

# Global Reporting Initiative (GRI): G3 Core Indicators

The *Philips Sustainability Report 2007* addresses the issues that are material for the company with a particular focus on energy efficiency and healthcare. Additionally we report on the three areas of sustainability: economic, environmental and social. This chart provides you with a view of Core Indicators covered in the report. Because our report covers the Philips Group level, Core Indicators on local issues have not been addressed.

			Sustainability Report 2007			
			Not applicable	Addressed	Not addressed	Page number
G3 Numbering						
<b>Economic</b>						
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.		●		88-91
	EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		●		20-45, 80-84
	EC3	Coverage of the organization's defined benefit plan obligations.		●		90
	EC4	Significant financial assistance received from government.			●	
Market presence	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.			●	
	EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		●		76-77
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.		●		37, 61

### G3 Numbering

Not applicable

Addressed

Not addressed

Page number

Environment						
Materials	EN1	Materials used by weight or volume.			●	
	EN2	Percentage of materials used that are recycled input materials.			●	
Energy	EN3	Direct energy consumption by primary energy source.		●		24-25, 85
	EN4	Indirect energy consumption by primary source.		●		24-25, 85
Water	EN8	Total water withdrawal by source.		●		85
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.		●		38
Emissions, Effluents, and Waste	EN16	Total direct and indirect greenhouse gas emissions by weight.		●		85
	EN17	Other relevant indirect greenhouse gas emissions by weight.		●		85
	EN19	Emissions of ozone-depleting substances by weight.		●		85-86
	EN20	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type and weight.			●	
	EN21	Total water discharge by quality and destination.			●	
	EN22	Total weight of waste by type and disposal method.		●		85
	EN23	Total number and volume of significant spills.		●		86
	EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		●		23, 80-85
	EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	●			
Compliance	EN28	Monetary value of significant fines and total number of nonmonetary sanctions for non-compliance with environmental laws and regulations.	●			
Product responsibility						
Customer Health & 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.		●		23, 56, 81-85
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.			●	
Marketing Communications	PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		●		73-75
	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.			●	

G3 Numbering			Not applicable	Addressed	Not addressed	Page number
<b>Labor practices &amp; decent work</b>						
Employment	LA1	Total workforce by employment type, employment contract, and region.		●		72-73
	LA2	Total number and rate of employee turnover by age group, gender, and region.		●		72-73, 76
Labor / Management Relations	LA4	Percentage of employees covered by collective bargaining agreements.			●	
	LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.			●	
Occupational Health & Safety	LA7	Rates of injury, occupational diseases, lost day's, absenteeism and total number of work-related fatalities, by region.		●		78
	LA8	Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.			●	
Training and Education	LA10	Average hours of training per year per employee by employee category.			●	
Diversity and Equal Opportunity	LA13	Ratio of basic salary of men to women by employee category.			●	
	LA14	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.			●	
<b>Human rights</b>						
Investment and procurement practices	HR1	Percentage and total number of significant investment agreements that include human rights clauses or that underwent human rights screening.		●		92-101
	HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		●		92-101
Non-discrimination	HR4	Total number of incidents of discrimination and actions taken.		●		74, 98
Freedom of association and collective bargaining	HR5	Operations identified in which the right to exercise freedom of association or collective bargaining may be at significant risk, and actions taken to support these rights.		●		74, 98
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.		●		74, 98
Forced and compulsory labor	HR7	Operations identified as having significant risk for incidents of forced or compulsory labor; and measures taken to contribute to the elimination of forced or compulsory labor.		●		74, 98
<b>Society</b>						
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.		●		44-45
Corruption	SO2	Percentage and total number of business units analyzed for risks related to corruption.		●		72-74
	SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.		●		72-74
	SO4	Actions taken in response to incidents of corruption.		●		72-74
Public policy	SO5	Public policy positions and participation in public policy development and lobbying.		●		10-12, 29, 31-34, 49
Compliance	SO8	Monetary value of significant fines and total number of nonmonetary sanctions for non-compliance with laws and regulations.			●	

