



## KPI overview Communication on Progress

Year: 2007

### STATEMENT

Work with ethics and social responsibility is a foundation of our business. One of the ICA Group's overall strategies is to contribute to positive, sustainable development, which is a growing concern in the world and for ICA. We are one of the Nordic region's most visible companies, and people expect us to take responsibility for how our operations impact the world around us. We are humbled by this and see it a source of both motivation and inspiration for future efforts.

We are strongly committed to our work with ethics and social responsibility, which is an important component to achieve ICA's vision and mission, and rests on a foundation of seven position statements that describe what we do to contribute to society's development. We call them "ICA's Good Business," and we want everyone who works at ICA to know and follow these positions. Through them, we also cover the ten principles of the UN's Global Compact, of which ICA is a signatory.

In our annual report, we have summarised the progress we have made against each of these principles and we will continue to follow them up in future reports. Here we provide an index to our performance with cross-references to relevant Global Reporting Initiative (GRI) G3 indicators. More information and data are available throughout our annual report and on our website.

A handwritten signature in black ink, reading "Lisbeth Kohls".

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14<sup>th</sup> of April 2008,  
Lisbeth Kohls,  
Senior Vice President  
Corporate Responsibility

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Global Compact Principle	Relevant GRI G3 Indicators	Reference in Report
<b>1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;	<input checked="" type="checkbox"/> HR4 <input checked="" type="checkbox"/> PR2	41-42 50
<b>2:</b> and make sure that they are not complicit in human rights abuses.	<input checked="" type="checkbox"/> HR4	41-42
<b>3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;		Activities performed within this (partly reported on page 43-44) but no indicators are reported.
<b>4:</b> the elimination of all forms of forced and compulsory labour;		Activities performed within this (partly reported on page 43-44) but no indicators are reported.
<b>5:</b> the effective abolition of child labour;		Activities performed within this (partly reported on page 43-44) but no indicators are reported.
<b>6:</b> and the elimination of discrimination in respect of employment and occupation.	<input checked="" type="checkbox"/> LA2 (partly reported) <input checked="" type="checkbox"/> HR4	41 41-42
<b>7:</b> Businesses should support a precautionary approach to environmental challenges;	<input checked="" type="checkbox"/> EN18	32-39
<b>8:</b> undertake initiatives to promote greater environmental responsibility;	<input checked="" type="checkbox"/> EN3 <input checked="" type="checkbox"/> EN4 <input checked="" type="checkbox"/> EN5 (partly reported) <input checked="" type="checkbox"/> EN6 (partly reported) <input checked="" type="checkbox"/> EN16 <input checked="" type="checkbox"/> EN17 (partly reported) <input checked="" type="checkbox"/> EN18 <input checked="" type="checkbox"/> EN20 (partly reported) <input checked="" type="checkbox"/> EN22	37 35,37 35 32 32,37 34,37 32-39 35 35,37
<b>9:</b> and encourage the development and diffusion of environmentally friendly technologies.	<input checked="" type="checkbox"/> EN5 (partly reported) <input checked="" type="checkbox"/> EN6 (partly reported) <input checked="" type="checkbox"/> EN18	35 32 32-39
<b>10:</b> Businesses should work against all forms of corruption, including extortion and bribery.	<input checked="" type="checkbox"/> SO3	29