

[Comparative Table with GRI Guidelines]

The DNP Group CSR Report 2012 conforms with the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines G3.1. We self-evaluate our conformance with these guidelines to be at Level B.

Disclosure	Description	Related Pages
1. Strategy & Profile		
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.	P1-2 Environmental Report P2
1.2	Description of key impacts, risks, and opportunities.	P7-15, 49-52 Environmental Report P5-6 Annual Report, Quarterly Financial Report
2. Organizational Profile		
2.1	Name of the organization.	P5 Environmental Report P3
2.2	Primary brands, products, and/or services.	P6, 17-24 Environmental Report P4 Website (Our Products and Services)
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	P5, 9 Website (Corporate Profile)
2.4	Location of organization's headquarters.	P5 Environmental Report P3
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.	Environmental Report P42 Website (Corporate Profile)
2.6	Nature of ownership and legal form.	Quarterly Financial Report
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Quarterly Financial Report
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); and * Quantity of products or services provided.	P5-6 Environmental Report P3-4
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; and * Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	Quarterly Financial Report
2.10	Awards received in the reporting period.	P11-12, 15 Environmental Report P43
3. Report Parameters		
REPORT PROFILE		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	P3 Environmental Report P1
3.2	Date of most recent previous report (if any).	June 2011
3.3	Reporting cycle (annual, biennial, etc.)	Back cover
3.4	Contact point for questions regarding the report or its contents.	Back cover
REPORT SCOPE AND BOUNDARY		
3.5	Process for defining report content, including: * Determining materiality; * Prioritizing topics within the report; and * Identifying stakeholders the organization expects to use the report.	P7-15
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	P3 Environmental Report P1, 42, 44-45
3.7	State any specific limitations on the scope or boundary of the report	P3 Environmental Report P1, 44-45
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.	Quarterly Financial Report
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.	P5, 50-52, 59 Environmental Report P3, 16-19, 21, 24, 26-28, 30-31, 35, 37-42

Disclosure	Description	Related Pages
3. Report Parameters		
REPORT SCOPE AND BOUNDARY		
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)	—
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	P3 Environmental Report P1, 16-17, 19, 26, 37-41
GRI CONTENT INDEX		
3.12	Table identifying the location of the Standard Disclosures in the report.	This chart
ASSURANCE		
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	P61 Environmental Report P46
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.	P9
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).	Annual Report, Quarterly Financial Report, Corporate Governance Report
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.	Annual Report, Quarterly Financial Report, Corporate Governance Report
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Website (Investor Relations, Compliance with the Law and Social Ethics)
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).	Annual Report, Quarterly Financial Report, Corporate Governance Report
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	P7-10
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Annual Report, Quarterly Financial Report
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.	P7-15 Environmental Report P5-7
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.	P7-15 Environmental Report P5-7
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Annual Report, Quarterly Financial Report, Corporate Governance Report
COMMITMENTS TO EXTERNAL INITIATIVES		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	P25-28, 31-32, 50 Environmental Report, Website (home page)
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	P10 Environmental Report P7
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	P10,14 Environmental Report P7, 30
STAKEHOLDER ENGAGEMENT		
4.14	List of stakeholder groups engaged by the organization.	P10
4.15	Basis for identification and selection of stakeholders with whom to engage.	P10
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	P20-22, 24, 26, 28, 30, 32, 34, 36, 38, 40, 42, 44-46, 54, 56-57, 60, 62 Environmental Report P20, 25, 33, 36
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.	P9-15, 50

Disclosure	Description	Related Pages
5. Management Approach and Performance Indicators (○ :Core indicators)		
Economic		
MANAGEMENT APPROACH		
	Management Approach	Annual Report, Quarterly Financial Report, Website
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.	Quarterly Financial Report Environmental Report P37-41
○ EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Environmental Report P37-41
○ EC3	Coverage of the organization's defined benefit plan obligations.	—
○ EC4	Significant financial assistance received from government.	—
MARKET PRESENCE		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	—
○ EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	P31-32 Website (Promoting Social Responsibility through the Supply Chain)
○ EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Website (Respect for Human Dignity and Diversity)
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.	P17-24, 35-36, 43-46, 49-60
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Environmental Report P37-41
Environmental		
MANAGEMENT APPROACH		
	Management Approach	P8, 49-52 Environmental Report P7-14 Website
MATERIALS		
○ EN1	Materials used by weight or volume.	P51 Environmental Report P16-17, 37-41
○ EN2	Percentage of materials used that are recycled input materials.	—
ENERGY		
○ EN3	Direct energy consumption by primary energy source.	P51 Environmental Report P16-17, 20-21, 37-41
○ EN4	Indirect energy consumption by primary source.	P51 Environmental Report P16-17, 20-21, 37-41
EN5	Energy saved due to conservation and efficiency improvements.	P53-56
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	P51, 53-56 Environmental Report P20, 37-41
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	P51, 53-56 Environmental Report P20-21, 37-41
WATER		
○ EN8	Total water withdrawal by source.	P51 Environmental Report P16-17, 37-41
EN9	Water sources significantly affected by withdrawal of water.	—
EN10	Percentage and total volume of water recycled and reused.	P52 Environmental Report P17, 27
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.	—
○ EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	P59-60 Environmental Report P35-36
EN13	Habitats protected or restored.	—

