

GLOBAL COMPACT REPORT 2014

AGROKOR



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Statement of Continued Support and Analysis of Business Environment

With pleasure I present to you our fifth COP which covers the year 2014, as a sign of our commitment to the UN Global Compact principles, specifically outlining activities of Agrokor Group companies in the areas of human rights, labour, environment and anti-corruption.

The year 2014 was another successful and significant year. The merger of Konzum and Mercator is the central event and one of the historic business achievements for both companies, as well as for Agrokor as a whole. Agrokor has thus achieved one of its strategic goals and established a new position in the markets of the countries in which it operates and has opened new perspectives in South Eastern Europe, where it is already strongly present, but also in Central and Eastern Europe, where it has found its place among the largest companies, in the retail sector as well as companies in general. New opportunities for Agrokor also carry new responsibilities.

The leading retail chain, created by merging Konzum and Mercator, with more than 2,000 stores, is able to monitor all of the strategic challenges in business and withstand strong competition. Data on the consumption growth is certainly encouraging, but does not exempt us from our own responsibility to continue to rationalize our operations and reduce costs. In 2014 we have also faced different challenges that have largely stemmed from complex business conditions in the countries in which our companies operate. However, once again we have demonstrated our strength and ability to be stronger than all adverse circumstances we found ourselves in and to finish the fiscal year with the results with which we can be completely satisfied.

The synergy with Mercator opens a completely new perspective for all companies, starting with Mercator and Konzum, which have joined their forces to secure the leading positions in extremely fierce competition from well-known European retailers. It should be noted that the newly acquired market power of the merged companies also presents an opportunity for the partners - local and regional

manufacturers and suppliers - to enter new markets and find opportunities for growth and sustainable business through a stronger and more competitive retail sales.

We have reaffirmed the strategy that has been underlying Agrokor's expansion and development since the beginning, with a persistent orientation to business quality, high productivity and competitiveness, constant modernization of technology, modern organization of work, permanent investment in human resources and building trust with our business partners and customers.

Conducting our business in a responsible manner and focus on sustainability are postulates of our daily operations. We systematically apply the UN Global Compact principles in our activities, which also affects the business community we belong to and cooperate with. This COP is a summarized presentation of our sustainability reporting, which we provide in a more comprehensive and detailed form every two years, guided by the GRI Reporting Framework.

To conclude: last year will be remembered by the fact that we have ploughed a large, so far the biggest, business furrow, by merging Konzum and Mercator and activating rich synergy potentials resulting from this merger. So we can rightly expect better yields in the coming years, based on Agrokor's investment in its and our common future, which opens up completely unsuspected possibilities. I would like to thank everyone who participated, starting with my closest collaborators, as well as all our employees and end-users of our joint operations, our customers and consumers.



Ivica Todorić

President and CEO of the Agrokor Group

The Agrokor Group is the **largest privately owned company in Croatia** and one of the leading companies in Southeast Europe. **Quality, sustainable growth, development and business responsibility** are basic corporate values of Agrokor.

Agrokor key facts

N°1

Leading food manufacturer, distributor, retailer and wholesaler with robust market position.

From field to table

Vertically integrated business model with local strategic partnership.



Brands Diversified portfolio of well-established brands supported by market leading consumer awareness.



Innovation

Continually strengthens R&D activities by developing new and improving existing products and processes.



Agrokor Group Business Structure

Agrokor - Ownership in Subsidiary Companies

BUSINESS GROUP RETAIL	BUSINESS GROUP FOOD	OTHER BUSINESS
Angropromet a.d. 96.92%	Agrokor - Zagreb d.o.o.100.00%	Agrokor AG 100.00%
Euroviba d.o.o. 91.56%	Agrolaguna d.d.85.22%	Agrokor - Energija d.o.o. 100.00%
Idea d.o.o. 96.92%	Belje d.d.....67.92%	Agrokor kft. 100.00%
Frikom Beograd dooel55.30%	Dijamant a.d.....73.08%	Agrokor - trgovina d.d. 100.00%
Jamnica d.o.o. Beograd..... 80.44%	Frikom d.o.o.....55.30%	eLog d.o.o.....96.92%
Jamnica d.o.o. Maribor 80.44%	Fonyodi kft.80.44%	eLog plus d.o.o.96.92%
Konzum d.d..... 96.92%	Irida d.o.o.....55.30%	Kor Broker d.o.o. 100.00%
Konzum d.o.o. Sarajevo..... 96.92%	Jamnica d.d.80.44%	Kron d.o.o. 100.00%
Krka d.o.o..... 79.87%	Kikinski mlin a.d.66.07%	L.G. Moslavina d.o.o. 100.00%
Ledo d.o.o. Kosovo..... 55.30%	Kor Neretva d.o.o. 96.92%	M-profil SPV d.o.o. 100.00%
Ledo d.o.o. Ljubljana 55.30%	Ledo d.d.....55.30%	mStart d.o.o. 100.00%
Multiplus card d.o.o. 72.69%	Ledo d.o.o. Čitluk55.30%	
PIK BH d.o.o. Laktaši 96.92%	Ledo kft.55.30%	
Poslovni sistem Mercator d.d. 49.92%	Ledo d.o.o. Podgorica.....55.30%	
Roto dinamic d.o.o..... 80.44%	Mladina d.d.....48.98%	
Roto ulaganja d.o.o..... 100.00%	Nova Sloga d.o.o.100.00%	
Super Kartica d.o.o. 64.94%	PIK Vinkovci d.d.70.87%	
Tisak d.d..... 67.35%	PIK Vrbovec d.d.96.92%	
TPDC Sarajevo d.d..... 51.00%	Sarajevski kiseljak d.d.....80.98%	
Zvijezda d.o.o. Ljubljana 51.84%	Sojara d.o.o.51.84%	
Zvijezda d.o.o. Sarajevo..... 51.84%	Solana Pag d.d.96.68%	
Žitnjak d.d. 86.67%	Vupik d.d.86.27%	
	Zvijezda d.d.51.84%	



78,9% Retail
16,9% Food and drink
4,2% Other Business

Agrokor Companies

Retail,
Wholesale
and Distribution

KONZUM

IDEA

 **Mercator**

VELPRO

TISAK

ROTO
SVIJET PIČA

Edible Oils and
Margarines

ZVIJEZDA

DIJAMANT

 **sojara**

Waters and
Beverages

Jamnica

Sarajevski
kiseljak

 **FONYÓDI**

Meat Production
and Processing

BELJE
1697

pik ♠

Ice-Cream and
Frozen Food



Frikom

Agriculture

agrolaguna

BELJE
1697

V **PIK VINKOVCI**

VUPIK
VUKOVAR

SOLANA PAG

**PODRUM
MLADINA**
IZTENJELINO 1736 G. O. P. I. S. S.

Other
Business


agrokor trgovina

mStart

**AGROKOR
ENERGIJA**

Report Scope and Boundary

This Report is based on the information and data collected from the following companies:

- agriculture: Belje, PIK Vinkovci, Vupik, Solana Pag, Kikindski mlin
- ice cream and frozen food products: Ledo, Irida, Frikom, Ledo Čitluk
- oil, margarine and mayonnaise products: Zvijezda, Dijamant
- bottled waters and beverages: Jamnica, Sarajevski kiseljak, Fonyodi, Mladina, Agrolaguna
- meat and meat products: PIK Vrbovec
- retail sales: Konzum, Mercator S, Mercator Slovenia, Konzum BiH and Tisak
- other activities: Agrokor trgovina, Agrokor Energija

Our Communication on Progress provides information for the entire Group, i.e. consolidated data for the economic, labor, employee, human rights, community, anti-corruption and product responsibility areas. We continue to present our environmental

indicators separately, this time per business sector and country of operation, to provide a more concise overview of each business sector specifics, achievements and trends.

Economic and Social Impact

The year 2014 was marked by exceptionally bad weather, especially during spring and summer. These adverse weather conditions have resulted in severe flooding in the whole area of our primary markets - Croatia, Bosnia and Herzegovina and Serbia, and also have adversely affected the tourist season in Croatia. Moreover, macroeconomic conditions have remained unfavourable to the continuous downward trend of GDP, which has put additional pressure on consumption. Agrokor, regardless of the above, has managed to maintain consistent sales revenues and profitability, while the consolidated results were mostly affected by the acquisition of Mercator.

At the consolidated level, total sales revenues increased from HRK 30,144.8 million to HRK 34,969.1, which is an increase of 16 percent. EBITDA increased by 5.9 percent, reaching the amount of HRK 3,164.6 million, while the EBITDA margin dropped from 10 to 9.1 as a result of the increased share of retail sales in total revenues of the Agrokor Group.

During 2014, Agrokor's companies continued the strategy of focusing on increasing and/or maintaining market shares through the implementation of proactive measures such as the implementation of effective marketing and promotional campaigns, investment in prices, continuous innovation, extension of the product range and the private label offer. The management team remained focused on the optimization of costs and business processes, increasing efficiency and profitability through the continuation of the process of systematization and reorganization and better utilization of mutual

synergies within the Group. In addition, in the second half of 2014, following the acquisition of Mercator, Agrokor's strong focus was placed on the integration of Mercator's business operations with the operations of the rest of the Group.

The total revenue consists of income from sales, other income, interest income, net proceeds from the sale of fixed assets and subsidiaries, the Group's share of profit (or loss) from associates, dividend income and the excess of fair value of acquired net assets over cost reduced by the write-off of goodwill. The direct economic value generated in 2014 grew by HRK 5,120 million or 16.7 percent compared to 2013, primarily as a result of the acquisition of Mercator.

