

## Relationship to GRI G3 guidelines

Profile: Strategy and analysis	Disclosure level	Page
1,1 CEO statement about relevance of sustainability to the organisation and its strategy	Full	1
1,2 Description of key impacts, risks, and opportunities	Full	1, 4
Profile: Organisation	Disclosure level	Page
2,1 Name of the organisation	Full	2, 3
2,2 Primary brands, products, and/or services	Full	2, 3
2,3 Operational structure of the organisation	Full	2, 3, 8, 9, 10, 11
2,4 Location of organisation's headquarters	Full	2, 3
2,5 Countries where the organisation operates	Full	2, 3
2,6 Nature of ownership and legal form	Full	2, 3
2,7 Markets served	Full	2, 3
2,8 Scale of the reporting organisation	Full	2, 3
2,9 Significant changes during the reporting period regarding size, structure, ownership	Full	2, 3, 33, 34
2,1 Awards received in the reporting period	Full	1
Profile: Report parameters	Disclosure level	Page
3,1 Reporting period for information provided	Full	32, 33, 34
3,2 Date of most recent previous report	Full	32, 33, 34
3,3 Reporting cycle	Full	32, 33, 34
3,4 Contact point for questions regarding the report or its contents	Full	32, 33, 34
3,5 Process for defining report content	Full	32, 33, 34
3,6 Boundary of the report	Full	32, 33, 34
3,7 Specific limitations on the scope, or boundary of the report	Full	32, 33, 34
3,8 Basis for reporting on joint ventures, subsidiaries, outsourced operations, etc...	Full	32, 33, 34
3,9 Data measurement techniques and the bases of calculations	Full	32, 33, 34
3,10 Explanation of effect of re-statements of information provided in earlier reports	Full	32, 33, 34
3,11 Significant changes from previous reports in the scope, boundary, or measurement methods	Full	32, 33, 34
3,12 Table identifying the location of the Standard Disclosures in the report	Full	32, 33, 34
3,13 Policy and current practice with regard to seeking external assurance for the report	Full	32, 33, 34
Profile: Governance, Commitments, and Engagement	Disclosure level	Page
4,1 Governance structure of the organisation	Full	8, 9, website
4,2 Indicate if Chair of the Board is also an executive officer	Full	8, 9, website
4,3 Board members that are independent and/or non-executive members	Full	8, 9, website
4,4 Mechanisms for shareholders and employees to provide recommendations or direction	Full	8, 9, website
4,5 Link between compensation of Board and management with performance	Full	8, 9, website
4,6 Processes in place for the Board to ensure conflicts of interest are avoided	Full	8, 9, website
4,7 Process for determining the qualifications and expertise of the members of the Board	Full	8, 9, website
4,8 Internally developed statements of mission or values, codes of conduct, and principles	Full	8, 9, website
4,9 Procedures of the Board for overseeing identification and management of performance	Full	8, 9, website

4,10	Processes for evaluating the Board's own performance	Full	8, 9, website
4,11	Explanation of whether and how the precautionary approach or principle is addressed	Full	8, 9, website
4,12	Externally developed economic, environmental, and social charters / principles	Full	8, 9, website
4,13	Memberships in associations	Full	8, 9, 25
4,14	List of stakeholder groups engaged by the organisation	Full	12, 13, 25, 27
4,15	Basis for identification and selection of stakeholders with whom to engage	Full	12, 13, 25, 27
4,16	Approaches to stakeholder engagements	Full	12, 13, 25, 27
4,17	Key topics and concerns that have been raised through stakeholder engagement	Full	12, 13, 25, 27
<b>Economic</b>		<b>Disclosure level</b>	<b>Page</b>
EC1	Direct economic value generated and distributed	Full	12 - 15
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Full	11, 16
EC3	Coverage of the organisation's defined benefit plan obligations	Partial	12
EC4	Significant financial assistance received from government	Not available	-
EC5	<a href="#">Range of ratios of standard entry level wage compared to local minimum wage</a>	Partial	23, 24, 27
EC6	Policy, practices, and proportion of spending on locally-based suppliers	Not available	-
EC7	Procedures for local hiring and proportion of senior management hired from the local community	Partial	12
EC8	Development and impact of infrastructure provided primarily for public benefit	Full	13, 15, 23, 25
EC9	<a href="#">Understanding and describing significant indirect economic impacts</a>	Full	12, 22, 23, 25
<b>Environmental</b>		<b>Disclosure level</b>	<b>Page</b>
EN1	Materials used by weight or volume	Full	17, 20, 21
EN2	Percentage of materials used that are recycled input materials	Full	17, 20, 21
EN3	Direct energy consumption by primary energy source	Full	17, 20, 21
EN4	Indirect energy consumption by primary source	Full	17, 20, 21
EN5	<a href="#">Energy saved due to conservation and efficiency improvements</a>	Partial	16, 17, 20, 21
EN6	<a href="#">Energy-efficient or renewable energy products and services</a>	Full	14, 16
EN7	<a href="#">Initiatives to reduce indirect energy consumption and results</a>	Partial	14, 16
EN8	Total water withdrawal by source	Full	18, 20, 21
EN9	<a href="#">Water sources significantly affected by withdrawal of water</a>	Not relevant	-
EN10	<a href="#">Percentage and total volume of water recycled and reused</a>	Full	18, 20, 21
EN11	Location and size of land owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value	Full	18, 20, 21
EN12	Description of significant impacts of activities, products & services on biodiversity in protected areas	Full	18, 20, 21
EN13	<a href="#">Habitats protected or restored</a>	Full	18, CSI website
EN14	<a href="#">Strategies, current actions, and future plans for managing impacts on biodiversity</a>	Full	18, 20, 21
EN15	<a href="#">IUCN Red List species and other list species with habitats affected by operations</a>	Not available	-
EN16	Total direct and indirect GHG emissions by weight	Full	16, 20, 21
EN17	Other relevant indirect GHG emissions by weight	Not relevant	-
EN18	<a href="#">Initiatives to reduce GHG emissions and results</a>	Full	16, 20, 21
EN19	Emissions of ozone-depleting substances by weight	Not relevant	-

