

GRI Standards content index

We have adopted the GRI's Sustainability Reporting Standards (core compliance) as the basis for Abcam's first sustainability report, Our Impact 2020. This report is published in conjunction with our Annual Report and Accounts 2020.

GRI Standard	Disclosure number	Disclosure title	Section reference in the Our Impact 2020 report and page and section references in the Annual Report and Accounts 2020
General disclosures			
Organisational profile	102-1	Name of the organisation	Abcam
	102-2	Activities, brands, products, and services	About Abcam
	102-3	Location of headquarters	Cambridge, United Kingdom
	102-4	Location of operations	How we create value
	102-5	Ownership and legal form	Public Limited Corporation
	102-6	Markets served	How we create value
	102-7	Scale of the organisation	How we create value
	102-8	Information on employees and other workers	Supporting material: data: People
	102-9	Supply chain	Supporting material: data: Partners
	102-10	Significant changes to the organisation and its supply chain	Supporting material: data: Partners Annual Report and Accounts 2020: Chief Executive Officer's review: 9
	102-11	Precautionary Principle or approach	Supporting material: data: Planet
	102-12	External initiatives	About this report
	102-13	Membership of associations	About this report
Strategy	102-14	Statement from senior decision-maker	Introduction from Alan Hirzel, Abcam CEO
	102-15	Key impacts, risks, and opportunities	Annual Report and Accounts 2020: Our impact: 27-39, Risk overview: 52, Principal risks: 53-62
Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour	About Abcam Governance
	102-17	Mechanisms for advice and concerns about ethics	Governance
Governance	102-18	Governance structure	Annual Report and Accounts 2020: Governance structure: 66-67
	102-19	Delegating authority	Governance
	102-20	Executive-level responsibility for economic, environmental, and social topics	Governance
	102-21	Consulting stakeholders on economic, environmental, and social topics	Focussing on what matters most
	102-22	Composition of the highest governance body and its committees	Annual Report and Accounts 2020: Board of Directors: 68-70
	102-23	Chair of the highest governance body	Annual Report and Accounts 2020: Governance structure: 66-67
	102-24	Nominating and selecting the highest governance body	Annual Report and Accounts 2020: Nomination Committee: 73-74

GRI Standards content index

Continued

GRI Standard	Disclosure number	Disclosure title	Section reference in the Our Impact 2020 report and page and section references in the Annual Report and Accounts 2020
	102-25	Conflicts of interest	Annual Report and Accounts 2020: Board of Directors: 70
	102-26	Role of highest governance body in setting purpose, values, and strategy	Annual Report and Accounts 2020: Governance structure: 66-67
	102-27	Collective knowledge of highest governance body	Annual Report and Accounts 2020: Board of Directors: 68-70
	102-28	Evaluating the highest governance body's performance	Annual Report and Accounts 2020: Board of Directors: 68-70
	102-29	Identifying and managing economic, environmental, and social impacts	Governance
	102-30	Effectiveness of risk management processes	Annual Report and Accounts 2020: Risk overview: 52
	102-31	Review of economic, environmental, and social topics	Focussing on what matters most
	102-32	Highest governance body's role in sustainability reporting	Governance
	102-33	Communicating critical concerns	Focussing on what matters most issues
	102-34	Nature and total number of critical concerns	Focussing on what matters most
	102-35	Remuneration policies	Annual Report and Accounts 2020: Remuneration Committee Report: 80-83
	102-36	Process for determining remuneration	Annual Report and Accounts 2020: Annual Report on Remuneration: 85-93
	102-37	Stakeholders' involvement in remuneration	Annual Report and Accounts 2020: Principal risks: 58
	102-38	Annual total compensation ratio	Annual Report and Accounts 2020: Annual Report on Remuneration: 91-92
	102-39	Percentage increase in annual total compensation ratio	Annual Report and Accounts 2020: Annual Report on Remuneration: 91-92
Stakeholder engagement	102-40	List of stakeholder groups	Annual Report and Accounts 2020: Our stakeholders: 16-17
	102-42	Identifying and selecting stakeholders	Annual Report and Accounts 2020: Our stakeholders: 16-17
	102-43	Approach to stakeholder engagement	Annual Report and Accounts 2020: Our stakeholders: 16-17
	102-44	Key topics and concerns raised	Focussing on what matters most Annual Report and Accounts 2020: Our stakeholders: 16-17
Reporting practice	102-45	Entities included in the consolidated financial statements	Annual Report and Accounts 2020: IFC
	102-46	Defining report content and topic boundaries	Focussing on what matters most
	102-47	List of material topics	Focussing on what matters most
	102-48	Restatements of information	None
	102-49	Changes in reporting	This is the inaugural report on sustainability
	102-50	Reporting period	2019/20 financial year ended 30 June 2020
	102-51	Date of most recent report	None
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	OBC
	102-54	Claims of reporting in accordance with the GRI Standards	About this report

