

Sustainability Report 2021 GRI Content Index

This GRI Content Index provides an overview of our reporting against the GRI Global Reporting Standards. Our Sustainability Report 2021 has been developed in accordance with the GRI Standards: Core option.

GRI STANDARD	DISCLOSURE	SDG	LOCATION
GRI 101: Foundation 2016			
General Disclosures			
	Organizational profile		
102-1	Name of the organization		SR: 6
102-2	Activities, brands, products, and services		SR: 6, 44-45
102-3	Location of headquarters		SR: 6
102-4	Location of operations		SR: 6
102-5	Ownership and legal form		SR: 6
102-6	Markets served		SR: 44-45
102-7	Scale of the organization		SR: 6, 39; AFR: 8
102-8	Information on employees and other workers	8, 10	SR: 37
102-9	Supply chain		SR: 32
102-10	Significant changes to the organization and its supply chain		SR: 32-33
102-11	Precautionary Principle or approach		SR: 10-11; pwcs.com.au/who-we-are/about-us/
102-12	External initiatives		SR: 8; pwcs.com.au/who-we-are/governance/
102-13	Membership of associations		pwcs.com.au/who-we-are/governance/
	Strategy		
102-14	Statement from senior decision-maker		SR: 5
102-15	Key impacts, risks, and opportunities		SR: 8-9, 12-13
	Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	16	pwcs.com.au/who-we-are/business-principles/
102-17	Mechanisms for advice and concerns about ethics	16	SR: 30; pwcs.com.au/media/2648/hr-corporate-fraud-and-improper-conduct-whistleblower-procedure.pdf
	Governance		
102-18	Governance structure		SR: 10-11; pwcs.com.au/who-we-are/governance/
102-19	Delegating authority		SR: 11
102-20	Executive-level responsibility for economic, environmental, and social topics		SR: 11
102-21	Consulting stakeholders on economic, environmental, and social topics	16	SR: 6, 30, 36, 44; pwcs.com.au/community-environment/community-relationships/
102-22	Composition of the highest governance body and its committees	5, 16	SR: 10-11; pwcs.com.au/who-we-are/governance/
102-23	Chair of the highest governance body	16	SR: 10-11; pwcs.com.au/who-we-are/governance/
102-25	Conflicts of interest	5, 16	AFR: 6
102-26	Role of highest governance body in setting purpose, values, and strategy	16	SR: 10-11; pwcs.com.au/who-we-are/governance/
102-29	Identifying and managing economic, environmental, and social impacts	16	SR: 6-7
102-30	Effectiveness of risk management processes	16	SR: 10-11; pwcs.com.au/who-we-are/governance/
102-31	Review of economic, environmental, and social topics		SR: 6-7, 10-11; pwcs.com.au/who-we-are/governance/
102-32	Highest governance body's role in sustainability reporting		SR: 10-11; AFR: 5; pwcs.com.au/who-we-are/governance/
102-34	Nature and total number of critical concerns		SR: 20
GRI 102: General Disclosures 2016			