Operating costs include the costs of materials, services, other costs (excluding the costs of salaries, taxes and contributions on salaries and depreciation expenses), impairment of investment value and a net foreign exchange loss). The increase in operating expenses of 17.4% and wages and benefits of employees of 21.9% is due mainly to the acquisition. Payments to the government include profit tax, which in 2014 decreased compared to the same period last year as a result of lower taxable profit. Payments to providers of capital include accrued interest and paid dividends. As a result of the above factors, in 2014 Agrokor recorded a drop of the economic value retained of 31.5 percent compared to the value achieved in the previous year.

Direct economic value generated and distributed

	2012 (HRK 000)	2013 (HRK 000)	2014 (HRK 000)	2014/2013 %
Direct economic value generated	30,290,200	30,641,428	35,761,727	
a) Revenues	30,290,200	30,641,428	35,761,727	16.7%
Economic value distributed	29,362,866	29,675,925	35,100,623	18.3%
b) Operating costs	24,819,647	24,941,379	29,313,101	17.4%
c) Employee salaries and benefits	2,905,140	2,696,341	3,286,319	21.9%
d) Payments to capital providers	1,422,073	1,785,775	2,276,007	27.5%
e) Payments to the government	197,233	234,173	225,196	-3.8%
Retained economic value (calculated as economic value generated minus economic value distributed)	927,334	965,503	661,104	-31.5%

Source: Capital Strategy and Markets - Agrokor

Proportion of Spending on Local Suppliers at Significant Locations of Operation

The Agrokor Concern including all its members presently obtains 70% of all products and services from local suppliers. The term 'local' refers to the entire region where Agrokor obtains most of its revenues, including Croatia, Bosnia and Herzegovina, Serbia and, following the acquisition of Mercator, Slovenia and Montenegro. Each supplier established in any of these countries is considered to be a local supplier.

Agrokor specifically adapts to each of these markets, affecting them directly or indirectly, depending on the size of each market. It directly affects them by preferring local suppliers for all types of supplies where they are competitive. This way, suppliers are given an opportunity to achieve stable business growth. It indirectly affects them by stimulating their development and new employment, thus boosting the local economies. Strong local suppliers are crucial for Agrokor Concern's growth because their developed sales and aftersales networks provide constant support to Agrokor's members.

Having penetrated significant new markets such as Slovenia, Agrokor particularly attends to the existing local suppliers of the acquired companies by continuing to foster good business relationships and improving them both on the local market and by allowing them to penetrate other markets where Agrokor's members are present.

Of course, there are certain exceptions in procurement – considering the high standards set for industrial equipment quality, Agrokor obtains 80% of such equipment from leading global suppliers. In addition, items not supplied on local markets are purchased on the global market.

Agrokor's long-term partnerships with local suppliers guarantee job security and a stable local economy, thus ensuring future growth. This also ensures sustainable development of Agrokor and its members at significant locations of operation.

Sponsorships and Donations

Understanding the needs of the community in which we operate is certainly one of the fundamental values on which the Agrokor Group is building its success.

Through corporate social responsibility programs we have supported humanitarian projects, cultural institutions and projects, sports clubs in Croatia and the region, national sports federations, local associations and individual projects that contribute to the improvement of community life.

Humanitarian activities

The Agrokor Group pays special attention to the projects intended to help the socially vulnerable as well as those aimed at improving the lives and health of children. So this year we have conducted a special holiday contest to support the projects aimed at improving the living conditions of children, youth and families, education and training, and donations have been directed towards 30 projects selected through a tender procedure.



In 2014 Konzum continued its activities under the project "Vratimo djecu na igrališta" (Let's bring the children back to the playgrounds)

In a difficult situation caused by the flood, which in the spring of 2014 affected many areas of the eastern Croatia, as responsible members of the community, all companies of the Agrokor Group got involved in providing assistance to the residents of the affected area with donations worth more than six million Kuna. In over 200 stores Konzum was collecting

donations from the citizens and the Red Cross had at their disposal several hundred trucks that delivered aid to flood hit areas on a daily basis.

Children and young people

Regarding the education of young people, the Agrokor Group also supports a large humanitarian project "Korak u život" (Step into Life) whose aim is to enable the continuation of education for children without parental care. Among the projects specifically aimed at children and young people, we must point out that in 2014 Konzum continued its activities under the project "Vratimo djecu na igrališta" (Let's bring the children back to the playgrounds) which includes equipping children's playgrounds all over Croatia. Moreover, in 2014, Konzum and Henkel launched a joint action called "Donesite i Vi osmeh u bolnice" (You can also bring smiles to the hospitals), with the aim of raising funds for the association of clown-doctors "Red Noses".

Jana – Water with a message

During this year Jamnica has continued its campaign "Jana - Water with a message" which aims to help needy segments of society. "Jana - Water with a message" has been included in a number of humanitarian activities throughout Croatia.

Culture

Protection and promotion of Croatian cultural heritage is certainly an important part of corporate social responsibility of Agrokor. Accordingly, this year Agrokor has supported cultural projects such as cultural event "Vinkovačke jeseni" (Autumns in Vinkovci) and the traditional boat race on the Neretva river.

Sport

Sponsoring and supporting the development of Croatian sport is also part of a long-term strategy of socially responsible activities of Agrokor. The Agrokor Group has a successful long-term cooperation with many Croatian sports federations and supports many important sports clubs in Croatia and the region as well as numerous sporting events. This year, the Agrokor Group supported the umbrella organization of the Croatian sports, the Croatian Olympic Committee as well as the Croatian Football Federation to support the Croatian national football team at the European and world competitions. Also, through sponsorship Agrokor supported the organization of sporting events like the popular ATP tournament in Umag.

As a socially responsible company, Agrokor performs activities in the community in which it operates to help create a transparent and supportive business environment. It builds on its relationship with the community through donation and sponsorship programs aimed at improving life in the environment in which it operates. Since 2000, Agrokor has invested more than 200 million Kuna in such projects.

Integrated Management Systems

Quality Management System

Food Quality Control

In accordance with the company-wide dedication to continual improvement in the business year 2014 several certification processes were completed, ensuring Agrokor's global competitiveness. Agrokor's Food Business systematically ensures a company-wide approach to quality and efficient quality management as an imperative. We have focused on the facts and results and always strive to maintain high standards and achieve excellence.

Recognisable premium products such as Agrolaguna wine labels, cheese, olive oil, Belje Baranjski kulen, Ledo ice cream, etc. regularly earn the highest scores at the national and international level. Last year the American Food and Drug Administration (FDA) for the first time carried out a directed inspection focusing on food production facilities in Croatia manufacturing food products for export to the United States. The inspection was carried out in Agrokor's Ledo and Belje facilities and the companies were awarded the highest standards due to full compliance with the American regulatory requirements.

In line with the demands of specific customer segments and product placement and marketing, in 2014 Pik Vrbovec was inspected by the Russian inspection authority and visited by delegations from the Russian Federation, China, Japan, and the United States and, on several occasions, the European Commission.

Cooperation with Institutions

Through a concept of continual networking with prominent domestic and foreign institutions throughout the world (Faculty of Food Technology and Biotechnology, Croatian Veterinary Institute, Campden Association, NSF International, FoodDrink Europe, etc.) we follow well-thought-out educational techniques and programs and in 2014 the positive trend continued.



Recognisable premium products such as Agrolaguna wine labels, cheese, olive oil, Belje Baranjski kulen, Ledo ice cream, etc. regularly earn the highest scores at the national and international level.

Education

It should be noted that 78 quality managers from almost all Agrokor's regional companies successfully completed the course "Influence of Changes to the Existing Quality Management Systems" organised by the Agrokor Academy.

Results

At the end of 2014 the company had 106 certificates assuring its conformity to multiple global standards (ISO 9001, ISO 14000, ISO 22000, OHSAS 18001:2007, HACCP, GMP+, Global G.A.P., BRC, IFS, etc.). With the joining of Mercator Group, six Slovenian companies and eight companies in other markets in South-Eastern Europe, Agrokor's management system added ten valuable certificates to its compliance portfolio proving its adherence to well-implemented standards and best global practices.

Numerous certificates and organization memberships are proof of the quality of Agrokor's business:

Frikom
IFS Food
(International Featured
Standards)
Irida
FSSC 22000
Konzum
HACCP sustav
ISO 22000
PIK Vinkovci
HACCP Codex Alimentarius
Dijamant Agrar
HACCP

Dijamant
GMP+
Halal standard
Agrolaguna
Kosher certifikat
Jamnica
NSF International Bottled
Water Certificate - FDA
Regulations
Belje, Vupik, Pik-Vinkovci i
Frikom
Global G.A.P.



Teams in the marketing and development departments of Agrokor companies, develop and launch large number of new and innovative products each year that are attractive to customers.

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

Agrokor's companies have accepted quality as a global postulate and imperatively set their management systems on a platform guaranteeing food safety, compliance with legal requirements and internationally recognized standards, and generation of extraordinary value for consumers. The quality management systems in Agrokor's companies are in conformity to international standards (ISO 9001, ISO 14000, ISO 22000, OHSAS 18001:2007, HACCP, GMP+, Global G.A.P., IFS, BRC, etc.) and are constantly subjected to reviews by renowned certification bodies, which provide inputs for enhancement and support our striving for innovative changes and improvements.

Our systematic assurance of food safety is based on the HACCP principles for preventively identifying, assessing and controlling potential risks. This is a systematic code of technological process control aiming to identify all potential hazards at any stage of a product's life, including input, product development, manufacturing, the logistic chain, and even waste disposal.

