity of species. In its work Inditex avoids purchasing products that represent a risk to species in danger of extinction, to animal welfare or to forest cover.		Page 410	
103-2	The management approach and its components	The Inditex Group applies responsible production standards in relation to the use of products of animal origin. Inditex has a specific animal welfare strategy ( <a href="https://www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop/sustainable-materials/animal-welfare">https://www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop/sustainable-materials/animal-welfare</a> ) and a dedicated biodiversity strategy ( <a href="https://www.inditex.com/documents/10279/242165/Biodiversity+Strategy_Inditex.pdf/b1954ead-d283-43f2-acff-31329f56879a">https://www.inditex.com/documents/10279/242165/Biodiversity+Strategy_Inditex.pdf/b1954ead-d283-43f2-acff-31329f56879a</a> ) which stipulate the management criteria applicable across its value chain.		Page 410	
103-3	Evaluation of the management approach	Inditex's environmental responsibility pledge includes ethical standards regarding the use of products of animal origin. To learn more: <a href="https://www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop/sustainable-materials/animal-welfare">https://www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop/sustainable-materials/animal-welfare</a>		Page 410	
<b>ENERGY AND CLIMATE CHANGE</b>					
<b>GRI 103: ENFOQUE DE GESTIÓN 2016</b>					
103-1	Explanation of the material topic and its Boundary	182, 297		Page 410	
103-2	The management approach and its components	182 We have a dedicated Energy Strategy ( <a href="https://www.inditex.com/documents/10279/242114/Inditex+Global+Energy+Strategy/606a5ac4-1381-4672-9ad0-a192032479a2">https://www.inditex.com/documents/10279/242114/Inditex+Global+Energy+Strategy/606a5ac4-1381-4672-9ad0-a192032479a2</a> ) and we are working to minimise our impact on climate change by taking action all along the value chain. To this end we are streamlining our logistics processes, promoting energy efficiency in our facilities and making progress on our commitment to using renewable sources of energy. This year Inditex has signed the Fashion Industry Charter for Climate Action commitment, under the auspices off the United Actions Climate Change Office. It contains the vision for the textiles industry to achieve zero net emissions on 2050 with an initial objective of reducing our emissions by a 30% before 2030.		Page 410	
103-3	Evaluation of the management approach	274 By regularly measuring our energy consumption and GHG emissions we track quantitatively the progress we are making on reducing our use of energy and our generation of emissions, along with the efficiency performance of our facilities.		Page 410	
<b>GRI 302: ENERGY 2016</b>					
302-1	Energy consumption within the organization	283-285		Page 410 and 412 <input checked="" type="checkbox"/>	Principles 7 and 8
302-2	Energy consumption outside of the organization	286		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 8

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
	302-3 Energy intensity	274, 283-285		Page 410	Principle 8
	302-4 Reduction of energy consumption	283-285		Page 410 and 412 ☑	Principles 8 and 9
	302-5 Reductions in energy requirements of products and services	283-285		Page 410	Principles 8 and 9
<b>OTHER INDICATORS: ENERGY</b>					
	AF21 Amount of energy consumed and percentage of the energy that is from renewable sources	176, 274, 284-285		Page 410 and 412 ☑	
<b>GRI 305: EMISSIONS 2016</b>					
	305-1 Direct (Scope 1) GHG emissions	285-286		Page 410 and 412 ☑	Principles 7 and 8
	305-2 Energy indirect (Scope 2) GHG emissions	285-286		Page 410 and 412 ☑	Principles 7 and 8
	305-3 Other indirect (Scope 3) GHG emissions	286		Page 410 and 412 ☑	Principles 7 and 8
	305-4 GHG emissions intensity	285-286			Principle 8
	305-5 Reduction of GHG emissions	176, 285-286		Page 410 and 412 ☑	Principles 8 and 9
	305-6 Emissions of ozone-depleting substances (ODS)	182 There are plans in place to replace air conditioning units in existing stores with more efficient Class A units in order to ensure the non-emission of ozone-depleting substances. In addition, thanks to the eco-efficiency measures rolled out across our stores, we are attaining considerable savings in electricity. The main sources of efficiency resided in HVAC systems: an estimated 40%, with the attendant reduction in GHG emissions. We aim to have 100% of our stores eco-efficient by 2020.		Page 410	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		Not applicable. This year we don't report other air emissions as they are deemed insignificant on account of the characteristics of the equipment and the frequency of the checks stipulated in prevailing legislation (controls are not required). The emission of particles deriving from transportation is generated by outsourced carriers so that this indicator is not applicable to the Group. Nevertheless, Inditex fosters enhanced emissions management and control in its value chain through the tool that enables calculation of emissions in accordance with the GHG Protocol, coupled with the definition of action plans.	Page 410	Principles 7 and 8