	Stakeholder engagement		
	102-40 List of stakeholder groups		SR: 30
	102-41 Collective bargaining agreements	8	SR: 36
	102-42 Identifying and selecting stakeholders		SR: 30
	102-43 Approach to stakeholder engagement		SR: 18, 30-32, 36, 44; pwcs.com.au/community-environment/community-relationships/
	102-44 Key topics and concerns raised		SR: 7, 30-32; pwcs.com.au/community-environment/community-relationships/
	Reporting practice		
	102-45 Entities included in the consolidated financial statements		AFR: 1
	102-46 Defining report content and topic Boundaries		SR: 2, 6-9, 18, 30
	102-47 List of material topics		SR: 7; pwcs.com.au/community-environment/community-relationships/
	102-48 Restatements of information		AFR: 24
	102-49 Changes in reporting		SR: 12-13
	102-50 Reporting period		SR: 2
	102-51 Date of most recent report		SR: 2; pwcs.com.au/who-we-are/annual-reports/
	102-52 Reporting cycle		SR: 2
	102-53 Contact point for questions regarding the report		SR: 2
	102-54 Claims of reporting in accordance with the GRI Standards		SR: 2
	102-55 GRI content index		pwcs.com.au/community-environment/environment/licencing-and-compliance/reporting/
	102-56 External assurance		SR: 11
GRI 200 Economic Standard Series			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 5, 44-45
	103-2 The management approach and its components		SR: 9, 44-45; AFR: 2
	103-3 Evaluation of the management approach		SR: 12, 18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	8, 11	AFR: 2, 8
Market Presence			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 5, 6, 9-10, 44-45
	103-2 The management approach and its components		SR: 5, 6, 9, 12, 44-45
	103-3 Evaluation of the management approach		SR: 9-10, 12, 44-45
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	1, 5, 8	SR: 40
	202-2 Proportion of senior management hired from the local community	8	SR: 37
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 30, 32
	103-2 The management approach and its components		SR: 12, 30-35
	103-3 Evaluation of the management approach		SR: 12, 18
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	5, 9, 11	SR: 42-43; AFR: 2
	203-2 Significant indirect economic impacts	8, 10, 17	SR: 33
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 32; pwcs.com.au/work-with-us/contractors/ pwcs.com.au/work-with-us/suppliers/
	103-2 The management approach and its components		8, 10, 18, 30-35; pwcs.com.au/work-with-us/contractors/ pwcs.com.au/work-with-us/suppliers/
	103-3 Evaluation of the management approach		SR: 8, 18
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	8, 12	SR: 33

Anti-corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		pwcs.com.au/who-we-are/business-principles/pwcs.com.au/who-we-are/governance/pwcs.com.au/media/2388/coc-policy-statement_20200325134454_972941.pdf statement_20200325134454_972941.pdf
	103-2 The management approach and its components		SR: 6, 10-11, 18; pwcs.com.au/who-we-are/business-principles/pwcs.com.au/who-we-are/governance/pwcs.com.au/media/2388/coc-policy-statement_20200325134454_972941.pdf
	103-3 Evaluation of the management approach		SR: 10-11; pwcs.com.au/who-we-are/governance/
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	16	SR: 11
Anti-competitive Behaviour			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		pwcs.com.au/who-we-are/governance/
	103-2 The management approach and its components		SR: 6, 11, 18; pwcs.com.au/who-we-are/governance/
	103-3 Evaluation of the management approach		SR: 10-11; pwcs.com.au/who-we-are/governance/
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior; anti-trust, and monopoly practices	16	SR: 11
Tax			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 7, 11; AFR: 12
	103-2 The management approach and its components		AFR: 18-20, 44
	103-3 Evaluation of the management approach		AFR: 12, 18-20
GRI 207: Tax 2019	207-1 Approach to tax	1, 10, 17	SR: 42; AFR: 1, 5, 18-20
	207-3 Stakeholder engagement and management of concerns related to tax	1, 10, 17	SR: 30; pwcs.com.au/who-we-are/governance/government-and-business-relations/
GRI 300 Environmental Standards Series			
Materials		Not Material	
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 6-8, 10; pwcs.com.au/community-environment/environment/environmental-footprint/energy-efficiency-and-emissions/
	103-2 The management approach and its components		SR: 6, 8, 11, 26-27; pwcs.com.au/community-environment/environment/environmental-footprint/energy-efficiency-and-emissions/
	103-3 Evaluation of the management approach		SR: 8, 18, 26-27

