

## GRI\* / UNGC\*\* Index 2012

Sect. No.	Sub-Sect. No.	Indicator C = CORE A = ADD	Performance Indicator	Status <sup>o</sup>	Page in Report / direct answer	Principle of the UNGC
<b>1. Strategy and Analysis</b>						
1	1		Statement from the most senior decisionmaker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	yes	Sustainability Report 5, 8–10	
1	2		Description of key impacts, risks, and opportunities.	yes	Annual Report 10–11, 58–60 Sustainability Report 8–10	8
<b>2. Organizational Profile</b>						
2	1		Name of the organization.	yes	Annual Report Cover	
2	2		Primary brands, products, and/or services.	yes	Annual Report Cover, 20	
2	3		Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	yes	Annual Report 52–56, 93–95	
2	4		Location of organization's headquarters.	yes	Annual Report 93–95	
2	5		Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	yes	Annual Report 93–95 Sustainability Report 25–29	
2	6		Nature of ownership and legal form.	yes	Annual Report 46–51	
2	7		Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	yes	Annual Report 62, 93–95	
2	8		Scale of the reporting organization, including: – Number of employees – Net sales (for private sector organizations) or net revenues (for public sector organizations) – Total capitalization broken down in terms of debt and equity (for private sector organizations) – Quantity of products or services provided	yes	Annual Report Cover	
2	9		Significant changes during the reporting period regarding size, structure, or ownership, including: – The location of, or changes in operations, including facility openings, closings, and expansions – Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)	yes	www.coop.ch/medien	
2	10		Awards received in the reporting period.	yes	Sustainability Report 7	
<b>3. Report Parameters</b>						
<b>Report Profile</b>						
3	1		Reporting period (e.g., fiscal/calendar year) for information provided.	yes	Sustainability Report Cover	
3	2		Date of most recent previous report (if any).	yes	Sustainability Report Cover	
3	3		Reporting cycle (annual, biennial, etc.)	yes	Sustainability Report Cover	
3	4		Contact point for questions regarding the report or its contents.	yes	Annual Report Cover	

\* This overview shows where the Annual and Sustainability Report of the Coop Group and the Coop Websites give information on GRI (Global Reporting Initiative) criteria.

\*\* This overview shows where the Annual and Sustainability Report of the Coop Group and the Coop Websites give information on the ten universally accepted UNGC (UN Global Compact) principles in the areas of human rights, labor, environment and anti-corruption.

<sup>o</sup> Status: Information available: yes  
Information partly available: (yes)  
Not relevant to the Coop: irrelevant / none  
Information missing: no

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<b>Report Scope and Boundary</b>						
3	5		Process for defining report content, including: – Determining materiality – Prioritizing topics within the report – Identifying stakeholders the organization expects to use the report	yes	Sustainability Report Cover, 5, 9–10	
3	6		Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	yes	Boundary of the Sustainability Report: Sustainability Report Cover; Deviations: footnotes 54–59  Boundary of the Annual Report: Annual Report 93–95	
3	7		State any specific limitations on the scope or boundary of the report.	yes	Sustainability Report Cover	
3	8		Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	yes	Annual Report 77–79	
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.	yes	Sustainability Report 54–59 (footnotes)	
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).	yes	Annual Report 77–79	
3	11		Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	yes	Sustainability Report 54–59	
<b>GRI Context Index</b>						
3	12		Table identifying the location of the Standard Disclosures in the report: – Strategy and Analysis 1.1 – 1.2 – Organizational Profile 2.1 – 2.10 – Report Parameters 3.1 – 3.13 – Governance, Commitments, and Engagement 4.1 – 4.17 – Disclosure of Management Approach, per category – Core Performance Indicators – Any GRI Additional Indicators that were included – Any GRI Sector Supplement Indicators included in the report	yes	www.coop.ch/gri-ungc	
<b>Assurance</b>						
3	13		Policy and current practice with regard to seeking external assurance for the report.	yes	Annual Report 48–51	
<b>4. Governance, Commitments, Engagement</b>						
<b>Governance</b>						
4	1		Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	yes	Annual Report 51–55 Sustainability Report 6 www.coop.ch/principles (Strategy and organization / Internal organization of sustainability)	
4	2		Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	yes	Annual Report 47, 49	

