

# GRI content index

# GRI content verification



Deloitte, S.L.  
Ferrol 1  
15004 A Coruña  
España  
Tel: +34 981 12 46 00  
www.deloitte.es

## INDEPENDENT LIMITED ASSURANCE REPORT

To the Shareholders of Industria de Diseño Textil, S.A.,

We have performed the verification, with a scope of limited assurance, of certain non-financial information indicators included in the Annual Report ("the Annual Report") for the year ended 31 January 2021 ("2020") of Industria de Diseño Textil, S.A. ("Inditex") and Subsidiaries ("the Group").

Our review work was confined solely to the verification of the indicators for 2020 identified by the ☒ symbol in the "GRI content index" section included in the accompanying Annual Report.

### Responsibilities of the Directors and of Management

The preparation and content of the Group's Annual Report for 2020 are the responsibility of the directors of Inditex. The Annual Report was prepared following the criteria of the comprehensive version of the GRI standards and other criteria described as indicated for each matter in the "GRI content index" section of the aforementioned Annual Report.

These responsibilities also include the design, implementation and maintenance of such internal control as is determined to be necessary to enable the Annual Report to be free from material misstatement, whether due to fraud or error.

The directors and management of Inditex are also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the Annual Report for 2020 is obtained.

### Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), which is based on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 (ISQC 1) and, accordingly, maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our engagement team consisted of professionals who are experts in reviews of non-financial information and, specifically, in information about economic, social and environmental performance.

### Our Responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed, which relates solely to the indicators identified by the ☒ symbol in the "GRI content index" section included in the Annual Report for 2020.

We conducted our assurance work in accordance with the requirements established in International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information ("ISAE 3000 Revised"), currently in force, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC).

Deloitte, S.L. inscrita en el Registro Mercantil de Madrid, tomo 13.650, sección 8ª, folio 188, hoja M-54414, inscripción 96ª. C.I.F.: B-79104469.  
Domicilio social: Plaza Pablo Ruiz Picasso, 1, Torre Picasso, 28020, Madrid.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, consequently, the level of assurance obtained is substantially lower.

Our work consisted of submitting inquiries to management of Inditex and to the management of various units of the Group that participated in the preparation of the Annual Report for 2020, reviewing the processes used to compile and validate the portion of the indicators subject to review by us included in the Annual Report, and carrying out the following analytical procedures and sample-based review tests:

- Meetings held with Group personnel to ascertain the business model, policies and management approaches applied, and the main risks relating to these matters, and to obtain the information required for the external review.
- Analysis of the processes used to compile and validate the data for 2020 presented in the Annual Report relating to the indicators subject to review by us.
- Review of the information relating to risks and the policies and management approaches applied in relation to the material matters presented in the Annual Report to the extent that they affect the indicators subject to review by us.
- Verification, by means of sample-based tests, of the information relating to the indicators subject to review by us included in the Annual Report and the appropriate compilation thereof based on the data furnished by the Group's information sources.
- Obtainment of a representation letter from the Directors and Management.

### Conclusion

Our conclusion relates solely to the information subject to review specified in the "Our Responsibility" section of this report. Based on the procedures performed in our verification and the evidence we have obtained, considering the information provided for each revised indicator in the "GRI content index" section, nothing has come to our attention that causes us to believe that the indicators subject to review by us contained in the Annual Report for 2020 of Industria de Diseño Textil, S.A. and Subsidiaries were not prepared, in all material respects, in accordance with the comprehensive version of the GRI standards.

DELOITTE, S.L.



Cleber H. Beretta Custodio  
18 June 2021



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. The service was performed on the Spanish version of the report

## GRI content index

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
<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.			
	102-2 Activities, brands, products, and services	25-39			
	102-3 Location of headquarters	Avenida de la Diputación s/n Edificio Inditex, Arteixo, A Coruña, España			
	102-4 Location of operations	509-515			
	102-5 Ownership and legal form	128-129, 468-469 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="https://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">https://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
	102-6 Markets served	509-515			
	102-7 Scale of the organization	16-18, 20-21			
	102-8 Information on employees and other workers	20-21, 78-79, 128-129 The employee breakdown by type of contract (permanent/temporary) and region is: the Americas, 97% permanent (3% temporary); Spain, 88% permanent (12% temporary); Europe excl. Spain, 89% permanent (11% temporary); and Asia and RoW, 62% permanent (38% temporary).		☑ Pg. 578-579	Principle 6
	102-9 Supply chain	21, 80-83, 352-353, 369-370, 430		☑ Pg. 578-579	
	102-10 Significant changes to the organization and its supply chain	80-83, 350-353, 519-523			
	102-11 Precautionary Principle or approach	535-547			
	102-12 External initiatives	42, 52, 80-83, 369-370, 418-423			
	102-13 Membership of associations	5, 325-326, 353, 369-370, 418-423			
<b>STRATEGY</b>					
	102-14 Statement from senior decision-maker	8, 9			
	102-15 Key impacts, risks, and opportunities	524-527			
<b>ETHICS AND INTEGRITY</b>					
	102-16 Values, principles, standards, and norms of behavior	42-43, 82-83, 114-116 Code of Conduct and Responsible Practices: <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>			Principle 10
	102-17 Mechanisms for advice and concerns about ethics	120-122			Principle 10

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
<b>GOVERNANCE</b>					
102-18	Governance structure	128-133, 506 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-19	Delegating authority	128-133 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-20	Executive-level responsibility for economic, environmental, and social topics	130-133 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-21	Consulting stakeholders on economic, environmental, and social topics	42-43, 64-65			
102-22	Composition of the highest governance body and its committees	128-129 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-23	Chair of the highest governance body	128-129 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-24	Nominating and selecting the highest governance body	128-129, 132 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-25	Conflicts of interest	118, 545 For further information about related-party transactions and conflicts of interest, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-26	Role of highest governance body in setting purpose, values, and strategy	128-129, 132 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-27	Collective knowledge of highest governance body	128-129 For further information about the Company's governance structure and practices, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-28	Evaluating the highest governance body's performance	131-133, 544 For further information about the evaluation of the highest governance body's performance, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-29	Identifying and managing economic, environmental, and social impacts	68-71, 128-133, 535 For further information about the identification of economic, environmental and social impacts, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
102-30	Effectiveness of risk management processes	535, 544-545			
102-31	Review of economic, environmental, and social topics	128-132 For further information about how the Board of Directors operates, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			

