



*Sustainability*

# GRI INDEX

*2014*

ORIFLAME  
— S W E D E N —



# General Standard DISCLOSURES

CODE	TITLE	LOCATION	NOTE
<b>STRATEGY AND ANALYSIS</b>			
<b>G4-1</b>	Statement from the most senior decision-maker of the organisation	Oriflame Sustainability Report - Statement from the CEO - Pages 6-7	-
<b>ORGANISATIONAL PROFILE</b>			
<b>G4-3</b>	Name of the organisation	Oriflame Sustainability Report - About this report - Pages 58	-
<b>G4-4</b>	Primary brands, products, and/or services	Oriflame Corporate Website: <a href="http://corporate.oriflame.com/products">corporate.oriflame.com/products</a>	-
<b>G4-5</b>	Location of the organisation's headquarters	Oriflame Annual Report 2014 - Markets - Page 31	-
<b>G4-6</b>	Number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Oriflame Annual Report 2014 - Markets - Pages 27-31	-

CODE	TITLE	LOCATION	NOTE
G4-7	Nature of ownership and legal form	Oriflame Annual Report 2014 - The Oriflame share - Pages 34-35	-
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Oriflame Annual Report 2014 - Markets - Pages 27-31	-
G4-9	Scale of the reporting organisation	Oriflame Annual Report 2014 - Key figures - Pages 32-33	-
G4-10	Total number of employees by employment contract and gender	Oriflame Sustainability Report - Employees - Page 27	-
G4-11	Percentage of total employees covered by collective bargaining agreements	-	We are currently working to improve our data collection systems in order to fully identify the number of employees covered by collective bargain agreements.
G4-12	The organisation's supply chain	Oriflame Sustainability Report - Our markets - Page 9, Sustainable suppliers Pages 54-57	-
G4-13	Significant changes regarding the organisation's size, structure, ownership, or its supply chain	Oriflame Annual Report 2014 - Page 10	-
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	-	We apply the precautionary principle when putting our sustainability strategy into practice.

CODE	TITLE	LOCATION	NOTE
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Oriflame Sustainability Report - Stakeholder engagement and dialogue - Pages 14-15	-
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation	Oriflame Sustainability Report - Stakeholder engagement and dialogue - Pages 14-15	-

### IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	List all entities included in the organisation’s consolidated financial statements or equivalent documents	Oriflame Annual Report 2014 - Directors' Report - Page 37	-
G4-18	Process for defining reporting content and aspect boundaries	Oriflame Sustainability Report - Materiality - Pages 16-17	-
G4-19	List all material aspects identified in the process for defining report content	Oriflame Sustainability Report - Materiality - Pages 16-17	-

CODE	TITLE	LOCATION	NOTE
G4-20	For each material aspect, reporting the aspect boundary within the organisation	Oriflame Sustainability Report - Materiality - Pages 16-17	-
G4-21	For each material aspect, reporting the aspect boundary outside the organisation	Oriflame Sustainability Report - Materiality - Pages 16-17	-
G4-22	Effect of any restatement of information provided in previous reports, and the reason for such restatements	-	This indicator is not applicable since this is the first Sustainability Report following the GRI framework.
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Oriflame Sustainability Report - About this report - Page 58	-

STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged by the organisation	Oriflame Sustainability Report - Stakeholder engagement and dialogue - Pages 14-15	-
G4-25	Basis for identification and selection of stakeholders with whom to engage	Oriflame Sustainability Report - Stakeholder engagement and dialogue - Pages 14-15	-

CODE	TITLE	LOCATION	NOTE
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Oriflame Sustainability Report - Stakeholder engagement and dialogue - Pages 14-15	-
G4-27	Key topics of concerns that have been raised through stakeholder engagements, and how the organisation has responded to those key topics and concerns, including through its reporting	Oriflame Sustainability Report - Stakeholder engagement and dialogue - Pages 14-15	-

### REPORT PROFILE

G4-28	Reporting period for information provided	Oriflame Sustainability Report - About this report - Page 58	-
G4-29	Date of most recent previous report	Oriflame Sustainability Report - About this report - Page 58	-
G4-30	Reporting cycle	Oriflame Sustainability Report - About this report - Page 58	-

