

GRI CONTENT INDEX

This report is aligned with the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines released in October 2006. To locate the elements and information contained within the guidelines, please use the index below. For a detailed explanation of the indicators, visit the GRI website www.globalreporting.org

As a first report, we have made a deliberate effort to be as transparent as possible across the full range of GRI G3 indicators, but also recognize that there remains an opportunity to capture more in-depth and granular data over time.

Indicator	Description	References
1. STRATEGY AND ANALYSIS		
1.1	Statement from the CEO or Chairman of the Supervisory Board	A Message from our CEO
1.2	Key sustainable impacts, risks, and opportunities	Throughout report
2. ORGANIZATIONAL PROFILE		
2.1	Name of the company	Introduction
2.2	Primary brands, products, and/or services	Introduction
2.3	Business areas and operational structure	Introduction
2.4	Location of company's headquarters	Introduction
2.5	Countries in which the organization's main operations are located	Introduction
2.6	Nature of ownership	Introduction
2.7	Markets	Introduction
2.8	Scale of the company	Introduction
2.10	Awards	Environment
3. REPORT PARAMETERS		
3.1	Reporting period	About this Report
3.3	Reporting cycle	Sustainability Governance
3.4	Contact point for questions regarding the report	A Message from our CEO
3.5	Process for defining report content	About this Report
3.6	Limits of the reporting procedure	About this Report
3.9	Data capture techniques	Throughout report
3.12	Index highlighting GRI Standard Disclosures in report	GRI Index
4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT		
4.1	Governance structure	Investor Relations (website)
4.2	Independence of the Supervisory Board Chairman	Investor Relations (website)
4.3	Governance body and/or independent members of management	Investor Relations (website)
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Investor Relations (website)
4.6	Mechanisms in place for the governance bodies to ensure avoidance of conflicts of interest	Investor Relations (website)
4.7	Expertise of the governance bodies in sustainability issues	Sustainability Governance
4.8	Mission statements, company values and codes of conduct	Code of Business Ethics (website)
5. PERFORMANCE INDICATORS		
ECONOMIC		
ECONOMIC PERFORMANCE		
EC1	Economic value generated and distributed	Introduction Colleagues and Communities
INDIRECT ECONOMIC IMPACTS		
EC8	Infrastructure investments and services provided for public benefit	Colleagues and Communities Health Access and Outcomes

Indicator	Description	References
ENERGY		
EN3	Direct energy consumption by primary energy source	Environment
EN4	Indirect energy consumption by primary source	Environment
EN5	Energy saved due to conservation and efficiency improvements	Environment
WATER		
EN8	Total water withdrawal by source	Environment
EMISSIONS, EFFLUENTS AND WASTE		
EN16	Total direct and indirect greenhouse gas emissions by weight	Environment
EN17	Other relevant indirect greenhouse gas emissions by weight	Environment
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Environment
EN22	Total weight of waste by type and disposal method	Environment
PRODUCTS AND SERVICES		
EN26	Initiatives to mitigate environmental impacts of products and services	Environment
SOCIAL: LABOR PRACTICES AND DECENT WORK		
EMPLOYMENT		
LA1	Breakdown of workforce by employment type and region	Introduction
OCCUPATIONAL HEALTH AND SAFETY		
LA7	Injuries, absentee rates and work-related fatalities	Safety and Responsibility
LA8	Education, training, counseling, prevention, and risk-control programs for serious diseases	Colleagues and Communities
DIVERSITY AND EQUAL OPPORTUNITY		
LA13	Composition of senior management and employee structure by gender, age group, minority group membership, and other indicators of diversity	Colleagues and Communities
CUSTOMER HEALTH AND SAFETY		
PR1	Product life cycle stages for which health and safety impacts are assessed	Safety and Responsibility



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