The sustainability of our product and service quality is a result of a high level of our employee's motivation and loyalty on all levels of business. Such homogeneity in understanding and managing risks is achieved by using numerous available tools obtained through specifically targeted and well-designed training techniques and materials. By using such methodology, cooperating with renowned domestic institutions and other institutions across the world (Faculty of Food Technology and Biotechnology, Croatian Veterinary Institute Campden BRI, NSF International, etc.) and by keeping track of best practices, we fulfil the key conditions precedent to the security and sustainability of all Agrokor's production resources in the long term.

We extend our quality standards to our business partners as well, and expect them to adhere to the same level. All Agrokor's companies continuously select and evaluate their suppliers in modern business conditions based on global manufacturing and business systems. This way, we often maintain long-term contracts with particular suppliers, thus establishing whole new relationships based on trust, openness and partnership. For this purpose, we design and use appropriate integral evaluation methods according to product-specific criteria.

The evaluation of a selected supplier is based on several key requirements such as: competency, capacity, commitment

to product and service quality, consistence, stability, value system compatibility, and clean business and business communications. By developing such relationships, they become partners to the company and are provided with a long-term outlook for the demand expected to be satisfied by their manufacturing and distribution systems.

As product quality and safety are key factors for establishing and maintaining consumer confidence, we systematically invest in knowledge, equipment, technical skills, services, marketing and consumer communication to ensure unquestionable safety and high quality of our products, and consequently also the trust and satisfaction of our consumers. Agrokor's companies use a huge database from which they obtain information about customer satisfaction and their responses, placing them in a system of mutual communication and interaction. In this process, we sometimes obtain services from third parties conducting anonymous customer surveys or use benchmarking processes to compare our products and services on the local and international markets. Customer re-acquisition, retention, loyalty and delight levels are the most reliable quality measures.

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

In this reporting period, we did not record any violations of national or European regulatory frameworks in the area of product monitoring with an emphasis on potential health and safety impacts.

Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements

By accepting all transposed legislation and EU regulations, all our companies have fully aligned and adjusted their product information provided on packaging, depending on the category and nature of each product. The new order of specifying nutritional values, product use information, and other voluntary information, combined with modernized design and packaging materials, add value to the wide range of our brands, especially Konzum's store brands, thus ensuring more competitive market positioning.

Considering the specific demands of our customers and consumers, four Agrokor's companies, Belje, Dijamant, Ledo BiH and PIK Vrbovec, have fulfilled the requirements of the Halal standard for a particular group of products that satisfy the relevant quality attributes and are as such permitted for food consumers of the Islamic confession. In addition, eleven Agrokor's companies are Kosher certificate holders for the relevant product list, which means these products are made according to Jewish food laws.

We also aim to bring our products closer to special groups of consumers who select particular products for medical reasons. This in particular applies to consumers allergic to certain ingredients or having food intolerance problems. For that purpose, many products from different companies include information such as soy-free, gluten-free, etc. On our product packaging, we also communicate various other information precious to consumers, such as natural aromas, preservative-free, no artificial colours, no added sugar, etc.

Our company mission requires that we opt for and remain focused on the highest quality standards in the production and distribution of food and agricultural products and providing our customers with the best value for money through our retail network, guided by the principles of competitiveness and social responsibility.

We improve the nutritional quality of our products on an ongoing basis. As a highlight in 2014, Dijamant launched its Dobro jutro Dijet spreadable margarine enriched with functional ingredients, vitamins B6 and B12. The overall nutritional composition of the product is in compliance with the European regulations concerning product quality, which allow the communication of approved health claims, so we communicate on this product: "Vitamins B6 and B12 help maintain a normal energy metabolism."

As regards Jamnica's beverage range, we are increasing our focus on natural ingredients – the Na-cyclamate, Na-saccharine, Acesulfame K and Aspartame artificial sweeteners in Jana Ice Tea Peach were replaced by sugar. The content of natural green tea extract was increased and natural roiboos tea extract was added in the Green Tea launched on the Hungarian market.

Sarajevski kiseljak supplemented their product range by launching Sky Cola Green, a soft carbonated beverage with herbal extracts and fewer calories. The calorific value was reduced by 30% by replacing part of the sugar with the natural sweetener steviol glycoside obtained from stevia leaves, which has no calorific value.

Frikom supplemented their ice cream range by launching new ice creams suitable for people with diabetes where the content of sucrose, now replaced by the natural sweeteners maltitol, erythritol and steviol glycosides, was reduced by 55%.

In line with these activities, we conduct numerous marketing campaigns through media, printed materials (brochures, leaflets, and posters) and promotional tasting in our stores and at attractive outdoor locations, including interaction with visitors and involvement of the entire local community.

Results of survey measuring customer satisfaction

The Agrokor Concern and its members pay special attention to the satisfaction of their customers. In this process, we distinguish between a corporate customer on the one hand and the final consumer of our products and services on the other hand. As regards market research in the Agrokor Concern system, customer satisfaction is measured in regular, predefined intervals using predefined mechanisms – standardized instruments and objective measuring methods. Such standardization of measurement allows us to collect and monitor results in a systematic manner, which provides basic benefits for the Concern and its companies: evaluation is aligned for all our members and this allows for adequate mutual comparisons of the companies' performance. In addition, this enables us to monitor results over time. The objectivity of collecting data is also high on our priority list and is achieved by having data collected and interpreted by renowned international research institutes and agencies.

Two basic customer satisfaction monitoring projects are in place within the Concern: ongoing monitoring of compliance with the relevant retail service standards and a 2-year large customer satisfaction survey conducted by our manufacturing companies. The first project relates to the assessment of compliance with the relevant retail standards by using the mystery shopper method, conducted in several waves per year for our retail chains in Croatia (Konzum), Bosnia and Herzegovina (Konzum BiH) and Serbia (IDEA). The survey is conducted by the GfK research institute and the project examines different service standard aspects: tidiness and cleanness of stores, staff's communication with customers, inter-staff communication to satisfy customer needs, providing appropriate feedback to consumers, cash register service... Survey results are monitored on a company level, as well as on lower levels (regions and business areas) and allow us to respond in time for the purpose of improving particular elements of our retail services to increase final consumer satisfaction.

HUMAN RIGHTS

Principle 1 / Businesses should support and respect the protection of internationally proclaimed human rights within the scope of their influence; and

Principle 2 / make sure that they are not complicit in human rights abuses.

Agrokor is a business group that comprises companies active in several business sectors and in several countries of the region. As in the previous years, all our companies comply with legal regulations and company policies related to ethics, labour law and respect of human rights and social responsibility principles. The respect of human rights is also manifested in ensuring the adequate working conditions and safety at work for our employees.

We act equally in all countries where our companies are present; including the provision of equal possibilities and policies of non-discrimination on all grounds, and respect the law and other provisions that regulate business operations.

Protection of Employee Dignity

In accordance with the relevant laws, Agrokor uses primary prevention, informing, education and training to systematically foster a climate where care for employees is a professional responsibility of both the individual and the entire organization. Where a violation of labour or human rights, discrimination or mobbing is reported, appropriate mutually acceptable solutions are found by using adequate procedures, intermediation mechanisms and professional participation of authorized persons, witnesses and other persons involved.

Systematic planning and implementation of measures to prevent psychological abuse and reduce workplace stress, as well as timely and appropriate handling of conflicts, provide our employees with working conditions where employees' dignity is protected.

During the past period, 1 case of discrimination and 2 disputes concerning human rights and employee dignity were recorded and resolved within the reporting period. As

regards the reported case of discrimination, it involved permanent impairment of relations as a result of a disagreement regarding the job description and business procedures. Based on the statements collected from the witnesses regarding the grievor's allegations, the Commission examined the grievances and concluded that the dignity of the employee concerned had not been violated.

Based on the allegations of the grievors and statements given by the persons named in the grievances, it was found by performing the relevant procedure in all three cases that the employer had ensured the continuity of business processes and tasks and that no actions had been taken to impair their dignity.

Not a single case of forced or compulsory labour or child labour was recorded within the Concern, or any other form of violating the International Labour Organization's (ILO) Convention.

LABOUR STANDARDS

Principle 3 / Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 / the elimination of all forms of forced and compulsory labour;

Principle 5 / the effective abolition of child labour; and

Principle 6 / the elimination of discrimination in respect of employment and occupation.

We are proud to be able to say that the Croatian companies belonging to the Group are the first private companies to incorporate collective bargaining in their employee and union relations business models. We follow the same practice in other countries of the region, in accordance with local laws and regulations. Through workers' councils, the unions participate in the process of passing decisions by the Management Boards and the supervision of business operations through their membership in the Supervisory Boards of the relevant companies. The Agrokor Group supports and finances charity, educational and sporting activities based on union initiatives.

Human Resources is a business function primarily oriented on competencies, values and corporate culture and on making Agrokor employees successful and proactive leaders, while setting the environment suitable for creating new value. Agrokor's long-term strategy that includes investing in the development of individual and professional potential of every employee has made the company's employees its present and future key competitive advantage. Education and professional development are the key elements in this approach applicable at all levels and across all areas of business. Equally important is the workplace environment and the atmosphere of appreciation of dedication, hard work, growth, development and innovative thinking. The focus is on the development of com-

petencies, respect for values and fostering culture that recognises and rewards results. Equally important is openness to learning, which applies equally to employees and the organisation as a whole. The environment encourages leadership and our managers are ready to make decisions and act on them, which is of crucial importance for identifying key challenges, opportunities and for human resources management. Human Resources functions have continued working on optimising organisation and business processes and further harmonisation with other strategies and available Group resources, all in order to drive growth and achieve good performance.

