

GRI* Table 2009

Sect. No.	Sub-Sect. No.	Indicator C = CORE A = ADD	Performance Indicator	Status ^o	Page in Report	Principle of the UNGC
1. Strategy and Analysis						
1	1		Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy	yes	Sustainability Report 4-5 Annual Report 7	
1	2		Description of key impacts, risks, and opportunities.	yes	Sustainability Report 9-10, 21 Annual Report 79-80	8
2. Organizational Profile						
2	1		Name of the organization.	yes	Annual Report Publishing details 97	
2	2		Primary brands, products, and/or services.	yes	Annual Report Cover, 15-22	
2	3		Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	yes	Annual Report 50-53, 96-97	
2	4		Location of organization's headquarters.	yes	Annual Report 96-97	
2	5		Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	yes	Annual Report 92-93 Sustainability Report 51-53	
2	6		Nature of ownership and legal form.	yes	Annual Report 45	
2	7		Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	yes	Annual Report 61, 92-93	
2	8		Scale of the reporting organization, including: – Number of employees – Net sales (for private sector organizations) or net revenues (for public sector organizations) – Total capitalization broken down in terms of debt and equity (for private sector organizations) – Quantity of products or services provided	yes	Annual Report Cover	
2	9		Significant changes during the reporting period regarding size, structure, or ownership, including: – The location of, or changes in operations, including facility openings, closings, and expansions – Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)	yes	Annual Report 78	
2	10		Awards received in the reporting period.	yes	Annual Report 16, 19	
3. Report Parameters						
Report Profile						
3	1		Reporting period (e.g., fiscal/calendar year) for information provided.	yes	Sustainability Report Cover	
3	2		Date of most recent previous report (if any).	yes	Sustainability Report Cover	
3	3		Reporting cycle (annual, biennial, etc.)	yes	Sustainability Report Cover	
3	4		Contact point for questions regarding the report or its contents.	yes	Sustainability Report 70	
* The GRI (Global Reporting Initiative) is an international organization drawing up generally recognized guidelines for sustainability reporting. This overview shows where the present report gives information on GRI criteria.				° Status: Information available: yes Information partly available: (yes) Not relevant to the Coop: irrelevant / none Information missing: no		

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Report Scope and Boundary						
3	5		Process for defining report content, including: – Determining materiality – Prioritizing topics within the report – Identifying stakeholders the organization expects to use the report	yes	Sustainability Report Cover, 5, 9-11	
3	6		Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	yes	Annual Report 92-93	
3	7		State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	yes	Sustainability Report Cover	
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 organizations.	yes	Annual Report 78	
3	9		Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	(yes)	Sustainability Report 37, 39	
3	10		Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	yes	Annual Report 78	
3	11		Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	yes	Sustainability Report 37	
GRI Context Index						
3	12		Table identifying the location of the Standard Disclosures in the report: – Strategy and Analysis 1.1 – 1.2 – Organizational Profile 2.1 – 2.10 – Report Parameters 3.1 – 3.13 – Governance, Commitments, and Engagement 4.1 – 4.17 – Disclosure of Management Approach, per category – Core Performance Indicators – Any GRI Additional Indicators that were included – Any GRI Sector Supplement Indicators included in the report	yes	www.coop.ch/gri-table	
Assurance						
3	13		Policy and current practice with regard to seeking external assurance for the report	yes	Annual Report 49	
4. Governance, Commitments, and Engagement						
Governance						
4	1		Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	yes	Annual Report 45-46 Sustainability Report 6	
4	2		Indicate whether the Chair of the highest governance body is also an executive officer. (and, if so, their function within the organization's management and the reasons for this arrangement)	yes	Annual Report 46	

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4	3		For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	yes	Annual Report 46-47	
4	4		Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	yes	Annual Report 49	
4	5		Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	yes	Annual Report 49	
4	6		Processes in place for the highest governance body to ensure conflicts of interest are avoided.	yes	Annual Report 47	
4	7		Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	yes	Annual Report 45-46	
4	8		Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	yes	Sustainability Report 5, 8 www.coop.ch/nachhaltigkeit (Grundsätze)	
4	9		Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	yes	Sustainability Report 9	
4	10		Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	yes	Annual Report 47	
Commitments to External Initiatives						
4	11		Explanation of whether and how the precautionary approach or principle is addressed by the organization.	yes	Sustainability Report 8	7
4	12		Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	yes	Annual Report throughout the text Sustainability Report 11, 51-53	
4	13		Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> – Has positions in governance bodies – Participates in projects or committees – Provides substantive funding beyond routine membership dues – Views membership as strategic 	yes	Sustainability Report 11, 49 www.coop.ch/stakeholders	
Stakeholder-Engagement						
4	14		List of stakeholder groups engaged by the organization.	yes	Sustainability Report 11 www.coop.ch/stakeholders	
4	15		Basis for identification and selection of stakeholders with whom to engage.	yes	Sustainability Report Cover, 11	
4	16		Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	(yes)	Sustainability Report 11 www.coop.ch/stakeholders	
4	17		Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	yes	Sustainability Report 9 www.coop.ch/stakeholders	