GRI	STANDARD DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	102-32 Highest governance body's role in sustainability reporting	The Board of Directors is the body responsible for reviewing and authorising the issuance of the Annual Report.			
	102-33 Communicating critical concerns	63-65, 128-132 For further information about the Company's committees and its stakeholder engagement effort, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
	102-34 Nature and total number of critical concerns	128-132 For further information, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
	102-35 Remuneration policies	128, 131-133, 184-185 For further information, refer to the Annual Report on Remuneration of Directors for 2020 (sections A.1 and A.2) and the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/en/compliance/corporate-governance/report-on-remuneration-of-directors">www.inditex.com/en/compliance/corporate-governance/report-on-remuneration-of-directors</a> and <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
	102-36 Process for determining remuneration	128, 131-133, 184-185 For further information, refer to the Annual Report on Remuneration of Directors for 2020 (sections A.1 and A.2) and the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/en/compliance/corporate-governance/report-on-remuneration-of-directors">www.inditex.com/en/compliance/corporate-governance/report-on-remuneration-of-directors</a> and <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
	102-37 Stakeholders' involvement in remuneration	128, 131-133, 184-185 For further information, refer to the Annual Report on Remuneration of Directors for 2020 (sections A.1 and A.2) and the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/en/compliance/corporate-governance/report-on-remuneration-of-directors">www.inditex.com/en/compliance/corporate-governance/report-on-remuneration-of-directors</a> and <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
	102-38 Annual total compensation ratio	131-133, 184-185 For further information, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
	102-39 Percentage increase in annual total compensation ratio	131-133, 184-185 For further information, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
<b>STAKEHOLDER ENGAGEMENT</b>					
	102-40 List of stakeholder groups	64-65			
	102-41 Collective bargaining agreements	83-87, 98, 216			Principle 3
	102-42 Identifying and selecting stakeholders	64-65			
	102-43 Approach to stakeholder engagement	64-65, 68			
	102-44 Key topics and concerns raised	70-71, 570-571			
<b>REPORTING PRACTICE</b>					
	102-45 Entities included in the consolidated financial statements	509-515			
	102-46 Defining report content and topic Boundaries	68-71, 570-571			
	102-47 List of material topics	70-71, 570-571			




GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
102-48	Restatements of information	20-21, 352 In respect of information presented for a different time horizon or covering a different entity than in previous reporting periods, the nuances of such changes are disclosed alongside the indicator in question.			
102-49	Changes in reporting	70-71, 527			
102-50	Reporting period	The Annual Report provides an account of Inditex Group's economic, social and environmental performance during fiscal 2020, which runs from 1 February 2020 to 31 January 2021.			
102-51	Date of most recent report	jun-20			
102-52	Reporting cycle	Annual			
102-53	Contact point for questions regarding the report	189, 598, 600			
102-54	Claims of reporting in accordance with the GRI Standards	This report was prepared in accordance with the GRI Standards - Comprehensive option.			
102-55	GRI content index	580-597			
102-56	External assurance	578-579			



## MATERIAL TOPICS

### 1 ETHICAL BEHAVIOUR AND GOVERNANCE

#### GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	70-71, 570-571			
103-2	The management approach and its components	114-132, 164-165 For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a> For more information about corporate governance, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>		 Pg. 578-579	
103-3	Evaluation of the management approach	116, 123-126, 128-132			

#### GRI 205: ANTI-CORRUPTION 2016


205-1	Operations assessed for risks related to corruption	114-116 The Code of Conduct and Responsible Practices addresses the prevention of corruption in all its manifestations. That Code is applicable to 100% of the Group's business units and can be downloaded from the corporate website at: <a href="http://www.inditex.com/web/guest/how-we-do-business/right-to-wear">www.inditex.com/web/guest/how-we-do-business/right-to-wear</a>			Principle 10
205-2	Communication and training about anti-corruption policies and procedures	116-128		 Pg. 578-579	Principle 10
205-3	Confirmed incidents of corruption and actions taken	123		 Pg. 578-579	Principle 10

#### GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016



206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The Inditex Group did not record any material (firm) legal action related with anti-competitive behaviour, anti-trust or monopoly practices through any of the channels available to that end in 2020.			
-------	---	--	--	--	--

#### GRI 307: ENVIRONMENTAL COMPLIANCE 2016

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 that end in 2020.			Principle 8
-------	--	---	--	--	-------------

GRI	STANDARD DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
<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.			Principle 10
<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 that end in 2020.			
<b>OTHER DISCLOSURES: GRIEVANCE PROCEDURES</b>					
	AF4 Policy and procedures for receiving, investigating, and responding to grievances and complaints	120-127			
<b>2 RISK MANAGEMENT AND CONTROL SYSTEMS</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	535-547			
	103-3 Evaluation of the management approach	537-538			
<b>GRI 418: CUSTOMER PRIVACY 2016</b>					
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	The Inditex Group did not receive any significant fines concerning breaches of customer privacy or losses of customer data through any of the channels available to that end in 2020.		 Pg. 578-579	
<b>3 STAKEHOLDER ENGAGEMENT</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	64-65			
	103-3 Evaluation of the management approach	66-67			
<b>4 RESPONSIBLE COMMUNICATION</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	52, 526			
	103-3 Evaluation of the management approach	52, 426-427, 536 For further information about the risk management model, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			
<b>GRI 417: MARKETING AND LABELING 2016</b>					
	417-1 Requirements for product and service information and labeling	102-107, 110-111, 333, 335-347 The Group's product health and safety standards are compulsory across the entire production chain (100%).			
	417-2 Incidents of non-compliance concerning product and service information and labeling	The Inditex Group did not record any significant incidences of non-compliance with regulations and voluntary codes concerning product information and labelling through any of the channels available to that end in 2020.			
	417-3 Incidents of non-compliance concerning marketing communications	The Inditex Group did not record any significant incidents of non-compliance concerning marketing communications through any of the channels available to that end in 2020.			




GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
<b>5</b>	<b>VALUE CHAIN TRANSPARENCY AND TRACEABILITY</b>				
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	52, 353-355			
	103-3 Evaluation of the management approach	352, 430			
<b>6</b>	<b>RESPONSIBLE PURCHASING PRACTICES</b>				
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	328-332, 346, 357-365			
	103-3 Evaluation of the management approach	20-21, 330, 357-359			
<b>OTHER DISCLOSURES: 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.	178-179, 289, 346, 357-359			
<b>OTHER DISCLOSURES: BUSINESS INTEGRATION</b>					
	AF6 Policies for supplier selection, management, and termination	352, 359-365 Inditex's Code of Conduct for Manufacturers and Suppliers stipulates the standards and requirements to which suppliers looking to form part of Inditex's supply chain are bound. It is retrievable from Inditex's website at: <a href="http://www.inditex.com/es/comprometidos-con-las-personas/nuestros-proveedores">www.inditex.com/es/comprometidos-con-las-personas/nuestros-proveedores</a>			Pg. 578-579
	AF17 Actions to identify and mitigate business practices that affect code compliance	359, 364-365			
<b>OTHER DISCLOSURES: EMPLOYMENT</b>					
	AF24 Policy on the use and selection of labour brokers, including adherence to relevant ILO Conventions	81-83, 254, 370-371 Inditex analyses and controls compliance with its Sustainability Strategy by its suppliers by means of a specific Code of Conduct for Manufacturers and Suppliers compliance programme.			
<b>7</b>	<b>VALUE CREATION</b>				
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	60-61, 164-169, 192-196, 382-387			
	103-3 Evaluation of the management approach	8, 164-169, 192-196, 382-391			
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>					
	201-1 Direct economic value generated and distributed	440			Pg. 578-579
	201-2 Financial implications and other risks and opportunities due to climate change	50-53, 60-61, 312-321, 523, 526 The Risk Management and Control Policy sets down the basic principles, key risk factors and general management and control framework for the risks to which the Group is exposed. That policy applies to the entire Group and is the basis of the enterprise risk management system. Framed by that Risk Management and Control Policy, the various business units act as the first line of defence in the management and control of the various risks to which the Group is exposed, including those related with climate. Climate conditions influence the availability and price of the raw materials used in the Group's productive processes, among other factors. Furthermore, pronounced changes in climate cycles can affect demand patterns.			
	201-3 Defined benefit plan obligations and other retirement plans	53, 128-130			

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	201-4 Financial assistance received from government	In 2020, considering all of the markets in which it operates, Inditex has received €8 million in the form of public subsidies.		<input checked="" type="checkbox"/> Pg. 578-579	
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>					
	203-1 Infrastructure investments and services supported	20-21, 382-387, 438-440			
	203-2 Significant indirect economic impacts	396-414			
<b>GRI 207: FISCALIDAD 2019</b>					
	207- 1 Approach to tax	192-197 The information regarding the Group's Tax Strategy and Tax Policy can be found at the following link: <a href="http://www.inditex.com/web/guest/our-commitment-to-people/our-tax-contribution">www.inditex.com/web/guest/our-commitment-to-people/our-tax-contribution</a> For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>			
	207-2 Tax governance, control, and risk management	192-197 The information regarding the Group's Tax Strategy and Tax Policy can be found at the following link: <a href="http://www.inditex.com/web/guest/our-commitment-to-people/our-tax-contribution">www.inditex.com/web/guest/our-commitment-to-people/our-tax-contribution</a> For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>			
	207-3 Stakeholder engagement and management of concerns related to tax	192-197 The information regarding the Group's Tax Strategy and Tax Policy can be found at the following link: <a href="http://www.inditex.com/web/guest/our-commitment-to-people/our-tax-contribution">www.inditex.com/web/guest/our-commitment-to-people/our-tax-contribution</a> For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>			
	207-4 Country-by-country reporting	192-197 The information regarding the Group's Tax Strategy and Tax Policy can be found at the following link: <a href="http://www.inditex.com/web/guest/our-commitment-to-people/our-tax-contribution">www.inditex.com/web/guest/our-commitment-to-people/our-tax-contribution</a> For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>			
<b>GRI 413: LOCAL COMMUNITIES 2016</b>					
	413-1 Operations with local community engagement, impact assessments, and development programs	76-87, 376-379, 200-259			Principle 1
	413-2 Operations with significant actual and potential negative impacts on local communities	331, 356			Principle 1 and 2
<b>OTHER DISCLOSURES: COMMUNITY INVESTMENT</b>					
	AF33 Priorities in community investment strategy.	382-385			
	AF34 Amount of investment in worker communities broken down by location	384, 385			

