

COMMUNICATION ON PROGRESS QUESTIONNAIRE	Alta banka a.d. Beograd	No. of questions 64/64
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R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select. ⓘ



CEO Statement of Continued Support

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Alta banka a.d. Beograd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

S1. Please complete the following information:

CEO/Highest-level executive name:	Una Sikimić
CEO/Highest-level executive full title:	CEO
Company name:	ALTA banka a.d. Belgrade

S2. Please confirm:

<input checked="" type="radio"/>	I am the CEO or highest-level executive.
<input type="radio"/>	I have received permission to sign on behalf of the CEO or highest-level executive.

Governance

Policies and Responsibilities



G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) ⁱ

<input type="checkbox"/>	Issue an annual statement about the relevance of sustainable development to the company
<input type="checkbox"/>	Issue an annual statement that addresses impacts on both people and the environment
<input type="checkbox"/>	Issue an annual statement highlighting a zero tolerance for corruption
<input type="checkbox"/>	Sign off on organizational sustainability targets
<input type="checkbox"/>	Supervise Environmental, Social, and Governance reporting
<input type="checkbox"/>	Regularly review potential risks related to the business model
<input checked="" type="checkbox"/>	None of the above

G1A. (Optional) Please provide additional information:

ALTA banka a.d. Belgrade issues only Communication on Progress on its webpage.

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

(Select one answer per line) ⁱ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	Yes, and the commitment includes our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G2A. (Optional) Please provide additional information:

In a public interviews the company leadership continuously emphasizes Bank's commitments toward sustainable goals.

G3. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer per line) ⁱ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer per line)ⁱ

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anti-Corruption	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

(Select one answer per line) ⁱ

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of the company)
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Labour Rights/Decent Work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anti-Corruption	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Prevention ^

G6. Does the company have a process(es) to assess risk?

(Select one answer per line) ⁱ

	No, this is not a current priority	No, but we are planning to develop on within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights risks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental risks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Corruption risks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer per line) ⁱ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Concerns and Grievance Mechanisms ^

G8. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one option) ⁱ

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company’s workforce can raise concerns about the company’s conduct.

(Select one answer per line) ⁱ

	No	Yes
Is the process communicated to all employees/workers in local languages?	<input type="radio"/>	<input checked="" type="radio"/>
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?	<input checked="" type="radio"/>	<input type="radio"/>
Is the process confidential (e.g., whistleblowing process)?	<input type="radio"/>	<input checked="" type="radio"/>
Are there processes in place to avoid retaliation?	<input type="radio"/>	<input checked="" type="radio"/>
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?	<input type="radio"/>	<input checked="" type="radio"/>
Other (Please provide additional information)	<input checked="" type="radio"/>	<input type="radio"/>

G8.1A. (Optional) Please provide additional information:

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Lessons ^

G9. How does the company capture lessons regarding each of the following sustainability topics?

(Select one answer per line) ⓘ

	No lessons are regularly captured	Conducts investigation/review of incidents as needed	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation/review and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Executive Pay ^

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer per line) ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Board Composition



G11. Please provide details regarding the company's board/highest governance body.

(Select one answer per line, if 'Known', include the value)

	Known	Not applicable	Number (Please input answer as a whole number (e.g., 95% = 95))
Total number of board members (#)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="3"/>
Male (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="33"/>
Female (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="67"/>

	Known	Not applicable	Number (Please input answer as a whole number (e.g., 95% = 95))
Non-binary (%)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Under 30 years old (%)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
30-50 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="100"/>
Above 50 years old (%)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
From minority or vulnerable groups (%)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Executive (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="100"/>
Independent (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="0"/>

G12. Do you produce sustainability reporting according to:

(Select all that apply) ⁱ

National/local regulation on sustainability

<input type="checkbox"/>	Security exchange regulations
<input type="checkbox"/>	Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
<input type="checkbox"/>	Global Reporting Initiative (GRI)
<input type="checkbox"/>	Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	Task Force on Climate-related Financial Disclosures (TCFD)
<input type="checkbox"/>	Other voluntary frameworks (Please provide additional information)
<input checked="" type="checkbox"/>	No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

ALTA banka a.d. Belgrade actively participates in workshops, webinars/seminars organized by IFC, TCFD and WB in order to implement green standards into the regular business.

