

## Stockmann Group CSR report 2014 GRI G4 content index

Code	GRI content	Level of reporting	Page and section in the CSR report or other location	Further information or omissions	Assurance
<b>General Standard Disclosures</b>					
<b>Strategy and Analysis</b>					
<b>G4-1</b>	Statement from the President and CEO	fully	3, CEO's review		
<b>Organisational Profile</b>					
<b>G4-3</b>	Name of the organisation	fully	19-21, General standard disclosures		
<b>G4-4</b>	Primary brands, products and services	fully	Annual report		
<b>G4-5</b>	Location of the organisation's headquarters	fully	19-21, General standard disclosures		
<b>G4-6</b>	The number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	fully	32-35, Responsible Supply Chain & Annual report (Three divisions, inner cover)		
<b>G4-7</b>	Nature of ownership and legal form	fully	19-21, General standard disclosures		
<b>G4-8</b>	Markets served	fully	Annual report (Three divisions, inner cover)		
<b>G4-9</b>	Scale of organisation	fully	19-21, General standard disclosures		
<b>G4-10</b>	Total number of employees by employment contract, region and gender	fully	27, Employment & wellbeing	Information on the distribution by gender currently not available.	
<b>G4-11</b>	Percentage of total employees covered by collective bargaining agreements	fully	27, Employment & wellbeing		
<b>G4-12</b>	Organisation's supply chain	fully	32-35, Responsible supply chain & Supplier and factory lists for fashion own brands suppliers on the Group's website: <a href="http://www.stockmanngroup.com/en/supplier-and-factory-list">http://www.stockmanngroup.com/en/supplier-and-factory-list</a>		
<b>G4-13</b>	Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	fully	-	No significant changes during the reporting period.	
<b>G4-14</b>	Whether and how the precautionary approach or principle is addressed by the organisation	fully	Annual report (Corporate governance statement, Report by the Board of Directors)		
<b>G4-15</b>	Externally developed charters, principles or initiatives to which the organisation subscribes or which it endorses	fully	23-24, Corporate Governance		
<b>G4-16</b>	Memberships of associations and advocacy organisations	fully	<a href="#">Group's website</a>		
<b>Identified Material Aspects and Boundaries</b>					
<b>G4-17</b>	Entities included in the organisation's consolidated financial	fully	Annual report		
<b>G4-18</b>	Process of defining the report content	fully	20, General standard disclosures: Identified material aspects and boundaries		

<b>G4-19</b>	Material aspects	fully	20, General standard disclosures: Identified material aspects and boundaries		
<b>G4-20</b>	Aspect boundary for each material aspect within the organisation	fully	20, General standard disclosures: Identified material aspects and boundaries		
<b>G4-21</b>	Aspect boundary for each material aspect outside the organisation	fully	20, General standard disclosures: Identified material aspects and boundaries		
<b>G4-22</b>	Restatements of information provided in previous reports	fully	-	Changes reported in connection with relevant performance indicators.	
<b>G4-23</b>	Significant changes from previous reporting periods in the scope and aspect boundaries	fully	-	No significant changes.	
<b>Stakeholder Engagement</b>					
<b>G4-24</b>	List of stakeholder groups engaged in the organisation	fully	General standard disclosures: Stakeholder engagement		
<b>G4-25</b>	Basis for identification and selection of stakeholders with whom to engage	fully	General standard disclosures: Stakeholder engagement		
<b>G4-26</b>	Organisation's approach to stakeholder engagement	fully	General standard disclosures: Stakeholder engagement		
<b>G4-27</b>	Key topics and concerns that have been raised through stakeholder engagement	fully	General standard disclosures: Stakeholder engagement and relevant sections in CSR		
<b>Report Profile</b>					
<b>G4-28</b>	Reporting period	fully	19-21, General standard disclosures		
<b>G4-29</b>	Date of the most recent previous report	fully	19-21, General standard disclosures		
<b>G4-30</b>	Reporting cycle	fully	19-21, General standard disclosures		
<b>G4-31</b>	Contact point for questions regarding the report of its contents	fully	44, report back cover		
<b>G4-32</b>	GRI content index	fully	Group's website		
<b>G4-33</b>	Organisation's policy with regard to external assurance	fully	19-21, General standard disclosures	The report has not been reviewed in full by a third party. Financial indicators which are presented in the financial statements are externally assured. PricewaterhouseCoopers Oy has acted as a consultant in the calculation of the carbon footprint in 2013 and 2014.	
<b>Governance</b>					
<b>Governance Structure and Composition</b>					
<b>G4-34</b>	Governance structure of the organisation and committees	fully	23-24, Corporate governance & Annual report (Corporate governance statement)		
<b>Ethics and Integrity</b>					

<b>G4-56</b>	Organisation's values, principles and codes	fully	23-24, Corporate governance	The Stockmann Code of Conduct has been reviewed and approved by the Board. The implementation of the Code started in 2014 and continues in 2015, including the entire personnel as well as leadership.	
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### Specific Standard Disclosures

Reported ofr aspects identified as material.