CODE	TITLE	LOCATION	NOTE
G4-31	Contact point for questions regarding the report or its contents	Oriflame Sustainability Report - About this report - Page 58	-
G4-32	Report the "in accordance" option and GRI content index for chosen option	Oriflame Sustainability Report - About this report - Page 58	-
G4-33	Policy and current practice with regard to seeking external assurance for the report	Oriflame Sustainability Report - About this report - Page 58	-

## GOVERNANCE

G4-34	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Oriflame Annual Report 2014 - Page 42 Oriflame Sustainability Report - Organising for improvement - Page 12	-
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## ETHICS AND INTEGRITY

G4-56	Organisation's values, principles, standards and norms of behavior	Oriflame Sustainability Report - Oriflame Ethics and Code of Conduct - Pages 20-21	-
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# Category: ECONOMIC

CODE	TITLE	LOCATION	NOTE
ECONOMIC PERFORMANCE			
G4-DMA	Generic Disclosures on Management Approach	-	Through our business model we work to increase the value we create for our stakeholders, for example by offering people around the world the chance to improve their lives: enabling entrepreneurial opportunities for Oriflame Consultants and providing attractive career opportunities for employees.
G4-EC1	Direct economic value generated and distributed	Oriflame Annual Report 2014 - Page 52	
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Investor CDP 2014 Information Request - Oriflame Cosmetics AB - Module: Risks and Opportunities - Page 21	-



CODE	TITLE	LOCATION	NOTE
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### MARKET PRESENCE

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Successful people - Page 23	-
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	-	Oriflame aims to offer a competitive remuneration, and intends to use salary mapping as one tool to achieve this. We have started to analyse our salary baseline in some of our most relevant locations, concluding that our remuneration package is, on average, significantly higher than the minimum local salary.
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	-	Oriflame is present in more than 60 markets around the world and diversity among employees is an important factor in the Company’s success and development. That is why we aspire to recruit people from different nationalities and backgrounds, reflecting the global audience that we serve. Currently, 47% of our Global Management Team (top 200 managers of the company) are hired from the local communities where they are based.

### PROCUREMENT PRACTICES

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2014 - Sustainable suppliers - Pages 54-57	-
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Oriflame Sustainability Report 2014 - Sustainable suppliers - Pages 54-57	-

# Category: ENVIRONMENTAL

CODE	TITLE	LOCATION	NOTE
<b>MATERIALS</b>			
<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Great Products - Pages 32-39	-
<b>G4-EN1</b>	Materials used by weight or volume	Oriflame Sustainability Report - Sustainable sourcing - Pages 42-43, 50-51	<p>Our main raw material is paper and other wood-based products, which we use mainly for catalogues and packaging. In 2014, our consumption of paper was:</p> <ul style="list-style-type: none"> <li>- Product packaging: 1,600 tonnes (93% FSC certified)</li> <li>- Catalogues: 21,500 tonnes (93% came from credibly certified sources according to Oriflame's paper commitment.)</li> </ul> <p>Another important raw material used in some of Oriflame's cosmetic products is palm oil. For Oriflame's products we purchase palm based derivatives and during 2014 the consumption was the following:</p> <ul style="list-style-type: none"> <li>- 5,464 tonnes of palm based derivatives</li> <li>- We continue to purchase segregated palm oil but limited demand of approximately 1 tonne</li> <li>- We started to purchase mass balance certified material at the end of 2014, approximately 15 tonnes</li> <li>- Since 2010 we purchase GreenPalm credits covering 100% of our consumption</li> </ul>
<b>G4-EN2</b>	Percentage of materials used that are recycled input materials	Oriflame Sustainability Report - Great Products - Pages 35, 38-39	

