

GRI content index



Statement of use		Convatec has reported the information cited in this GRI content index for the period 1 January - 31 December 2024 with reference to the GRI standards	
GRI 1 used		GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	SOURCE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	ARA25 Locations Company Overview	182
GRI 2: General Disclosures 2021	2-2 Entities included in the organisation's sustainability reporting	ARA25	161
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	Period: Jan-Dec 2025 Publication Date: 13/03/2025 Frequency: Annual Contact: esg@convatec.com	
GRI 2: General Disclosures 2021	2-4 Restatements of information	ARA25 ESG Basis of Reporting	33
GRI 2: General Disclosures 2021	2-5 External assurance	2025 ESG Independent Assurance Report	
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Product Information	
GRI 2: General Disclosures 2021	2-7 Employees	ARA25	41
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	ARA25	41
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	ARA25	78-81
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Nomination Committee Terms of Reference	
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Board of Directors	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	ARA25 Governance Webpage	33
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	ARA25	94-102
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	ARA25	33
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	ARA25	45, 91-92
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	ARA25	44, 55, 79, 84-85
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	ARA25	80-81
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	ARA25	89
GRI 2: General Disclosures 2021	2-19 Remuneration policies	ARA25 Remco Terms of Reference	104-121
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	ARA25 Remco Terms of Reference	89-93, 104-121
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	ARA25	116-117
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	ARA25	32-53
GRI 2: General Disclosures 2021	2-23 Policy commitments	ESG Framework and Targets Human Rights and Labour Standards Policy	
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Code of Ethics and Business Conduct Human Rights and Labour Standards Policy	

GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	ARA25	94-102
		Modern Slavery Act Statement Speak-up website	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	ARA25	44
		Code of Ethics and Business Conduct Speak-up website	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Convatec did not receive any significant fines or non-monetary sanctions in any region for non-compliance with laws and regulations during FY25.	
GRI 2: General Disclosures 2021	2-28 Membership associations	ARA25	46
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	ARA25	86-87
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	Human Rights and Labour Standards Policy	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ARA25	32
GRI 3: Material Topics 2021	3-2 List of material topics	ARA25	32
GRI 3: Material Topics 2021	3-3 Management of material topics	ARA25 Protecting the planet EHS statement Code of Ethics and Business Conduct Human Rights and Labour Standards Policy	32-52
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	ARA25	47
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	ARA25	54-65
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	ARA25	181-184
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	ARA25 Code of Ethics and Business Conduct In line with the Code of Conduct, all operations are assessed for risks related to corruption	44-45 4, 10
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	ARA25 Code of Ethics and Business Conduct	44-45 10
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	There were no material breaches of the Code of Conduct and no fines related to corruption and bribery in FY25.	
GRI 207: Tax 2019	207-1 Approach to tax	Tax Statement	
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	Tax Statement	
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	Tax Statement	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ARA25	51
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	ARA25	51
GRI 302: Energy 2016	302-3 Energy intensity	ARA25	52
GRI 302: Energy 2016	302-4 Reduction of energy consumption	ARA25	51
GRI 303: Water and Effluents 2022	303-1 Interactions with water as a shared resource	ARA25	53
GRI 303: Water and Effluents 2022	303-5 Water consumption	ARA25	53
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ARA25	51
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	ARA25	51
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	ARA25	52
GRI 305: Emissions 2016	305-4 GHG emissions intensity	ARA25	51
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	ARA25	51
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ARA25	53
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	ARA25	53
GRI 306: Waste 2020	306-3 Waste generated	ARA25	53
GRI 306: Waste 2020	306-4 Waste diverted from disposal	ARA25	53
GRI 306: Waste 2020	306-5 Waste directed to disposal	ARA25	53
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ARA25	38
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Life at Convatec Within Convatec's operations, benefits provided to full-time employees also apply to part-time employees, dependant on local laws and regulations.	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	ARA25 Commitment to EHS EHS Policy Statement	41
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety Policy	1-7
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Health and Safety Policy	

GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	ARA25	86-87
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	ARA25	41
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	ARA25	41
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Health and Safety Policy	3-7
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	ARA25	41
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	ARA25	41
GRI 404: Training and Education 2017	404-2 Programs for upgrading employee skills and transition assistance programs	ARA25	39
		Careers Webpage	
GRI 404: Training and Education 2017	404-3 Percentage of employees receiving regular performance and career development reviews	ARA25	38-40
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ARA25	40
GRI 415: Public Policy 2016	415-1 Political contributions	Code of Ethics and Business Conduct	14
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Due to the nature of our business, all of our products meet legal requirements regarding assessments of the health and safety impacts.	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ARA25 There have been no incidences of non-compliance concerning the health and safety impacts of products and services.	36
GRI 417: Marketing and Labeling 2017	417-2 Incidents of non-compliance concerning product and service information and labeling	ARA25 There have been no incidences of non-compliance concerning product information and labeling.	36
GRI 417: Marketing and Labeling 2017	417-3 Incidents of non-compliance concerning marketing communications	Convatec has a clear process for reviewing marketing material for medical, legal and regulatory approvals. Our published materials meet the standards expected.	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ARA25 In February 2025, one of our US subsidiaries, 180 Medical, experienced an isolated data security incident resulting from a phishing incident. Convatec's Incident Response Group responded quickly to the incident, notifying impacted employees and applicable data protection authorities. No further regulatory action was deemed necessary.	45
SASB - Medical Equipment Supplies Standard 2018			
HC-MS-250a.1	Number of recalls issued, total units recalled	ARA25	36
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	In 2025, there was no products listed in the FDA MedWatch Safety Alerts for Human Medical Products database.	
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	In 2025, there were no Convatec products reported in the FDA's Manufacturer and User Facility Device Experience	
HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Convatec received no U.S. FDA 483 forms in 2025	
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No monetary losses as a result of legal proceedings associated with false marketing claims	
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Marketing products inconsistent with their labelling is not permitted, as well as being not relevant to Convatec products and services	
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	No monetary loss as a result of legal proceedings associated with bribery or corruption	