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5. Disclosures on Management Approach						
5	DMA EC		Disclosure on Management Approach EC	yes	Sustainability Report 8, 12-13	
5	DMA EN		Disclosure on Management Approach EN	yes	Sustainability Report 10, 12-14, 21, 35 www.coop.ch/nachhaltigkeit (Grundsätze)	7, 8, 9
5	DMA LA		Disclosure on Management Approach LA	yes	Annual Report 33 Sustainability Report 10-11, 13, 55 www.coop.ch/jobs (Coop als Arbeitgeber) www.coop.ch/nachhaltigkeit (Grundsätze)	3, 6
5	DMA HR		Disclosure on Management Approach HR	yes	Sustainability Report 10-11, 13, 50 www.coop.ch/nachhaltigkeit (Grundsätze / Richtlinien)	1, 2, 4, 5, 6
5	DMA SO		Disclosure on Management Approach SO	yes	Sustainability Report 11, 14, 65, 67	10
5	DMA PR		Disclosure on Management Approach PR	yes	Sustainability Report 50 www.coop.ch (Quality assurance)	
Performance Indicators > Economic						
Aspect: Economic Performance						
5	EC1	C	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	yes	Annual Report 68	
5	EC2	C	Financial implications and other risks and opportunities for the organization's activities due to climate change.	yes	Sustainability Report 21-22	7, 8
5	EC3	C	Coverage of the organization's defined benefit plan obligations.	none		
5	EC4	C	Significant financial assistance received from government.	none		
Aspect: Market Presence						
5	EC5	A	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	yes	Annual Report 33	6
5	EC6	C	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	(yes)	www.coop.ch/nachhaltigkeit (Grundsätze)	
5	EC7	C	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	irrelevant		
Aspect: Indirect Economic Impacts						
5	EC8	C	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	yes	Sustainability Report 67	
5	EC9	A	Understanding and describing significant indirect economic impacts, including the extent of impacts.	yes	Sustainability Report 66-67	

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Performance Indicators > Environment						
Aspect: Materials						
5	EN1	C	Materials used by weight or volume.	no		8
5	EN2	C	Percentage of materials used that are recycled input materials.	(yes)	Sustainability Report 42	8, 9
Aspect: Energy						
5	EN3	C	Direct energy consumption by primary energy source.	yes	Sustainability Report 38	8
5	EN4	C	Indirect energy consumption by primary source.	no		
5	EN5	A	Energy saved due to conservation and efficiency improvements.	yes	Sustainability Report 35-38	8, 9
5	EN6	A	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	yes	Sustainability Report 27-28, 37	8, 9
5	EN7	A	Initiatives to reduce indirect energy consumption and reductions achieved.	yes	Sustainability Report 21-22	8, 9
Aspect: Water						
5	EN8	C	Total water withdrawal by source.	yes	Sustainability Report 38	8
5	EN9	A	Water sources significantly affected by withdrawal of water.	none		
5	EN10	A	Percentage and total volume of water recycled and reused.	irrelevant		
Aspect: Biodiversity						
5	EN11	C	Location and size of land owned, leased, managed in, or adyacent to, protected areas and areas of high biodiversity value outside protected areas.	none		
5	EN12	C	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	yes	Sustainability Report 23-25, 67	8
5	EN13	A	Habitats protected or restored.	none		
5	EN14	A	Strategies, current actions, and future plans for managing impacts on biodiversity.	yes	Sustainability Report 10, 23, 66	8
5	EN15	A	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	none		
Aspect: Emission, Effluents and Waste						
5	EN16	C	Total direct and indirect greenhouse gas emissions by weight.	yes	Sustainability Report 37	8
5	EN17	C	Other relevant indirect greenhouse gas emissions by weight.	no		8
5	EN18	A	Initiatives to reduce greenhouse gas emissions and reductions achieved.	yes	Sustainability Report 13-14, 36, 39	8, 9
5	EN19	C	Emissions of ozone-depleting substances by weight.	no		
5	EN20	C	NOx, SOx, and other significant air emissions by type and weight.	no		
5	EN21	C	Total water discharge by quality and destination.	no		