Freedom of Association and Cooperation with the Unions

In 2014, we continued to pursue our practice of maintaining good relations and social dialog with the unions both on the Concern level and on the level of each company. As in earlier years, the Agrokor Concern communicates with higher union levels to agree upon common activities. Policies and practices regarding the implementation of companies' decisions relevant to the economic and social position of employees and requiring appropriate forms of unions' or elected employee representatives' involvement are actively managed on a centralized basis.

According to the principles we are guided by in practice, employees are free to become union members at their sole discretion and unions are free to undertake their activities. Regular meetings were held with union representatives in all companies and financial aid was provided for union activities for the purpose of training union representatives in each company in the area of workplace safety and employee organization. We were invited to attend two major election congresses in Serbia: the congress of the Serbian Commerce Unions and the PPDIV (Agriculture, Food, Tobacco & Water Management Industries) Union as honorary guests and representatives of an employer that fosters good relationships with the unions. We were also invited to the Croatian Commerce Unions' congress where we were the only representatives of an employer. We were introduced at all congresses and gave speeches addressing the topic of cooperation and relationships with the unions, which received approval from the attendees to our pleasure. Agrokor and each company within the Concern's system definitely reinforced their positions as an employer that is a friend to the unions and elected employee representatives.

The novelties relevant to our companies' business in Croatia and Serbia related to amendments to the Labor Act made halfway through last year. According to the new Labor Act in Serbia, all collective bargaining agreements were terminated and new ones needed to be signed within the statutory time limit of 6 months. In late 2014, collective agreements in all our companies in Serbia were concluded for a term of three years. We did not need to amend our collective bargaining agreements in Croatia or align them with the Labor Act because we decided to retain a somewhat higher level of rights, which was well received by the unions, especially the Croatian PPDIV Union because plenty of changes had occurred in their industries. We renewed the annexes to our collective bargaining agreements that are regularly signed for a term of one year and retained the same level of employees' substantive rights as in earlier years. In Bosnia and Herzegovina, we renewed the existing annexes to the collective bargaining agreements and retained the same level of substantive rights as in earlier years.

Pursuant to the applicable collective bargaining agreements, the employees of our companies are entitled to occasional rewards: Easter bonus, annual leave allowance, Christmas bonus, children's Christmas gifts, jubilee rewards, retiring allowance, private health insurance, reimbursement of transport expenses incurred by travelling to work, the right to one-time aid for a sick leave of up to 90 days, financial aid in case of a family member's death, meal allowance, increased wages for overtime work or work on a Sunday or holiday, and

the right to a paid leave of up to 7 days per year in case of a special need regarding the birth of a child, family member' death, moving, training, etc.

In the autumn of 2014, we launched an intensive process of integrating Mercator, so we approached the unions operating within Mercator and established contacts and communication with them.

In conclusion, in 2014 we maintained good relationships with the 40 unions active in all countries of the region where Concern's companies operate. We have no unresolved issues and have valid collective bargaining agreements in place in all our companies, elected employee representatives in addition to the union, ongoing communication and dialog, and a publicly recognized status of an employer that treats unions fairly.

Minimum notice period regarding significant operational changes, including whether these are specified in collective agreements

Our employees are regularly notified on time of any significant operational changes and are duly involved and prepared for them by joint activities. Our companies are required to provide information to the works council and/or employee representative about any decisions relevant to the economic and social status of employees.

The minimum notice period regarding significant operational changes is 8 days (1 week), but this further varies depending on the country and type of business, being 2, 4 or 6 weeks. The periods are defined by the applicable regulations, collective bargaining agreements and internal corporate documents, depending on the country and type of business. Unless defined by the collective bargaining agreement, the notice periods are defined by the relevant regulations concerning labour and labour relations and their provisions for consultation and negotiation.

Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms

Total number of grievances about labor practices filed through formal grievance mechanisms during the reporting period	111
Addressed during the reporting period	223
Resolved during the reporting period	56
Total number of grievances about labor practices filed prior to the reporting period that were resolved during the reporting period	70

Disputes concerning labour relations are normally employees' demands for compensation of damage or other employment-based monetary claims, as well as disputes arisen from disciplinary actions taken against employees.

Systematic planning and implementation of measures to prevent psychological abuse and reduce workplace stress, as well as timely and appropriate handling of conflicts, provide our employees with working conditions where employees' dignity is protected.

Based on social partnership, our longstanding dialog with employee representatives and unions within the Concern has provided the relevant rights to our employees, while our assertive and collaborative strategy continues to require that we work on achieving our common goals, finding the best solutions and improving the quality of our working environment

Workplace Safety and Health

The joint responsibility and all stakeholders' high awareness of the significance of ensuring healthy, safe and humane working conditions are primarily based on the relevant laws and regulations of each country where we operate, but are also contained in other corporate documents and collective bargaining agreements.

We have organized Workplace Safety Committees in accordance with the provisions of the collective bargaining agreements and the regulations of each country where Agrokor Concern's companies operate. We continuously review the situation and undertake measures to effectively implement and organize workplace safety and health for the purpose of taking preventive actions, reducing the number of all types of injuries, and preventing the most serious workplace injuries. We plan and monitor the implementation of workplace safety rules, propose measures to prevent workplace injuries and occupational diseases, and encourage ongoing improvement of workplace safety. In practice, all issues concerning employees' health and safety are resolved through cooperation between the Management Board or its designee and the employees' workplace safety representative (appointed by the union).

Rates of Injury, Occupational Illness and Days Lost

Injury rate	4.47
Occupational disease rate	0.016
Lost days rate	124.91
Absentee rate	10,823.56

As the number of employees across the region (61.58 percent) is growing and the business is expanding, the increase of indicators related to the parameter for lost work days and lack of employees according to the AR parameter (excluding the following categories of absence: approved leave of absence, annual leave, study leave, maternity leave, leave due to a death in the family) was recorded. At the level of the entire Group one death was recorded, where a deceased worker acted outside the prescribed procedures and rules which led to an accident with fatal consequences.

We defined all issues concerning the protection of employee privacy and dignity, workplace safety and health, election or appointment of employee's workplace safety representatives and coordinators, training for safe work, participation in hazard assessments, selecting and providing personal protective equipment, periodical medical examinations for employees working in special conditions, protection of particular employee categories, the right to refuse to work in case employees' lives are endangered, proposing measures for improvement of workplace safety and health, ongoing cooperation with employer's authorized representatives and workplace safety experts, etc.

Agrokor supports the promotion and preservation of employees', their family members' and general community's health. More favourable terms of health insurance and use of general and special medical examination services at health-care institutions were arranged for Concern's employees and their family members.

To the extent possible, the Concern uses its internal corporate documents and activities and encourages a positive climate and culture to promote gender equality and, in particular, the rights of our female employees and the taking of maternal leaves. Concern's companies attend to the health and safety of pregnant women and new mothers. We aim to enable new mothers to return to work as comfortable as possible, take additional days off or work reduced hours if necessary. There are also an increasing number of fathers taking paid parental leave for the purpose of encouraging responsible parenting by both female and male employees, without compromising their further professional growth and development.

Return to work and retention rates after parental leave, by gender

Return to work rate	92.45
Retention rate	93.41

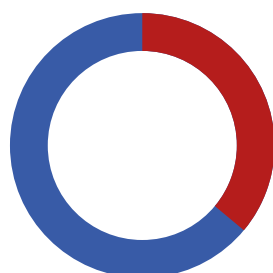
	Male	Female
Total number of employees that were entitled to parental leave	1100	4815
Total number of employees that took parental leave	143	2539
Total number of employees who returned to work after parental leave ended	132	1833
Total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work	104	1844

Training and Education

Some of our Human Resources activities are focused on improving employee competencies to allow them to realize their personal and professional potentials, while continuously implementing the defined strategy, mission and vision of each company and responding to constant changes in job requirements and business processes. Training and development are key elements of this approach, while lifelong learning is a basic concept that creates sustainable competitiveness of employees and provides opportunities for working and being promoted in several positions in different companies within the Concerns on all levels and in all business areas.

In 2014, different types of training and development programs were attended by 94.187 employees and 64% of these programs were organized through internal academies, trainings and workshops.

■ Internal training and development .. **64%**
 ■ External training and development... **36%**



Average hours of training per year per employee	Male	Female
16,33	14.45	17.68
2014.	-	
Top Management	22.34	
Middle Management	21.37	
Line Management	14.01	
Other employees	4.50	

As the topics, structure and duration of retail education and internal training are very specifically defined, they consequently reduce the average number of employee training hours. These trainings are short and focused on our sales staff. They are necessary to learn about new services, operations, technologies and systems and train a population accounting for 79% of the Concern in a very short period of time.

Performance Evaluation

By achieving our business targets using clearly defined individual and group targets, regularly monitoring and evaluating employees' key performance indicators and rewarding them appropriately, we enhance their motivation and productivity and improve their performance. Depending

on the type of business a company engages in, employees are rewarded according to the business targets achieved and the attainment of their personal development goals. This kind of rewarding is also implemented through the Annual Interview system where the immediate supervisor discusses with the employee his/her business and development goals on an annual or half-year basis.

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

Top Management		Middle Management		Line Management		Other employees Temporary		Other employees Temporary		Seasonal workers	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
30,60	33,33	49,51	92,49	9,12	9,80	47,13	68,27	10,80	6,38	29,66	14,44

In addition to monetary rewards, our employees also receive different forms of tangible and intangible rewards: enabling professional development through additional education (Agrokor's internal academy, internal academies within companies, internal training, specialized seminars, conferen-

ces, postgraduate studying, etc.), providing opportunities for promotion, and other types of benefits and privileges both for them personally and for their family members (employee recreation, supplemental healthcare, etc.).

