

Global Reporting Initiative (GRI) Index

Duke Energy uses the GRI Sustainability Reporting Standards to help guide our reporting. This index is based on the most recent version of the Standards available as of June 2022 and includes the Electric Utility Sector Supplement. For most indicators, we refer users to information on our website or other public documents. For some indicators, we provide brief narrative responses. Data in this index represents calendar year 2021, unless otherwise noted, in accordance with our most recent [ESG Report](#).

Note that 10-K and Annual Report page numbers listed correspond with Adobe program numbering to allow for easy searchability. For the Proxy Statement, page numbers correspond with the table of contents.

General Disclosures

Number	Topic	Response
Organizational Profile		
102-1	Report the name of the organization	Duke Energy Corporation
102-2	Activities, brands, products and services	The Businesses We're In Duke Energy at a Glance
102-3	Location of headquarters	Charlotte, North Carolina, USA
102-4	Locations of operations	All operations are in the United States. We also own an equity investment in a company that has production facilities in Saudi Arabia Duke Energy at a Glance
102-5	Ownership and legal form	Duke Energy Corporation is an investor-owned Delaware corporation trading under the NYSE: DUK
102-6	Markets served	We are primarily an electric and natural gas utility company , with customers in North Carolina, South Carolina, Florida, Ohio, Kentucky, Indiana and Tennessee In addition, Duke Energy Sustainable Solutions provides wind, solar, resilient backup power and managed energy services to over 1,000 projects across the U.S.
102-7	Scale of the organization	Duke Energy at a Glance Our Value Creation Model 2021 Annual Report – Our Financial Highlights
102-8	Information on employees and other workers	Workforce Performance Metrics
102-9	Supply Chain	Supply Chain Governance



BUILDING A SMARTER ENERGY FUTURE®

Number	Topic	Response
102-10	Significant changes to the organization and its supply chain	None during 2021
102-11	Precautionary principle or approach	Risks are assessed by each business unit without specific reference to the precautionary principle. See Enterprise Risk Management .
102-12	External initiatives	CEO Action for Diversity and Inclusion CEO Letter (page 4), Social (pages 40-49) Economic Development Employees Stay Committed to Communities Duke Energy Foundation Customer Assistance Programs Employee Engagement Partnerships and Memberships
102-13	Membership of associations	Partnerships and Memberships Trade Associations Climate Review
Strategy		
102-14	Statement from senior decision-maker	A Message From Our CEO
102-15	Key impacts, risks and opportunities	Enterprise Risk Management 2021 Highlights ESG Highlights 2021 Form 10-K , pages 18-23, 24-33 and 43-44
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	Ethics
102-17	Mechanisms for advice and concerns about ethics	Code of Business Ethics , page 8 Code of Business Ethics Activity
Governance		
102-18	Governance structure	Principles of Corporate Governance Board Committees Governance 2022 Proxy Statement , pages 27-28
102-19	Delegating authority	ESG Oversight and Management