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5	EN22	C	Total weight of waste by type and disposal method.	yes	Sustainability Report 42	8
5	EN23	C	Total number and volume of significant spills.	none		
5	EN24	A	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	yes	Sustainability Report 42	8
5	EN25	A	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	none		
Aspect: Products and Services						
5	EN26	C	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	yes	Sustainability Report 21, 23-24, 27	8, 9
5	EN27	C	Percentage of products sold and their packaging materials that are reclaimed by category	yes	Sustainability Report 42	8
Aspect: Compliance						
5	EN28	C	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	none		
Aspect: Transport						
5	EN29	A	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	yes	Sustainability Report 21, 22	8
Aspect: Overall						
5	EN30	A	Total environmental protection expenditures and investments by type.	no		
Performance Indicators > Human Rights						
Aspect: Investment and Procurement Practices						
5	HR1	C	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	irrelevant		
5	HR2	C	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	yes	Sustainability Report 51	1, 2, 4, 5, 6
5	HR3	A	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	no		
Aspect: Non-discrimination						
5	HR4	C	Total number of incidents of discrimination and actions taken.	no		
Aspect: Freedom of Association and Collective Bargaining						
5	HR5	C	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	yes	Sustainability Report 51	1, 3

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Aspect: Child Labor						
5	HR6	C	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	yes	Sustainability Report 51	1, 5
Aspect: Forced and Compulsory Labor						
5	HR7	C	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	yes	Sustainability Report 51	1, 4
Aspect: Security Practices						
5	HR8	A	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	irrelevant		
Aspect: Indigenous Rights						
5	HR9	A	Total number of incidents of violations involving rights of indigenous people and actions taken.	none		
Performance Indicators > Labor Practices & Decent Work						
Aspect: Employment						
5	LA1	C	Total workforce by employment type, employment contract, and region.	yes	Annual Report 66-67	
5	LA2	C	Total number and rate of employee turnover by age group, gender, and region.	(yes)	Annual Report 66-67	6
5	LA3	A	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	yes	Sustainability Report 55 www.coop.ch/jobs (Coop als Arbeitgeber / Gesamt-arbeitsvertrag)	6
Aspect: Labor / Management Relations						
5	LA4	C	Percentage of employees covered by collective bargaining agreements.	yes	Annual Report 33 Sustainability Report 55	1, 3
5	LA5	C	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	no		
Aspect: Occupational Health and Safety						
5	LA6	A	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	no		
5	LA7	C	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	yes	Sustainability Report 58	
5	LA8	C	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	yes	Sustainability Report 59 Coop Group Sustainability Report 2007, page 45	
5	LA9	A	Health and safety topics covered in formal agreements with trade unions.	(yes)	www.coop.ch/jobs (Coop als Arbeitgeber / Gesamt-arbeitsvertrag)	

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Aspect: Training and Education						
5	LA10	C	Average hours of training per year per employee by employee category.	yes	Sustainability Report 58	
5	LA11	A	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	yes	Sustainability Report 57, 59	
5	LA12	A	Percentage of employees receiving regular performance and career development reviews.	yes	Coop Group Annual Report 2008, page 34	
Aspect: Diversity and Equal Opportunity						
5	LA13	C	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	yes	Annual Report 46-48, 67 Sustainability Report 58	1, 6
5	LA14	C	Ratio of basic salary of men to women by employee category.	no		1, 6
Performance Indicators > Product Responsibility						
Aspect: Customer Health and Safety						
5	PR1	C	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	yes	Sustainability Report 50 www.coop.ch (Quality assurance)	
5	PR2	A	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	none		
Aspect: Product and Service Labeling						
5	PR3	C	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	yes	www.coop.ch (Essen & Trinken / Foodprofil) www.coop.ch/nachhaltigkeit (Grundätze / Richtlinien)	8
5	PR4	A	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	no		
5	PR5	A	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	yes	Annual Report 22	
Aspect: Marketing Communications						
5	PR6	C	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	no		
5	PR7	A	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	no		
Aspect: Customer Privacy						
5	PR8	A	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	no		
Aspect: Compliance						
5	PR9	C	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	none		

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Performance Indicators > Society						
Aspect: Community						
5	S01	C	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	no		
Aspect: Corruption						
5	S02	C	Percentage and total number of business units analyzed for risks related to corruption.	no		
5	S03	C	Percentage of employees trained in organization's anti-corruption policies and procedures.	no		
5	S04	C	Actions taken in response to incidents of corruption.	none		10
Aspect: Public Policy						
5	S05	C	Public policy positions and participation in public policy development and lobbying.	yes	Annual Report 9 Sustainability Report 9, 49 www.coop.ch/stakeholders	10
5	S06	A	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	none		10
Aspect: Anti-Competitive Behavior						
5	S07	A	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	none		10
Aspect: Compliance						
5	S08	C	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	none		