GRI 302: Energy 2016	302-1 Energy consumption within the organization	7, 8, 12, 13	SR: 10, 26-27; cleanenergyregulator.gov.au/NGER/National%20greenhouse%20and%20energy%20reporting%20data/Corporate%20emissions%20and%20energy%20data/corporate-emission-and-energy-data-2018-19?Paged=TRUE&_Title=NH%20FOODS%20AUSTRALIA%20PTY%20LTD&p_ID=250&View=%7b2A963593%2d0DEC%2d4A38%2d8FD8%2dCDD3C8E78608%7d&SortField=Title&SortDir=Asc&PageFirstRow=251
	302-2 Energy consumption outside of the organization	7, 8, 12, 13	SR: 10, 26-27
	302-3 Energy intensity	7, 8, 12, 13	SR: 26-27
	302-4 Reduction of energy consumption	7, 8, 12, 13	SR: 10
	302-5 Reductions in energy requirements of products and services	7, 8, 12, 13	SR: 10
Water and Effluents			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	6, 12	SR: 6-8; pwcs.com.au/community-environment/environment/water/pwcs.com.au/community-environment/environmental-footprint/water-consumption/
	103-2 The management approach and its components	6, 12	SR: 6, 8, 12, 23-26, 28; pwcs.com.au/community-environment/environment/water/pwcs.com.au/community-environment/environmental-footprint/water-consumption/
	103-3 Evaluation of the management approach	6, 12	SR: 18, 20
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	6, 12	SR: 8, 23-26, 28; pwcs.com.au/community-environment/environment/water/pwcs.com.au/community-environment/environmental-footprint/water-consumption/
	303-2 Management of water discharge-related impacts	6	SR: 23; pwcs.com.au/community-environment/environment/water/
	303-3 Water withdrawal	6	SR: 12, 25
	303-4 Water discharge	6	SR: 28
	303-5 Water consumption	6	SR: 12, 24
Biodiversity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 6-8; pwcs.com.au/community-environment/environmental-footprint/land-use-and-biodiversity/
	103-2 The management approach and its components		SR: 6-9, 11, 28; pwcs.com.au/community-environment/environmental-footprint/land-use-and-biodiversity/
	103-3 Evaluation of the management approach		SR: 18, 20
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	6, 14,15	SR: 28; pwcs.com.au/community-environment/environmental-footprint/land-use-and-biodiversity/
	304-2 Significant impacts of activities, products, and services on biodiversity	6, 14,15	SR: 28; pwcs.com.au/community-environment/environmental-footprint/land-use-and-biodiversity/
	304-3 Habitats protected or restored	6, 14,15	SR: 28
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	6, 14,15	SR: 28
Emissions			

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 6-8; pwcs.com.au/community-environment/environment/environmental-footprint/energy-efficiency-and-emissions/
	103-2 The management approach and its components		SR: 6-9, 11, 20; pwcs.com.au/community-environment/environment/environmental-footprint/energy-efficiency-and-emissions/
	103-3 Evaluation of the management approach		SR: 18, 20
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3, 12, 13, 14, 15	SR: 26-27; cleanenergyregulator.gov.au/NGER/National%20green-house%20and%20energy%20reporting%20data/Corporate%20emissions%20and%20energy%20data/corporate-emission-and-energy-data-2018-19?Paged=TRUE&p_Title=NH%20FOODS%20AUSTRALIA%20PTY%20LTD&p_ID=250&View=%7b2A963593%2d-0DEC%2d4A38%2d8FD8%2dCDD3C8E78608%7d&SortField=Title&SortDir=Asc&PageFirstRow=251
	305-2 Energy indirect (Scope 2) GHG emissions	3, 12, 13, 14, 15	SR: 26-27; cleanenergyregulator.gov.au/NGER/National%20green-house%20and%20energy%20reporting%20data/Corporate%20emissions%20and%20energy%20data/corporate-emission-and-energy-data-2018-19?Paged=TRUE&p_Title=NH%20FOODS%20AUSTRALIA%20PTY%20LTD&p_ID=250&View=%7b2A963593%2d-0DEC%2d4A38%2d8FD8%2dCDD3C8E78608%7d&SortField=Title&SortDir=Asc&PageFirstRow=251
	305-4 GHG emissions intensity	13, 14, 15	SR: 26
	305-5 Reduction of GHG emissions	13, 14, 15	SR: 27
Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 6-8; pwcs.com.au/community-environment/environment/environmental-footprint/waste/
	103-2 The management approach and its components		SR: 6-9, 11, 13, 28; pwcs.com.au/community-environment/environment/environmental-footprint/waste/
	103-3 Evaluation of the management approach		SR: 18, 20
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3, 6, 12, 13, 14, 15	SR: 28-29
	306-2 Management of significant waste-related impacts	3, 6, 12, 13, 14, 15	SR: 28-29; pwcs.com.au/community-environment/environment/environmental-footprint/waste/
	306-3 Waste generated	3, 6, 12	SR: 29
	306-4 Waste diverted from disposal	3, 6, 12	SR: 29
	306-5 Waste directed to disposal	3, 6, 12	SR: 29
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 6-8; pwcs.com.au/who-we-are/governance/
	103-2 The management approach and its components	12, 13, 14, 15	SR: 6-9, 11-13, 20; pwcs.com.au/who-we-are/governance/
	103-3 Evaluation of the management approach		SR: 18, 20
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	16	SR: 11; AFR: 6
Supplier Environmental Assessment			