EN20	NOx, SO2, and other significant air emissions by type and weight	Full	19, 20, 21
EN21	Total water discharge by quality and destination	Full	19, 20, 21
EN22	Total weight of waste by type and disposal method	Full	19, 20, 21
EN23	Total number and volume of significant spills	Not relevant	-
EN24	Weight of waste deemed hazardous	Full	19, 20, 21
EN25	Details of water & habitats significantly affected by discharges of water and runoff	Not relevant	-
EN26	Initiatives and extent of environmental impacts of products and services mitigation	Partial	17, 21
EN27	Percentage of products sold and their packaging materials reclaimed by category	Not relevant	-
EN28	Significant fines and non-monetary sanctions for non-compliance with environmental law	Full	20, 21
EN29	Significant environmental impacts of transporting products etc... and workforce	Full	16 - 21
EN30	Total environmental protection expenditures and investments by type	Full	15
Social: Labour Practices and Decent Work		Disclosure level	Page
LA1	Total workforce by employment type, employment contract, and region	Full	23, 24, 27
LA2	Total number and rate of employee turnover by age group, gender, and region	Full	23, 24, 27
LA3	Benefits for full-time employees, that are not provided to temporary or part-time employees	Full	23
LA4	Percentage of employees covered by collective bargaining agreements	Full	23
LA5	Minimum notice period(s) regarding significant operational changes	Full	23
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees	Partial	10
LA7	Rates of injury, occupational diseases, lost days & absenteeism, & number of work-related fatalities by region	Partial	22, 26
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	Partial	23, 24
LA9	Health and safety topics covered in formal agreements with trade unions	Full	22, 23
LA10	Average hours of training per year per employee by employee category	Full	23, 24, 27
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Full	23, 24, 27
LA12	Percentage of employees receiving regular performance and career development reviews	Partial	23, 24, 27
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Partial	23, 24, 27
LA14	Ratio of basic salary of men to women by employee category	Full	23, 24, 27
Social: Human Rights Performance Indicators		Disclosure level	Page
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Full	23, website
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Partial	11
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations	Partial	23, 24
HR4	Total number of incidents of discrimination and actions taken	Not available	-
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Full	23
HR6	Operations with significant risk for incidents of child labour, and measures taken to eliminate	Full	22, 23
HR7	Operations with significant risk of forced or compulsory labour, and measures to eliminate	Full	22, 23
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	Not relevant	-
HR9	Incidents of violations involving rights of indigenous people and actions taken	Not available	-

Social: Society Performance Indicators		Disclosure level	Page
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	Partial	25, 27
SO2	Percentage and total number of business units analysed for risks related to corruption	Full	8
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	Partial	8
SO4	Actions taken in response to incidents of corruption	Partial	8
SO5	Public policy positions and participation in public policy development and lobbying	None	-
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	None	-
SO7	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	Not available	-
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Not available	-

Social: Product Responsibility Performance Indicators		Disclosure level	Page
PR1	Life cycle stages in which health & safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	Full	22
PR2	Incidents of non-compliance with regulations and voluntary codes on health & safety impacts of products and services during their life cycle	Partial	8
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	Full	22
PR4	Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling	Not available	-
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Partial	11
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Full	11, 22
PR7	Incidents of non-compliance with regulations and voluntary codes on marketing communications, including advertising, promotion, and sponsorship by type of outcomes	Not available	-
PR8	Substantiated complaints regarding breaches of customer privacy and losses of customer data	Partial	11
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not available	-

We declare that our 2008 reporting qualifies for the GRI scope "B" application level requirements in accordance with the criteria table below



Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures <b>OUTPUT</b>	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
	G3 Management Approach Disclosures <b>OUTPUT</b>	Nor required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosed for each Indicator Category	
	G3 Performance Indicators & Sector Supplement Performance Indicators <b>OUTPUT</b>	Report on a minimum of 10 Performance Indicators, including at least one from each: social, economic, and environment.		Report on a minimum of 20 Performance Indicators, at least one from each: economic, environment, human rights, labor society, product responsibility.		Respond on each core G3 and Sector Supplement Indicator with due regard to the materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	