Number	Topic	Response
102-20	Executive-level responsibility for economic, environmental and social topics	A Message From Our CSO Leadership
102-21	Consulting stakeholders on economic, environmental and social topics	2022 Proxy Statement , pages 5, 20-22 and 37-38 Corporate Governance Committee Charter
102-22	Composition of the highest governance body and its committees	Board of Directors Board Committees 2022 Proxy Statement , pages 8-9 and 23-26 Our Board Composition
102-23	Chair of the highest governance body	Board of Directors 2022 Proxy Statement , page 18
102-24	Nominating and selecting the highest governance body	Corporate Governance Committee Charter 2022 Proxy Statement , pages 27-29
102-25	Conflicts of interest	Duke Energy Code of Business Conduct and Ethics for Members of the Board of Directors 2022 Proxy Statement , pages 32-33 and 81
102-27	Collective knowledge of highest governance body	Principles of Corporate Governance 2022 Proxy Statement , pages 5, 20-22 and 37-38
102-28	Evaluating the highest governance body's performance	Corporate Governance Committee Charter 2022 Proxy Statement , page 19
102-29	Identifying and managing economic, environmental and social impacts	2022 Proxy Statement , pages 5, 20-22 and 37-38 ESG Oversight and Management
102-30	Effectiveness of risk management processes	Finance & Risk Management Committee Charter 2022 Proxy Statement , pages 20-21
102-31	Review of economic, environmental and social topics	2022 Proxy Statement , pages 5, 20-22 and 37-38 Corporate Governance Committee Charter Compensation and People Development Committee Charter Operations and Nuclear Oversight Committee Charter
102-32	Highest governance body's role in sustainability reporting	Senior executive leaders review and approve the ESG Report and other sustainability and ESG-related communications
102-33	Communicating critical concerns	2022 Proxy Statement , page 29
102-34	Nature and total number of critical concerns	2022 Proxy Statement , pages 5, 20-22 and 37-38
102-35	Remuneration policies	2022 Proxy Statement , pages 6-7, 30-31 and 36-70
102-36	Process for determining remuneration	2022 Proxy Statement , pages 6-7, 30-31 and 36-70

Number	Topic	Response
102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement , pages 6-7, 30-31 and 37-38
102-38	Annual total compensation ratio	2022 Proxy Statement , page 70
102-39	Percentage increase in annual total compensation ratio	2022 Proxy Statement , page 70
Stakeholder Engagement		
102-40	List of stakeholder groups	Key Stakeholder Issues Stakeholder Engagement
102-41	Collective bargaining agreements	<i>Workforce Statistics</i> in Workforce Performance Metrics . We have collective bargaining relationships with 15 different local labor unions. We have a grievance process in place for our represented employees and each collective bargaining agreement allows for a review of various employment actions through this formal process. The Employee Rights Under National Labor Relations Act notice is posted in our locations and available online with our Human Relations policies. We fully support freedom of association as described by the International Labour Organization's Declaration on Fundamental Principles and Rights at Work
102-42	Identifying and selecting stakeholders	Key Stakeholder Issues Stakeholder Engagement
102-43	Approach to stakeholder engagement	Strategic Framework Stakeholder Engagement ESG Update Local Government and Community Relations Team A message from our CSO
102-44	Key topics and concerns raised	Key Stakeholder Issues Stakeholder Engagement 2022 Proxy Statement , page 22
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2021 Form 10-K, Exhibit 21: List of Subsidiaries
102-46	Defining report content and topic boundaries	Strategic Framework
102-47	List of material topics	Mapping It All Out

Number	Topic	Response
102-48	Restatements of information	About Our Reporting
102-49	Changes in reporting	In our 2021 ESG Report, Duke Energy provided ESG Priorities and added a section on our Clean Energy Transition.
102-50	Reporting period	Calendar year 2021, with certain supplemental material from 2022 if appropriate
102-51	Date of most recent report	April 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Feedback
102-54	Claims of reporting in accordance with the GRI Standards	We use the GRI index to inform our sustainability disclosures
102-55	GRI content index	Global Reporting Initiative Index
102-56	External assurance	Given our robust internal controls, we did not seek, nor was there, external assurance from third parties with respect to information in the Sustainability Report. Data for several metrics in the report are also reported to regulatory agencies, including the EPA, OSHA and EEOC.
Management Approach		
103-1	Explanation of the material topic and its boundary	Key Stakeholder Issues
103-2	The management approach and its components	Addressed throughout the ESG Report For a high-level overview, see ESG Oversight and Management
103-3	Evaluation of the management approach	Addressed throughout the ESG Report For a high-level overview, see ESG Oversight and Management