<b>Disclosure on Management Approach</b>					
	Disclosure of management approach (DMA)	fully	22-42	The DMA for each material aspect is presented under the relevant theme or under its own heading.	

### Economic Impacts

#### **Economic Performance**

<b>G4-EC1</b>	Direct economic value generated and distributed	fully	22, Financial profitability		
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<b>G4-EC4</b>	Financial assistance received from government	fully	22, Financial profitability		
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#### **Procurement Practices**

<b>G4-EC9</b>	Proportion of spending on local suppliers at significant locations of operation	no		The aspect is defined material but the indicator is not suitable. Additional information on Procurement practices is provided in section 'Responsible supply chain' (pp. 32-35) and on the Group's website with list of fashion own brands suppliers (Stockmann,	
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### Environmental Impacts

#### **Energy**

<b>G4-EN1</b>	Materials used by weight or volume	fully	<a href="#">Group's website</a>		
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<b>G4-EN3</b>	Energy consumption within the organisation	fully	38-42, Energy & material efficiency		
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<b>G4-EN4</b>	Energy consumption outside the organisation	no	38-42, Energy & material efficiency	A limited amount of data is collected on energy consumption outside the organisation for EN17 / Scope 3 review.	
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<b>G4-EN5</b>	Energy intensity	no		The energy intensity of the Stockmann department stores in Finland is monitored and used as basis for energy efficiency measures but currently not	
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<b>G4-EN6</b>	Reduction of energy consumption	no	Energy & material efficiency	Detailed information on the various efforts to decrease energy consumption is given in the report section 'Energy & material efficiency'. However, amount of reductions in joules cannot be reported at the moment.	
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#### **Water**

<b>G4-EN8</b>	Total water withdrawal by source	fully	38-42, Energy & material efficiency		
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<b>G4-EN9</b>	Water sources significantly affected by withdrawal of water	fully	38-42, Energy & material efficiency	The company has no emissions into the water system.	
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<b>G4-EN10</b>	Percentage and total volume of water recycled and reused	fully	38-42, Energy & material efficiency	Water is not recycled or reused in the operations.	
<b>Biodiversity</b>					
<b>G4-EN11</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	no		Not a material aspect. The company's department stores and shops are located in areas zoned as commercial properties. As commercial functions are not located in conservation areas or other areas rich in terms of biodiversity, the Group's impacts on biodiversity are low.	
<b>Emissions</b>					
<b>G4-EN15</b>	Direct greenhouse gas (GHG) emissions (Scope 1)	fully	38-42, Energy & material efficiency		
<b>G4-EN16</b>	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	fully	38-42, Energy & material efficiency		
<b>G4-EN17</b>	Other indirect greenhouse gas (GHG) emissions (Scope 3)	fully	38-42, Energy & material efficiency		
<b>Effluents and Waste</b>					
<b>G4-EN22</b>	Total water discharge by quality and destination	fully	-	The wastewater from operations goes to municipal sewer systems. There is no water discharge referred to by GRI from Stockmann's operations.	
<b>G4-EN23</b>	Total weight of waste by type and disposal method	fully	38-42, Energy & material efficiency		
<b>G4-EN24</b>	Total number and volume of significant spills	fully	38-42, Energy & material efficiency		
<b>Products and Services</b>					
<b>G4-EN27</b>	Extent of impact mitigation of environmental impacts of products and services	no		The aspect is defined material but the GRI indicator is not suitable for Stockmann's operations. Information material to Stockmann is presented in the Energy & material efficiency section of the	
<b>G4-EN28</b>	Percentage of products sold and their packaging materials that are reclaimed by category	no		See above	
<b>G4-EN29</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	fully	-	There were no fines or sanctions during 2014.	
<b>Supplier Environmental Assessment</b>					
<b>G4-EN32</b>	Percentage of new suppliers that were screened using environmental criteria	partially	32-35, Responsible supply chain		
<b>G4-34</b>	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	no		The aspect is defined material. While a formal grievance mechanism did not exist in 2014, it will be introduced in 2015.	
<b>Social Impacts</b>					
<b>Labour Practices and Decent Work</b>					
<b>Employment</b>					
<b>G4-LA1</b>	Total number and rates of new employee hires and employee turnover by age group, gender, and region	fully	27-31, Employment & wellbeing	Information on the distribution by gender or by age group not available at this level of detail.	