Data Assurance



G13. Is the information disclosed in this questionnaire assured by a third-party?

(Select all that apply) ⓘ

<input type="checkbox"/>	Limited assurance for minority of metrics (e.g., GHG emissions only)
<input type="checkbox"/>	Limited assurance for majority of metrics
<input type="checkbox"/>	Reasonable assurance for minority of metrics
<input type="checkbox"/>	Reasonable assurance for majority of metrics
<input type="checkbox"/>	Other (Please provide additional information)
<input checked="" type="checkbox"/>	No assurance for any metrics

Human Rights

Materiality (including Saliency) ^

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their saliency (e.g., the most severe potential negative impacts on people) or another basis?

(Select all that apply) ⓘ

<input type="checkbox"/>	Freedom of association and the effective recognition of the right to collective bargaining
<input type="checkbox"/>	Child labour

<input checked="" type="checkbox"/>	Forced labour
<input checked="" type="checkbox"/>	Non-discrimination in respect of employment and occupation
<input checked="" type="checkbox"/>	Safe and healthy working environment
<input checked="" type="checkbox"/>	Working conditions (wages, working hours)
<input checked="" type="checkbox"/>	Freedom of expression
<input type="checkbox"/>	Access to water and sanitation
<input checked="" type="checkbox"/>	Digital security / privacy
<input checked="" type="checkbox"/>	Gender equality and women's rights
<input checked="" type="checkbox"/>	Rights of indigenous peoples
<input checked="" type="checkbox"/>	Rights of refugees and migrants
<input type="checkbox"/>	Other

Commitment



HR2. Does the company have a policy commitment in relation to the following human rights topics?

(Select one answer per line, if 'Yes', include the value) ⓘ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Year policy last reviewed (YYYY)
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2021
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2021
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2022
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2021
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2021

HR2.1. For each human rights policy commitment, is it:
(Select all that apply)^①

	Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights expertise from inside and outside the company	Other (Please provide additional information)
Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Prevention



HR3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights topics?

(Select one answer per line)ⁱ

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question
Freedom of expression	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security / privacy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select all that apply)ⁱ

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. partners, suppliers, clients, etc.)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of expression	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR5. Who receives training for the following human rights topics?

(Select all that apply)ⁱ

	No training provided	Select employees	All employees	Contractors	Direct suppliers	Indirect suppliers	Other - such as partners, clients, etc.
Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	No training provided	Select employees	All employees	Contractors	Direct suppliers	Indirect suppliers	Other - such as partners, clients, etc.
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select one answer per line)ⁱ

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of expression	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security / privacy	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
peoples					
Rights of refugees and migrants	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Response and Reporting ^

HR7. Within the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact(s) associated with the following human rights topic(s)?

(Select one answer per line) ⁱ

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of expression	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security / privacy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation. ⓘ

Alta Banka a.d. Belgrade joined ti the project of gender equality and promotion of the role of women through the platform "Women's Empowerment Principles".

Labour

Commitment



L1. Does the company have a policy in relation to the following labour rights topics?