Economic Disclosures

Number	Topic	Response
Economic Performance		
201-1	Direct economic value generated and distributed	Our Value Creation Model 2021 Form 10-K , see financial statements beginning on page 71
201-2	Financial implications and other risks and opportunities due to climate change	2021 Form 10-K , pages 68-70 2020 Climate Report
201-3	Defined benefit plan obligations and other retirement plans	2021 Form 10-K , pages 210-223
201-4	Financial assistance received from government	We do not centrally track the annual accrual of tax credits, subsidies and other incentives from our many governmental entities.
Market Presence		
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Duke Energy's lowest entry-level wage is \$15 per hour. The federal minimum wage is \$7.25 per hour. Minimum wage for federal contractors is \$15 per hour.
202-2	Proportion of senior management hired from the local community	Hiring and promotion are based on merit, not whether the candidate is from a particular locality.
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Our Value Creation Model Environmental Goals Energy Storage Low-Emission Vehicles Grid Modernization Communities Five-year Capital Expenditure Plan
203-2	Significant indirect economic impacts	Our Value Creation Model Economic Development
Procurement Practices		
204-1	Proportion of spending on local suppliers	Diverse and Local Supplier Spending

Number	Topic	Response
Anti-corruption		
205-1	Operations assessed for risks related to corruption	All business units are subject to corruption risk analysis.
205-2	Communication and training about anti-corruption policies and procedures	Code of Business Ethics Foreign Corrupt Practices Act
205-3	Confirmed incidents of corruption and actions taken	Code of Business Ethics Activity Ethics and Compliance
Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Material legal proceedings (all types) are discussed in the 2021 Form 10-K ; See Note 4. Commitments and Contingencies footnote beginning on page 154.
Tax		
207-1	Approach to tax	Taxes are discussed throughout the 2021 Form 10-K ; See Note 23 beginning on page 222.

Environmental Disclosures

Number	Topic	Response
Materials		
301-1	Materials used by weight or volume	Most high-volume materials are purchased by length, reel, pole, transformer, case, truckload or other measure with no consistent relationship to weight or volume. Also see <i>Fuels Consumed for Electric Generation</i> and <i>Waste in Environmental Performance Metrics</i> .
301-2	Recycled input materials used	We cannot precisely determine how much of the material we use to provide electric and natural gas service comes from recycled sources. A portion of steel, aluminum, other metals and plastics may come from recycled sources, and we actively pursue recycling of these materials when their useful life has been reached. Nearly all fuel used is virgin material, because sufficient volumes of recycled fuels are not available.
301-3	Reclaimed products and their packaging materials	We cannot precisely determine how much of the material we use to provide electric and natural gas service comes from reclaimed products.
302-1	Energy consumption within the organization	<p>Most of the energy we use is from fuels. See <i>Fuels Consumed for Electric Generation</i> in Environmental Performance Metrics.</p> <p>Another significant energy use is electricity for the buildings we occupy. In 2021, Duke Energy consumed approximately 184 gigawatt-hours of electricity in its commercial buildings.</p>
302-2	Energy consumption outside of the organization	Energy efficiency goals in the <i>Environmental</i> section of ESG Goals .
302-3	Energy intensity	<p>2021 fossil fuel consumption was approximately 313 million MWh.</p> <p>2021 net MWh electricity produced, as reported in our 2021 ESG Report, was 215,745 MWh.</p> <p>The calculated energy intensity (electricity produced/fossil energy used) was:</p> <p>0.58 in 2013 0.68 in 2020 0.69 in 2021</p> <p>(2013 is the base year for our reporting of this indicator)</p>
302-4	Reduction of energy consumption	Energy efficiency goals in the <i>Environmental</i> section of ESG Goals .
302-5	Reductions in energy requirements of products and services	ESG Goals Energy efficiency