GRI	STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES																																										
8	INNOVATION																																															
GRI 103: MANAGEMENT APPROACH 2016																																																
	103-1	Explanation of the material topic and its Boundary	68-69, 570-571																																													
	103-2	The management approach and its components	138-161																																													
	103-3	Evaluation of the management approach	138-161																																													
9	CUSTOMER ORIENTATION																																															
GRI 103: MANAGEMENT APPROACH 2016																																																
	103-1	Explanation of the material topic and its Boundary	70-71, 570-571																																													
	103-2	The management approach and its components	102-107, 110-111																																													
	103-3	Evaluation of the management approach	102-107, 110-111																																													
10	DIVERSITY, EQUALITY AND INCLUSION																																															
GRI 103: MANAGEMENT APPROACH 2016																																																
	103-1	Explanation of the material topic and its Boundary	70-71, 570-571																																													
	103-2	The management approach and its components	171-173, 184-185, 224-234 For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>																																													
	103-3	Evaluation of the management approach	20-21, 166-167, 227-231 For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>																																													
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016																																																
	405-1	Diversity of governance bodies and employees	92-93, 168-173 The table below provides a breakdown of the Company's directors by age category:		<input checked="" type="checkbox"/>	Principle 6 Pag. 578-579																																										
			<table><tr><th></th><th colspan="2">2020</th><th colspan="2">2019</th><th colspan="2">2018</th></tr><tr><th>AGE</th><th>DIRECTORS</th><th>%</th><th>DIRECTORS</th><th>%</th><th>DIRECTORS</th><th>%</th></tr><tr><td>Under 55</td><td>3</td><td>27%</td><td>3</td><td>27%</td><td>3</td><td>33%</td></tr><tr><td>55 to 65</td><td>5</td><td>46%</td><td>6</td><td>55%</td><td>4</td><td>45%</td></tr><tr><td>Over 65</td><td>3</td><td>27%</td><td>2</td><td>18%</td><td>2</td><td>22%</td></tr><tr><td>TOTAL</td><td>11</td><td>100%</td><td>11</td><td>100%</td><td>9</td><td>100%</td></tr></table>		2020		2019		2018		AGE	DIRECTORS	%	DIRECTORS	%	DIRECTORS	%	Under 55	3	27%	3	27%	3	33%	55 to 65	5	46%	6	55%	4	45%	Over 65	3	27%	2	18%	2	22%	TOTAL	11	100%	11	100%	9	100%			
	2020		2019		2018																																											
AGE	DIRECTORS	%	DIRECTORS	%	DIRECTORS	%																																										
Under 55	3	27%	3	27%	3	33%																																										
55 to 65	5	46%	6	55%	4	45%																																										
Over 65	3	27%	2	18%	2	22%																																										
TOTAL	11	100%	11	100%	9	100%																																										
			For further information about diversity on the Board of Directors, refer to the 2020 Annual Corporate Governance Report (sections C.1.4, page 37; C.1.5, pages 38-40; and C.1.6, pages 43-44), retrievable from <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a> , the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>																																													

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	405-2 Ratio of basic salary and remuneration of women to men	168, 184-185	Information about the remuneration earned by women relative to men by job category is not available with the level of detail required in the company's systems. Inditex is working to upgrade its systems with a view to reporting that information in 2022.	<input checked="" type="checkbox"/> Pg. 578-579	Principle 6
<b>GRI 406: NON-DISCRIMINATION 2016</b>					
	406-1 Incidents of discrimination and corrective actions taken	The Inditex Group did not receive any instances of discrimination implying a breach of human rights through any of the channels available to that end in 2020.  The Group is working to establish the criteria and practices constituting potential non-compliance with or breaches of human rights and plans to draw up a risk map to identify the most significant areas of risk.		<input checked="" type="checkbox"/> Pg. 578-579	
<b>OTHER DISCLOSURES: DIVERSITY AND EQUAL OPPORTUNITIES</b>					
	AF27 Policy and actions to protect the pregnancy and maternity rights of women workers	173  The disclosures regarding work/life balance measures are provided in the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>			
	AF32 Actions to address gender discrimination and to provide opportunities for the advancement of women workers	164-165, 168-170  For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf/</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>			
<b>11 QUALITY OF EMPLOYMENT</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	92-93, 164-165, 168, 184-185, 208-213			
	103-3 Evaluation of the management approach	20-21, 90-93, 184-185			
<b>GRI 401: EMPLOYMENT 2016</b>					
	401-1 New employee hires and employee turnover	Turnover at the Inditex Group, including voluntary departures, was 31.9% in 2020 (31.2% among women and 34.2% among men). By age category, turnover was 49% among the under 30s, 11% among those aged between 30 and 45; and 4.6% for those over the age of 45.  Turnover varied considerably by region: 87.7% in Asia; 50.9% in the Americas; 20.9% in Europe (excluding Spain); and 8.5% in Spain.  In 2020, permanent hires totalled 14,979, implying a permanent employee hiring rate of 11.9%. Of that figure, 74% are women and 26% are men; 94% are under the age of 30, 5% are aged between 30 and 45 and 1% are over 45. In addition, 1% of the permanent hires took place in Spain; 35% in Europe (excl. Spain); 25% in the Americas; and 39% in Asia and RoW.		<input checked="" type="checkbox"/> Pg. 578-579	Principle 6
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The Group provides the same benefits to temporary and part-time workers as it does to full-time workers.			