(Select one answer per line, if 'Yes', include the value) ⓘ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy last reviewed (YYYY)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2022

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy last reviewed (YYYY)
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2022
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2022
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021

L1.1. For each labour rights policy commitment, is it:
(Select all that apply) ⓘ

	Aligned with international labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed in consultation with workers and their representatives	Developed involving labour expertise from inside and outside the company	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

working environment

Working conditions (wages, working hours)

L1.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) ⁱ

<input checked="" type="checkbox"/>	Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination
<input checked="" type="checkbox"/>	Prohibit any acts of interference in trade unions
<input checked="" type="checkbox"/>	Facilitate collective bargaining with the trade union representatives
<input checked="" type="checkbox"/>	Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations
<input checked="" type="checkbox"/>	Reference the respect for the right of workers to submit grievances without suffering
<input type="checkbox"/>	We do have a policy on freedom of association or collective bargaining but it does not include any of these details
<input type="checkbox"/>	We do not have a policy on freedom of association or collective bargaining

L1.2A. (Optional) Please provide additional information:

Included in "Document on collective bargaining" updated in 2021

Prevention ^

L2. Within of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics?

(Select one answer per line) ⁱ

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Safe and healthy working environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

L3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select all that apply) ⁱ

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the effective recognition of the	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
right to collective bargaining							
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L4. Who receives training for the following labour rights topics?

(Select all that apply)ⁱ

	No training provided	Select employees	All employees	Contractors	Direct suppliers	Indirect suppliers	Other - such as partners, clients, etc.
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select one answer per line)ⁱ

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Performance ^

L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?
 (Select all that apply)ⁱ

Yes, by providing more favourable conditions related to wages

<input type="checkbox"/>	Yes, by providing more favourable conditions related to working hours
<input type="checkbox"/>	Yes, by providing more favourable conditions related to health coverage and/or sick leave
<input checked="" type="checkbox"/>	Yes, by providing additional rights not otherwise provided (Please provide additional information)
<input type="checkbox"/>	There is (are) no existing collective bargaining agreement(s)
<input type="checkbox"/>	No

L6A. Yes, by providing additional rights not otherwise provided (Please provide additional information):

in terms of: pay-leave days and vacation days.

L7. Within the reporting period, what was the percentage of women in managerial positions?ⁱ

Unknown		
Percent women - (Please input answer as a whole number (e.g., 95% = 95))	67	<input type="radio"/>

L7A. (Optional) Please provide additional information:

ALTA banka a.d. Belgrade tracks women on managerial positions only at Executive Board level.

L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) within the reporting period?ⁱ

	Unknown	Choose to not disclose
Salary ratio (Women/Men %) - (Please input answer as a whole number (e.g., 95% = 95))	<input checked="" type="radio"/>	<input type="radio"/>

L9. Within the reporting period, how frequently were workers injured (injuries per hour worked)?ⁱ

	Unknown	Choose to not disclose
Frequency of injury	<input checked="" type="radio"/>	<input type="radio"/>

L10. Within the reporting period, what was the company's incident rate (injuries per worker)?ⁱ

	Unknown	Choose to not disclose
Incident Rate	<input checked="" type="radio"/>	<input type="radio"/>

Response and Reporting ^

L11. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following labour rights topics?

(Select one answer per line) ⁱ

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L12. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation. ⁱ

No other actions.

Environment

Commitment



E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)ⁱ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy was last updated (YYYY)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021
Oceans	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021
Forests/Biodiversity/Land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy was last updated (YYYY)
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2021

E1A. (Optional) Please provide additional information:

Internal document: "Policy on environmental protection management"

E1.1 For each environmental policy commitment, is it:

(Select all that apply)ⁱ

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and outside the company	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Prevention ^

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select one answer per line) ⁱ

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Water	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/biodiversity/land use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E2A. (Optional) Please provide additional information:

The document is most broadly covering topics, only in general terms.

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) ⁱ

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer per line) ⁱ

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer per line) ⁱ

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Climate Action ^

E6. What were the company's gross Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions within the reporting period?

(Select one answer per line, if "Known", include the value) ⓘ

	Known	We did not measure our gross emissions [Please explain in the text box]	Measured Total Emissions (tCO2e)
Scope 1 emissions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Scope 2 emissions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

E6A. We did not measure our gross emissions (Please provide additional information):

It is not aligned with Bank's main activity and Bank is at the beginning of ESG introduction.