Number	Topic	Response
Water and Effluents		
303-1	Interactions with water as a shared resource	<p>Water goals in the <i>Environmental</i> section of ESG Goals</p> <p><i>Water Withdrawn and Consumed for Electric Generation</i> in Environmental Performance Metrics</p> <p>Water</p> <p>Biodiversity</p> <p>2020 Climate Report, pages 12-14</p> <p>Hydroelectric Relicensing (includes extensive and far-reaching stakeholder initiatives to manage water risks in cooperation with a wide variety of stakeholders in various river basins)</p> <p>Drought Management Advisory Groups</p>
303-2	Management of water discharge-related impacts	<p>Water for various aspects of electric generation is drawn from surface and underground sources. Large-volume withdrawals are regulated by state or federal permit conditions that are designed to prevent adverse impacts on aquatic species and communities.</p> <p>Water</p>
303-3	Water withdrawal	<p>Our largest, most material use of water is for electric generation cooling. Approximately 99% of the water withdrawn is returned to the source after once-through cooling. The returned water is available for other uses.</p> <p>Our largest recycling of water is through use of closed-loop cooling systems, and we do not record the volume of water recycled through these systems.</p> <p><i>Water Withdrawn and Consumed for Electric Generation</i> in Environmental Performance Metrics</p> <p>ESG Goals – Water Withdrawals</p> <p>Water</p>
303-4	Water discharge	<p><i>Water Withdrawn and Consumed for Electric Generation</i> in Environmental Performance Metrics</p> <p>Water</p> <p>Biodiversity</p>
303-5	Water consumption	<p><i>Water Withdrawn and Consumed for Electric Generation</i> in Environmental Performance Metrics</p> <p>Water</p>

Number	Topic	Response
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Corporate Commitment to Biodiversity
304-2	Significant impacts of activities, products and services on biodiversity	Corporate Commitment to Biodiversity
304-3	Habitats protected or restored	Corporate Commitment to Biodiversity Natural Resource Conservation and Stewardship Protecting Aquatic Habitats Accelerating Renewables While Reducing Impacts
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Corporate Commitment to Biodiversity Natural Resource Conservation and Stewardship

Number	Topic	Response
Emissions		
305-1	Direct (Scope 1) GHG emissions	Scope 1 <i>Emissions</i> in Environmental Performance Metrics CDP
305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 <i>Emissions</i> in Environmental Performance Metrics CDP
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 <i>Emissions</i> in Environmental Performance Metrics CDP
305-4	GHG emissions intensity	<i>Emissions From Electric Generation</i> in Environmental Performance Metrics CDP
305-5	Reduction of GHG emissions	Carbon, methane and electric vehicle goals in the <i>Environmental</i> section of ESG Goals Clean Energy Technologies and Zero-Emitting Load-Following Resources (ZELFRs) A Message from our CEO ESG Goals – Renewables Energy Storage Nuclear Environmental Clean Energy Transition Low-Emission Vehicles Global Climate Change 2020 Climate Report CDP
305-6	Emissions of ozone-depleting substances (ODS)	We do not centrally track this data. Each facility is responsible for its own compliance with recordkeeping requirements.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	<i>Emissions from Electric Generation and Toxic Release Inventory</i> in Environmental Performance Metrics Mercury air emissions (pounds) were: 5,849 in 2006 220 in 2020 236 in 2021 (2006 is the base year for our reporting of this indicator)

Number	Topic	Response
Waste		
306-1	Waste generation and significant waste-related impacts	Waste in Environmental Performance Metrics Coal Ash Management
306-2	Management of significant waste-related impacts	Solid waste and coal ash management goals in the <i>Environmental</i> section of ESG Goals Coal Ash Management Ash Management and Safe Basin Closure
306-3	Waste generated	<i>Waste and Reportable Oil Spills to Water</i> in Environmental Performance Metrics In 2021, hazardous waste generation totaled approximately 0.007 pounds per net MWh electricity produced.
306-4	Waste diverted from disposal	Solid waste and coal ash management goals in the <i>Environmental</i> section of ESG Goals Waste in Environmental Performance Metrics
306-5	Waste directed to disposal	Waste in Environmental Performance Metrics
Environmental Compliance		
307-1	Noncompliance with environmental laws and regulations	<i>Environmental Regulatory Citations</i> in Environmental Performance Metrics
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Supply Chain Governance
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Code of Conduct