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 6; pwcs.com.au/media/2388/coc-policy-statement_20200325134454_972941.pdf
	103-2 The management approach and its components		SR: 6, 13, 32; pwcs.com.au/media/2388/coc-policy-statement_20200325134454_972941.pdf
	103-3 Evaluation of the management approach		SR: 18, 20, 32
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	12	SR: 32
GRI 400 Social Standards Series			
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 9-11; pwcs.com.au/who-we-are/our-people/
	103-2 The management approach and its components		SR: 10-11, 13, 36-41; pwcs.com.au/who-we-are/our-people/
	103-3 Evaluation of the management approach		SR: 18, 20, 36
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5, 8	SR: 41
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3, 5, 8	pwcs.com/work-with-us/careers/why-work-with-us/
	401-3 Parental leave	5, 8	pwcs.com.au/who-we-are/our-people/
Labor/Management Relations			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 6-7, 9, 11; pwcs.com.au/who-we-are/our-people/
	103-2 The management approach and its components		SR: 6, 11, 13, 36-41; pwcs.com.au/who-we-are/our-people/ ; pwcs.com.au/media/2195/enterprise-agreement-2018.pdf
	103-3 Evaluation of the management approach		SR: 18, 20, 36
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	8	pwcs.com.au/media/2195/enterprise-agreement-2018.pdf
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 14, 36; pwcs.com.au/what-we-do/health-safety/
	103-2 The management approach and its components		SR: 6-9, 11, 13-14; pwcs.com.au/what-we-do/health-safety/
	103-3 Evaluation of the management approach		SR: 14, 18, 36
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8	SR: 14-15; pwcs.com.au/what-we-do/health-safety/
	403-2 Hazard identification, risk assessment, and incident investigation	8	SR: 14; pwcs.com.au/what-we-do/health-safety/
	403-3 Occupational health services	8	SR: 14-15; pwcs.com.au/what-we-do/health-safety/
	403-4 Worker participation, consultation, and communication on occupational health and safety	8, 16	SR: 11; pwcs.com.au/what-we-do/health-safety/
	403-5 Worker training on occupational health and safety	8	SR: 15; pwcs.com.au/what-we-do/health-safety/
	403-6 Promotion of worker health	3	SR: 16
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8	SR: 11, 14; pwcs.com.au/what-we-do/health-safety/
	403-8 Workers covered by an occupational health and safety management system	8	SR: 14
	403-9 Work related injuries	3, 8, 16	SR: 17

Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 36-38; pwcs.com.au/who-we-are/our-people/
	103-2 The management approach and its components		SR: 13, 36, 38; pwcs.com.au/who-we-are/our-people/
	103-3 Evaluation of the management approach		SR: 36-38; pwcs.com.au/who-we-are/our-people/
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	8	SR: 36, 38; pwcs.com.au/who-we-are/our-people/
	404-3 Percentage of employees receiving regular performance and career development reviews	4, 5, 8	SR: 36
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 38; pwcs.com.au/who-we-are/our-people/
	103-2 The management approach and its components		SR: 6, 13, 38; pwcs.com.au/who-we-are/our-people/
	103-3 Evaluation of the management approach		SR: 38; pwcs.com.au/who-we-are/our-people/
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5, 8	SR: 37, 41; AFR:3-4; pwcs.com.au/who-we-are/governance pwcs.com.au/who-we-are/leadership-team/
	405-2 Ratio of basic salary and remuneration of women to men	5, 8, 10	SR: 40
Non-discrimination			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 38; pwcs.com.au/who-we-are/our-people/
	103-2 The management approach and its components		SR: 6, 13, 38; pwcs.com.au/who-we-are/our-people/
	103-3 Evaluation of the management approach		SR: 38; pwcs.com.au/who-we-are/our-people/
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5, 8, 16	SR: 11
Freedom of Association and Collective Bargaining			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 36; pwcs.com.au/who-we-are/our-people/
	103-2 The management approach and its components		SR: 6, 13, 36; pwcs.com.au/who-we-are/our-people/ pwcs.com.au/media/2195/enterprise-agreement-2018.pdf
	103-3 Evaluation of the management approach		SR: 36; pwcs.com.au/who-we-are/our-people/
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8	SR: 36; pwcs.com.au/who-we-are/our-people/
Child Labour			Not Material
Forced or Compulsory Labour			Not Material
Security Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		pwcs.com.au/what-we-do/health-safety/ pwcs.com.au/what-we-do/accessing-our-site/
	103-2 The management approach and its components		SR: 6; pwcs.com.au/what-we-do/health-safety/ pwcs.com.au/what-we-do/accessing-our-site/
	103-3 Evaluation of the management approach		pwcs.com.au/what-we-do/health-safety/ pwcs.com.au/what-we-do/accessing-our-site/
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	16	pwcs.com.au/what-we-do/health-safety/ pwcs.com.au/what-we-do/accessing-our-site/
Rights of Indigenous Peoples			Not Material
Human Rights Assessment			Not Material
Local Communities			

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 30, 32; pwcs.com.au/community-environment/community-relationships/
	103-2 The management approach and its components		SR: 6-7, 9, 13, 30-35; pwcs.com.au/community-environment/community-relationships/
	103-3 Evaluation of the management approach		SR: 18, 20
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		3SR: 0-35; pwcs.com.au/community-environment/licencing-and-compliance/
	413-2 Operations with significant actual and potential negative impacts on local communities		SR: 20-24, 28; pwcs.com.au/community-environment/licencing-and-compliance/
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		SR: 6, 32; pwcs.com.au/media/2388/coc-policy-statement_20200325134454_972941.pdf
	103-2 The management approach and its components		SR: 6, 13, 32, 35; pwcs.com.au/media/2388/coc-policy-statement_20200325134454_972941.pdf
	103-3 Evaluation of the management approach		SR: 18, 20, 35
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	12	SR: 32
	414-2 Negative social impacts in the supply chain and actions taken	8, 16	SR: 35; pwcs.com.au/media/2515/modern-slavery-statement-2020.pdf
Public Policy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		pwcs.com.au/who-we-are/governance/
	103-2 The management approach and its components		SR: 6; pwcs.com.au/who-we-are/governance/
	103-3 Evaluation of the management approach		pwcs.com.au/who-we-are/governance/
GRI 415: Public Policy 2016	415-1 Political contributions	16	pwcs.com.au/who-we-are/governance/
Customer Health and Safety			Not Material
Marketing and Labelling			Not Material
Customer Privacy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		pwcs.com.au/who-we-are/governance/
	103-2 The management approach and its components		SR: 6; pwcs.com.au/who-we-are/governance/
	103-3 Evaluation of the management approach		pwcs.com.au/who-we-are/governance/
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	16	SR: 11; pwcs.com.au/who-we-are/governance/
Socioeconomic Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		pwcs.com.au/who-we-are/governance/
	103-2 The management approach and its components		SR: 6, 11; pwcs.com.au/who-we-are/governance/
	103-3 Evaluation of the management approach		pwcs.com.au/who-we-are/governance/
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	16	SR: 11; AFR: 6

AFR = Financial Report 2021

IFC = Inside Front Cover, Sustainability Report 2021

*The Workplace Gender Equality Agency (WGEA) Report refers to reporting period 2020-2021.

The 2021-2022 report will be published on our website pwcs.com.au when available.

The source is referred to first, followed by the page number.

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