

GRI G4 and UN Global Compact overview 2017

General standard disclosures				
Indicator		Link to information	Comment	GC Principles
Strategy and Analysis				
G4-1	Statement from the CEO	Annual Report 2017, p 5 Powering sustainability		
G4-2	Key impacts, risks, and opportunities	Annual Report 2017, pp 10-14, 42-44 Powering sustainability		
Organizational Profile				
G4-3	Name of the organization	Annual Report 2017, pp 115-116		
G4-4	Primary brands, products, and/or services	Annual Report 2017, pp 2-3, 32, 26 Products Services		
G4-5	Location of organization's headquarters	Annual Report 2017, pp 115-116		
G4-6	Number of countries where the organization operates	Annual Report 2017, pp 2		
G4-7	Nature of ownership and legal form	Annual Report 2017, p 45 Management structure		
G4-8	Markets served	Annual Report 2017, pp 23-25		
G4-9	Scale of the reporting organization	Annual Report 2017, pp 8-9		
G4-10	Workforce by employment type, employment contract, and region	Employees		6
G4-12	Description of supply chain	Annual Report 2017, p 27-28		
G4-13	Significant changes during the reporting period	Annual Report 2017, p 20-32		
<i>Commitments to external initiatives</i>				
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	Management systems Chemical management		
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Annual Report 2017, pp 37-38 Commitments		1-10
G4-16	Memberships in associations	Memberships		1-10
Identified material aspects and boundaries				
G4-17	Entities included in financial statement	Annual Report 2017, pp 115-116		
G4-18	Process for defining report content	Annual Report 2017, p 62		
G4-19	List of material aspects	Material issues		
G4-20	Aspects material inside the company	Annual Report 2017, p 62		
G4-21	Aspects material outside the company	Annual Report 2017, p 62		
G4-22	Re-statements of information provided in earlier reports	Annual Report 2017, p 62		
G4-23	Significant changes from previous reporting periods in the scope of the report	Annual Report 2017, p 62		

Indicator		Link to information	Comment	GC Principles
Stakeholder engagement				
G4-24	List of stakeholder groups engaged by the organization	Relations with stakeholders Main stakeholders		
G4-25	Identification and selection of stakeholders with whom to engage	Relations with stakeholders Main stakeholders		
G4-26	Approaches to stakeholder engagement	Annual Report 2017, pp 25-26, 32 Relations with stakeholders Main stakeholders		
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Annual Report 2017, p 9, 37 Material issues		
Report profile				
G4-28	Reporting period	Annual Report 2017, pp 8-9		
G4-29	Date of most recent previous report	Annual Report 2017, pp 8-9		
G4-30	Reporting cycle	Annual Report 2017, pp 8-9		
G4-31	Contact point for questions regarding the report	Stakeholder engagement		
<i>GRI content index</i>				
G4-32	GRI overview	GRI and GC index		
<i>Assurance</i>				
G4-33	External assurance for the report	Annual Report 2017, p 126		

Indicator	Link to information	Comment	GC Principles
Governance			
<i>Governance structure and composition</i>			
G4-34	Governance structure of the organization Management structure Organising sustainability Employees		
G4-35	Process for delegating authority Rules of procedures		
G4-36	Executive level responsibility Organising sustainability		
G4-37	Process for consultation between stakeholders and the Board Annual Report 2017, p 48-49, 53		
G4-38	Members of the Board Annual Report 2017, pp 54, 60-61		
G4-39	The roles of the chairman of the Board and the CEO Rules of procedures		
G4-40	Determining the qualifications of the Board members Rules of procedures		
G4-41	Processes to ensure conflicts of interest are avoided Rules of procedures		
<i>Highest governance body's role in setting purpose, values, and strategy</i>			
G4-42	Board's role in setting purpose, values, and strategy Rules of procedures		
<i>Highest governance body's competencies and performance evaluation</i>			
G4-43	Measures to enhance the Board's knowledge Rules of procedures		
G4-44	Processes for evaluating the Board's performance Rules of procedures		
<i>Highest governance body's role in risk management</i>			
G4-45	The Board's role in identification and management of risks and opportunities Rules of procedures Organising sustainability		
G4-46	Reviewing the effectiveness of the risk management process Annual Report 2017, p 42		
G4-47	Frequency of reviews Organising sustainability		
<i>Highest governance body's role in sustainability reporting</i>			
G4-48	Board approves reporting on corporate sustainability Board approves Annual Report		
<i>Highest governance body's role in evaluating economic, environmental and social performance</i>			
G4-49	Communicating critical concerns to the Board Organising sustainability		
G4-50	Nature and total number of critical concerns Annual Report 2017, p 38		
<i>Remuneration and incentives</i>			
G4-51	Remuneration policies for Board members and senior executives Annual Report 2017, pp 55-59		
G4-52	Process for determining remuneration Annual Report 2017, pp 55-59		
G4-53	Stakeholders' views regarding remuneration Annual Report 2017, p 48-49		
Ethics and Integrity			
G4-56	Values and norms of behaviour, code of conduct Annual Report 2017, p 37 Commitments		
G4-57	Mechanism for seeking advice on ethical behaviour Annual Report 2017, p 37-38 EthicsLine		
G4-58	Mechanism for reporting concerns about unethical behaviour Annual Report 2017, p 38 EthicsLine		

EC. Economic Performance Indicators				
Indicator		Link to information	Comment	GC Principles
Disclosure of Management Approach		Annual Report 2017, pp 15, 42-44, 63		
<i>Aspect: Economic Performance</i>				
G4-EC1	Direct economic value generated and distributed	Annual Report 2017, p 63	Note*	
G4-EC3	Coverage of the organization's defined benefit plan obligations	Annual Report 2017, p 74 (note 1.3)		
G4-EC4	Significant financial assistance received from government	Annual Report 2017, p 76 (note 1.5)		