Social Disclosures

Number	Topic	Response
Employment		
401-1	New employee hires and employee turnover	Workforce Performance Metrics
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Work-life balance programs support the health and well-being of our employees
401-3	Parental leave	Work-life balance programs support the health and well-being of our employees
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	We comply with applicable laws and collective bargaining agreements.
Occupational Health and Safety		
403-1	Occupational health and safety management system	Environmental, Health and Safety Management System Manual
403-2	Hazard identification, risk assessment and incident investigation	Environmental, Health and Safety Management System Manual Environment, Health and Safety Handbook Safety Safety & Emergency Preparedness
403-3	Occupational health services	Environmental, Health and Safety Management System Manual Environment, Health and Safety Handbook Safety
403-4	Worker participation, consultation and communication on occupational health and safety	Environmental, Health and Safety Management System Manual
403-5	Worker training on occupational health and safety	Environmental, Health and Safety Management System Manual Environmental Health & Safety Orientation & Training Environment, Health and Safety Handbook e-SMART workers (electrical safety training)
403-6	Promotion of worker health	Work-life balance programs support the health and well-being of our employees

Number	Topic	Response
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety Safety & Emergency Preparedness
403-8	Workers covered by an occupational health and safety management system	Environmental, Health and Safety Management System Manual
403-9	Work-related injuries	Safety goals in the <i>Social</i> section of ESG Goals Safety
Training and Education		
404-1	Average hours of training per year per employee	2021 total training hours completed: 1,435,000, or about 52 hours per employee.
404-2	Programs for upgrading employee skills and transition assistance programs	Careers Learning and development programs prepare our leaders and employees to meet the future challenges of our industry Human Capital Management
404-3	Percentage of employees receiving regular performance and career development reviews	Our philosophy and expectations are that all employees receive an evaluation of their skills and/or performance on an annual basis. Programs to engage and enable our employees while supporting the communities we serve

Number	Topic	Response
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies	<p>Diversity and inclusion goal in the <i>Social</i> section of ESG Goals</p> <p>Workforce Performance Metrics</p> <p>Our Board Composition</p> <p>Our Diversity and Inclusion Journey</p> <p>Diversity and Inclusion</p> <p>Strengthening a culture of inclusion where employees and customers feel respected and valued throughout the company</p> <p>Employee Resource Groups</p>
405-2	Ratio of basic salary and remuneration of women to men	Fair and Equitable Compensation
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	This is not reported publicly. Company policies require management action upon allegations of discriminatory behavior.
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None known. We comply with applicable laws, rules and regulations wherever we operate. Freedom of association is also addressed in our Supplier Code of Conduct .
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	None known. We comply with applicable laws, rules and regulations wherever we operate. Child labor is also addressed in our Human Rights Policy and Supplier Code of Conduct .
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None known. We comply with applicable laws, rules and regulations wherever we operate. Forced or compulsory labor is also addressed in our Human Rights Policy and Supplier Code of Conduct .

Number	Topic	Response
Security Practices		
410-1	Security personnel trained in human rights policies or procedures	Code of Business Ethics , pages 13-14
Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	None known. We comply with applicable laws, rules and regulations wherever we operate. The rights of people in the communities we serve are also addressed in our Human Rights Policy .
Human Rights Assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	All operations are subject to human rights assessment. Please see the <i>Transparency and Governance</i> section of our Human Rights Policy . Expanding Support of Human Rights
412-2	Employee training on human rights policies or procedures	Our employees are trained on the Code of Business Ethics , which includes human rights topics. Expanding Support of Human Rights
Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	A Message from our CSO Local Government and Community Relations Team Charitable giving, community volunteerism and economic development goals in the <i>Social</i> section of ESG Goals Charitable Giving Communities Duke Energy Foundation Customer Assistance Programs Human Capital Management
413-2	Operations with significant actual and potential negative impacts on local communities	Environmental and social impact studies are conducted for major new facilities as part of regulatory approval processes

