

# Comparison of Global Reporting Initiative's 2002 Sustainability Reporting Guidelines and this Report

This report was prepared with reference to the 2002 Sustainability Reporting Guidelines of the Global Reporting Initiative. The table below shows the indicators under the GRI guidelines and the corresponding pages in this report.

Item	Indicators	Pages
<b>1 Vision and Strategy</b>		
1.1	Statement of the organization's vision and strategy regarding its contribution to sustainable development.	2-3
1.2	Statement from the CEO (or equivalent senior manager) describing key elements of the report.	2-3
<b>2 Profile</b>		
<b>Organizational Profile</b>		
2.1	Name of reporting organization.	0
2.2	Major products and/or services, including brands if appropriate.	5
2.3	Operational structure of the organization.	5
2.4	Description of major divisions, operating companies, subsidiaries, and joint ventures.	5
2.6	Nature of ownership; legal form.	0
2.7	Nature of markets served.	19
2.8	Scale of the reporting organization.	0, 4
2.9	List of stakeholders, key attributes of each, and relationship to the reporting organization.	18-19
<b>Report Scope</b>		
2.10	Contact person(s) for the report, including e-mail and web addresses.	0
2.11	Reporting period (eg. fiscal/calendar year) for information provided.	0
2.12	Date of most recent report (if any).	0
2.13	Boundaries of report (countries/regions, products/services, divisions/facilities/joint ventures/subsidiaries) and any specific limitations on the scope.	0
<b>Report Profile</b>		
2.20	Policies and internal practices to enhance and provide assurance about the accuracy, completeness, and reliability that can be placed on the sustainability report.	1, 50-51
2.22	Means by which report users can obtain additional information and reports about economic, environmental, and social aspects of the organization's activities, including facility-specific information (if available).	0
<b>3 Governance Structure and Management Systems</b>		
<b>Structure and Governance</b>		
3.1	Governance structure of the organization, including major committees under the board of directors that are responsible for setting strategy and for oversight of the organization.	20-21
3.2	Percentage of the board of directors who are independent, non-executive directors.	20
3.4	Board-level process for overseeing the organization's identification and management of economic, environmental, and social risks and opportunities.	23, 24, 26, 27
3.6	Organizational structure and key individuals responsible for oversight, implementation, and audit of economic, environmental, social, and related policies.	23, 24, 26, 27
3.7	Mission and value statements, internally developed codes of conduct or principles, and policies relevant to economic, environmental and social performance and the status of implementation.	16-17
3.8	Mechanisms for shareholders to provide recommendations or direction to the board of directors.	20
<b>Stakeholder Engagement</b>		
3.9	Basis for identification and selection of major stakeholders.	18-19
3.10	Approaches to stakeholder consultation reported in terms of frequency of consultations by type and by stakeholder group.	0, 44-49
3.11	Type of information generated by stakeholder consultations.	44-49
3.12	Use of information resulting from stakeholder engagements.	45, 47, 49
<b>Overarching Policies and Management Systems</b>		
3.13	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	26
3.14	Externally developed, voluntary economic, environmental and social charters, sets of principles, or other initiatives to which the organization subscribes or which it endorses.	17
3.16	Policies and/or systems for managing upstream and downstream impacts, including: supply chain management as it pertains to outsourcing and supplier environmental and social performance; and product and service stewardship initiatives.	25, 28
3.17	Reporting organization's approach to managing indirect economic, environmental and social impacts resulting from its activities.	28
3.18	Major decisions during the reporting period regarding the location of, or changes in, operations.	0
3.19	Programs and procedures pertaining to economic, environmental and social performance. Includes discussion of: priority and target setting, major programs to improve performance, internal communication and training, performance monitoring, internal and external auditing, senior management review.	24-28
3.20	Status of certification pertaining to economic, environmental and social management systems.	27
<b>4 GRI Content Index</b>		
4.1	A table identifying the location of each element of the GRI Report Content, by section and indicator.	50-51

Item	Indicators	Pages
<b>5 Performance Indicators</b>		
<b>Integrated Indicators</b>		
Systematic Indicators	Systematic indicators relate the activity of an organization to the larger economic, environmental, and social systems of which it is a part.	8
<b>Economic Performance Indicators</b>		
EC1	Net sales.	4
EC2	Geographic breakdown of markets.	19
EC6	Distributions to providers of capital broken down by interest on debt and borrowings, and dividends on all classes of shares, with any arrears of preferred dividends to be disclosed.	4
<b>Environment Performance Indicators</b>		
EN3	Direct energy use segmented by primary source.	33
EN8	Greenhouse gas emissions (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> ).	32
EN11	Total amount of waste by type and destination.	32
EN14	Significant environmental impacts of principal products and services.	29
EN17	Initiatives to use renewable energy sources and to increase energy efficiency.	30
EN27	Objectives, programs, and targets, for protecting and restoring native ecosystems and species in degraded areas.	36
<b>Social Performance Indicators</b>		
<b>[ Labor Practices and Decent Work ]</b>		
LA1	Breakdown of workforce, where possible, by region/country, status (employee/non-employee), employment type (full time/part time), and by employment contract (indefinite or permanent/fixed term or temporary). Also identify workforce retained in conjunction with other employers (temporary agency workers or workers in co-employment relationships), segmented by region/country.	33
LA5	Practices on recording and notification of occupational accidents and diseases, and how they relate to the ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases.	35
LA10	Description of equal opportunity policies or programs, as well as monitoring systems to ensure compliance and results of monitoring.	34-35
LA12	Employee benefits beyond those legally mandated.	34
LA16	Description of programs to support the continued employability of employees and to manage career endings.	34, 35
<b>[ Human Rights ]</b>		
HR1	Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results.	17
HR2	Evidence of consideration of human rights impacts as part of investment and procurement decisions, including selection of suppliers/contractors.	25, 26
HR3	Description of policies and procedures to evaluate and address human rights performance within the supply chain and contractors, including monitoring systems and results of monitoring.	25, 33
HR4	Description of global policy and procedures/programs preventing all forms of discrimination in operations, including monitoring systems and results of monitoring.	17, 33
HR5	Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programs to address this issue.	17, 33
HR6	Description of policy excluding child labor as defined by the ILO Convention 138, and extent to which this policy is visibly stated and applied, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring.	17, 33
HR7	Description of policy to prevent forced and compulsory labor and extent to which this policy is visibly stated and applied, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring.	17, 33
HR8	Employee training on policies and practices concerning all aspects of human rights relevant to operations.	34
HR9	Description of appeal practices, including, but not limited to, human rights issues.	23
HR10	Description of non-retaliation policy and effective, confidential employee grievance system (including, but not limited to, its impact on human rights).	23
HR12	Description of policies, guidelines, and procedures to address the needs of indigenous people.	33
<b>[ Society ]</b>		
SO1	Description of policies to manage impacts on communities in areas affected by activities, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring.	26, 28, 33
SO2	Description of the policy, procedures/management systems, and compliance mechanisms for organizations and employees addressing bribery and corruption.	18
SO3	Description of policy, procedures/management systems, and compliance mechanisms for managing political lobbying and contributions.	18
<b>[ Product Responsibility ]</b>		
PR1	Description of policy for preserving customer health and safety during use of products and services, and extent to which this policy is visibly stated and applied, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring.	33
PR2	Description of policy, procedures/management systems, and compliance mechanisms related to product information and labeling.	33
PR6	Voluntary code of compliance, product labels, or awards with respect to social and/or environmental responsibility that the reporter is qualified to use or has received.	15