Notes

*Economic value generated and distributed

	2017	2016	2015	2014	2013
Direct economic value generated					
Revenues ¹	9,953	10,237	8,423	6,910	6,084
Economic value distributed					
Operating costs ²	7,265	7,383	6,225	5,235	4,961
Employee wages and benefits ³	1,458	1,433	1,292	1,068	1,021
Payments to providers of capital ⁴	294	247	159	62	124
Payments to governments ⁵	262	212	184	148	57
Economic value retained	674	962	563	397	-79

1. Refer to the Group's consolidated income statement
2. Operating costs – is the sum of costs of sales, research and development costs, distribution expenses and administrative expenses minus employee wages and benefits included in the Group's consolidated income statement
3. Refer to note 1.3 of the Group's consolidated financial statements
4. Refer to statement of cash flows and note 4.3 of the Group's consolidated financial statements
5. Refer to note 5.1 of the Group's consolidated financial statements

EN. Environmental Performance Indicators			
Indicator	Link to information	Comment	GC Principles
Disclosure of Management Approach	Annual Report 2017, pp 37, 39-41 Carbon footprint Product waste Management systems		7, 8, 9
<i>Aspect: Materials</i>			
G4-EN1	Materials used by weight or volume	Material use	8
<i>Aspect: Energy</i>			
G4-EN3	Energy consumption by the company	Annual Report 2017, pp 9, 40 Selected environmental data	8
G4-EN5	Energy intensity	Annual Report 2017, p 40	8
G4-EN7	Initiatives to provide energy-efficient or renewable energy based products and services	Annual Report 2017, pp 9, 37, 39-40 Carbon footprint	8, 9
<i>Aspect: Water</i>			
G4-EN8	Total water withdrawal by source	Annual Report 2017, pp 9, 39-40 Selected environmental data	8
<i>Aspect: Emissions</i>			
G4-EN15	Direct greenhouse gas emissions	Annual Report 2017, pp 9, 41	8
G4-EN16	Indirect greenhouse gas emissions	Annual Report 2017, pp 9, 41	8
<i>Aspect: Effluents, and Waste</i>			
G4-EN22	Total water discharge by quality and destination	Selected environmental data	8
G4-EN23	Total weight of waste by type and disposal method	Annual Report 2017, pp 9, 41 Selected environmental data	8
G4-EN24	Total number and volume of significant spills	Annual Report 2017, p 9	8
<i>Aspect: Products and services</i>			
G4-EN27	Initiatives to mitigate environmental impacts of products and services	Annual Report 2017, pp 37, 39-40 Carbon footprint Product waste	7, 8, 9
<i>Aspect: Compliance</i>			
G4-EN29	Value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		Note 1 8

Notes

1. If there are significant fines they are included in the financial accounts

LA. Labor Practices & Decent Work Performance Indicators			
Indicator	Link to information	Comment	GC Principles
Disclosure of Management Approach	Annual Report 2017, pp 37-39 Code of Conduct Safety Towards zero injuries Safety awareness Safety standards Management systems Employees		1, 3, 6
<i>Aspect: Employment</i>			
G4-LA 1	Number and rate of employee turnover by age group, gender, and region	Employees	6
<i>Aspect: Occupational Health and Safety</i>			
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Annual Report 2017, pp 9, 38-39 Towards zero injuries	1
<i>Aspect: Training and education</i>			
G4-LA9	Average hours of training per year per employee	Employees	
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees	Employees	
G4-LA11	Percentage of employees receiving regular performance and career development reviews	Employees	
<i>Aspect: Diversity and Equal Opportunity</i>			
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership etc.	Annual Report 2017, pp 9, 38, 54 Employees	

HR. Human Rights Performance Indicators				
Indicator		Link to information	Comment	GC Principles
Disclosure of Management Approach		Annual Report 2017, pp 37-39, 41 Code of Conduct Human rights and labour Suppliers		1-6
<i>Aspect: Freedom of association and collective bargaining</i>				
G4-HR4	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk	Annual Report 2017, pp 39, 41 Human rights and labour		1, 2, 3
<i>Aspect: Child labor</i>				
G4-HR5	Operations identified as having significant risk for incidents of child labor	Annual Report 2017, pp 39, 41 Human rights and labour		1, 2, 5
<i>Aspect: Forced and compulsory labor</i>				
G4-HR6	Operations identified as having significant risk for incidents of forced or compulsory labor	Annual Report 2017, pp 39, 41 Human rights and labour		1, 2, 4
<i>Aspect: Supplier human rights assessment</i>				
G4-HR10	Percentage of significant suppliers and contractors that have undergone screening on human rights,	Suppliers		1-6

SO. Society Performance Indicators				
Indicator		Link to information	Comment	GC Principles
Disclosure of Management Approach		Annual Report 2017, p 37-39 Code of Conduct Business ethics Stakeholder engagement Human rights and labour		10
<i>Aspect: Anti-competitive behavior</i>				
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Note 1	
<i>Aspect: Compliance</i>				
G4-SO8	Value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		Note 2	

PR. Product Responsibility Performance Indicators				
Indicator		Link to information	Comment	GC Principles
Disclosure of Management Approach		Product responsibility		1, 8
<i>Aspect: Product and Service Labeling</i>				
G4-PR5	Practices related to customer satisfaction	Annual Report 2017, pp 25-26, 32 Main stakeholders Customer loyalty		
<i>Aspect: Compliance</i>				
G4-PR9	Value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		Note 2	

Notes

1. If there are legal actions they are included in the Annual Report
2. If there are significant fines they are included in the financial accounts