CODE	TITLE	LOCATION	NOTE																								
ENERGY																											
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Carbon footprint and climate change - Pages 44-45, 51	-																								
G4-EN3	Energy consumption within the organisation	-	<table><tr><th>MWh</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th><th>2014</th></tr><tr><td>Energy consumption from non-renewable sources</td><td>66 700</td><td>67 600</td><td>73 800</td><td>61 900</td><td>52 100</td></tr><tr><td>Energy consumption from renewable sources</td><td>10 700</td><td>10 700</td><td>9 300</td><td>14 700</td><td>13 300</td></tr><tr><td>Total Energy consumption</td><td>77 400</td><td>78 300</td><td>83 100</td><td>76 600</td><td>65 400</td></tr></table>	MWh	2010	2011	2012	2013	2014	Energy consumption from non-renewable sources	66 700	67 600	73 800	61 900	52 100	Energy consumption from renewable sources	10 700	10 700	9 300	14 700	13 300	Total Energy consumption	77 400	78 300	83 100	76 600	65 400
MWh	2010	2011	2012	2013	2014																						
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Total Energy consumption	77 400	78 300	83 100	76 600	65 400																						
G4-EN5	Energy intensity	-	<table><tr><th>Intensity Ratios (MWh)</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th><th>2014</th></tr><tr><td>Energy consumption per €m Revenue (MWh/€m)</td><td>51.26</td><td>52.54</td><td>55.91</td><td>54.42</td><td>51.73</td></tr><tr><td>Energy consumption per FTE (MWh/FTE)</td><td>9.29</td><td>9.94</td><td>11.16</td><td>10.43</td><td>9.30</td></tr><tr><td>Energy consumption per m2 GIA (MWh/m2)</td><td>0.20</td><td>0.21</td><td>0.19</td><td>0.19</td><td>0.17</td></tr></table>	Intensity Ratios (MWh)	2010	2011	2012	2013	2014	Energy consumption per €m Revenue (MWh/€m)	51.26	52.54	55.91	54.42	51.73	Energy consumption per FTE (MWh/FTE)	9.29	9.94	11.16	10.43	9.30	Energy consumption per m2 GIA (MWh/m2)	0.20	0.21	0.19	0.19	0.17
Intensity Ratios (MWh)	2010	2011	2012	2013	2014																						
Energy consumption per €m Revenue (MWh/€m)	51.26	52.54	55.91	54.42	51.73																						
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Energy consumption per m2 GIA (MWh/m2)	0.20	0.21	0.19	0.19	0.17																						
G4-EN6	Reduction of energy consumption	Oriflame Sustainability Report - Carbon footprint and climate change - Pages 44-45, 51	-																								



CODE	TITLE	LOCATION	NOTE																														
WATER																																	
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Water - Page 46	-																														
G4-EN8	Total water withdrawal by source	Oriflame Sustainability Report - Water - Pages 46, Oriflame sites & operations - Pages 48-49, 53	We know that the water impact from our manufacturing sites is a limited part of the life cycle impact, however, for local communities this impact may be important. We track and measure water consumption and waste water on a monthly basis, the total amount of water used 2014 was 121,350 m3 and the amount of waste water was 94,120 m3.																														
G4-EN9	Water sources significantly affected by withdrawal of water	Oriflame Sustainability Report - Water - Page 46																															
G4-EN10	Percentage and total volume of water recycled and reused	Oriflame Sustainability Report - Oriflame sites & operations - Page 49	-																														
EMISSIONS																																	
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Carbon footprint and climate change - Pages 44-45	-																														
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Investor CDP 2014 Information Request - Oriflame Cosmetics AB - Module: GHG Emissions Accounting, Energy and Fuel Use, and Trading - Page 49  Oriflame Sustainability Report - Carbon footprint and climate change - Pages 44-45, 51																															
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)																																
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)																																
			<table><tr><th>tCO2</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th><th>2014</th></tr><tr><td>Scope 1</td><td>8 500</td><td>10 000</td><td>9 000</td><td>8 800</td><td>8 100</td></tr><tr><td>Scope 2</td><td>24 900</td><td>24 600</td><td>28 400</td><td>25 900</td><td>23 500</td></tr><tr><td>Scope 3</td><td>48 800</td><td>38 600</td><td>36 500</td><td>31 000</td><td>29 700</td></tr><tr><td>Total</td><td>82 200</td><td>73 200</td><td>73 900</td><td>65 700</td><td>61 300</td></tr></table>	tCO2	2010	2011	2012	2013	2014	Scope 1	8 500	10 000	9 000	8 800	8 100	Scope 2	24 900	24 600	28 400	25 900	23 500	Scope 3	48 800	38 600	36 500	31 000	29 700	Total	82 200	73 200	73 900	65 700	61 300
tCO2	2010	2011	2012	2013	2014																												
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Scope 2	24 900	24 600	28 400	25 900	23 500																												
Scope 3	48 800	38 600	36 500	31 000	29 700																												
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CODE	TITLE	LOCATION	NOTE
G4-EN18	Greenhouse gas (GHG) emissions intensity	Investor CDP 2014 Information Request - Oriflame Cosmetics AB - Module: GHG Emissions Accounting, Energy and Fuel Use, and Trading - Pages 49  Oriflame Sustainability Report - Carbon footprint and climate change - Pages 44-45, 51	
G4-EN19	Reduction of Greenhouse Gas (GHG) emissions	Investor CDP 2014 Information Request - Oriflame Cosmetics AB - Module: GHG Emissions Accounting, Energy and Fuel Use, and Trading - Pages 49  Oriflame Sustainability Report - Carbon footprint and climate change - Pages 44-45, 51	