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4	3		For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	yes	Annual Report 47–48	
4	4		Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	yes	Annual Report 47 www.coop.ch/organe (Genossenschaft / Statuten)	
4	5		Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	yes	Annual Report 50	
4	6		Processes in place for the highest governance body to ensure conflicts of interest are avoided.	yes	Annual Report 49	
4	7		Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	yes	Annual Report 48 www.coop.ch/organe (Genossenschaft / Statuten)	
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.	yes	Sustainability Report 5, 8–10 www.coop.ch/principles (Guidelines / Business principles)	
4	9		Procedures of the highest governance body for overseeing the organization'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 principles.	yes	Sustainability Report 9–10	
4	10		Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	yes	Annual Report 48–49	
<b>Commitments to External Initiatives</b>						
4	11		Explanation of whether and how the precautionary approach or principle is addressed by the organization.	yes	Annual Report 48–49 Sustainability Report 8–10	7
4	12		Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	yes	Annual Report throughout the text Sustainability Report 18–19, 25–28, 39–41, 48, 50	
4	13		Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: – Has positions in governance bodies – Participates in projects or committees – Provides substantive funding beyond routine membership dues – Views membership as strategic	yes	Sustainability Report 5, 25–26, 42–43, 48 www.coop.ch/memberships	
<b>Stakeholder Engagement</b>						
4	14		List of stakeholder groups engaged by the organization.	yes	Sustainability Report 10 www.coop.ch/stakeholder	
4	15		Basis for identification and selection of stakeholders with whom to engage.	yes	Sustainability Report Cover, 10	
4	16		Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	yes	www.coop.ch/stakeholder	
4	17		Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	yes	Sustainability Report 10 www.coop.ch/stakeholder	

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<b>Performance Indicators &gt; Economic</b>						
<b>Aspect: Economic Performance</b>						
5	EC1	C	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.	yes	Annual Report 67	
5	EC2	C	Financial implications and other risks and opportunities for the organization's activities due to climate change.	yes	Sustainability Report 28–29, 32–33	7, 8
5	EC3	C	Coverage of the organization's defined benefit plan obligations.	yes	Coop parent company, Fust, Bell Schweiz: Employees are insured with the CPV/CAP Coop Pension Fund against the financial consequences of old age, invalidity and death. Coop pays two thirds of the pension fund contributions.  The Body Shop Switzerland Ltd: Employees are insured with Allianz Suisse. Pension fund contributions are paid half each by employees and The Body Shop.  Fegro-Selgros Germany: EUR 217 300 employer subsidy paid to the Hamburger Pensionskasse, EUR 18 200 survivors pension.  The following applies to the remaining companies: rules specific to the regional laws.	
5	EC4	C	Significant financial assistance received from government.	yes	Sustainability Report 32 <a href="http://www.coop.ch/co2-vision">www.coop.ch/co2-vision</a>	
<b>Aspect: Market Presence</b>						
5	EC5	A	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	yes	Annual Report 44–45	6
5	EC6	C	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	yes	Sustainability Report 19–20, 22–23 <a href="http://www.coop.ch/report">www.coop.ch/report</a> (Sustainability Report 2010, 18–19) <a href="http://www.coop.ch/principles">www.coop.ch/principles</a> <a href="http://www.coop.ch/naturaplan">www.coop.ch/naturaplan</a> (Philosophie / Frisch aus der Region) <a href="http://www.coop.ch/promontagna">www.coop.ch/promontagna</a>	
5	EC7	C	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	yes	Regional recruiting by the individual facilities.	
<b>Aspect: Indirect Economic Impacts</b>						
5	EC8	C	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	yes	Sustainability Report 48–51	
5	EC9	A	Understanding and describing significant indirect economic impacts, including the extent of impacts.	yes	Annual Report 20–22	
<b>Performance Indicators &gt; Environment</b>						
<b>Aspect: Materials</b>						
5	EN1	C	Materials used by weight or volume.	yes	Sustainability Report 20	8
					Packaging material for Coop own-label brands was reduced by 1.1% (444 tonnes); additionally around 300 tonnes were optimized ecologically.	

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5	EN2	C	Percentage of materials used that are recycled input materials.	yes	Sustainability Report 12, 35–37  Coop own-brand mineral water bottles now contain 30 % recycled PET. Betty Bossi convenience salad boxes are now made entirely of recycled PET.	8, 9
<b>Aspect: Energy</b>						
5	EN3	C	Direct energy consumption by primary energy source.	yes	Sustainability Report 56–57 www.coop.ch/gruene-energie	8
5	EN4	C	Indirect energy consumption by primary source.	yes	Sustainability Report 56–57	
5	EN5	A	Energy saved due to conservation and efficiency improvements.	yes	Sustainability Report 56	8, 9
5	EN6	A	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	yes	Sustainability Report 11–12, 14, 21–22, 32–34	8, 9
5	EN7	A	Initiatives to reduce indirect energy consumption and reductions achieved.	yes	Sustainability Report 32–34	8, 9
<b>Aspect: Water</b>						
5	EN8	C	Total water withdrawal by source.	yes	www.coop.ch/report (Sustainability Report 2011, 68)  As the respective municipality has jurisdiction over water supplies, Coop sources 100% of the water required directly from the municipalities.	8
5	EN9	A	Water sources significantly affected by withdrawal of water.	irrelevant		
5	EN10	A	Percentage and total volume of water recycled and reused.	irrelevant		
<b>Aspect: Biodiversity</b>						
5	EN11	C	Location and size of land owned, leased, managed in, or adyacent to, protected areas and areas of high biodiversity value outside protected areas.	none	Not relevant for Coop because sales outlets and production facilities are located only on land earmarked for this purpose in spatial planning.	
5	EN12	C	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	yes	Sustainability Report 11–12, 27–29	8
5	EN13	A	Habitats protected or restored.	none		
5	EN14	A	Strategies, current actions, and future plans for managing impacts on biodiversity.	yes	Sustainability Report 45–47	8
5	EN15	A	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	none		
<b>Aspect: Emissions, Effluents, and Waste</b>						
5	EN16	C	Total direct and indirect greenhouse gas emissions by weight.	yes	Sustainability Report 57	8
5	EN17	C	Other relevant indirect greenhouse gas emissions by weight.	yes	Sustainability Report 55, 57	8
5	EN18	A	Initiatives to reduce greenhouse gas emissions and reductions achieved.	yes	Sustainability Report 12, 28, 35, 57	8, 9