Youth Employment Initiative

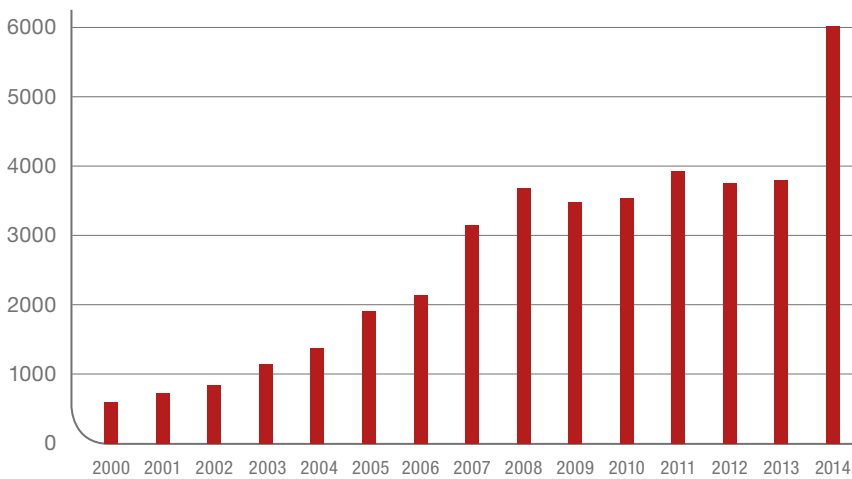
In addition to continual and regular recruitment, The Agrokor Group offers great work experience opportunities for young people of various profiles, including postgraduates, graduates and engineers and trained salespersons, butchers, drivers, etc. in a variety of fields, including sales, logistics, finance, marketing, retail, food industry and agriculture. In February 2014 The Agrokor Group implemented its second youth employment initiative by employing several hundred young people without prior work experience and out of 16,527 candidates Konzum, Jamnica, Ledo, Zvijezda, PIK Vrbovec and PIK Vinkovci hired over 600 persons. Over a hundred of them are still employed by Agrokor.

Data on Employees

In 2014 the key business function Human Resources successfully executed the acquisition and integration of Mercator and their staff and today Agrokor employs almost 60,000 people. Agrokor employees have enabled the accomplishment of multiple goals the company has set to achieve and they are the ones carrying out present and future ambitious and dynamic development projects. United through activities and processes, they show flexible thinking and openness to change, while focusing on achieving long-term growth and development.

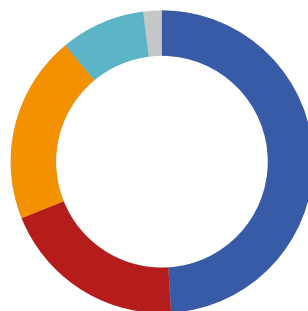
Presented below is information about our employees and their numbers classified by the type of employment contract, age, qualifications and gender and presenting their shares by type of business and country.

Agrokor Employees from 2000 until 2014, as of December 31



Agrokor Employees, Shares by the Country of Operation, 2014

■ Croatia	49%
■ Serbia.....	20%
■ Slovenia.....	20%
■ Bosnia and Herzegovina	9%
■ Montenegro	2%
■ Hungary.....	%



Around 49% of our employees are employed by companies in the Republic of Croatia, an increase of 9.71%, 20% are employed in the Republic of Serbia, an increase of 68.21%, while the number of our employees in Bosnia and Herzegovina increased by 55.10% and they now account for 9% of all our employees.

The greatest increase in the number of employees was recorded in Slovenia where they now account for 20% of our employees, and in Montenegro where the local employees now account for 2% of Concern's human resources.

Most of our employees (79%) work in retail, followed by food and beverage production and distribution (13%), agriculture (6%), and other sales and service activities accounting for 2% of our business.

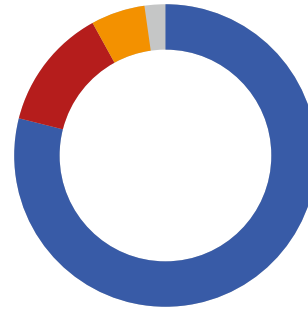
An analysis of our employees by the type of employment contract as of the last day of the reporting period showed that 77% of our employees were employed on a permanent basis, 20% were employed on a fixed-term, basis, and 3% were employed on a temporary or occasional basis (agencies, cooperatives (Republic of Serbia), vouchers (Republic of Croatia), student service contracts, specific-service contracts).

As regards the gender structure of our employees, women account for 61%, being an increase compared to the previous reporting periods consistent with the increase in the number of our retail employees.

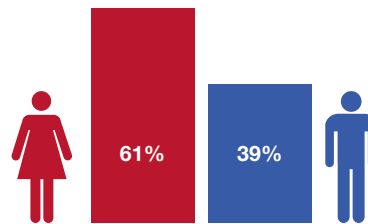
Secondary education degree prevails (54%) in the qualification structure and employees aged 30-50 years old prevail in the age structure. A deeper analysis of the age structure showed an almost even distribution of all ages among employees.

Agrokor Employees by Type of Business Operations, 2014

■ Retail	79%
■ Food.....	13%
■ Agriculture	6%
■ Other Business	2%

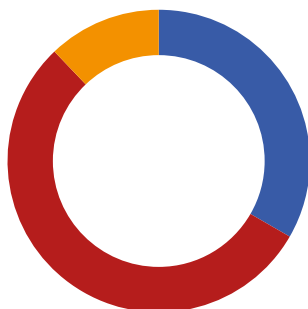


Agrokor Employees by Gender



Agrokor Employees by Level of Qualification, 2014

■ Secondary	53%
■ Elementary	20%
■ BA, MA, PhD	15%



Agrokor Employees by Age, 2014

■ < 19	1%	■ 40 -44	14%
■ 20 - 24	4%	■ 45 - 49	15%
■ 25 - 29	11%	■ 50 - 54	14%
■ 30 - 34	16%	■ 55 - 59	8%
■ 35 - 39	17%		



Our activities undertaken in the past period towards finding optimal employment models contributed to strategic expansion of our business and efficient use of resources by type of business and country of operation.

In addition to a significant increase in the number of employees (61.58%) following the integration of Mercator Group, the rate of new employment in 2014 was 33.94, with newly employed men and women represented almost equally (50.37 : 49.38).

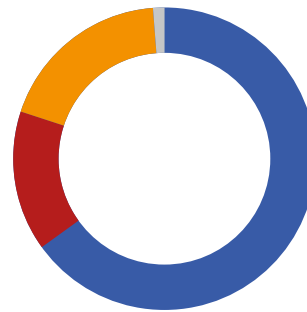
The highest new employment rates were recorded in the Republic of Croatia (65%), Bosnia and Herzegovina (19%), and the Republic of Serbia (15%).

The rates and numbers of new and departed employees in the Concern are directly related to our companies' types of business, especially in those companies that largely rely on seasonal workforce.

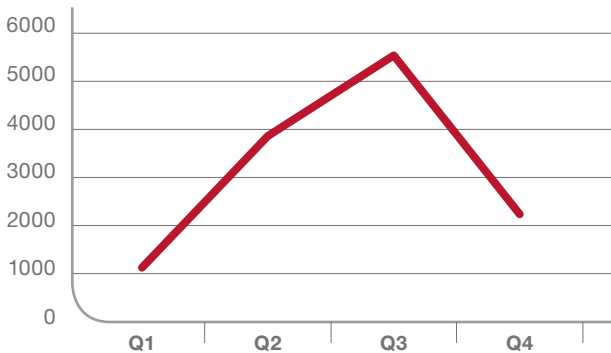
The average monthly number of our fixed-term employees, defined as seasonal workforce, is 1072, their numbers peaking in Q3 and reaching up to 5531 employees across the Concern. The men-to-women ratio within the seasonal workforce is 50:50.

New employment rates by the Country of Operation, 2014

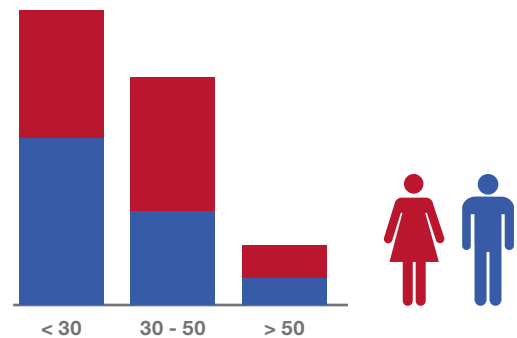
- Croatia.....**65%**
- Serbia.....**15%**
- Bosnia and Herzegovina**19%**
- Slovenia, Montenegro **1%**



Agrokor Seasonal Employment, 2014



Structure of Seasonal Employees, 2014



Consequently, most employee departures relate to employees employed on a fixed-term basis (53.97%), while the turnover rates for temporary and occasional employees are constant.

In 2014, the Concern employed 27,473 persons on a temporary or occasional basis, recruited via temporary employment agencies and cooperatives. This number includes persons employed under student contracts, vouchers or specific-service contracts.

In 2014, the total employee turnover rate irrespective of the type of employment, region and gender was 14.78, and 55.24% of the employees who departed Concern's companies did so to retire. All employees in this category were duly informed of all their rights and options in connection with the end of their working lives, supported by the relevant professionals in their companies, and paid appropriate retiring allowance in accordance with the relevant laws and internal corporate documents and collective bargaining agreements of each company.

