

# GRI Content Index

Foster's has used the Global Reporting Initiative (GRI) 'G3' guidelines in preparing Foster's Sustainability Report 2008.

Having reviewed the guidelines against Foster's Sustainability Report 2008 we self-declare our Application as Level 'C'. An Application Level of C demonstrates a pathway for an organisation incrementally expanding approaches to reporting using the GRI Reporting Framework.

The G3 table below highlights the G3 performance indicators we have used to guide the preparation of this year's report, in some cases Foster's Annual Report 2008 and Foster's Business Review 2008 have been referenced.

An abbreviated index of the G3 guidelines is also available on page 40 of Foster's Sustainability Report 2008. Further information about the GRI and G3 guidelines may be found on the GRI website at: [www.globalreporting.org](http://www.globalreporting.org)

AR – Foster's Annual Report 2008  
FBR – Foster's Business Review 2008

PROFILE	DESCRIPTION	PAGE No.
<b>Strategy and Analysis</b>		
1.1	Statement from the most senior decision maker of the organisation	3
1.2	Description of key impacts, risks, and opportunities	3
<b>Organisational Profile</b>		
2.1	Name of the organisation	IFC
2.2	Primary brands, products, and/or services	FBR
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures	FBR
2.4	Location of organisation's headquarters	IBC
2.5	Number of countries where the organisation operates	1
2.6	Nature of ownership and legal form	AR
2.7	Markets served	1
2.8	Scale of the reporting organisation	1
2.9	Significant changes during the reporting period regarding size, structure, or ownership	AR
2.10	Awards received in the reporting period	33
<b>Report Parameters</b>		
3.1	Reporting period	5
3.4	Contact point for questions regarding the report or its contents	IBC
3.5	Process for defining report content	5
3.6	Boundary of the report	5
3.7	State any specific limitations on the scope or boundary of the report	5
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities	5
3.9	Data measurement techniques and the bases of calculations	5
3.10	Explanation of the effect of any re-statements of information provided in earlier reports	N/A
3.11	Significant changes from previous reporting periods	5
3.12	Table identifying the location of the Standard Disclosures in the report	40
3.13	Policy and current practice with regard to seeking external assurance for the report	5
<b>Governance, Commitments and Engagement</b>		
4.1	Governance structure of the organisation	AR
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	AR

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	AR
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	AR
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives and the organisation's performance	AR
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	4
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	AR
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.	4
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance	4
4.10	Processes for evaluating the highest governance body's own performance,	AR
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	AR
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	AR
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation:	AR
4.14	List of stakeholder groups engaged by the organisation.	5
4.15	Basis for identification and selection of stakeholders with whom to engage.	5
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	5
4.17	Key topics and concerns raised through stakeholder engagement	5

INDICATOR	DESCRIPTION	PAGE No.
* = Core		
<b>Economic</b>		
EC1*	Direct economic value generated and distributed,	IFC
EC2*	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	24
<b>Environmental</b>		
EN1*	Materials used by weight or volume.	27
EN3*	Direct energy consumption by primary energy source.	20
EN4*	Indirect energy consumption by primary source.	20
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	20
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	24
EN8*	Total water withdrawal by source.	21
EN10	Percentage and total volume of water recycled and reused.	21
EN13	Habitats protected or restored	25
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	25
EN16*	Total direct and indirect greenhouse gas emissions by weight.	23
EN17*	Other relevant indirect greenhouse gas emissions by weight.	23
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	23
EN22*	Total weight of waste by type and disposal method	27
EN26*	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	30
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	30

<b>Social</b>		
LA1*	Total workforce by employment type, employment contract, and region	9
LA2*	Total number and rate of employee turnover by age group, gender, and region	13
LA7*	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region	8
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	12
LA12	Percentage of employees receiving regular performance and career development reviews	10
LA13*	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	12
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	11
SO1*	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities	35
SO5*	Public policy positions and participation in public policy development and lobbying	33
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	4
SO7	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes	N/A
SO8*	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	N/A
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	30
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling	16
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	30
PR6*	Programs for adherence to laws, standards, and voluntary codes related to marketing communications	16
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communication	16