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	401-3 Parental leave	173	Information relating to Spain; the corresponding international data is not available in the Company's systems with the level of detail required. Inditex is working to upgrade its systems with a view to reporting that information in 2022.	 Pg. 578-579	Principle 6
<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 a significant development takes place, it is notified with the advance notice stipulated in prevailing legislation (article 41 of the Spanish Workers' Statute)			Principle 3
<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	208-213, 362, 370 Inditex's Code of Conduct and Responsible Practices specifically addresses the right to freedom of association and collective bargaining. That 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 programme for supervising compliance with Inditex's Code of Conduct for Manufacturers and Suppliers assesses compliance with workers' right to freedom of association.			Principle 3
<b>OTHER DISCLOSURES: EMPLOYMENT</b>					
	AF22 Policy and practices regarding the use of employees with non-permanent and non-fulltime	90-93			
	AF23 Policy regarding the use of home working	173 The disclosures regarding work/life balance measures are provided in the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>			
<b>OTHER DISCLOSURES: LABOUR/MANAGEMENT RELATIONS 2016</b>					
	AF29 Percentage of workplaces where there is one or more independent trade union(s)	96-97 36% of Inditex's workplaces have trade union representation.			
	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 union.			
<b>OTHER DISCLOSURES: WAGES AND HOURS</b>					
	AF25 Policy and practices on wage deductions that are not mandated by law	Inditex does not apply wage deductions that are not mandated by law.			
	AF26 Policy on working hours, including definition of overtime, and actions to prevent excessive and forced overtime	99 According to the Group's Code of Conduct and Responsible Practices, weekly working hours and overtime cannot exceed the limits stipulated in each country's labour legislation. Overtime is in all instances voluntary and remunerated as set down in applicable legislation.  Elsewhere, the Inditex Group's Human Rights Policy sets down its zero tolerance stance towards forced or compulsory labour, as defined in ILO Convention 29. All of the foregoing applies to its own employees and its supply chain workers and any other natural and/or legal person related with Inditex. Moreover, the Code of Conduct sets down how the Group upholds and fosters compliance with human and labour rights, expressly committing to apply applicable regulations and best practices in the areas of employment terms and occupational health and safety, forbidding all forms of violence, harassment and abuse in the workplace.			

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
<b>12</b>	<b>HUMAN RIGHTS</b>				
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	200-259, 368-371			
	103-3 Evaluation of the management approach	202-203, 362			
<b>GRI 408: CHILD LABOR 2016</b>					
	408-1 Operations and suppliers at significant risk for incidents of child labor	359-362 The programme for supervising compliance with Inditex's Code of Conduct for Manufacturers and Suppliers, which applies to all of the Group's operations and suppliers, assesses the level of compliance with prohibition of child labour, as stated in said Code.			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	359-362 The programme for supervising compliance with Inditex's Code of Conduct for Manufacturers and Suppliers, which applies to all of the Group's operations and suppliers, assesses the level of compliance with prohibition of forced labour, as stated in said Code.			Principle 4
<b>GRI 412: HUMAN RIGHTS ASSESSMENT 2016</b>					
	412-1 Operations that have been subject to human rights reviews or impact assessments	20-21, 359-362, 431			Principle 1 and 2
	412-2 Employee training on human rights policies or procedures	369-371 In 2020, the Group continued to make progress on its supply chain due diligence processes. With the help on an outside organisation, Shift, our Social Sustainability teams on the ground in the countries that represent virtually all of Inditex's production have received training on humans rights matters and on processes inspired by the United Nations Guiding Principles on Business and Human Rights in order to identify and prioritise potential human rights impacts for different groups. Training was also extended to other areas of the organisation in the past year, such as the logistics area.			Principle 1
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	254-256, 369-371			Principle 2
<b>OTHER DISCLOSURES: CODE OF CONDUCT</b>					
	AF1 Code of conduct content and coverage	369-371 Code of Conduct and Responsible Practices: <a href="http://www.inditex.com/web/guest/how-we-do-business/right-to-wear">www.inditex.com/web/guest/how-we-do-business/right-to-wear</a> Code of Conduct for Manufacturers and Suppliers <a href="http://www.inditex.com/documents/10279/241035/Inditex+Code+of+Conduct+for+Manufacturers+and+Suppliers">www.inditex.com/documents/10279/241035/Inditex+Code+of+Conduct+for+Manufacturers+and+Suppliers</a> Compliance Programme: <a href="http://www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement">www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement</a>			
	AF7 Number and location of workplaces covered by code of conduct	350-352, 369-371 The Code of Conduct for Manufacturers and Suppliers applies to 100% of Inditex's suppliers and manufacturers. For further information about supply chain identification, refer to Inditex's website: <a href="http://www.inditex.com/en/our-commitment-to-people/our-suppliers">www.inditex.com/en/our-commitment-to-people/our-suppliers</a>		<input checked="" type="checkbox"/>	Pg. 578-579
<b>13</b>	<b>SAFE AND HEALTHY ENVIRONMENTS</b>				
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	76-87			
	103-3 Evaluation of the management approach	78, 81-82			
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>					
	403-1 Occupational health and safety management system	76-79, 227-231, 235-241, 441-442			
	403-2 Hazard identification, risk assessment, and incident investigation	76-79, 227-231, 235-241			











GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
403-3	Occupational health services	76-86, 227-231, 235-241			
403-4	Worker participation, consultation, and communication on occupational health and safety	76-86, 227-231, 235-241 The committees in place represent all workers to the same degree (management and employees) and all agreements are endorsed by management. 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 protection gear, regular inspections, skills training and education and grievance mechanisms, among others.			
403-5	Worker training on occupational health and safety	76-86, 227-231, 235-241			
403-6	Promotion of worker health	76-86, 227-231, 235-241			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76-86, 227-231, 235-241			
403-8	Workers covered by an occupational health and safety management system	78, 441-444 The disclosures regarding absenteeism and work-related illnesses are provided in the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>			
403-9	Work-related injuries	78-79, 441-444 The disclosures regarding work-related injuries are provided the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>	The Company's systems are not currently capable of producing disclosures about work-related injuries outside Spain with the level of detail required. Inditex is working to upgrade its systems with a view to reporting that information in 2022. Information about workers not employed in the workplaces controlled by the Group is not available in the Company's systems with the level of detail required. Inditex is working to upgrade its systems with a view to reporting that information.	<input checked="" type="checkbox"/> Pg. 578-579	
403-10	Work-related ill health	78-79, 441-444 The disclosures regarding work-related ill health are provided in the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>	Information about workers not employed in the workplaces controlled by the Group is not available in the Company's systems with the level of detail required. Inditex is working to upgrade its systems with a view to reporting that information.	<input checked="" type="checkbox"/> Pg. 578-579	


