

GRI Table 2014

For its CSR policy Accell Group uses the international guidelines for sustainability reporting, the Global Reporting Initiative (GRI). GRI is the reference standard for sustainability reporting worldwide. In determining the strategic priorities, the international standard ISO 26000 is applied and the materiality test is conducted in accordance with GRI. Accell Group reports on level C of the GRI guidelines version 3.1.

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1. Strategy and Analysis		
1.1 A statement from the highest decision making authority of the organisation.		17 until 19, 36 until 43
2. Organisational Profile		
2.1 Name of the organisation.		9
2.2 Primary brands, products and/or services.		Brands: 94 until 97 Business model: 21 until 27
2.3 Operational structure of the organisation.		9 until 11, 21 until 33
2.4 Location of the Head Quarter of the organisation.		8
2.5 Number of the countries where de organisation is active.		8
2.6 Nature of ownership structure and legal form.		111, 131, 132
2.7 Markets served (including geographic breakdown, sectors served and types of customers / beneficiaries).		9 until 11, 22, 23
2.8 Scale of the reporting organisation.		9, 13
2.9 Significant changes during the reporting period regarding size, structure or ownership.		17, 102, 103, 123, 124
2.10 Awards received during the reporting period.		44, 45
3. Report Parameters		
Report Profile		
3.1 Reporting period (e.g., fiscal/calendar year) for information provided.		111
3.2 Date of most recent previous report (if applicable).		19
3.3 Reporting cycle (annual, biennial, etc.).		111
3.4 Contact point for questions regarding the report or its contents.		176
Report Scope and Boundary		
3.5 Process for determining the content of the report.		47, 49, 50
3.6 Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).		131, 132
3.7 State any specific limitations on the scope or boundary of the report.		50

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3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between organisations.		131, 132, 154
3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.		111
3.11 Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.		111
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3.12 GRI Contents Index		Website
4. Governance, Commitments and Engagement		
Governance Structure		
4.1 Governance structure of the organisation.		35, 65 until 71, 83 until 89
4.2 Indicate whether the Chair of the highest governance body is also an executive officer.		65,66
4.3 For organizations that have a unitary board structure, state the number of independent and / or non-executive members of the highest governance body.		Not applicable
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		65 until 68, 48, 49
Stakeholder Dialogue		
4.14 List of stakeholder groups engaged by the organisation.		49
4.15 Base for identification and selection of stakeholders with whom to engage.		Please refer to Annual Report 2011 and Webpage CSR – Vision and strategy
4.16 Approaches to stakeholder engagement, including frequency.		47, 49
4.17 Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded, including through its reporting.		47 until 59
Performance Indicators		
Economic Performance Indicators		
EC1 Direct economic value that is generated and distributed.		Financial statements: 101 until 175 Notes: 13, 17, 19, 36 until 43

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Environmental Performance Indicators			
EN1 Total amount of materials used by weight or volume.		For packaging materials: 56, 57	
EN3 Direct energy consumption by primary energy source.		53	
EN4 Indirect energy consumption by primary energy source.		53	
EN16 Direct greenhouse gas emission by weight.		53	
EN17 Indirect greenhouse gas emission by weight.		53	
EN22 Total weight of waste by type and disposal method.		58	
Social Performance Indicators: Labour Conditions			
LA1 Total workforce by employment type, employment contract and region.		Detailed data on the number of employees divided by gender, age, type of contract, and inflow/outflow is presented on the website in the section 'CSR - Our Employees'.	
LA2 Total number and rate of employee turnover by age group, gender and region.		Detailed data on the number of employees divided by gender, age, type of contract, and inflow/outflow is presented on the website in the section 'CSR - Our Employees'.	
LA7 Injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region.		42 Specified data can be found on the website in the section 'CSR - Our Employees'.	
LA10 Average hours per year per employee spend on training per employee category.		52 Specified data can be found on the website in the section 'CSR - Our Employees'.	
Social Performance Indicators: Society			

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SO6 Public policy positions and participation in policy development and lobbying.		50, 51, 61 until 63 An extensive overview of the various commissions and organisations in which Accell Group takes part, can be found on the website in the section 'CSR - Sustainable Product'.	