



Global Reporting Initiative (GRI) content index

Holcim's 2007 Corporate Sustainable Development Report is aligned with the GRI G3 guidelines at an application level of A+. This index lists GRI indicators (left), summarizes Holcim's coverage, and details where we report in relation to each indicator. Information can be found in our sustainability report (CSDR), our annual report (AR) and on our website (www.holcim.com/sustainability). The index also references the UN Global Compact Principles (UNGC), which are supported by Holcim. For a detailed explanation of the GRI indicators and the UNGC Principles, please visit www.globalreporting.org and www.unglobalcompact.org

Core indicators	Covered in CSDR 2007	Covered on website	Covered in AR 2008	No data available	Not applicable/material	CSDR (2007) page reference (or explanation for omitted core indicators)	AR (2008) page reference	UNGC Principle
Vision and strategy, profile, governance structure and management systems								
Strategy and analysis								
1.1	X					CEO letter		Principle 8
1.2	X					CEO letter & 7		
Organizational profile								
2.1	X	X	X			CSDR cover	Cover	
2.2	X	X	X			CSDR introduction	8	
2.3		X	X				6–7 and 178–180	
2.4		X	X				84	
2.5		X	X				178–180	
2.6			X				84	
2.7		X	X				66–83	
2.8	X	X	X			Introduction & 10	Introductory section	
2.9			X				21	
2.10	X	X				39		
Report parameters								
3.1	X					34		
3.2	X					34		
3.3	X					34		
3.4	X					1		
3.5	X					6 & 34		
3.6	X					Introduction & 34		
3.7	X					Introduction & 34		
3.8	X					34		
3.9	X					34		
3.10	X					34		
3.11	X	X				34		
3.12		X						
3.13	X					34–36		

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Governance, commitments and engagement								
4.1	X	X	X			5	84–107	
4.2		X	X				90–107	
4.3		X	X				90–107	
4.4			X				97–98	
4.5			X				91	
4.6			X				84	
4.7			X				86–90	
4.8	X	X				5		
4.9	X					5–6		
4.10			X				91	
4.11	X	X				6. To guide our operations we have specific policies on environmental, social, AFR and OH&S issues. All can be downloaded from our website.		Principle 7
4.12	X	X				7–8, 12, 14, 18, 34 & 38		
4.13	X	X				14 & 34		
4.14	X	X				6 & 23		
4.15	X					6 & 23		
4.16	X	X				6 & 23		
4.17	X	X				6–7		
G3 Disclosure on Management Approach (DMA)								
DMA – EC		X				Link to GRI G3 Disclosure of management approach		
DMA – EN		X				Link to GRI G3 Disclosure of management approach		
DMA – LA		X				Link to GRI G3 Disclosure of management approach		
DMA – HR		X				Link to GRI G3 Disclosure of management approach		
DMA – SO		X				Link to GRI G3 Disclosure of management approach		
DMA – PR		X				Link to GRI G3 Disclosure of management approach		

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Economic performance indicators								
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.	X	X	X		CSDR performance summary, 10 & 26		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	X	X	X		CSDR CEO statement & 12		
EC3	Coverage of the organization's defined benefit plan obligations.	X	X	X		26	162-165	
EC4	Significant financial assistance received from government.	X				27		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	X	X			20		
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation.	X	X			27		
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.					While there is no centrally mandated policy in this regard, 39% of Group companies report that they have policies or procedures in place for preferring to hire local residents. We will feature examples and case studies in future reports in the long term.		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	X	X			10-12		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	X	X			10		
Environmental performance indicators								
EN1	Materials used by weight or volume.	X	X			30		Principle 8
EN2	Percentage of materials used that are recycled input materials.	X	X			CSDR performance summary and 29. (Alternative fuels & raw materials; mineral components)		Principle 8
EN3	Direct energy consumption by primary energy source.	X	X			31		Principle 8
EN4	Indirect energy consumption by primary source.	X	X			31		Principle 8
EN5	Energy saved due to conservation and efficiency improvements.	X	X			15 & 29		Principle 8
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	X	X			12-13 & 15		Principle 8
EN8	Total water withdrawal by source.	X	X			CSDR performance summary and 31		Principle 8
EN10	Percentage and total volume of water recycled and reused.	X	X			31		Principle 8
EN11	Location and size of land owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.	X	X			18 & 31. One of the objectives of the cooperation with the IUCN is to map our sites against sensitive areas. We will report on this in future reports.		Principle 8
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	X	X			16		Principle 8
EN13	Habitats protected or restored.	X	X			18-19		Principle 8
EN14	Strategies, current actions and future plans for managing impacts on biodiversity.	X	X			18-19		Principle 8
EN16	Total direct and indirect greenhouse gas emissions by weight.	X	X			CSDR performance summary & 28		Principle 8
EN17	Other relevant indirect greenhouse gas emissions by weight.	X	X			31 (indirect emissions from the use of purchased electricity)		Principle 9
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	X	X			15 & 28-29		Principle 9