<b>G4-LA2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant location of operation	fully	27-31, Employment & wellbeing	Personnel benefits do not vary between part-time and full-time employees. Varying practices in different operating countries. Additional information on employee benefits provided in the section.	
<b>Labour/Management Relations</b>					
<b>G4-LA4</b>	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	fully	27-31, Employment & wellbeing		
<b>Occupational Health and Safety</b>					
<b>G4-LA6</b>	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	fully	27-31, Employment & wellbeing	Information on the distribution by gender is not available. Reporting does not cover lost days or operations in Russia.	
<b>Training and Education</b>					
<b>G4-LA9</b>	Average hours of training per year per employee by gender, and by employee category	fully	27-31, Employment & wellbeing	Information on the distribution by gender is not available.	
<b>G4-LA10</b>	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	fully	27-31, Employment & wellbeing		
<b>Diversity and Equal Opportunity</b>					
<b>G4-LA12</b>	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	fully	27-31, Employment & wellbeing	Information on minority group membership is not collected, as this is not permitted under Finnish legislation.	
<b>Equal Remuneration for Women and Men</b>					
<b>G4-LA13</b>	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	fully	27-31, Employment & wellbeing	The reporting covers operations in Finland.	
<b>Supplier Assessment for Labour Practices</b>					
<b>G4-LA14</b>	Percentage of new suppliers that were screened using labour practices criteria	fully	32-35, Responsible Supply Chain		
<b>G4-LA15</b>	Significant actual and potential negative impacts for labour practices in the supply chain and	fully	32-35, Responsible Supply Chain		
<b>Labour Practices Grievance Mechanisms</b>					
<b>G4-LA16</b>	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	no		The aspect is defined material. While a formal grievance mechanism did not exist in 2014, it will be introduced in 2015.	
<b>Human Rights</b>					
<b>Non-discrimination</b>					
<b>G4-HR3</b>	Total number of incidents of discrimination and corrective actions taken	fully	27-31, Employment & wellbeing		
<b>Freedom of Association and Collective Bargaining</b>					

<b>G4-HR4</b>	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at a significant risk, and measures taken to support these	fully	27-31, Employment & wellbeing		
<b>Human Rights Assessment</b>					
<b>G4-HR9</b>	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	fully	27-31, Employment & wellbeing		
<b>Supplier Human Rights Assessment</b>					
<b>G4-HR10</b>	Percentage of new suppliers that were screened using human rights criteria	fully	32-35, Responsible Supply Chain		
<b>G4-HR11</b>	Significant actual and potential negative human rights impacts in the supply chain and actions taken	fully	32-35, Responsible Supply Chain		
<b>Human Rights Grievance Mechanisms</b>					
<b>G4-HR12</b>	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	no		The aspect is defined material. While a formal grievance mechanism did not exist in 2014, it will be introduced in 2015.	
<b>Society</b>					
<b>Anti-corruption</b>					
<b>G4-S04</b>	Communication and training on anti-corruption policies and procedures	fully	23-24, Corporate governance		
<b>G4-S05</b>	Confirmed incidents of corruption and actions taken	fully	23-24, Corporate governance		
<b>Public Policy</b>					
<b>G4-S06</b>	Total value of political contributions by country and recipient/beneficiary	fully	23-24, Corporate governance		
<b>Anti-competitive Behaviour</b>					
<b>G4-S07</b>	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	fully	23-24, Corporate governance		
<b>Product Responsibility</b>					
<b>Customer Health and Safety</b>					
<b>G4-PR2</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	fully	36-37, Products & product safety		
<b>Product and Service Labelling</b>					
<b>G4-PR5</b>	Results of surveys measuring customer satisfaction	fully	25-26, Customer orientation		
<b>Marketing Communications</b>					
<b>G4-PR6</b>	Sale of banned or disputed products	fully	25-26, Customer orientation		
<b>G4-PR7</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of	fully	25-26, Customer orientation		
<b>Customer Privacy</b>					
<b>G4-PR8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	fully	25-26, Customer orientation		