

## GRI-G3 Indicators

The Autogrill Group's 2006 Sustainability Report was drawn up in accordance with the guidelines of the Global Reporting Initiative GRI-G3. The table below includes the indicators given in the new guidelines and the number of the page of this Report

where the information can be found as well as the degree of coverage, using the following symbols. Some indicators are only given symbols for certain parts; however in the Report a full account is given of the more significant information and CSR issues.

- total coverage
- ◐ part-coverage
- information not available
- N/A indicator does not apply

GRI Indicator	Description	Page	Level of coverage
<b>PROFILE</b>			
<b>1. Strategy and Analysis</b>			
1.1	Statement from the organisation's vision and strategy in relation to its contribution to sustainable development	3, 14, 24, 35	●
1.2	Description of key impacts, risks and opportunities	32, 36-38	●
<b>2. Organisational Profile</b>			
2.1	Name of the organisation	Cover	●
2.2	Primary brands, products and/or services	14-15; 63-66; 79	●
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint-ventures	25, 26	●
2.4	Location of organisation's headquarters	25	●
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	14, 25	●
2.6	Nature of ownership and legal form	25	●
2.7	Markets served (including geographical breakdown, sectors served, and types of customers/beneficiaries)	14-15	●
2.8	Scale of the companies belonging to the organisation including: number of employees, net revenues, total capitalisation broken down in terms of debt and equity and quantity of products or services provided	14-15	●
2.9	Significant changes during the reporting period regarding size, structure, or ownership	13-15	●
2.10	Awards received in the reporting period	27	●
<b>3. Report Parameters</b>			
<b>Report Profile</b>			
3.1	Reporting period for information provided	13	●
3.2	Date of most recent previous Sustainability Report	13	●
3.3	Reporting cycle (annual, biennial, etc.)	13	●
3.4	Contacts and useful addresses for questions on the Sustainability Report and its contents	123	●
<b>Report Scope and Boundary</b>			
3.5	Process for defining report content, including: determining materiality, prioritising topics within the report and identifying stakeholders to whom the report is directed	35-38	●
3.6	Boundary of the Report (e.g.: countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	13	●
3.7	Statement of any specific limitation on the scope or boundary of the report	13	●
3.8	Information on joint-ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between organisations	13, 14	●

GRI Indicator	Description	Page	Level of coverage
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	32	●
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)	13, 14	●
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	13	●
<b>GRI Content Index</b>			
3.12	Table identifying the page numbers or web links where the content of each section of the report can be found	108-112	●
<b>Assurance</b>			
3.13	Policy and current practice with regard to the external assurance for the report. Explain the scope and basis of any external assurance if not included in the assurance report itself.	116-118	●
<b>4. Governance, Commitments, and Engagement</b>			
<b>Governance</b>			
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight	39; 2007 Corporate Governance Report	●
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and if so their function within the organisation's management and the reasons for this arrangement)	2007 Corporate Governance Report: 9	●
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members	2007 Corporate Governance Report: 10	●
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	22, 41, 83; 2006 Reports and Accounts: 77; 2007 Corporate Governance Report: 9	●
4.5	Linkage between compensation for members of the highest governance body, senior managers and executives, (including departure arrangements), and the organisation's performance (including social and environmental performance)	39, 69; 2006 Reports and Accounts: 187; 2007 Corporate Governance Report: 17	●
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	2007 Corporate Governance Report: 14	●
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics	39; 2007 Corporate Governance Report: 9	●
4.8	Internally developed statements of mission or values, codes of conduct, and internally developed principles relevant to economic, environmental and social performance and the status of their implementation	21	●
4.9	Procedures of the highest governance body for overseeing the organisation'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 declared principles.	21, 39, 54; 2007 Corporate Governance Report: 18	●
4.10	Processes for evaluating the highest governance body's own performance with respect to economic, environmental, and social performance	39	●
<b>Commitments to External Initiatives</b>			
4.11	Explanation of how the precautionary principle or approach is applied	32, 64	●
4.12	Adoption of codes of conduct, principles and charters developed by external bodies or associations relating to economic, social and environmental performance	91	●
4.13	Memberships in national/international advocacy organization	70, 76	●
<b>Stakeholder Engagement</b>			
4.14	List of stakeholder groups engaged by the organisation	34	●
4.15	Basis for identification and selection of main stakeholders with whom to engage	36-38	●
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	21, 28, 52, 70, 105	●
4.17	Key topics and criticalities that have emerged through stakeholder engagement and what action has been taken	31, 105	●