PRODUCTS AND SERVICES

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Great Products - Pages 32-39	-
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Oriflame Sustainability Report -Great Products - Pages 32-39, Thriving planet - Pages 40-53	-

CODE	TITLE	LOCATION	NOTE
SUPPLIER ENVIRONMENTAL ASSESSMENT			
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report -Sustainable suppliers - Pages 54-57	-
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Oriflame Sustainability Report -Sustainable suppliers - Pages 54-57	-
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Oriflame Sustainability Report -Sustainable suppliers - Pages 54-57	-





# Category: SOCIAL

CODE	TITLE	LOCATION	NOTE
LABOR PRACTICES AND DECENT WORK			
EMPLOYMENT			
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Employees - Pages 26-27	-
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	-	During 2014, the company went through a re-structuring process intended to increase organisational efficiency in specific areas of the company. This resulted in redundancies in our Group Support Offices. The employee turnover for 2014 was 28% for the four largest Group Support Offices, compared to 13% for 2013. The new hire rate was 8% in 2014, down one percentage point from 9% in 2013. At present data from Group Support Offices is consolidated globally and our intention is to increase scope in the years to come.
LABOR/MANAGEMENT RELATIONS			
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Employees - Pages 26-27	-

CODE	TITLE	LOCATION	NOTE
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	-	Minimum notice periods for operational changes vary depending on the country, local standards or specific collective bargaining agreements. Currently, this information is not being gathered on a group level but we are evaluating whether our data systems could be used to retrieve this information in the future.

### OCCUPATIONAL HEALTH AND SAFETY

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Employees - Page 27	-
G4-LA5	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	Oriflame Sustainability Report - Employees - Page 27	-
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Oriflame Sustainability Report - Employees - Pages 27	We record and report accident and incident statistics on a monthly basis at our manufacturing sites. The records are analysed, and cases are investigated and followed-up with the aim to identify root causes, and consequently corrective actions are implemented to prevent future incidents.

CODE	TITLE	LOCATION	NOTE
TRAINING AND EDUCATION			
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Employees - Pages 26-27	-
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Oriflame Sustainability Report - Employees - Page 26	-
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	-	Roll-out of a new process for performance and career development reviews was initiated in 2014. Approximately 50% of the Global Management Team (top 200 managers) followed the full formal review process in 2014. Our ambition is to increase the number in the coming years.
DIVERSITY AND EQUAL OPPORTUNITY			
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Consultants - Pages 24-25, Employees - Pages 26-27	<p>Female empowerment addresses discrimination and gender inequality by raising awareness about women’s capabilities, power and influence; providing them with the independence and opportunity to accomplish success and control their own lives. Gender equality is essential for achieving a fair society with strong economies.</p> <p>Because of the nature of our business, female empowerment is crucial for Oriflame, as both our products and business model are mainly attract women. A founding principle of Oriflame was to give people an opportunity to earn an extra income or run their own business and, in so doing, improve their lives.</p>



CODE	TITLE	LOCATION	NOTE
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Oriflame Sustainability Report - Employees - Page 27	-

### EQUAL REMUNERATION FOR WOMEN AND MEN

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Employees – Pages 26-27	-
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	-	Oriflame’s policy is to offer competitive and objective remuneration to all its employees. We are working to ensure that we are compliant with equal opportunity law and policy in terms of gender-based differentiation. Salary mapping is one method to do so. Studies are currently in process for a selection of our markets. Temporary results show that, on average, remuneration is balanced between genders, but still some gaps have been found in specific levels of the company. We will keep on working on identifying these discrepancies in order to take actions to reduce them.

