

# GRI Index 2016

May 30th, 2017



# GRI Index

Indicator	Definition	Page(s) in report
<b>EC Economic</b>		
EC 1	Direct economic value generated and distributed	H2 (P16)
EC6	Proportion of senior management hired from the local community at significant locations of operation	H8 (P41)
EC7	Development and impact of infrastructure investments and services supported	Attachment 3 (P55)
EC8	Significant indirect economic impacts, including the extent of impacts	Attachment 3 (P55)
<b>EN Environmental</b>		
EN 1	Materials use by weight or volume	P17
EN 2	Percentage of materials used that are recycled input materials	P53
EN 3	Energy consumption within the organization	P22
EN 5	Energy intensity ratio for the organization	P21
EN 6	Reduction of energy consumption	P24, P25, P26, P27, P30, P34
EN 12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	P34, P47-P51
EN 15, 16 & 17	Direct greenhouse gas (GHG) emissions (Scope 1), Energy indirect greenhouse gas (GHG) emissions (Scope 2) and Other indirect Greenhouse Gas (GHG) emissions (Scope 3)	P22, P24, P25, P34, P37, P52
EN18&19	Greenhouse gas (GHG) emissions intensity and Initiatives for the reduction of greenhouse gas (GHG) emissions	P21, P22, P24, P25, P26, P30, P31, P34
EN 26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	H4 (P21-P23)
EN 30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	P22, P52
EN 31	Total environmental protection expenditures and investments by type	P47-P51
EN 32	Percentage of new suppliers that were screened using environmental criteria	P14-P15, P18-P20, P47-P51
EN 33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	P16-P17, H3 (P18-P20)
<b>LA Labor Practices and Decent Work</b>		
LA 1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	P41
LA 5	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	Attachment 1 (P54)
LA 6	Type of injury and rates of injury, occupational diseases, lost days, absenteeism, and total number of work-related fatalities by region and gender	P8, P38
LA 9	Average hours of training per year per employee, by gender, and by employee category	H8(P38-P41)
LA 10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	H8(P38-P41)
LA 11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	H8(P38-P41)

Indicator	Definition	Page(s) in report
LA 12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	H8(P38-P41)
LA 16	Number of grievances about Labor practices filed, addressed, and resolved through formal grievance mechanisms	Attachment 3 (P55)

## HR Human Rights

HR 3	Total number of incidents of discrimination and corrective actions taken	Attachment 3 (P55)
HR 12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	P7, Attachment 3 (P55)

## SO Society

SO 1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	P38
SO 3	Total number and percentage and of operations assessed for risks related to corruption and the significant risks identified	Attachment 3(pagina 54)
SO 5	Confirmed incidents of corruption and actions taken	Attachment 3(pagina 54)
SO 9	Percentage of new suppliers that were screened using criteria for impacts on society	P14-P15, P18-P20, P47-P51
SO 10	Significant actual and potential negative impacts on society in the supply chain and actions taken	P14-P15, P16-17, P18-P20, P47-P51

## PR Product Responsibility

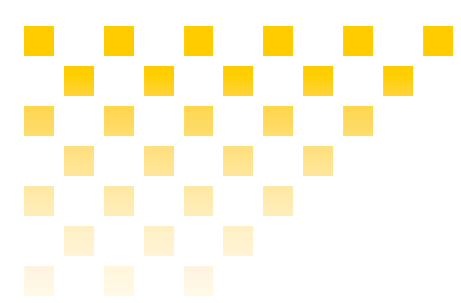
PR 1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	P8 en H6 (P27-34)
PR 5	Results of surveys measuring customer satisfaction	P8 en H7 (P35-P37)

## 1 Strategy and analysis

G4-1	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Preface – P5
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## 2 Organizational Profile

G4-2	Description of key impacts, risks, and opportunities.	Preface – P5, H1 (P6-P8)
G4-3	Name of the organization	Agrifirm
G4-4	Primary brands, products, and services	H1 (P6-P8), P50 en Financial Report 2016
G4-5	Location of the organization's headquarters	Apeldoorn
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Organogram (P7)
G4-7	Nature of ownership and legal form	Organogram (P7)
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	H1 (P6-P8), P50 en Financial Report 2016



Indicator	Definition	Page(s) in report
G4-9	Scale of reporting organization <ul style="list-style-type: none"> <li>&gt; Number of employees;</li> <li>&gt; Number of operations;</li> <li>&gt; Net sales (for private sector organizations) or net revenues (for public sector organizations);</li> <li>&gt; Total capitalization broken down in terms of debt and equity (for private sector organizations); and</li> <li>&gt; Quantity of products or services provided</li> </ul>	H1 (P6-P8), P16-P17 en Financieel Jaarverslag 2016
G4-10	Total number of employees	P46, H8(P38-P41), Attachment 3 (P55)
G4-11	Percentage of total employees covered by collective bargaining agreements	Attachment 3 (P55)
G4-12	Description of the organization's supply chain	P16-P17
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	Preface en organogram P7
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	Preface P5
G4-15	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Attachment 1 (P44-P46)
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization	Attachment 1 (P44-P46)