#### OTHER DISCLOSURES: OCCUPATIONAL HEALTH AND SAFETY



AF31 Initiatives and programs to respond to, reduce, and prevent the occurrence of musculoskeletal disorders	78-79 For information about the prevention of musculoskeletal disorders, refer to the 2020 Statement on Non-Financial Information at: <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>
--	---



GRI	STANDARD DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
<b>14</b>	<b>TALENT MANAGEMENT</b>				
	<b>GRI 103: MANAGEMENT APPROACH 2016</b>				
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	176-181, 445			
	103-3 Evaluation of the management approach	20-21, 166-167, 445			
	<b>GRI 404: TRAINING AND EDUCATION 2016</b>				
	404-1 Average hours of training per year per employee	178-179, 445 Training hours averaged 6.9 hours per employee in 2020 (6.8 hours for female employees and 7.4 hours for male employees). The data pertaining to the number of training hours broken down by gender is available for 51 countries representing 99.85% of the Group's employees.		<input checked="" type="checkbox"/> Pg. 578-579	Principle 6
	404-2 Programs for upgrading employee skills and transition assistance programs	166-167, 176-181 94% of Group employees are under the age of 45, such that the Group does not face the prospect of having to deploy programmes for upgrading employee skills or transition assistance programmes in the near future.			
	404-3 Percentage of employees receiving regular performance and career development reviews	All of our people's performance is evaluated at least once a year and each brand conducts that process in keeping with its management model. Performance dialogue with store staff is continuous and centres around each person's contribution to store-specific objectives with a focus on career development, in line with one of our hallmark characteristics: internal promotion. In the case of office staff, target delivery and performance are reviewed with each person at least once a year, and objectives are set for the following year. Employee engagement includes dialogue aimed at fostering career development and getting feedback about employee concerns. Variable remuneration is fully tied to the Company's results and each person's contribution to their delivery.  For further information about the annual performance review programme, refer to the 2020 Annual Corporate Governance Report, retrievable from: <a href="http://www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf">www.inditex.com/documents/10279/284661/2020+Annual+Corporate+Governance+Report.pdf</a>			Principle 6
<b>15</b>	<b>SOCIALLY SUSTAINABLE PRODUCTION ENVIRONMENTS</b>				
	<b>GRI 103: MANAGEMENT APPROACH 2016</b>				
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	50-56, 369-371			
	103-3 Evaluation of the management approach	20-21, 359-362, 430-433			
	<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>				
	414-1 New suppliers that were screened using social criteria	20-21, 352, 359-362, 431		<input checked="" type="checkbox"/> Pg. 578-579	Principle 2
	414-2 Negative social impacts in the supply chain and actions taken	362-365			Principle 2
	<b>OTHER DISCLOSURES: AUDIT PROCESS</b>				
	AF2 Parties and personnel engaged in code of conduct compliance function	20-21, 236-241, 254-259 Compliance Programme: <a href="http://www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement">www.inditex.com/en/our-commitment-to-people/our-suppliers/continuous-improvement</a>			
	AF3 Compliance audit process	202-203, 254-259, 352			
	AF8 Number of audits conducted and percentage of workplaces audited	20-21, 352, 359-360, 362, 431-433		<input checked="" type="checkbox"/> Pg. 578-579	
	<b>OTHER DISCLOSURES: NON-COMPLIANCE FINDINGS</b>				
	AF9 Incidents of non-compliance with legal requirements or collective bargaining agreements on wages	362			
	AF10 Incidents of non-compliance with overtime standards	362			
	AF11 Incidents of non-compliance with standards on pregnancy and maternity rights	362			

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	AF12 Incidents of the use of child labour	362			
	AF13 Incidents of non-compliance with standards on gender discrimination	362		 Pg. 578-579	
	AF14 Incidents of non-compliance with code of conduct	362		 Pg. 578-579	
	AF15 Analysis of data from code compliance audits	362		 Pg. 578-579	
	AF15 Análisis de los datos derivados de las auditorías de cumplimiento del código	360-362			
OTHER DISCLOSURES: REMEDIATION					
	AF16 Remediation practices to address non-compliance findings	354-355, 359-365, 431		 Pg. 578-579	
16	CLIMATE CHANGE				
GRI 103: MANAGEMENT APPROACH 2016					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	52-53, 156-161, 292-293, 296-301, 312-321 Inditex has a dedicated Energy Strategy ( <a href="http://www.inditex.com/documents/10279/242114/Inditex+Global+Energy+Strategy">www.inditex.com/documents/10279/242114/Inditex+Global+Energy+Strategy</a> ) and is working to minimise its impact on climate change all along its value chain. To that 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.			
	103-3 Evaluation of the management approach	52-53, 156-161, 292-293, 296-301			
GRI 302: ENERGY 2016					
	302-1 Energy consumption within the organization	20, 293-294, 296-303		 Pg. 578-579	Principle 7 and 8
	302-2 Energy consumption outside of the organization	294-295 For further information, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>		 Pg. 578-579	Principle 8
	302-3 Energy intensity	20, 292-293, 296-301			Principle 8
	302-4 Reduction of energy consumption	20, 292-293, 296-303, 319-321		 Pg. 578-579	Principle 8 and 9
	302-5 Reductions in energy requirements of products and services	20, 292-293, 296-303			Principle 8 and 9
GRI 305: EMISSIONS 2016					
	305-1 Direct (Scope 1) GHG emissions	294-296, 319-320, 436-437		 Pg. 578-579	Principle 7 and 8
	305-2 Energy indirect (Scope 2) GHG emissions	294-296, 319-320, 436-437		 Pg. 578-579	Principle 7 and 8
	305-3 Other indirect (Scope 3) GHG emissions	294-296, 319 For further information about Scope 3 GHG emissions, refer to the 2020 Consolidated Annual Accounts and the Statement on Non-Financial Information (Appendix IV), retrievable from: <a href="http://www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf">www.inditex.com/documents/10279/664163/Consolidated+Annual+Accounts+2020.pdf</a> and <a href="http://www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf">www.inditex.com/documents/10279/664163/Inditex+2020+Statement+on+non-financial+information.pdf</a>		 Pg. 578-579	Principle 7 and 8
	305-4 GHG emissions intensity	294-296, 437			Principle 8
	305-5 Reduction of GHG emissions	292-303, 319-321, 436-437		 Pg. 578-579	Principle 8 and 9