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5	EN19	C	Emissions of ozone-depleting substances by weight.	no	Reason for omission: Not material because Coop only uses modern refrigerants such as R-404A or CO <sub>2</sub> and these are non- ozone depleting.	
5	EN20	C	NO, SO, and other significant air emissions by type and weight.	(yes)	NOx emissions: 61 224 kg PM emissions: 1 186 kg  SOx for Coop trucks is not material.	
5	EN21	C	Total water discharge by quality and destination.	yes	Sustainability Report 56  In accordance with Swiss legisla- tion, all waste water goes into the public sewage system.	
5	EN22	C	Total weight of waste by type and disposal method.	yes	Sustainability Report 57	8
5	EN23	C	Total number and volume of significant spills.	yes	There were no unplanned releases in the reporting period.	
5	EN24	A	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	yes	Sustainability Report 57	8
5	EN25	A	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	none		
<b>Aspect: Products and Services</b>						
5	EN26	C	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	yes	Sustainability Report 11–12, 17–23, 25–29	8, 9
5	EN27	C	Percentage of products sold and their packaging materi- als that are reclaimed by category	yes	Sustainability Report 35–37	8
<b>Aspect: Compliance</b>						
5	EN28	C	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	yes	Selgros Cash & Carry SRL – Romania: Two significant fines – RON 33 000	
<b>Aspect: Transport</b>						
5	EN29	A	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	yes	Sustainability Report 35, 55–57	8
<b>Aspect: Overall</b>						
5	EN30	A	Total environmental protection expenditures and investments by type.	no		
<b>Performance Indicators &gt; Labor Practices &amp; Decent Work</b>						
<b>Aspect: Employment</b>						
5	LA1	C	Total workforce by employment type, employment contract, and region.	yes	Annual Report 68–70 Sustainability Report 58  Number of part-time workers in 2012: 22 754.	
5	LA2	C	Total number and rate of employee turnover by age group, gender, and region.	yes	Annual Report 69 Sustainability Report 58	6
5	LA3	A	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	yes	Annual Report 44–45 Sustainability Report 39–41 <a href="http://www.coop.ch/arbeitsgeber">www.coop.ch/arbeitsgeber</a> (Gesamtarbeitsvertrag)	6

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<b>Aspect: Labor / Management Relations</b>						
5	LA4	C	Percentage of employees covered by collective bargaining agreements.	yes	Annual Report 44 Sustainability Report 39–40  Fegro-Selgros Germany: 100 % Selgros Cash & Carry SRL – Romania: 100 % Transgourmet France: 100 % Bell Schweiz AG: 100 % Tropenhaus Frutigen AG: 35 %	1, 3
5	LA5	C	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	yes	www.coop.ch/arbeitgeber (Gesamtarbeitsvertrag)	
<b>Aspect: Occupational Health and Safety</b>						
5	LA6	A	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.	no		
5	LA7	C	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	yes	Sustainability Report 59  Work-related illnesses: none; Work-related deaths: none; Working days lost owing to work-related accidents and illnesses: 623 370.	
5	LA8	C	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	yes	Sustainability Report 40–43 www.coop.ch/nachhaltigkeit (Alle Themen / Mitarbeitende & Gesellschaft / Arbeitgeberin)	
5	LA9	A	Health and safety topics covered in formal agreements with trade unions.	yes	www.coop.ch/arbeitgeber (Gesamtarbeitsvertrag)	
<b>Aspect: Training and Education</b>						
5	LA10	C	Average hours of training per year per employee by employee category.	yes	Sustainability Report 59	
5	LA11	A	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	yes	Sustainability Report 40–41 www.coop.ch/report (Sustainability Report 2010, 52)	
5	LA12	A	Percentage of employees receiving regular performance and career development reviews.	yes	www.coop.ch/report (Sustainability Report 2010, 44–45)	
<b>Aspect: Diversity and Equal Opportunity</b>						
5	LA13	C	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	yes	Annual Report 46–51	1, 6
5	LA14	C	Ratio of basic salary of men to women by employee category.	no	Reason of omission: proprietary business data	1, 6
<b>Performance Indicators &gt; Human Rights</b>						
<b>Aspect: Investment and Procurement Practices</b>						
5	HR1	C	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	yes	In most countries in which Coop operates, no human rights problems were identified in the retail sector. In the remaining countries, the employment contract governs compliance with and implementation of human rights legislation.	
5	HR2	C	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	yes	Sustainability Report 26–28	1, 2, 4, 5, 6