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EN19 Emissions of ozone-depleting substances by weight.					X	Emissions of ozone-depleting substances in our manufacturing processes are negligible. This indicator is thus not considered to be material.		
EN20 NOx, SOx and other significant air emissions by type and weight.	X	X				CSDR performance summary, 17 & 30		
EN21 Total water discharge by quality and destination.					X	Cement plants have “closed loop systems” and there is minimal industrial process water discharge. Water discharge is mainly from quarry dewatering, open equipment cooling systems and minimal quantities of sanitary waste water. We are investigating the implementation of comprehensive water monitoring systems at all operations, and will report on our conclusions in the next report.		
EN22 Total weight of waste by type and disposal method.	X	X				15–16 & 29		
EN23 Total number and volume of significant spills.	X	X				31 (spills are included in non-compliance cases). No significant spills reported by Group companies in the reporting period.		
EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	X	X	X			14–19 and 28–31	50–53	
EN27 Percentage of products sold and their packaging materials that are reclaimed by category.				X		In some regions, up to 90% of our product is sold in bulk with no packaging. In future reports, we will report on the percentage of our operations that have a cement bag recovery system in place.		
EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	X	X				31		
EN29 Significant environmental impacts of transporting products and other goods and materials used for the organization’s operations, and transporting members of the workforce.	X	X				17		
EN30 Total environmental protection expenditures and investments by type.	X	X				30		
Social performance indicators								
Labor practices and decent work								
LA1 Total workforce by employment type, employment contract and region.	X	X				32		
LA2 Total number and rate of employee turnover by age group, gender and region.	X	X				32 (by region only)		
LA4 Percentage of employees covered by collective bargaining agreements.	X	X				20		Principle 3
LA5 Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	X	X				20		
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.	X	X				22		
LA7 Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region.	X	X				CSDR performance summary and 32		
LA8 Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases.	X	X				22		
LA10 Average hours of training per year per employee by employee category.	X	X				20 & 33		Principle 6
LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.	X	X	X			Performance summary, 20 & 32	84–107	

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LA14 Ratio of basic salary of men to women by employee category.					X	Although we gather this information, the difference in grading of job levels across multiple locations and the low number of women in certain job categories does not allow meaningful comparison. We will investigate the implications of collating this data in a more meaningful manner and report on our conclusions in future reports in the medium term.		
Human Rights								
HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	X	X				22		Principle 1
HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	X	X				27		Principles 1 & 2
HR4 Total number of incidents of discrimination and actions taken.						Two Group companies reported incidents of discrimination in 2007. These were dealt with in accordance with the Holcim Code of Conduct.		Principles 1 & 6
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.	X	X				22		Principle 3
HR6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	X	X				22		Principle 5
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.	X	X				22		Principle 4
Society								
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.	X	X				23		
SO2 Percentage and total number of business units analyzed for risks related to corruption.	X	X				5		Principle 10
SO3 Percentage of employees trained in organization's anti-corruption policies and procedures.	X	X				5	84	Principle 10
SO4 Actions taken in response to incidents of corruption.	X	X				5		Principle 10
SO5 Public policy positions and participation in public policy development and lobbying.	X	X				14 & 27		
SO6 Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.	X	X				27		
SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	X	X				31		
Product responsibility								
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.					X	This information is not currently collated at a global level. This is not one of our most material issues at this stage. We will investigate the implications of collating this data and report on our conclusions in future reports.		
PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such.					X	This information is not currently collated at a global level. This is not one of our most material issues at this stage. We will investigate the implications of collating this data and report on our conclusions in future reports.		
PR6 Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	X	X				5 (Holcim Compliance policy)		
PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.					X	No fines received in 2007		