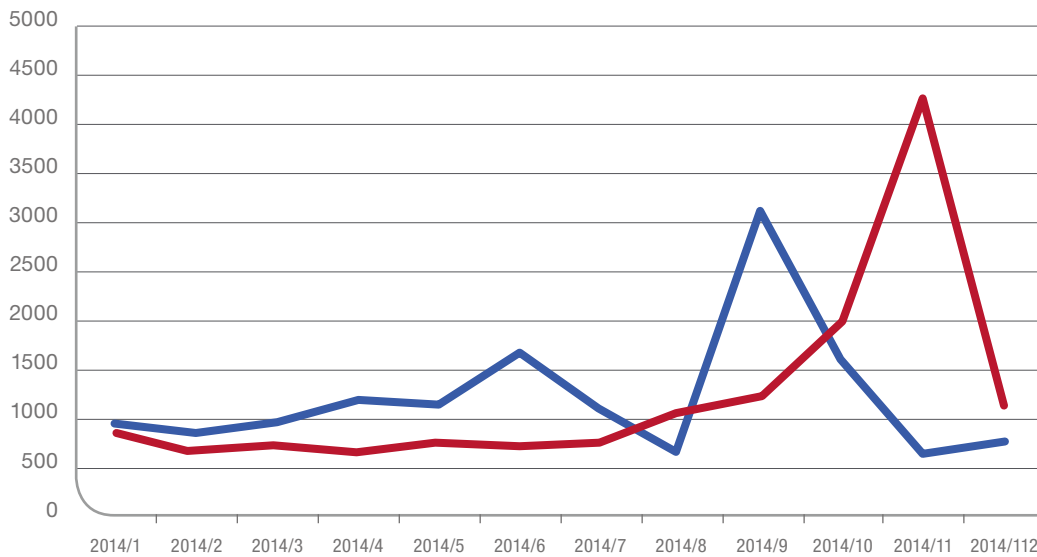
Employees younger than 30 years old account for 47.97% of all departures, employees aged 30-50 years old account for

16.63%, and employees older than 50 account for 11.31%.

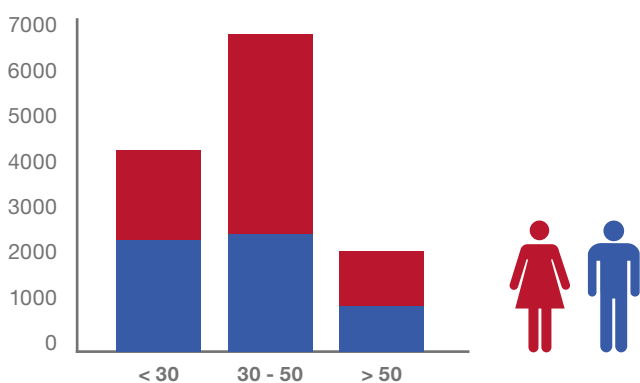
The Concern recorded a turnover rate of 20.87 among women and 25.90 among men. In 2014, this rate was 21.58 in the Republic of Croatia, 15.46 in the Republic of Serbia, and 9.75 in Bosnia and Herzegovina.

New and departed employees in the Concern also reflect the natural outflow of labour and continuous employment of persons of all profiles, qualifications and ages depending on the requirements of our business activities, reorganizations, investments, implementation of new technologies and products, but also on the optimization and improvement of particular business segments and processes.

Employee Departures and Turnover Rates, 2014



Structure of Seasonal Employees, 2014



ENVIRONMENT

Principle 7 / Businesses should support a precautionary approach to environmental challenges;

Principle 8 / undertake initiatives to promote greater environmental responsibility; and

Principle 9 / encourage the development and diffusion of environmentally friendly technologies.

Integrated Management Systems

Environmental Management System

Twenty Agrokor companies in four countries: Croatia (12), Serbia (4), Bosnia and Herzegovina (3) and Slovenia (1) have been awarded the world's most popular standard for environmental management ISO 14001:2004.

Accomplished goals

Agrokor's environmental management systems, certified as compliant with the requirements of the world's most important standard for environmental management ISO 14001, have shown major improvements in 2014 as well. The improvements enabled accomplishment of set goals and implementation of environmental protection programme, specifically: reduction of negative effects on the environment, reduced pollution, reduced amount of waste and use of raw material, water and energy and raising awareness, responsibility, safety and preparedness in daily operations and in crisis situations. The system has set preconditions for recognising all of the important aspects and professional planning of improvements. In the upcoming period we will focus even more on the quality of new goals and our environmental protection programme.

Environmental Protection Programs and Awards

In cooperation with the Croatian Cleaner Production centre and UNIDO's consultants Jamnica completed the Low Carbon Technologies project. The aim of the project is to set examples of the best practices for Low-Carbon (LC) technologies in selected SEE companies.

In Sarajevski kiseljak a new lye regeneration facility was built and put into operation, enabling lower use of lye and water and reducing industrial pollution.

Kikindski mlin a.d.

ISO 14001

Mercator d.d.

ISO 14001 (2009. godine)

PIK Vinkovci d.d.

OHSAS 18001



Agrokor's environmental management system is expanded with ten valuable certificates with well guided standards and best world practices.



Karisma Hotels Adriatic is a company co-managed by Karisma Resort International, TUI Travel PLC and Agrokor d.d. Last year the Kalamota Island Resort hotel on the island of Koločep was reopened after detailed refurbishment and now it participates in the UNIDO project "Sustainable Tourism Development in SEE".

In Mladina the construction of bundwall was completed in the pesticide storage facility.

The industrial Belje complex in Mitrovac in Baranja is a good example of synergy, as the milk farm provides feedstock for biogas production in the Agrokor energija biogas plant enabling the production of electricity and heat energy, while the greenhouse uses heat for year-round growing of vine tomatoes. In addition to the above, the farm also has a solar power plant. Belje Dairy Factory is also part of the complex. An equalising basin was put into operation and gasification of five pig farms was completed as well.

PIK Vrbovec has expanded its EMS to include locations in Osijek and Rijeka.

In PIK Vinkovci in Sopot the sustainable energy source are eco-friendly pellets. Zvijezda implemented a highly successful project for fuel pellets.

Dijamant has introduced a great initiative to organise regular meetings with the people living in the factory area, enabling their neighbours to see first-hand how the company practices its environmental protection policies.

Konzum d.o.o. Sarajevo has shown its corporate social responsibility by participating in "Let us plant a million seedlings in a day" and "let us clean the Earth in one day" activities.

Nova Sloga actively worked on implementing EMS, now pending certification.

Ledo d.d. has won the CSR award at the 5th National Conference on Corporate Social Responsibility. Owing to its high quality standards and innovation in manufacturing and equally successful environmental management, Ledo joined the prestigious list of companies practising social responsibility and environmental protection.

GRI G4 Environmental Indicators

Edible Oils and Margarines

MATERIALS	EN1	Croatia			Serbia			
		2013	2014	%	2013	2014	%	
		Materials used by weight or volume - kg						
		Raw materials	46,165,750	46,985,390	1.78%	196,226,039	203,075,241	3.49%
		Ancilliary process materials	860,527	910,559	5.81%	1,026,644	1,048,120	2.09%
		Packaging materials	5,562,039	4,569,161	-17.85%	3,593,179	3,788,901	5.45%
ENERGY	EN3	Energy consumption within the organization (GJ)						
		LPG				no LPG in use	5,856.87	
		Fuel	40,487	24,739	-38.90%	36,481.91	37,146.15	1.02%
		Gas	128,487	103,888	-19.15%	185,351.14	95,354.51	-48.55%
		Electricity	27,022	24,410	-9.67%	99,237.34	92,725.93	-6.56%
		Sunflower shell				218,400	282,260	29.24%
		Steam				157,044.66	76,926.77	-51.02%
WATER	EN8	Total water withdrawal by source						
		From wells	79,474	55,596	-30.05%	418,260	350,507	-16.20%
		From a public supply water system	42,694	29,868	-30.04%	350,507	103,305	-70.53%
		Total water withdrawn by source (m ³)	122,168	85,464	-30.04%	579,969	453,812	-21.75%
EMISSIONS	EN15	Gross direct (Scope 1) GHG emissions - production facilities						
		Direct greenhouse gas (GHG) emissions	6,271	5,068	-19.18%	36,969.05	17,712.67	-52.09% ¹
		Gross direct (Scope 1) GHG emissions - LPG	2,449	1,757	-28.26%	275.5	202.35	-26.55%
	EN21	NO_x, SO_x and other significant air emissions						
		SO ₂	5,968	5,106	-14.44%			
		NO ₂	5.99	2.84	-52.59%	39.15	6.36	-83.75% ²
		CO	0.36	0.28	-22.22%	50.07	11.67	-76.69%
WASTE-WATER	EN22	Total water discharge by quality and destination						
		Total water discharge by quality and destination - m ³	115,800	81,191	-29.89%	397,475	262,915	-33.85%
WASTE	EN23	Total weight of waste by type and disposal method (tons)						
		non-hazardous waste	891.86	697.54	-0.22	992.19	2727.54	174.90% ³
		hazardous waste	13.46	14.16	0.05	2.22	7.43	234.46% ⁴
TRANSPORT	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce						
		transport fuel (GJ)	2,449	1,757	-28.26%	30,827.20	37,639.80	22.10%
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for fuel	0.12	0.095	-20.83%	2.23	2.77	24.22%

Croatia (Zvijezda)

Serbia (Dijamant)