Number	Topic	Response
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Supply Chain Governance
414-2	Negative social impacts in the supply chain and actions taken	Supplier Code of Conduct
Public Policy		
415-1	Political contributions	Political Expenditures Policy Political Involvement Political Participation and DUKEPAC
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Safety & Emergency Preparedness
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	None known
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	We provide extensive public safety information through bill inserts, announcements, targeted mailings and our website. Safety & Emergency Preparedness
417-2	Incidents of noncompliance concerning product and service information and labeling	None known
417-3	Incidents of noncompliance concerning marketing communications	None known
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Duke Energy has established a Data Privacy and Identity Theft Protection Program to protect personal information that Duke Energy collects, uses and stores. The program implements consistent measures to comply with the applicable laws, rules and regulations. In 2021, there were no substantiated complaints regarding customer data privacy.
Socioeconomic Compliance		
419-1	Noncompliance with laws and regulations in the social and economic area	Material legal proceedings (all types) are discussed in the 2021 Form 10-K ; See Note 4, page 154.

Electric Utility Sector Supplement

Number	Topic	Response
EU1	Installed capacity	<p><i>2021 Electricity Generated and Generation Capacity</i> in Environmental Performance Metrics</p> <p>2021 Form 10-K, pages 11-12</p>
EU2	Net energy output, by source	<p><i>2021 Electricity Generated and Generation Capacity</i> in Environmental Performance Metrics</p>
EU3	Number of customer accounts	Duke Energy at a Glance
EU4	Length of transmission and distribution lines	Duke Energy at a Glance
EU5	Allocation of CO ₂ emissions permits	Not applicable in the United States
EU6	Approach to ensure short- and long-term electricity availability and reliability	<p>We address availability and reliability in our Integrated Resource Plans (IRPs) that are submitted to state regulatory agencies.</p> <p>IRP Reference Information Portal</p> <p>2021 Annual Report, page 12</p> <p>Reliable energy goals in the <i>Social</i> section of ESG Goals</p> <p>ESG Goals – Reliable Energy</p>
EU7	Demand-side management programs	<p>Demand-side management programs vary by state and we provide information for each state on our website.</p> <p>Energy Efficiency</p> <p>Peak reduction goal in the <i>Environmental</i> section of ESG Goals</p>
EU8	Research and development activity	<p>Our technology development group focuses on emerging technologies, which have the potential to create opportunities for Duke Energy. They also coordinate much of our research and development through programs administered by the Electric Power Research Institute, the U.S. Department of Energy and other organizations.</p> <p>Clean Energy Transition</p> <p>2020 Climate Report, page 5</p>
EU9	Provisions to decommission nuclear power sites	2021 Form 10-K , page 14, 50, 58, 68, 172-174
EU10	Planned capacity and projected demand	See response to EU6
EU11	Average thermal plant efficiency	<p>2021 fleet efficiencies were as follows:</p> <p>Coal-fired generation plants: 9,399 Btu/kWh;</p> <p>Open-cycle and combined-cycle natural gas-fired plants: 7,588 Btu/kWh</p>

Number	Topic	Response
EU12	Transmission and distribution losses	Our transmission and distribution losses are consistent with averages reported by other utilities. We use the EPRI methodology and a variety of other tools to conduct loss surveys on portions of our system on a periodic basis. 2021 transmission losses are approximately 1.8%, and distribution losses are approximately 3.4%.
EU13	Biodiversity of offset habitats compared to the biodiversity of the affected areas	Natural Resource Conservation and Stewardship Protecting Aquatic Habitats Accelerating Renewables While Reducing Impacts
EU14	Programs to ensure a skilled workforce	Learning and development programs prepare our leaders and employees to meet the future challenges of our industry Human Capital Management
EU15	Percentage of employees eligible to retire in the next five and 10 years	<i>Employee Turnover Summary</i> in Workforce Performance Metrics
EU16	Policies for health and safety of employees and contractors	Environmental, Health and Safety Management System Manual Environment, Health and Safety Handbook Safety