<b>USE OF WATER</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	289, 297		Page 410	
	103-2 The management approach and its components	182 Inditex's Global Water Management Strategy ( <a href="https://www.inditex.com/documents/10279/241820/Inditex+Global+Water+Management+Strategy/a128125c-4874-47cf-beab-7e65385b923e">https://www.inditex.com/documents/10279/241820/Inditex+Global+Water+Management+Strategy/a128125c-4874-47cf-beab-7e65385b923e</a> ) constitutes the roadmap towards the sustainable and rational use of water, with a view to working towards enhanced conservation of the environmental quality of the planet's freshwater and marine ecosystems. Inditex's detox commitment will similarly contribute to the sustainable use of water. For more information, please visit the dedicated website: <a href="http://www.wateractionplan.com/es">http://www.wateractionplan.com/es</a>		Page 410	
	103-3 Evaluation of the management approach	289		Page 410	
<b>GRI 303: WATER 2016</b>					
	303-1 Water withdrawal by source	289		Page 410 and 412 ☑	Principles 7 and 8
	303-2 Water sources significantly affected by withdrawal of water	289 The water supplied at all our centres, whether for input into processes or consumption, comes from public, authorised supply networks, so that Inditex does not affect protected habitats. Moreover, all water supply comes from areas experiencing low or no 'water stress'.		Page 410	Principle 8
	303-3 Water recycled and reused	289		Page 410	Principle 8



GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
<b>PACKAGING</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	186-187, 297		Page 410	
	103-2 The management approach and its components	186-187		Page 410	
	103-3 Evaluation of the management approach	186		Page 410	
<b>INVESTMENT IN THE COMMUNITY</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	195, 297		Page 410	
	103-2 The management approach and its components	195, 197-199		Page 410	
	103-3 Evaluation of the management approach	197-199, 274, 290-291		Page 410	
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>					
	203-1 Infrastructure investments and services supported	200-201, 274, 290-291		Page 410	
	203-2 Significant indirect economic impacts	202-217		Page 410	
<b>GRI 413: LOCAL COMMUNITIES 2016</b>					
	413-1 Operations with local community engagement, impact assessments, and development programs	102-131, 196-197		Page 410	Principle 1
	413-2 Operations with significant actual and potential negative impacts on local communities	162		Page 410	Principles 1 and 2
<b>OTHER INDICATORS: COMMUNITY INVESTMENT</b>					
	AF33 Priorities in community investment strategy.	195		Page 410	
	AF34 Amount of investment in worker communities broken down by location	198, 291		Page 410	
<b>RELATIONSHIP WITH STAKEHOLDERS</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	297		Page 410	
	103-2 The management approach and its components	40-41		Page 410	
	103-3 Evaluation of the management approach	40-41		Page 410	
<b>SOCIOECONOMIC IMPACT ON SOCIETY</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	297		Page 410	
	103-2 The management approach and its components	42-43, 84-85, 222-223		Page 410	
	103-3 Evaluation of the management approach	7, 80, 84-85, 222-223, 229		Page 410	
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>					
	201-1 Direct economic value generated and distributed	291		Page 410 and 412 <input checked="" type="checkbox"/>	
	201-2 Financial implications and other risks and opportunities due to climate change	176-177, 182, 186 The Enterprise Risk Management Policy establishes the basic principles, risk factors and the general framework for the management and control of the risks that affect the Group. This Policy has a framework of application that covers the whole Group and is the basis of an Integrated System of Risk Management. Within the Risks Management System, business units represent the first line of defense, including those related to climate. Climate conditions influence, among other factors, on the availability and price of raw materials used in the productive processes of the Group. Furthermore, sharp changes in climate cycles can affect demand patterns.			