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5	HR3	A	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.	no		
<b>Aspect: Non-discrimination</b>						
5	HR4	C	Total number of incidents of discrimination and actions taken.	yes	Prodega/Growa Transgourmet Schweiz AG: One case, the perpetrator was dismissed.	
<b>Aspect: Freedom of Association and Collective Bargaining</b>						
5	HR5	C	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.	yes	Sustainability Report 25–28, 39–40  Continuous dialogue with the trade unions.	1, 3
<b>Aspect: Child Labor</b>						
5	HR6	C	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	yes	Sustainability Report 22, 25–29	1, 5
<b>Aspect: Forced and Compulsory Labor</b>						
5	HR7	C	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.	yes	Sustainability Report 22, 25–29	1, 4
<b>Aspect: Security Practices</b>						
5	HR8	A	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	irrelevant		
<b>Aspect: Indigenous Rights</b>						
5	HR9	A	Total number of incidents of violations involving rights of indigenous people and actions taken.	none		
<b>Performance Indicators &gt; Society</b>						
<b>Aspect: Community</b>						
5	S01	C	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	yes	Coop does not have any such programmes, as the relevant areas are covered in full by Swiss legislation.	
<b>Aspect: Corruption</b>						
5	S02	C	Percentage and total number of business units analyzed for risks related to corruption.	yes	Most countries in which Coop operates have good results in the Transparency International Corruption Index. At the facilities in the remaining countries, rules of conduct apply for all employees. These are governed by a system comprising laws and standards, and are complemented by guidelines on dealing with conflicts of interest and gifts. Compliance is checked by the internal auditors in the course of regular audits.	
5	S03	C	Percentage of employees trained in organization's anti-corruption policies and procedures.	yes	www.coop.ch/principles (Guidelines / Business principles)  The principles apply to all Coop employees.	
5	S04	C	Actions taken in response to incidents of corruption.	yes	There were no cases of corruption and therefore no measures in this regard in the reporting period.	10



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<b>Aspect: Public Policy</b>						
5	S05	C	Public policy positions and participation in public policy development and lobbying.	yes	Annual Report 11 Sustainability Report 19–20, 31–32, 49–50 <a href="http://www.coop.ch/stakeholder">www.coop.ch/stakeholder</a>	10
5	S06	A	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	none		10
<b>Aspect: Anti-Competitive Behavior</b>						
5	S07	A	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	yes	Selgros Cash & Carry SRL – Romania: One – inquiry began in 2009; was not completed.	10
<b>Aspect: Compliance</b>						
5	S08	C	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	yes	Selgros Cash & Carry SRL – Romania: 1 significant fine – RON 8,000; 7 non-monetary penalties.	
<b>Performance Indicators &gt; Product Responsibility</b>						
<b>Aspect: Customer Health and Safety</b>						
5	PR1	C	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.	yes	Annual Report 26–27 <a href="http://www.coop.ch/principles">www.coop.ch/principles</a> (Quality assurance)	
5	PR2	A	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	none		
<b>Aspect: Product and Service Labeling</b>						
5	PR3	C	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	yes	Sustainability Report 24 <a href="http://www.coop.ch/foodprofil">www.coop.ch/foodprofil</a> <a href="http://www.coop.ch/principles">www.coop.ch/principles</a>	8
5	PR4	A	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	no		
5	PR5	A	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	yes	Annual Report 10, 22	
<b>Aspect: Marketing Communications</b>						
5	PR6	C	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	yes	Swiss law already sets narrow limits in terms of what constitutes ethically impeccable and «honest» advertising. Coop has nonetheless released an additional Guideline on Product Advertising and Communication Aimed at Children.	
5	PR7	A	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	no		
<b>Aspect: Customer Privacy</b>						
5	PR8	A	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	no		
<b>Aspect: Compliance</b>						
5	PR9	C	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	yes	Selgros Cash & Carry SRL - Romania: 7 significant fines – RON 146 500; 31 non-monetary penalties.	