### 3 Identified Material Aspects and Boundaries

G4-17	Operational Structure of the organization	Financial Report 2016
G4-18	Details on report content and aspect boundaries	H2 (P9-P17)
G4-19	All material Aspects identified in the process for defining report content	H2(P9-P17)
G4-20	Aspect Boundary within the organization	H2(P9-P17)
G4-21	Aspect Boundary outside the organization	H2(P9-P17)
G4-22	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements	H1 (P6-P8)
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	H1 (P6-P8), P20, P27

### 4 Stakeholder Engagement

G4-24	List of stakeholder groups engaged by the organization	Attachment 1 (P44-P46)
G4-25	Basis for identification and selection of stakeholders with whom to engage	H2 (P9-P17)
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	H2 (P9-P17), Attachment 1 (P44-P46)
G4-27	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.	H2 (P9-P17), Attachment 1 (P44-P46)

### 5 Report Profile

G4-28	Reporting period (such as fiscal or calendar year) for information provided	Inside cover
G4-29	Date of most recent previous report (if any).	2015
G4-30	Reporting cycle (such as annual, biennial).	Yearly
G4-31	Contact point for questions regarding the report or its contents.	Inside cover

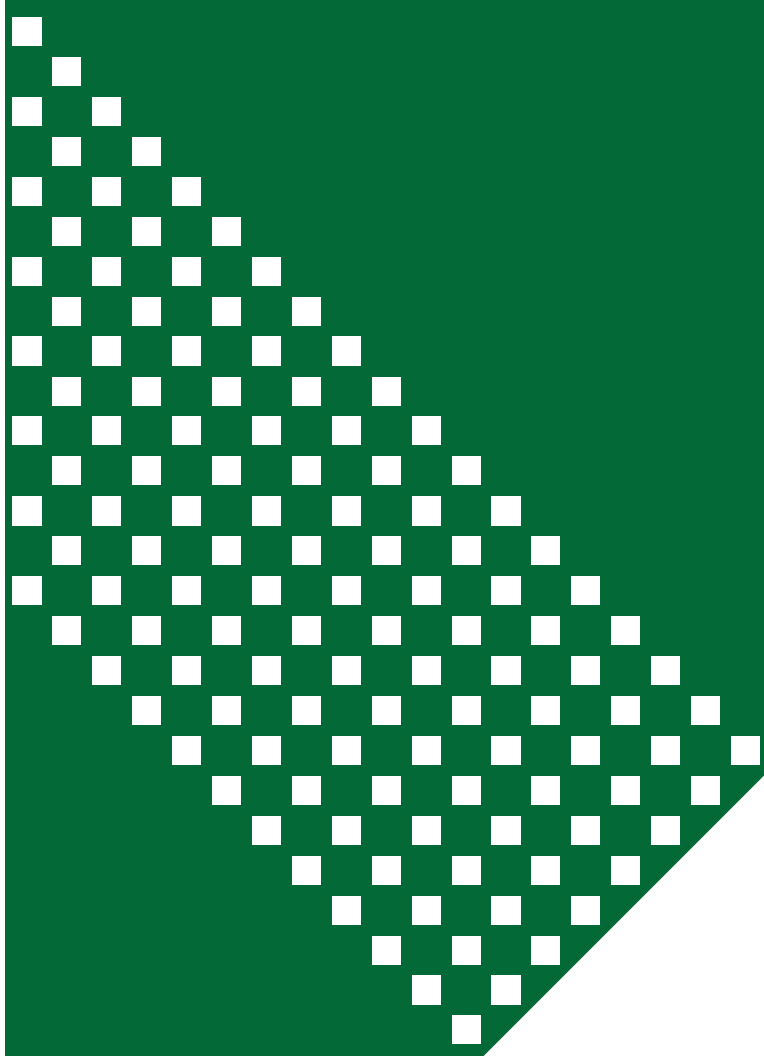
Indicator	Definition	Page(s) in report
G4-32	GRI Content Index	Attachment: GRI G4 Index
G4-33	Policy and current practices with regard to seeking external assurance for the report	Attachment: GRI G4 Index

### 6 Governance

G4-34	Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Organogram (P12)
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### 7 Ethics and Integrity

G4-56	Description of the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Preface, H1 (P6- P8)
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	Attachment 3 (P55)



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