

# GRI Social Indicators (Excerpts)

## Labour Practices and Decent Work

Core Indicators	Additional Indicators
<b>Employment</b>	
<p><b>LA1. Breakdown of workforce, where possible, by region/country, status (employee/non-employee), employment type (full time/part time), and by employment contract (indefinite or permanent/fixed term or temporary).</b></p> <p><b>LA2. Net employment creation and average turnover segmented by region/country.</b></p>	<p><b>LA12. Employee benefits beyond those legally mandated.</b> (e.g., contributions to health care, disability, maternity, education, and retirement).</p>
<b>Labour/Management Relations</b>	
<p><b>LA3. Percentage of employees represented by independent trade union organisations or other bona fide employee representatives</b></p> <p><b>LA4. Policy and procedures involving information, consultation, and negotiation with employees over changes in the reporting organisation's operations (e.g., restructuring).</b></p>	<p><b>LA13. Provision for formal worker representation in decision making or management, including corporate governance.</b></p>
<b>Health and Safety</b>	
<p><b>LA5. Practices on recording and notification of occupational accidents and diseases.</b></p> <p><b>LA6. Description of formal joint health and safety committees comprising management and worker representatives</b></p> <p><b>LA7. Standard injury, lost day, and absentee rates and number of work-related fatalities</b></p> <p><b>LA8. Description of policies or programmes (for the workplace and beyond) on HIV/AIDS.</b></p>	<p><b>LA14. Evidence of substantial compliance with the ILO Guidelines for Occupational Health Management Systems.</b></p> <p><b>LA15. Description of formal agreements with trade unions or other bona fide employee representatives covering health and safety at work and proportion of the workforce covered by any such agreements.</b></p>
<b>Training and Education</b>	
<p><b>LA9. Average hours of training per year per employee by category of employee.</b></p>	<p><b>LA16. Description of programmes to support the continued employability of employees</b></p> <p><b>LA17. Specific policies and programmes for skills management or for lifelong learning.</b></p>
<b>Diversity and Opportunity</b>	
<p><b>LA10. Description of equal opportunity policies or programmes, as well as monitoring systems to ensure compliance and results of monitoring.</b></p> <p><b>LA11. Composition of senior management and corporate governance bodies, including female/male ratio and other indicators of diversity.</b></p>	

# Human Rights

Core Indicators	Additional Indicators
<b><i>Strategy and Management</i></b>	
<p>HR1. Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results.</p> <p>HR2. Evidence of consideration of human rights impacts as part of investment and procurement decisions, including selection of suppliers/contractors.</p> <p>HR3. Description of policies and procedures to evaluate and address human rights performance within the supply chain and contractors, including monitoring systems and results of monitoring.</p>	<p>HR8. Employee training on policies and practices concerning all aspects of human rights relevant to operations.</p> <p>Include type of training, number of employees trained, and average training duration.</p>
<b><i>Non-discrimination</i></b>	
<p>HR4. Description of global policy and procedures/programmes preventing all forms of discrimination in operations, including monitoring systems and results of monitoring.</p>	
<b><i>Freedom of Association and Collective Bargaining</i></b>	
<p>HR5. Description of freedom of association policy and extent to which this policy is universally applied independent of local laws.</p>	
<b><i>Child Labour (5)</i></b>	
<p>HR6. Description of policy excluding child labour as defined by the ILO Convention 138 and extent to which this policy is visibly stated and applied</p>	
<b><i>Forced and Compulsory Labour</i></b>	
<p>HR7. Description of policy to prevent forced and compulsory labour and extent to which this policy is visibly stated</p>	
<b><i>Disciplinary Practices</i></b>	
	<p>HR9. Description of appeal practices, including, but not limited to, human rights issues.</p> <p>HR10. Description of non-retaliation policy and effective, confidential employee grievance system (including, but not limited to, its impact on human rights).</p>
<b><i>Security Practices</i></b>	
	<p>HR11. Human rights training for security personnel.</p>
<b><i>Indigenous Rights</i></b>	
	<p>HR12. Description of policies, guidelines, and procedures to address the needs of indigenous people.</p>

	<p>HR13. Description of jointly managed community grievance mechanisms/authority.</p> <p>HR14. Share of operating revenues from the area of operations that are redistributed to local communities.</p>
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## Society

Core Indicators	Additional Indicators
<b><i>Community</i></b>	
SO1. Description of policies to manage impacts on communities in areas affected by activities, as well as description of procedures / programmes to address this issue, including monitoring systems and results of monitoring.	SO4. Awards received relevant to social, ethical, and environmental performance.
<b><i>Bribery and Corruption</i></b>	
SO2. Description of the policy, procedures/management systems, and compliance mechanisms for organisations and employees addressing bribery and corruption.	
<b><i>Political Contributions</i></b>	
SO3. Description of policy, procedures/management systems, and compliance mechanisms for managing political lobbying and contributions.	SO5. Amount of money paid to political parties and institutions whose prime function is to fund political parties or their candidates.
<b><i>Competition and Pricing</i></b>	
	SO6. Court decisions regarding cases pertaining to anti-trust and monopoly regulations. SO7. Description of policy, procedures/management systems, and compliance mechanisms for preventing anti-competitive behaviour.

## Product Responsibility

Core Indicators	Additional Indicators
<b><i>Customer Health and Safety</i></b>	
PR1. Description of policy for preserving customer health and safety during use of products and services, and extent to which this policy is visibly stated and applied, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring.	<p>PR4. Number and type of instances of non-compliance with regulations concerning customer health and safety, including the penalties and fines assessed for these breaches.</p> <p>PR5. Number of complaints upheld by regulatory or similar official bodies to oversee or regulate the health and safety of products and services.</p> <p>PR6. Voluntary code compliance, product labels or awards with respect to social and/or environmental responsibility that the reporter is qualified to use or has received.</p> <p>Include explanation of the process and criteria involved.</p>

<i>Products and Services</i>	
PR2. Description of policy, procedures/management systems, and compliance mechanisms related to product information and labelling.	PR7. Number and type of instances of non-compliance with regulations concerning product information and labelling, including any penalties or fines assessed PR8. Description of policy, procedures/management systems, and compliance mechanisms related to customer satisfaction, including results of surveys measuring customer satisfaction.
<i>Advertising</i>	
	PR9. Description of policies, procedures/management systems, and compliance mechanisms for adherence to standards related to advertising. PR10. Number and types of breaches of advertising and marketing regulations.
<i>Respect for Privacy</i>	
PR3. Description of policy, procedures/management systems, and compliance mechanisms for privacy. Identify geographic areas covered by policy.	PR11. Number of substantiated complaints regarding breaches of consumer privacy.