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<b>GRI 2: General Disclosures 2021</b>	<b>2-21 Annual total compensation ratio</b>	Due to confidentiality constraints, Venture is unable to disclose this information.
<b>Strategy, policies and practices</b>		
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<b>GRI 2: General Disclosures 2021</b>	<b>2-25 Processes to remediate negative impacts</b>	There is an employee grievance handling policy in the countries we operate in
<b>GRI 2: General Disclosures 2021</b>	<b>2-26 Mechanisms for seeking advice and raising concerns</b>	Our Commitment to Sustainability > Ethics and Compliance, page 7, Sustainability Report 2022
<b>GRI 2: General Disclosures 2021</b>	<b>2-28 Membership associations</b>	Our Commitment to Sustainability > Economic Performance, page 12, Sustainability Report 2022
<b>Stakeholder Engagement</b>		
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<b>GRI 2: General Disclosures 2021</b>	<b>2-30 Collective bargaining agreements</b>	Venture's employees are free to participate in recognised labour unions or other bona fide representatives within the framework of Company procedures, applicable local laws and regulations and prevailing industrial relations and practices.
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<b>GRI 302: Energy 2016</b>	<b>302-1 Energy consumption within the organization</b>	Our Environment > Energy and GHG Emissions, pages 15–16, Sustainability Report 2022
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<b>GRI 305: Emissions 2016</b>	<b>305-4 GHG emissions intensity</b>	Our Environment > Energy and GHG Emissions, page 16, Sustainability Report 2022
<b>GRI 305: Emissions 2016</b>	<b>305-5 Reduction of GHG emissions</b>	Our Environment > Energy and GHG Emissions, page 16, Sustainability Report 2022
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<b>GRI 303: Water and Effluents 2018</b>	<b>303-1 Interactions with water as a shared resource</b>	Our Environment > Water, page 17, Sustainability Report 2022
<b>GRI 303: Water and Effluents 2018</b>	<b>303-2 Management of water discharge-related impacts</b>	Our Environment > Water, page 17, Sustainability Report 2022
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<b>GRI 201: Economic Performance 2016</b>	<b>201-1 Direct economic value generated and distributed</b>	Message to Shareholders, pages 8–11, Annual Report 2022  Five-year Financial Highlights, page 12, Annual Report 2022  Notes to Financial Statements > Profit for the year, page 171, Annual Report 2022
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