	201-3 Defined benefit plan obligations and other retirement plans	80		Page 410	
	201-4 Asistencia financiera recibida del gobierno	During fiscal year 2018, considering all markets where the Group operates, Inditex has received 0,7 millions of euros in concept of public grants.		Page 410 and 412 <input checked="" type="checkbox"/>	

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
<b>FISCAL TRANSPARENCY AND TAX CONTRIBUTION</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	221, 297		Page 410	
	103-2 The management approach and its components	221-225		Page 410	
	103-3 Evaluation of the management approach	221-225		Page 410	
<b>REGULATORY COMPLIANCE AND RESPONSIBLE PRACTICES</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	297		Page 410	
	103-2 The management approach and its components	235-237		Page 410 and 412	<input checked="" type="checkbox"/>
	103-3 Evaluation of the management approach	235-237		Page 410	
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>					
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The Inditex Group did not record (firm) legal actions related with anti-competitive behaviour, anti-trust, or monopoly practices through any of the available channels in 2018.		Page 410	
<b>GRI 307: ENVIRONMENTAL COMPLIANCE 2016</b>					
	307-1 Non-compliance with environmental laws and regulations	The Inditex Group did not receive any penalties or fines of significant amount for non-compliance with environmental laws or regulations through any of the channels available to this end in 2018.		Page 410	Principle 8
<b>GRI 419: SOCIOECONOMIC COMPLIANCE 2016</b>					
	419-1 Non-compliance with laws and regulations in the social and economic area	The Inditex Group did not receive any significant fines for non-compliance with laws or regulations applicable to it through any of the channels available to this end in 2018.		Page 410	
<b>CORPORATE GOVERNANCE</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	297		Page 410	
	103-2 The management approach and its components	238-239		Page 410	
	103-3 Evaluation of the management approach	252-253		Page 410	
<b>GRI 415: PUBLIC POLICY 2016</b>					
	415-1 Political contributions	Inditex's Code of Conduct and Responsible Practices expressly stipulates that all dealings between Inditex and governments, authorities, institutions and political parties must be framed by the principles of lawfulness and neutrality. Any contributions made by the company, whether in cash or in-kind, to political parties, institutions or public authorities must be made in accordance with prevailing legislation. So as to guarantee transparency in this respect they must be preceded by a report from the legal advisory department certifying their absolute lawfulness.		Page 410	Principle 10
<b>RISK MANAGEMENT AND CONTROL SYSTEMS</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	297, 381		Page 410	
	103-2 The management approach and its components	381, 383-385, 386-391		Page 410	
	103-3 Evaluation of the management approach	385		Page 410	
<b>CORRUPTION AND BRIBERY</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	297		Page 410	
	103-2 The management approach and its components	269-270		Page 410	
	103-3 Evaluation of the management approach	270		Page 410	
<b>GRI 205: ANTI-CORRUPTION 2016</b>					
	205-1 Operations assessed for risks related to corruption	133, 269-270 Inditex's Code of Conduct and Responsible Practices covers the prevention of corruption in all its manifestations. The Code applies to 100% of the Group's business units and can be downloaded from the corporate website at: <a href="http://www.inditex.com/en/how-we-do-business/right-to-wear">www.inditex.com/en/how-we-do-business/right-to-wear</a>		Page 410	Principle 10

GRI Standard	Disclosure	Page number and/or URL	Omissions	External assurance	Global Compact principle
205-2	Communication and training about anti-corruption policies and procedures	237 For more information consult the Statement for Non-financial information which is part of the Consolidated Annual Accounts of Inditex Group (p.70-71)		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 10
205-3	Confirmed incidents of corruption and actions taken	Inditex was not made aware in 2018, either through its Ethics Committee or any other channel, that any legal proceedings had been taken in the areas of corruption or bribery that could affect the company.		Page 410 and 412 <input checked="" type="checkbox"/>	Principle 10