E7. What were the company's gross Scope 3 global greenhouse gas (GHG) emissions within the reporting period?ⁱ

We measured Scope 3 GHG emissions [Please input the measured tCO2e in the text box below]

We did not measure Scope 3 GHG emissions

E7A. (Optional) Please provide additional information:

It is not aligned with Bank's main activity and Bank is at the beginning of ESG introduction.

E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services within the reporting period?ⁱ

	Unknown	Not applicable (Please provide additional information)
Percent of revenue (%) - (Please input answer as a whole number (e.g., 95% = 95))	<input checked="" type="radio"/>	<input type="radio"/>

E9. Has the company acted to support climate change adaptation and resilience?

(Select all that apply)ⁱ

We have taken action to increase company-wide resilience to climate change

<input type="checkbox"/>	We have taken action to increase resilience in our supply chains
<input type="checkbox"/>	We have taken action to increase resilience in the communities in which we operate
<input type="checkbox"/>	We have provided funding for climate change adaptation and resilience initiatives and projects
<input type="checkbox"/>	We have not taken actions to build climate change resilience in the reporting period
<input checked="" type="checkbox"/>	Unknown

Energy/Resource Use ^

E10. Please report the company's renewable energy consumption as a percentage of total energy consumption within the reporting period. (i)

Unknown

Percent of total energy consumption - (Please input answer as a whole number (e.g., 95% = 95))



Technology ^

E11. What percent of the company's revenue came from low-carbon products/services within the reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications). (i)

Unknown

Not applicable (Please provide additional information)

Percent of total revenue (%) - (Please input answer as a whole number (e.g., 95% = 95))



Materiality-specific Questions



E12. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply) ⁱ

Water [Prompts E13, E14]

Forests, Biodiversity, and Land use [Prompts E15, E16, E17]

Air pollution [Prompts E18]

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) [Prompts E19, E20, E21]

None of the topics have been identified as material by the company

Overall Environment



E22. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation. ⓘ

No other actions.

Anti-Corruption

Commitment ^

AC1. Does the company have an anti-corruption compliance programme? ⓘ



No, this is not a current priority



No, but we plan to within the next two years



Yes

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials? ⓘ



No, and we have no plans to develop any policy/recommendation



No, but we plan to within the next two years



Yes, included within a broader policy or as a standalone policy

Prevention



AC3. Who receives training on anti-corruption and integrity?

(Select all that apply) ⓘ

Select employees

All employees

Contractors

Direct suppliers

Indirect suppliers

Other – such as partners, clients, etc.

No training provided

AC4. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) ⓘ

Yes, through review on ad hoc basis

Yes, through internal employee self-evaluations

Yes, through automated controls monitoring

<input type="checkbox"/>	Yes, through external independent monitoring
<input type="checkbox"/>	Yes, through other mechanisms (Please provide additional information)
<input type="checkbox"/>	No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

Performance



AC5. Please report the company's total number and nature of incidents of corruption within the reporting period.

(Select one answer per line, if 'Known', include the value)ⁱ

	Known	Unknown	Choose not to disclose	Number of Incidents
Confirmed within the reporting period, but related to previous years	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Confirmed within the reporting period, and related to the reporting period	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Response and Reporting



AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

(Select all that apply)ⁱ

<input type="checkbox"/>	Initial case assessment
<input type="checkbox"/>	Internal investigation
<input type="checkbox"/>	Review by risk/ethics committee
<input type="checkbox"/>	Review by board of directors
<input type="checkbox"/>	External audit/review
<input type="checkbox"/>	Other (Please provide additional information)
<input checked="" type="checkbox"/>	Not applicable/no incidents in the reporting period

AC7. Does the company engage in collective action against corruption?ⁱ

<input checked="" type="radio"/>	No, this is not a current priority
<input type="radio"/>	No, but we plan to in the next two years
<input type="radio"/>	Yes (Please provide additional information)

AC8. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.ⁱ

No other actions.