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GRI Indicator	Description	Page	Level of coverage	
<b>ECONOMIC PERFORMANCE INDICATORS</b>				
Core	Policy and management and oversight systems	13, 23; 2006 Reports and Accounts	●	
<b>Economic Performance</b>				
Core	EC1	Economic value generated and distributed	42	●
Core	EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change		○
Core	EC3	Coverage of the organisation's defined benefit plan obligations	56; 2006 Reports and Accounts: 129	●
Core	EC4	Significant financial assistance received from Government	54	●
<b>Market Presence</b>				
Core	EC6	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation	71	●
Core	EC7	Procedures for local hiring and proportion of senior management hired from the local community	49	◐
<b>Indirect Economic Impacts</b>				
Core	EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	90	●
<b>ENVIRONMENT PERFORMANCE INDICATORS</b>				
Core	Policy and management and oversight systems	34, 96	●	
<b>Materials</b>				
Core	EN1	Materials used by weight or volume	103	◐
Core	EN2	Percentage of materials used that are recycled input materials		○
<b>Energy</b>				
Core	EN3	Direct energy consumption by primary energy source	100	◐
Core	EN4	Indirect energy consumption by primary energy source	99	◐
Additional	EN5	Energy saved due to conservation and efficiency improvements	100	◐
<b>Water</b>				
Core	EN8	Total water withdrawal by source	101	◐
<b>Biodiversity</b>				
Core	EN11	Location and size of land owned, leased, or managed in protected areas or areas of high biodiversity value outside protected areas		○
Core	EN12	Description of significant impacts of activities, products, and services on biodiversity		○
<b>Emissions, Effluents and Waste</b>				
Core	EN16	Total direct and indirect greenhouse gas emissions by weight		○
Core	EN17	Other relevant indirect greenhouse gas emissions by weight		○
Core	EN19	Emissions of ozone-depleting substances by weight		○
Core	EN20	NOx, SOx, and other significant air emissions by type and weight		○
Core	EN21	Total water discharge by quality and destination		○
Core	EN22	Total weight of waste by type and disposal method	102	◐
Core	EN23	Total number and volume of significant spills		○
<b>Products and Services</b>				
Core	EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	97, 104	●
Core	EN27	Percentage of products sold and their packaging materials that are reclaimed by category		○
<b>Compliance</b>				
Core	EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		○

GRI Indicator	Description	Page	Level of coverage
<b>Transport</b>			
Additional EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	105	●
<b>General</b>			
Additional EN30	Total environmental protection expenditures and investments by type	103	●
<b>SOCIAL PERFORMANCE INDICATORS</b>			
<b>Employment</b>			
Core	Policy and management and oversight systems	34, 48	●
Core IA1	Total workforce by employment type, employment contract and region	49-51	●
Core IA2	Total number and rate of employee turnover by age group, gender and region		○
Additional IA3	Benefits provided to full-time employees that are not yet provided to temporary or part-time employees, by major operations	56	●
<b>Labour/Management Relations</b>			
Core IA4	Percentage of employees covered by collective bargaining agreements	56	●
Core IA5	Minimum notice period regarding significant operational changes	57	●
<b>Occupationals Health and Safety</b>			
Additional IA6	Percentage of total workforce represented in health and safety committees that help monitor and advise on occupational health and safety programs	54	●
Core IA7	Rates of injury, illness, lost days, and absenteeism by region	55	●
Core IA8	Education, training, prevention and risk-control programmes in place to assist workforce members, their families or community members regarding serious diseases	54-55	●
<b>Education and Training</b>			
Core IA 10	Average hours of training per employee by employee category	54	●
Additional IA 11	Programs for skills management and career endings	53	●
Additional IA 12	Percentage of employees receiving regular career development reviews	53	●
<b>Diversity and Equal Opportunity</b>			
Core IA 13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators	51; 2006 Reports and Accounts: 187	●
Core IA 14	Ratio of basic salary of men to women		○
<b>Human Rights</b>			
Core	Policy and management and oversight systems	76; Code of Conduct	●
<b>Investment and Procurement Practices</b>			
Core HR1	Percentage and total number of significant investment agreements that include human rights clauses	73, 76	●
Core HR2	Supplier screening on human rights and actions taken		○
<b>Non-Discrimination</b>			
Core HR4	Total number of incidents of discrimination and actions taken	22	●
<b>Freedom of Association and Collective Bargaining</b>			
Core HR5	Operations identified in which freedom of association and collective bargaining may be at significant risk and actions taken to defend these rights	Over 98% of the workforce is covered by national or local collective bargaining contracts	●
<b>Child Labour</b>			
Core HR6	Operations identified as having significant risk for incidents of child labor	51	●
<b>Forced and Compulsory Labour</b>			
Core HR7	Operations identified as having significant risk for incidents of forced or compulsory labor	51	●
<b>Society</b>			
Core	Policy and management and oversight systems	34; Code of Conduct	●

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GRI Indicator	Description	Page	Level of coverage
<b>Community</b>			
Core SO1	Programs and practices that assess and manage the impact of operations on communities	86-90	●
<b>Corruption</b>			
Core SO2	Analysis and monitoring corruption	21, 41	●
Core SO3	Employees trained in organization's anti-corruption policies and procedures	21	●
Core SO4	Actions taken in response to incidents of corruption	No cases of corruption are known	N/A
<b>Political Contributions</b>			
Core SO5	Public policy positions and participation in public policy development		○
<b>Compliance</b>			
Core SO8	Sanctions for non-compliance with laws and regulations		○
<b>Product Responsibility</b>			
Core	Policy and management and oversight systems	34, 37, 63	●
<b>Customer Health and Safety</b>			
Core 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	64, 65, 68	●
<b>Product and Service Labelling</b>			
Core PR3	Product and service information required by procedures, and percentage of products and services subject to such information requirements	37, 68	●
Additional PR5	Practice related to customer satisfaction	69	●
<b>Marketing Communications</b>			
Core PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications		○
<b>Compliance</b>			
Core PR9	Sanctions for non-compliance with laws and regulations concerning the provision and use of products and services		○