GRI	STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	305-6	Emissions of ozone-depleting substances (ODS)	299, 356 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 ecoefficiency measures deployed across the Group's owned stores, the Group has unlocked significant savings in electricity, particularly in its HVAC systems, as the ecoefficient devices installed deliver energy performance and efficiency improvements of at least 20% compared to conventional equipment. Those specific energy efficiency initiatives, coupled with materialisation of our strategic commitment to renewable energy, have driven a reduction in the GHG emissions associated with our business activities.			Principle 7 and 8
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		Not applicable. We do not disclose information about other air emissions as they are considered non-material due to the characteristics of the devices and the equipment review frequency stipulated in prevailing legislation (controls are not necessary). 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.		Principle 7 and 8
<b>OTHER DISCLOSURES: ENERGY</b>						
	AF21	Amount of energy consumed and percentage of the energy that is from renewable sources	20, 293-294, 299-303		 Pg. 580-581	
<b>17 ENVIRONMENTAL FOOTPRINT MINIMISATION</b>						
<b>GRI 103: MANAGEMENT APPROACH 2016</b>						
	103-1	Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2	The management approach and its components	52-53, 303-306, 356 The Global Water Management Strategy ( <a href="http://www.inditex.com/documents/10279/241820/Global+Water+Management+Strategy_Inditex.pdf">www.inditex.com/documents/10279/241820/Global+Water+Management+Strategy_Inditex.pdf</a> ) contains a roadmap for achieving the sustainable and rational management of water and enhanced conservation of the environmental quality of freshwater and marine ecosystems. Inditex's detox commitment will similarly contribute to the sustainable use of water. For more information, refer to the dedicated website: <a href="http://www.wateractionplan.com">www.wateractionplan.com</a>			
	103-3	Evaluation of the management approach	52-53, 303-306			
<b>GRI 303: WATER AND EFFLUENTS 2018</b>						
	303-1	Interactions with water as a shared resource	304-305			Principle 7 and 8
	303-2	Management of water discharge-related impacts	304-305, 356, 434-435 The water supplied to all workplaces, whether for processing or consumption, is withdrawn from authorised public supply networks, so that Inditex does not have any impact on protected habitats. Moreover, all of its water supply comes from areas experiencing low or no water stress.			Principle 8
	303-3	Water withdrawal	304-305			Principle 8
	303-4	Water discharge	305 For further information about water discharges, refer to the website: <a href="http://www.inditex.com/web/guest/our-commitment-to-the-environment/water">www.inditex.com/web/guest/our-commitment-to-the-environment/water</a>			

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	303-5 Water consumption	304-305 Inditex discloses information about water consumption at all of its offices, own factories, own logistics centres and all its own stores worldwide. The water supplied to all workplaces, whether for processing or consumption, is withdrawn from authorised public supply networks. Moreover, all of its water supply comes from areas experiencing low or no water stress.	The disclosure of water consumption in areas experiencing water stress is not applicable as Inditex's business is to distribute fashion garments (clothing, footwear and accessories) and home textile products, which it procures as finished products from its suppliers. In short, water consumption is not material on account of its business model and all of its water supply is sourced from areas that present low or no water stress.  As for its suppliers, the Company has a number of policies and assessment and improvement programmes (e.g., Code of Conduct for Manufacturers and Suppliers, Green to Wear 2.0, etc.) designed to drive environmental sustainability across its supply chain.	 Pg. 578-579	
<b>GRI 306: EFFLUENTS AND WASTE 2016</b>					
	306-1 Water discharge by quality and destination	304-305 For further information about water discharges, refer to the website: <a href="http://www.inditex.com/web/guest/our-commitment-to-the-environment/water">www.inditex.com/web/guest/our-commitment-to-the-environment/water</a>			Principle 8
	306-2 Waste by type and disposal method	262-281, 324-327 None of the waste generated is disposed of by deep well injection or stored on site.	The Company's systems are not currently capable of producing disclosures about the waste generated in its proprietary stores with the level of detail required. Inditex has a number of projects underway with the aim of being able to comply with this disclosure requirement by 2023.	 Pg. 578-579	Principle 8
	306-3 Significant spills	There were no significant spills during the reporting period. In order to prevent spills in the supply chain, the Inditex Group has endorsed the Zero Discharge of Hazardous Chemicals initiative and adhered to the Changing Markets Foundation in relation to the manufacture of responsible and sustainable viscose all along its value chain. Framed by those initiatives, the Group is improving its use of chemicals, its waste processes and their management, so gaining greater control over the productive process. In that same vein, Inditex supports the Roadmap Towards Responsible Viscose & Modal Fibre Manufacturing championed by the Changing Markets Foundation.			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.			Principle 8
	306-5 Water bodies affected by water discharges and/or runoff	301, 304-305, 356, 363, 434 The water consumed by Inditex is withdrawn from municipal supply networks, in all instances with the corresponding government authorisations. 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 providing the supply chain with technical training addressing the environmental assessment of the wet processes involved in the manufacture of textiles by our suppliers, providing them with technical skills for improving their environmental performance and thereby moving towards achieving more sustainable production and zero waste.  To learn more, please visit <a href="http://www.wateractionplan.com">www.wateractionplan.com</a> , specifically the "Detox commitment" tab. <a href="http://www.inditex.com/web/guest/our-commitment-to-the-environment/water">www.inditex.com/web/guest/our-commitment-to-the-environment/water</a>			Principle 8