Disclosure	Description	Related Pages
5. Management Approach and Performance Indicators (○ :Core indicators)		
Environmental		
BIODIVERSITY		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	P57-60 Environmental Report P33-36
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	—
EMISSIONS, EFFLUENTS, AND WASTE		
○ EN16	Total direct and indirect greenhouse gas emissions by weight.	P52 Environmental Report P16-19, 37-41
○ EN17	Other relevant indirect greenhouse gas emissions by weight.	P52 Environmental Report P16-19, 37-41
○ EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	P52, 53-56, 59-60 Environmental Report P16-21, 30-31, 35-36, 37-41
○ EN19	Emissions of ozone-depleting substances by weight.	P52 Environmental Report P17-18, 22, 37-41
○ EN20	NOx, SOx, and other significant air emissions by type and weight.	P52 Environmental Report P17-18, 22, 24, 37-41
○ EN21	Total water discharge by quality and destination.	P52 Environmental Report P17, 23, 37-41
○ EN22	Total weight of waste by type and disposal method.	P52 Environmental Report P17-18, 25-26, 37-41
○ EN23	Total number and volume of significant spills.	P50 Environmental Report P12
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.	—
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.	—
PRODUCTS AND SERVICES		
○ EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	P59-60 Environmental Report P28-33, 35-36
○ EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Environmental Report P26-27
COMPLIANCE		
○ EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	—
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.	Environmental Report P21, 31
OVERALL		
EN30	Total environmental protection expenditures and investments by type.	Environmental Report P37-41
Labor Practices and Decent Work		
MANAGEMENT APPROACH		
	Management Approach	P8, 11-15 Website
EMPLOYMENT		
○ LA1	Total workforce by employment type, employment contract, and region.	P5 Website (Respect for Human Dignity and Diversity)
○ LA2	Total number and rate of employee turnover by age group, gender, and region.	Website (Respect for Human Dignity and Diversity)
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	—
○ LA15	Return to work and retention rates after parental leave, by gender.	P14 Website (Respect for Human Dignity and Diversity)
LABOR/MANAGEMENT RELATIONS		
○ LA4	Percentage of employees covered by collective bargaining agreements.	Quarterly Financial Report
○ LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	—

Disclosure	Description	Related Pages
5. Management Approach and Performance Indicators (○ :Core indicators)		
Labor Practices and Decent Work		
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.	Website (Realization of a Safe and Vibrant Workplace)
○ LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of workrelated fatalities by region.	P15 Website (Realization of a Safe and Vibrant Workplace)
○ LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	P15 Website (Realization of a Safe and Vibrant Workplace)
○ LA9	Health and safety topics covered in formal agreements with trade unions.	Website (Realization of a Safe and Vibrant Workplace)
TRAINING AND EDUCATION		
○ LA10	Average hours of training per year per employee by employee category.	—
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Website (Respect for Human Dignity and Diversity, Realization of a Safe and Vibrant Workplace)
LA12	Percentage of employees receiving regular performance and career development reviews.	Website (Realization of a Safe and Vibrant Workplace)
DIVERSITY AND EQUAL AOPPORTUNITY		
○ LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Website (Respect for Human Dignity and Diversity)
○ LA14	Ratio of basic salary of men to women by employee category.	—
Human Rights		
MANAGEMENT APPROACH		
	Management Approach	P8, 11-15 Website
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.	—
○ HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	P31-32 Website (Promoting Social Responsibility through the Supply Chain)
○ 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.	—
NON-DISCRIMINATION		
○ HR4	Total number of incidents of discrimination and actions taken.	—
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.	P31-32 Website (Promoting Social Responsibility through the Supply Chain)
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.	P31-32 Website (Promoting Social Responsibility through the Supply Chain)
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.	P31-32 Website (Promoting Social Responsibility through the Supply Chain)
SECURITY PRACTICE		
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	—
INDIGENOUS RIGHTS		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	—
ASSESSMENT		
○ HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	—
REMEDIATION		
○ HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	—

Disclosure	Description	Related Pages
5. Management Approach and Performance Indicators (○ :Core indicators)		
Society		
MANAGEMENT APPROACH		
	Management Approach	P8, 11-15 Website
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.	P50, 57-58 Environmental Report P12, 34
○ SO9	Operations with significant potential or actual negative impacts on local communities.	P50 Environmental Report P12
○ SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	P50 Environmental Report P12, 28-36
CORRUPTION		
○ SO2	Percentage and total number of business units analyzed for risks related to corruption.	P12, 27-28
○ SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	P12, 27-28
○ SO4	Actions taken in response to incidents of corruption.	—
PUBLIC POLICY		
○ SO5	Public policy positions and participation in public policy development and lobbying.	P47 Environmental Report P28, 30
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	—
ANTI-COMPETITIVE BEHAVIOR		
○ SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	—
COMPLIANCE		
○ SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	—
Product Responsibility		
Management Approach		
	Management Approach	P8-9, 11-15 Website
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.	P37-38 Website (Ensuring the Safety and Quality of Our Products and Services)
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.	—
PRODUCT AND SERVICE LABELING		
○ PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Environmental Report P28-32 Website (Environmental conservation and the realization of a sustainable society)
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	—
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	—
MARKETING COMMUNICATIONS		
○ PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	P8 Website (Group Vision)
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.	—
CUSTOMER PRIVACY		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	—
COMPLIANCE		
○ PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	—