1 - diminished due to sunflower shell usage

2 - reduction is a result of improvements in combustion

3, 4 - improved collection and waste sorting

GRI G4 Environmental Indicators

Meat and Meat Products

MATERIALS	EN1	Croatia			
		2013	2014	%	
		Materials used by weight or volume - kg			
		Raw materials	82,181,299	84,389,619	-1.90%
		Ancilliary process materials	804,300	772,428	14.73%
		Packaging materials	2,538,611	2,526,866	5.82%
ENERGY	EN3	Energy consumption within the organization(GJ)			
		Fuel	1,589.43	1,961.35	-12.00%
		Gas	4,274,015	4,063,323	-4.93%
		Electricity	35,644,016	36,270,179	1.76%
		Extra light heating oil	7.50	3.90	-48.00%
	Propane- Butane	4,111.11	3,370.37	-18.02%	
	EN5	Energy intensity			
		Gas per product unit	2.60	2.43	-6.54%
		Electricity per product unit	2.00	1.96	-2.00%
		Fuel per product unit	0.90	1.09	21.11%
WATER	EN8	Total water withdrawal by source			
		Mini-accumulation Lake" Bajer"	116,193	103,193	-11.19%
		From a public supply water system	606,704	593,122	-2.24%
		Total water withdrawn by source (m3)	722,897	696,663	-3.63%
EMISSIONS	EN15	Direct greenhouse gas (GHG) emissions			
		Gross direct (Scope 1) GHG emissions - Boiler room	8,319.67	7,877.34	-5.32%
		Gross direct (Scope 1) GHG emissions - Vehicles	4,248.35	5,243.24	23.42%
		Gross direct (Scope 1) GHG emissions - Cooling equipment	290.74	330.76	13.76%
	EN18	Greenhouse gas (GHG) emissions intensity			
		CO ₂ (t) gas emissions per product unit	0.64	0.63	-1.56%
	EN21	NO_x, SO_x and other significant air emissions			
		NO ₂	7.09	4.63	-34.70%
		CO	0.45	0.01	-97.78% ¹
	WASTE-WATER	EN22	Total water discharge by quality and destination		
Total water discharge by quality and destination - m ³			450,869	539,832	19.73%
WASTE	EN23	Total weight of waste by type and disposal method (tons)			
		non-hazardous waste	1,285.64	1,496.25	16.38%
		hazardous waste	20.17	17.32	-14.13%
TRANSPORT	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce			
		transport fuel (GJ)	57,644.12	71,143.43	23.42%
		Propane-butane (GJ)	98.57	80.81	-18.02%
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for fuel	4,248.35	5,243.24	23.42%
		Gross emmissions CO ₂ - Tons of CO ₂ equivalent for propane-butane	6.62	5.42	-18.13%

Croatia (PIK Vrbovec)

1 - resulting from a diminished consumption of gas

GRI G4 Environmental Indicators

Frozen Food and Ice Cream

MATERIALS	EN1		Croatia			Bosnia-Herzegovina			Serbia		
		Materials used by weight or volume - kg	2013	2014	%	2013	2014	%	2013	2014	%
		Raw materials	22,720,316	25,420,044	11.88%	1,746,844	1,540,772	-11.80%	21,688,670	23,047,696	6.27%
		Ancillary process materials	0.239	0,315	31.80%				477,031	366,717	-23.13%
		Packaging materials	1,532,676	1,243,811	-18.85%	159,840	134,094	-16.11%	2,813,500	3,153,883	12.10%
ENERGY	EN3	Energy consumption within the organization	0	0	%	2013	2014	%	2013	2014	%
		Diesel	56,840	60,554	6.53%						
		Fuel	1,585	267	-83.15%	27,629	25,556	-7.50%	1,670,287	1,336,552	-19.98%
		Heating oil				2,210	1,969	-10.90%			
		Gas	73,771	68,062	-7.74%				2,396,766	2,286,738	-4.59%
		LPG							440,216	435,858	-0.99%
		Electricity	48,245	45,489	-5.71%	8,944	8,304	-7.16%	75,554	74,269	-1.70%
		Steam	6,211	5,878	-5.36%						
		Ammonia	0.840	1,700	102.38%						
		Liquid nitrogen	701.29	772,02	10.09%						
WATER	EN8	Total water withdrawal by source	2013	2014	%	2013	2014	%	2013	2014	%
		From wells							591,910	700,450	18.34%
		For process purposes	65,972	61,436	-6.88%						
		Cooling water	16,138	16,836	4.33%						
		Sanitary water	4,226	3,093	-26.81%						
		From a public supply water system	22,071	21,495	-2.61%	13,207	12,314	-6.76%			
		Total water withdrawn by source (m ³)	108,643	106,104	-2.34%	13,207	12,314	-6.76%	591,910	700,450	18.34%
EMISSIONS	EN15	Direct greenhouse gas (GHG) emissions	2013	2014	%	2013	2014	%	2013	2014	%
		Gross direct (Scope 1) GHG emissions - production facilities	130	120	-7.19%	1,804	1,675	-7.15%			
		Gross direct (Scope 1) GHG emissions - transport fuel	3,561	3,704	4.00%	1,692	1,565	-7.51%	1,054	987	-6.36%
		Gross direct (Scope 1) GHG emissions - LPG							176	174	-1.14%
		Gross direct (Scope 1) GHG emissions - heating oil				169	151	-10.65%			
		Gross direct (Scope 1) GHG emissions - gas							1,975	1,555	-21.27%
	EN21	NO _x , SO _x , and other significant air emissions	2013	2014	%	2013	2014	%	2013	2014	%
		SO ₂				0.438	0.390	-10.96%			
		NO ₂	0.389	0.255	-34.45%	0.136	0.121	-11.03%	5.5	7.27	32.18%
		CO	0.103	0.022	-78.64%				0.85	0.049	-94.24%
	WASTE-WATER	EN22	Total water discharge by quality and destination	2013	2014	%	2013	2014	%	2013	2014
Total water discharge by quality and destination - m ³			103,196	62,644	-39.30%	8,076	6,023	-25.42%	559,916	757,916	35.36%
WASTE	EN23	Total weight of waste by type and disposal method	2013	2014	%	2013	2014	%	2013	2014	%
		non-hazardous waste	1,039	1,197	15.20%	187.37	178.51	-4.73%	8,089	7,919	-2.10%
		hazardous waste	59	47	-19.34%	0.249	0.249	0.05%	50.01	148.18	196.33%
TRANSPORT	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	2013	2014	%	2013	2014	%	2013	2014	%
		transport fuel (GJ)	58,426	60,822	4.10%	27,629	25,556	-7.50%	63,655	55,691	-12.51%
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for fuel	3,561	3,703	3.99%	1,692	1,565	-7.51%	1,678	1,706	1.67%

Croatia (Ledo, Irida); Bosnia-Herzegovina (Ledo Čitluk); Serbia (Frikom)

1 - resulting from a diminished consumption of gas

GRI G4 Environmental Indicators

Water and Beverages

MATERIALS	EN1		Croatia			Bosnia-Herzegovina			Hungary		
		Materials used by weight or volume - kg	2013	2014	%	2013	2014	%	2013	2014	%
		Raw materials	662,667,138	648,253,243	-2.18%	8,726,722	9,570,398	9.67%	25,827,330	25,266,663	-2.17%
		Ancillary process materials	4,081,173	4,682,442	14.73%	390,001	401,921	3.06%	24,501	25,071	2.33%
		Packaging materials	33,122,118	36,919,009	11.46%	5,568,067	4,464,353	-19.82%	321,686	290,744	-9.62%
ENERGY	EN3	Energy consumption within the organization	2013	2014	%	2013	2014	%	2013	2014	%
		Fuel	122,184	128,379	5.07%	13,224	13,832	4.60%			
		Autogas	115	167	45.22%						
		Gas	5,399	4,275	-20.82%	2,943	3,300	12.13%	752	550	-26.86%
		LPG	14,447	17,763	22.95%	2,943	3,300	12.13%	417	474	13.67%
		Electricity	80,213	84,787	5.70%	17,359	19,203	10.62%	1,821	1,341	-26.36%
WATER	EN8	Total water withdrawal by source	2013	2014	%	2013	2014	%	2013	2014	%
		From source	340,036	369,795	8.75%	46,180	43,143	-6.58%	24,965	24,420	-2.18%
		For process purposes	156,627	134,461	-14.15%	147,957	195,265	31.97%	465	752	61.72%
		From a public supply water system	204,280	171,127	-16.23%	1,625	1,767	8.74%	1,460	859	-41.16%
		Total water withdrawn by source (m ³)	700,943	675,383	-3.65%	195,762	240,175	22.69%	27,190	26,031	-4.26%
EMISSIONS	EN15	Direct greenhouse gas (GHG) emissions	2013	2014	%	2013	2014	%	2013	2014	%
		Gross direct (Scope 1) GHG emissions - production facilities	9,080	8,698	-4.21%	1,030	1,078	4.66%	8	7	-12.50%
		Gross direct (Scope 1) GHG emissions - transport fuel	3,377	4,049	19.90%	1,337	1,330	-0.52%	108	109	0.93%
		Gross direct (Scope 1) GHG emissions - LPG	560	619	10.54%	129	144	11.63%	17	18	5.88%
	EN21	NO _x , SO _x and other significant air emissions	2013	2014	%	2013	2014	%	2013	2014	%
		SO ₂	27	27	2.59%	13.16	13.77	4.64%			
		NO ₂	10	7	-35.16%	1.40	1.47	5.00%	0.0019	0.00176	-7.37%
		CO	2	1	-67.03%	0.14	0.15	7.14%	0.00089	0.00081	-8.99%
WASTE-WATER	EN22	Total water discharge by quality and destination	2013	2014	%	2013	2014	%	2013	2014	%
		Total water discharge by quality and destination - m ³	355,559	291,090	-18.13%	85,800	121,900	42.07%	2,225	2,117	-4.85%
WASTE	EN23	Total weight of waste by type and disposal method	2013	2014	%	2013	2014	%	2013	2014	%
		non-hazardous waste	3,227	5,164	60.03%	405	573	41.27%	51.7	36.28	-29.83%
		hazardous waste	150	64	-57.70%	1,040	1,186	14.04%	0.14	0.08	-42.86%
TRANSPORT	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	2013	2014	%	2013	2014	%	2013	2014	%
		transport fuel (GJ)	64,631	84,438	30.65%	18,688	18,592	-0.51%	1,509	1,455	-3.58%
		LPG(GJ) (* without Mladina)	3,820	5,041	31.96%	2,943	3,300	12.13%	416	474	13.94%
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for fuel	13,570	14,908	9.86%	1,337	1,330	-0.52%	108	109	0.93%
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for LPG (*without Mladina)	560	619	10.54%	129	144	11.63%	17	18	5.88%

Croatia (Jamnica, Mladina, Agrolaguna)
 Bosnia-Herzegovina (Sarajevski kiseljak)
 Hungary (Fonyodi)

GRI G4 Environmental Indicators

Agriculture

MATERIALS	EN1	Croatia			Serbia				
		2013	2014	%	2013	2014	%		
		Materials used by weight or volume - kg							
		Raw materials	471,112,742	493,281,081	4.71%	29,219,415	33,439,840	14.44%	
		Ancillary process materials	68,143,680	61,275,403	-10.08%	702	752	7.12%	
		Packaging materials	6,073,224	4,250,176	-30.02%	280,616	274,395	-2.22%	
ENERGY	EN3	Energy consumption within the organization							
			2013	2014	%	2013	2014	%	
		Fuel	360,601	266,732	-26.03%	3,263	3,449	5.70%	
		Gas	100,324	176,123	75.55%	7,292	8,619	18.20%	
		LPG	36,295	25,235	-30.47%	82	94	14.63%	
		Electricity	367,660	359,971	-2.09%	11,819	12,639	6.94%	
		Biomass	117,750	99,000	-15.92%				
WATER	EN8	Total water withdrawal by source							
			2013	2014	%	2013	2014	%	
		From source/sea	1,647,127	1,386,770	-15.81%				
		Cooling sea	1,582,234	1,188,630	-24.88%				
		From wells	1,095,429	759,264	-30.69%	1,834	1,957	6.71%	
		For process purposes	5,148	7,894	53.34%				
		From a public supply water system	1,197,806	846,234	-29.35%	468	466	-0.43%	
		Total water withdrawn by source (m ³)	2,048,989	1,815,965	-11.37%	2,302	2,423	5.26%	
EMISSIONS	EN15	Direct greenhouse gas (GHG) emissions							
			2013	2014	%	2013	2014	%	
		Gross direct (Scope 1) GHG emissions - production facilities	19,860	17,971	-9.51%	409	484	18.34%	
		Gross direct (Scope 1) GHG emissions - transport fuel	6,359	1,358	-78.64%	253	267	5.53%	
			Gross direct (Scope 1) GHG emissions - LPG	2,712	1,823	-32.79%	5	6	20.00%
	EN21	NO_x, SO_x, and other significant air emissions							
			2013	2014	%	2013	2014	%	
		SO ₂	36	5	-85.05%				
		NO ₂	423	10	-97.62%	0.73	0.86	17.81%	
CO		83	1,271	1424.90%	0.07	0.09	28.57%		
WASTEWA-TER	EN22	Total water discharge by quality and destination							
			2013	2014	%	2013	2014	%	
		Total water discharge by quality and destination - m ³	2,099,284	1,647,541	-21.52%	953	951	-0.21%	
WASTE	EN23	Total weight of waste by type and disposal method							
			2013	2014	%	2013	2014	%	
		non-hazardous waste	256,745	228,843	-10.87%	11,440	90,640	692.31%	
		hazardous waste	31,475	14,749	-53.14%				
TRANSPORT	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce							
			2013	2014	%	2013	2014	%	
		transport fuel (GJ)	97,837	117,045	19.63%	3,263	3,449	5.70%	
		LPG(GJ)				82	94	14.63%	
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for fuel	6,848	1,689	-75.33%	253	267	5.53%	
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for LPG					5	6	20.00%

Croatia (Belje, PIK Vinkovci, Vupik, Solana Pag)

Serbia (Kikindski Mlin)

GRI G4 Environmental Indicators

Retail

MATERIALS	EN1		Croatia			Bosnia-Herzegovina		
		Materials used by weight or volume - kg	2013	2014	%	2013	2014	%
		Raw materials						
		Ancillary process materials	12,234,317.00	11,672,391.00	-4.59%	2,012.759	2,818.140	40.01%
ENERGY	EN3	Energy consumption within the organization (GJ)	2013	2014	%	2013	2014	%
		Fuel	75,145	91,399	21.63%	18,238	26,290	44.15%
		Diesel						
		Gas	3,604,952	3,352,934	-6.99%			
		LPG	52,000	100,700	93.56% ³			
		Electricity	231,039,283	249,497,090	7.99%	150,253	210,720	40.24%
		Heating oil						
		Steam	880.00	460.00	-47.73%			
WATER	EN8	Total water withdrawal by source¹	2013	2014	%	2013	2014	%
		From wells						
		From a public supply water system	372,600.36	416,859.53	11.88%	97,900	140,011	43.01%
		Total water withdrawn by source (m ³)	372,600.36	416,859.53	11.88%	97,900	140,011	43.01%
EMISSIONS	EN15	Direct greenhouse gas (GHG) emissions	2013	2014	%	2013	2014	
		Gross direct (Scope 1) GHG emissions - production facilities	2,331.00	3,234.00	38.74%	1.33	2.40	80.50%
	EN21	NO_x, SO_x, and other significant air emissions²	2013	2014	%	2013	2014	
		SO ₂	1,637.99	1,301.35	-20.55%			
		NO ₂	3,671.51	2,719.89	-25.92%	0.157	0.426	171.34%
		CO	0.48	0.23	-52.08%	1.359		-100.00%
WASTE-WATER	EN22	Total water discharge by quality and destination	2013	2014	%	2013	2014	
		Total water discharge by quality and destination - m ³	260,820.25	291,801.67	11.88%	97,900	140,011	43.01%
WASTE	EN23	Total weight of waste by type and disposal method (tons)	2013	2014	%	2013	2014	%
		non-hazardous waste	49,640.97	43,335.38	-12.70%	1,152	1,667.97	44.80%
		hazardous waste	35.30	92.96	163.37% ⁴	0.437	0.830	89.93%
TRANSPORT	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	2013	2014	%	2013	2014	%
		transport fuel (GJ)	75,145	91,399	21.63%	11,388	26,290	130.86%
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for fuel	2,059	2,504	21.61%	0.83	1.95	134.34%

Croatia (Konzum, Tisak)

Bosnia-Herzegovina (Konzum)

1 - without Tisak, as no water is installed in kiosks

2 - without Tisak, no process related emissions

3 - Konzum, higher # of facilities using LPG

4 - increase resulting from collection of faulty electronic products from end customers (previously not Konzum's obligation)

MATERIALS	EN1		Serbia			Slovenia		
		Materials used by weight or volume - kg	2013	2014	%	2013	2014	%
		Raw materials				11,635,735	11,890,490	2.19%
		Ancillary process materials	2,597,920	4,348,500	67.38%	17,187,014	15,990,457	-6.96%
ENERGY	EN3	Energy consumption within the organization (GJ)	2013	2014	%	2013	2014	%
		Fuel	50,000	51,033	1.02%	1,481	1,641	1.12%
		Diesel				60,372	63,168	4.63%
		Gas	219,682	256,778	16.89%	95,860	84,533	-11.82%
		LPG				12,471	10,828	-13.17%
		Electricity	80,335,979	182,323,910	126.95% ⁶	737,462	728,592	-1.20%
		Heating oil				76,070	59,853	-21.32%
		Steam						
WATER	EN8	Total water withdrawal by source ¹	2013	2014	%	2013	2014	%
		From wells				1,721,088	2,776,091	61.30%
		From a public supply water system	226,583	181,818	-19.76%	618,088	673,976	9.04%
		Total water withdrawn by source (m ³)	226,583	181,818	-19.76%	2,339,176	3,450,067	47.49%
EMISSIONS	EN15	Direct greenhouse gas (GHG) emissions	2013	2014	%	2013	2014	%
		Gross direct (Scope 1) GHG emissions - production facilities	180	180	0	4,478	4,688	4.69%
	EN21	NO _x , SO _x , and other significant air emissions ²	2013	2014	%	2013	2014	%
		SO ₂	1,9	1,7	-10.53%			
		NO ₂	0,55	0,15	-72.78%			
		CO	341,26	207,5	-39.20%			
WASTE-WATER	EN22	Total water discharge by quality and destination	2013	2014	%	2013	2014	%
		Total water discharge by quality and destination - m ³	96,734	94,836	-1.96%	1,704,100	2,758,691	61.89%
WASTE	EN23	Total weight of waste by type and disposal method (tons)	2013	2014	%	2013	2014	0.05%
		non-hazardous waste	490,653	1,047,162	113.42%	98,118	101,146	3.09%
		hazardous waste	1,861	6,435	245.78% ⁵	80,59	91,41	13.43%
TRANSPORT	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	2013	2014	%	2013	2014	%
		transport fuel (GJ)	78,631	80,206	2.00%	61,159	64,015	4.67%
		Gross CO ₂ emissions - Tons of CO ₂ equivalent for fuel	42,160	42,190	0.07%	4,478	4,688	4.69%

Serbia (Mercator-S)

Slovenia (Mercator)

5 - Mercator Serbia - IT equipment write off

6 - