

Stockmann Group CSR report 2013, GRI INDEX			
1. Strategy and Analysis			
Profile	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
1.1	Statement from the most senior decision-maker of the organization.	Fully	p. 4
2. Organizational Profile			
Profile	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
2.1	Name of the organization.	Fully	p. 6
2.2	Primary brands, products, and/or services.	Fully	p. 6, See also Annual Report 2013
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	p. 6, See also Annual Report 2013
2.4	Location of organization's headquarters.	Fully	p. 6
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.	Fully	p. 6-7
2.6	Nature of ownership and legal form.	Fully	p. 6-7, See also Annual Report 2013
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	p. 6-7
2.8	Scale of the reporting organization.	Fully	p. 6-7, See also Annual Report 2013
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	p.6, See also Annual Report 2013
2.10	Awards received in the reporting period.	Fully	p. 7
3. Report Parameters			
Profile	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	p. 2
3.2	Date of most recent previous report (if any).	Fully	p. 2
3.3	Reporting cycle (annual, biennial, etc.)	Fully	p. 2 and 8
3.4	Contact point for questions regarding the report or its contents.	Fully	p. 31
3.5	Process for defining report content.	Fully	p. 2 and 9
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	p. 2 and 6. Possible changes or specific limitations mentioned in connection with the text or table relating to the key indicator in question.
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	p. 2 and 6. Possible changes or specific limitations mentioned in connection with the text or table relating to the key indicator in question.
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.	Fully	Leased out commercial premises in the Nevsky Centre shopping centre not included.
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).	Fully	Possible changes or specific limitations mentioned in connection with the text or table relating to the key indicator in question.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	Possible changes or specific limitations mentioned in connection with the text or table relating to the key indicator in question.
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	p. 17
4. Governance, Commitments, and Engagement			
Profile	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
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.	Fully	p. 29, See also Annual Report and Corporate Governance Statement
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	p. 29, See also Annual Report and Corporate Governance Statement
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.	Fully	p. 29, See also Annual Report and Corporate Governance Statement
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	p. 29, See also Annual Report and Corporate Governance Statement
4.14	List of stakeholder groups engaged by the organization.	Fully	p. 12
4.15	Basis for identification and selection of stakeholders with whom to engage.	Partially	p. 9 and 12
Economic			
Indicator	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
Economic performance			
EC1	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.	Fully	p. 29
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Partially	p. 30
EC3	Coverage of the organization's defined benefit plan obligations.	Not	
EC4	Significant financial assistance received from government.	Fully	p. 30
Market presence			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Not	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Not	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	p. 30
Indirect economic impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Not	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Not	
Environmental			
Indicator	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
Materials			
EN1	Materials used by weight or volume.	Partially	p. 24
EN2	Percentage of materials used that are recycled input materials.	Not	
Energy			
EN3	Direct energy consumption by primary energy source.	Fully	p. 24
EN4	Indirect energy consumption by primary source.	Fully	p. 24
EN5	Energy saved due to conservation and efficiency improvements.	Partially	p. 25
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Partially	p. 25
Water			
EN8	Total water withdrawal by source.	Partially	p.25
EN9	Water sources significantly affected by withdrawal of water.	Not	
EN10	Percentage and total volume of water recycled and reused.	Fully	p. 25

Biodiversity			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	p. 25
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Partially	p. 25
EN13	Habitats protected or restored.	Not	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Partially	p. 25
Emissions, effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	p. 25
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	p. 25
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Partially	p. 26
EN19	Emissions of ozone-depleting substances by weight.	Not	
EN20	NOx, SOx, and other significant air emissions by type and weight.	Not	
EN21	Total water discharge by quality and destination.	Fully	p. 25
EN22	Total weight of waste by type and disposal method.		
EN23	Total number and volume of significant spills.	Fully	p. 26
EN24	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.	Not	
EN25	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.	Fully	p. 25
Products and services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Partially	p. 26
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Partially	p. 27
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	p. 27
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Fully	p. 27
Overall			
EN30	Total environmental protection expenditures and investments by type.	Not	
Social: Labor Practices and Decent Work			
Indicator	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
Employment			
LA1	Total workforce by employment type, employment contract, and region.	Fully	p. 18
LA2	Total number and rate of employee turnover by age group, gender, and region.	Partially	p. 18
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Partially	p. 19
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.	Partially	p.20
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not	
Occupational health and safety			
LA6	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.	Partially	p. 20
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Partially	p. 20
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Partially	p. 20
LA9	Health and safety topics covered in formal agreements with trade unions.	Not	
Training and education			
LA10	Average hours of training per year per employee by employee category.	Partially	p. 20
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	p. 20
LA12	Percentage of employees receiving regular performance and career development reviews.	Partially	p. 20
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	p. 21
LA14	Ratio of basic salary of men to women by employee category.	Not	

Social: Human Rights			
Indicator	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Not	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Fully	p. 22
HR3	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.	Not	
Non-discrimination			
HR4	Total number of incidents of discrimination and actions taken.	Fully	p. 22
Freedom of association and collective bargaining			
HR5	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.	Partially	p. 22
Child labor			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Fully	p. 22
Forced and compulsory labor			
HR7	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.	Fully	p. 22
Security practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not	
Indigenous rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not	
Social: Society			
Indicator	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
Community			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Not	
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Not	
SO4	Actions taken in response to incidents of corruption.	Not	
Public policy			
SO5	Public policy positions and participation in public policy development and lobbying.	Not	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not	
Anti-competitive behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	p. 30
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not	
Social: Product Responsibility			
Indicator	Disclosure	Level of Reporting	Location (the page of CSR report) and notes
Customer health and safety			
PR1	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.	Not	
PR2	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.	Partially	p. 23
Product and service labelling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Partially	p. 23
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Partially	p. 23
Marketing communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not	
Customer privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Partially	p. 23
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not	