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General Standard Disclosures

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103-2	Management approach and its components	GWLRA website	website
103-3	Evaluation of the management approach	GWLRA website	website
GRI 200: ECONOMIC STANDARD SERIES 2016			
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103	Management approach	2018 Annual Review, Strong Returns, Operational Excellence	12–19
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201-2	Financial implications, risks and opportunities due to climate change	Great-West Lifeco website	website
203 – Indirect economic impacts			
103	Management approach	GWLRA website	website
203-1	Infrastructure investments and services supported	2018 Annual Review, Proven Performance, Livable Communities, Data Tables	12, 28–30, 37
203-2	Significant indirect economic impacts	2018 Annual Review, Livable Communities	28–30
204 – Procurement practices			
103	Management approach	GWLRA website	website
205 – Anti-corruption			
103	Management approach	GWLRA website	website
205-2	Communication and training on anti-corruption policies and procedures	GWLRA website	website
206 – Anti-competitive behaviour			
103	Management approach	GWLRA website	website
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	In 2018, there were no such legal actions.	N/A
GRI 300: ENVIRONMENTAL STANDARD SERIES 2016			
302 – Energy			
103	Management approach	2018 Annual Review, Environmental Footprint GWLRA website	21–23 website



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103	Management approach	2018 Annual Review, Environmental Footprint GWLRA website	21–23 website
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305 – Emissions			
103	Management approach	2018 Annual Review, Environmental Footprint GWLRA website	21–23 website
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305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	2018 Annual Review, Data Tables GWLRA website	34 website
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	2018 Annual Review, Data Tables GWLRA website	34 website
305-4	Greenhouse gas (GHG) emissions intensity	2018 Annual Review, Environmental Results, Data Tables GWLRA website	23, 34 website
305-5	Reduction of greenhouse gas (GHG) emissions	2018 Annual Review, Data Tables GWLRA website	34 website
306 – Effluents and waste			
103	Management approach	2018 Annual Review, Environmental Footprint GWLRA website	21–23 website
306-2	Waste by type and disposal method	2018 Annual Review, Environmental Results, Data Tables GWLRA website	23, 34 website
307 – Environmental compliance			
103	Management approach	GWLRA website	website
307-1	Non-compliance with environmental laws and regulations	In 2018, there was no significant non-compliance in these areas.	N/A



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308 – Supplier environmental assessment			
103	Management approach	2018 Annual Review, Stakeholder Engagement	33
GRI 400: SOCIAL STANDARD SERIES 2016			
401 – Employment			
103	Management approach	2018 Annual Review, Talent Management	25–26
401-1	New employee hires and employee turnover	2018 Annual Review, Data Tables	37
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GWLRA website	website
403 – Occupational health and safety			
103	Management approach	GWLRA website	website
403-1	Workers' representation in formal joint management-worker health and safety committees	2018 Annual Review, Data Tables	36
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	2018 Annual Review, Data Tables	36
404 – Training and education			
103	Management approach	2018 Annual Review, Talent Management, Data Tables	25–26, 37
404-1	Average hours of training per year per employee	2018 Annual Review, Data Tables	37
404-2	Programs for upgrading employee skills and transition assistance programs	2018 Annual Review, Talent Management, Data Tables	25–26, 37
404-3	Percentage of employees receiving regular performance and career development reviews	2018 Annual Review, Data Tables	37
405 – Diversity and equal opportunity			
103	Management approach	2018 Annual Review, Talent Management	25–26
405-1	Diversity of governance bodies and employees	2018 Annual Review, Data Tables GWLRA website	36–37 website
406 – Non-discrimination			
103	Management approach	2018 Annual Review, Talent Management, Integrity and Trust	25–26, 32
410 – Security practices			
103	Management approach	GWLRA website	website



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413 – Local communities			
103	Management approach	2018 Annual Review, Livable Communities GWLRA website	28–30 website
416 – Customer health and safety			
103	Management approach	2018 Annual Review, Operational Excellence, Integrity and Trust	16–19, 32
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	2018 Annual Review, Data Tables	36
416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	In 2018, there were no significant non-compliance incidents.	N/A
418 – Customer privacy			
103	Management approach	GWLRA website	website
419 – Socioeconomic compliance			
103	Management approach	GWLRA website	website
419-1	Non-compliance with laws and regulations in the social and economic area	In 2018, there was no significant non-compliance in these areas.	N/A