GRI	STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>					
	308-1	New suppliers that were screened using environmental criteria	20, 352, 359-363, 431		<input checked="" type="checkbox"/> Pg. 578-579	Principle 8
	308-2	Negative environmental impacts in the supply chain and actions taken	286-289, 359-360, 393-395		<input checked="" type="checkbox"/> Pg. 578-579	Principle 8
<b>18</b>	<b>PROTECTION OF NATURAL RESOURCES</b>					
	<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1	Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2	The management approach and its components	52-53, 306-309, 328-331 In its Code of Conduct, Inditex pledges to minimise the environmental impact of its products in respect of their entire life cycle. Inditex's Biodiversity Policy ( <a href="http://www.inditex.com/documents/10279/242165/Inditex+Biodiversity+Strategy">www.inditex.com/documents/10279/242165/Inditex+Biodiversity+Strategy</a> ) sets down its biodiversity protection and conservation targets, which it defined following 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. The Inditex Group applies responsible production standards in relation to the use of products of animal origin. Inditex has a dedicated animal welfare policy ( <a href="http://www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop/sustainable-materials/animal-welfare">www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop/sustainable-materials/animal-welfare</a> ) and a Biodiversity Strategy ( <a href="http://www.inditex.com/documents/10279/242165/Inditex+Biodiversity+Strategy">www.inditex.com/documents/10279/242165/Inditex+Biodiversity+Strategy</a> ), which establishes management criteria for the entire value chain.			
	103-3	Evaluation of the management approach	52-53, 306-309, 328-331 Inditex's commitment to environmental responsibility includes ethical standards for the use of animal-based products. For further information: <a href="http://www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop/sustainable-materials/animal-welfare">www.inditex.com/en/our-commitment-to-the-environment/closing-the-loop/sustainable-materials/animal-welfare</a>			
	<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 sites owned by Inditex are neither adjacent to nor located within protected areas or areas of high biodiversity value, so that its activities do not have a significant impact on biodiversity.		Principle 8
	304-2	Significant impacts of activities, products, and services on biodiversity	328-334			Principle 8
	304-3	Habitats protected or restored	Inditex is committed to protecting and nurturing biodiversity by means of responsible and sustainable management of natural resources. For further information, refer to the Group's Biodiversity Strategy and Forest Product Policy at the following link: <a href="https://www.inditex.com/documents/10279/242165/Inditex+Biodiversity+Strategy/b1954ead-d283-43f2-acff-31329f56879a">https://www.inditex.com/documents/10279/242165/Inditex+Biodiversity+Strategy/b1954ead-d283-43f2-acff-31329f56879a</a> and <a href="https://www.inditex.com/documents/10279/242216/Inditex+Forest+Product+Policy.pdf/10d1d257-b2f2-fc6a-ca71-e088b5b29020">https://www.inditex.com/documents/10279/242216/Inditex+Forest+Product+Policy.pdf/10d1d257-b2f2-fc6a-ca71-e088b5b29020</a>	Not applicable. Inditex's business is to distribute fashion garments (clothing, footwear and accessories) and home textiles, 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.		Principle 8

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL AND/OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	GLOBAL COMPACT PRINCIPLES
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Inditex is committed to protecting and nurturing biodiversity by means of responsible and sustainable management of natural resources.  For further information, refer to the Group's Biodiversity Strategy and Forest Product Policy at the following link: <a href="https://www.inditex.com/documents/10279/242165/Inditex+Biodiversity+Strategy/b1954ead-d283-43f2-acff-31329f56879a">https://www.inditex.com/documents/10279/242165/Inditex+Biodiversity+Strategy/b1954ead-d283-43f2-acff-31329f56879a</a> and <a href="https://www.inditex.com/documents/10279/242216/Inditex+Forest+Product+Policy.pdf/10d1d257-b2f2-fc6a-ca71-e088b5b29020">https://www.inditex.com/documents/10279/242216/Inditex+Forest+Product+Policy.pdf/10d1d257-b2f2-fc6a-ca71-e088b5b29020</a>	Not applicable. Inditex's business is to distribute fashion garments (clothing, footwear and accessories) and home textiles, which it procures as finished products from its suppliers; as a result, the organisation's operations have no direct impact on any habitats.  As for its suppliers, the Company has a number of programmes (e.g., The List by Inditex, Green to Wear 2.0, etc.) designed to drive environmental sustainability across its supply chain.		Principle 8
<b>19 PRODUCT SUSTAINABILITY</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	52-53, 335-339			
	103-3 Evaluation of the management approach	20, 331-332, 340-347, 434-435			
<b>GRI 301: MATERIALS 2016</b>					
	301-1 Materials used by weight or volume	269-271, 324-334		☑ Pg. 578-579	Principle 7
	301-2 Recycled input materials used	269-271, 324-334		☑ Pg. 578-579	Principle 8
	301-3 Reclaimed products and their packaging materials	262-281, 324-326		☑ Pg. 578-579	Principle 8
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>					
	416-1 Assessment of the health and safety impacts of product and service categories	102-108, 335-347, 434-435		☑ Pg. 578-579	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	102-108, 335-347, 434-435		☑ Pg. 578-579	
<b>OTHER DISCLOSURES: MATERIALS</b>					
	AF18 Programmes to replace organic-based adhesives and primers with water-based adhesives and primers	269-271, 324-334, 356			
	AF19 Practices to source safer alternative substances to those on the restricted substances list, including description of associated management systems	269-271, 324-334, 434-435			
	AF20 List of environmentally preferable materials used in apparel and footwear products	269-271, 324-334, 356			
<b>20 CIRCULARITY</b>					
<b>GRI 103: MANAGEMENT APPROACH 2016</b>					
	103-1 Explanation of the material topic and its Boundary	70-71, 570-571			
	103-2 The management approach and its components	262-281			
	103-3 Evaluation of the management approach	20-21, 52, 262, 266, 269-275			