GRI Standards content index

Continued

GRI Standard	Disclosure number	Disclosure title	Section reference in the Our Impact 2020 report and page and section references in the Annual Report and Accounts 2020
	102-55	GRI content index	GRI Standards content index: www.abcam.com/sustainability
Management approach			
	103-1	Explanation of the material topic and its boundary	Focussing on what matters most
	103-2	The management approach and its components	Focussing on what matters most
	103-3	Evaluation of the management approach	Focussing on what matters most
Economic performance			
Economic performance	201-1	Direct economic value generated and distributed	How we create value
	201-2	Financial implications and other risks and opportunities due to climate change	Reviewing our performance — planet
	201-4	Financial assistance received from government	None
Indirect economic impacts	203-1	Infrastructure investments and services supported	Reviewing our performance — people
	203-2	Significant indirect economic impacts	Reviewing our performance — people
Procurement practices	204-1	Proportion of spending on local suppliers	Reviewing our performance — people
Anti-corruption	205-1	Operations assessed for risks related	Annual Report and Accounts 2020: to corruption Audit and Risk Committee: 76
	205-2	Communication and training about	Annual Report and Accounts 2020: anti-corruption policies and procedures Our impact” People: 33
	205-3	Confirmed incidents of corruption and actions taken	None
Anti-competitive behaviour	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	None
Environmental performance			
Energy	302-4	Reduction of energy consumption	Reviewing our performance — planet
	302-5	Reductions in energy requirements of products and services	Reviewing our performance — planet
Water	303-2	Water sources significantly affected by withdrawal of water	Reviewing our performance — planet
Emissions	305-1	Direct (Scope 1) GHG emissions	Reviewing our performance — planet
	305-2	Energy indirect (Scope 2) GHG emissions	Reviewing our performance — planet
	305-3	Other indirect (Scope 3) GHG emissions	Reviewing our performance — planet
	305-4	GHG emissions intensity	Reviewing our performance — planet Supporting material: data: Planet
	305-5	Reduction of GHG emissions	Reviewing our performance — planet Supporting material: data: Planet
	305-6	Emissions of ozone-depleting substances (ODS)	None

GRI Standards content index

Continued

GRI Standard	Disclosure number	Disclosure title	Section reference in the Our Impact 2020 report and page and section references in the Annual Report and Accounts 2020
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	None
Effluents and Waste	306-1	Water discharge by quality and destination	Supporting material: data: Planet
	306-2	Waste by type and disposal method	Supporting material: data: Planet
	306-3	Significant spills	None
	306-4	Transport of hazardous waste	None
	306-5	Water bodies affected by water discharges and/or runoff	None
Environmental compliance	307-1	Non-compliance with environmental laws and regulations	None
Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	Supporting material: data: Partners
	308-2	Negative environmental impacts in the supply chain and actions taken	None
Social performance			
Employment	401-1	New employee hires and employee turnover	Supporting material: data: People
Occupational health and safety	403-1	Workers representation in formal joint management-worker health and safety committees	Governance
Training and education	404-2	Programmes for upgrading employee skills and transition assistance programmes	Supporting material: data: People
	404-3	Percentage of employees receiving regular performance and career development reviews	Supporting material: data: People
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	Annual Report and Accounts 2020: Board of Directors: 70
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	None
Child labour	408-1	Operations and suppliers at significant risk for incidents of child labour	None
Forced or compulsory labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None
Security practices	410-1	Security personnel trained in human rights policies or procedures	None
Rights of indigenous peoples	411-1	Incidents of violations involving rights of indigenous peoples	None
Human rights assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	None
	412-2	Employee training on human rights policies or procedures	None

GRI Standards content index

Continued

GRI Standard	Disclosure number	Disclosure title	Section reference in the Our Impact 2020 report and page and section references in the Annual Report and Accounts 2020
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None
Local communities programmes	413-1	Operations with local community engagement, impact assessments, and development	Supporting material: data: Planet
	413-2	Operations with significant actual and potential negative impacts on local communities	None
Supplier social assessment	414-1	New suppliers that were screened using social criteria	Supporting material: data: Partners
	414-2	Negative social impacts in the supply chain and actions taken	None
Public policy	415-1	Political contributions	None
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	Supporting material: data: Product
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None
Marketing and labelling	417-1	Requirements for product and service information and labelling	Not material
	417-2	Incidents of non-compliance concerning product and service information and labelling	None
	417-3	Incidents of non-compliance concerning marketing communications	None
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None
Socio-economic compliance	419-1	Non-compliance with laws and regulations in the social and economic area	None