### SUPPLIER ASSESSMENT FOR LABOR PRACTICES

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report -Sustainable suppliers - Pages 54-57	-
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CODE	TITLE	LOCATION	NOTE
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Oriflame Sustainability Report -Sustainable suppliers - Pages 54-57	-
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Oriflame Sustainability Report -Sustainable suppliers - Pages 54-57	-

HUMAN RIGHTS

CHILD LABOR

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Human rights - Pages 28	-
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Oriflame Sustainability Report - Human rights - Page 28, Sustainable suppliers - Pages 54-57	-

FORCED OR COMPULSORY LABOR

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Human rights - Pages 28	-
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CODE	TITLE	LOCATION	NOTE
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Oriflame Sustainability Report - Human rights - Page 28, Sustainable suppliers - Pages 54-57	-

### ASSESSMENT

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Human rights - Pages 28	-
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Oriflame Sustainability Report - Human rights - Pages 28	-

### SUPPLIER HUMAN RIGHTS ASSESSMENT

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Human rights - Pages 28	-
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Oriflame Sustainability Report -Sustainable suppliers - Pages 54-57	-



CODE	TITLE	LOCATION	NOTE
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Oriflame Sustainability Report -Sustainable suppliers - Pages 54-57	-

SOCIETY

ANTI-CORRUPTION

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report – Ethics and Code of Conduct - Pages 20-21	-
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Oriflame Sustainability Report – Ethics and Code of Conduct - Pages 20-21	-
G4-SO4	Communication and training on anti-corruption policies and procedures	Oriflame Sustainability Report – Ethics and Code of Conduct - Pages 20-21	-
G4-SO5	Confirmed incidents of corruption and actions taken	Oriflame Sustainability Report – Ethics and Code of Conduct - Pages 20-21	-

CODE	TITLE	LOCATION	NOTE
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PRODUCT RESPONSIBILITY

CUSTOMER HEALTH AND SAFETY

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Product safety - Page 36	-
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Oriflame Sustainability Report - Product safety - Page 36	-
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	Oriflame Sustainability Report - Product safety - Page 36	-

PRODUCT AND SERVICE LABELING

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Product safety - Page 36 Oriflame Sustainability Report - Consultants - Pages 24-25	-
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CODE	TITLE	LOCATION	NOTE
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	Oriflame Sustainability Report - Product safety - Page 36	-
G4-PR5	Results of surveys measuring customer satisfaction	Oriflame Sustainability Report - Consultants - Pages 24-25	-

### MARKETING COMMUNICATIONS

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report - Social & ethical standards - Page 37 Oriflame Corporate website - Sustainability - Responsibility-for-Animal-Welfare	-
G4-PR6	Sale of banned or disputed products	Oriflame Sustainability Report - Social & ethical standards - Page 37 Oriflame Corporate website - Sustainability - Responsibility-for-Animal-Welfare	-

# United Nations GLOBAL COMPACT

GLOBAL COMPACT PRINCIPLE			GRI INDICATOR									
HUMAN RIGHTS	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	HR5	HR6	HR9	HR10	HR11					
	Principle 2	make sure that they are not complicit in human rights abuses.	HR5	HR6	HR9	HR10	HR11					
LABOUR	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	LA4									
	Principle 4	the elimination of all forms of forced and compulsory labour;	HR6									
	Principle 5	the effective abolition of child labour; and	HR5									
	Principle 6	the elimination of discrimination in respect of employment and occupation.	LA1	LA4	LA5	LA6	LA9	LA11	LA12	LA13	LA14	LA15
ENVIRONMENT	Principle 7	Businesses should support a precautionary approach to environmental challenges;	EN1 EN2 EN3 EN5 EN8 EN9 EN10 EN15 EN16 EN17 EN18 EN27 EN32 EN33									
	Principle 8	undertake initiatives to promote greater environmental responsibility; and										
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.										
ANTI-CORRUPTION	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	SO3	SO4	SO5							



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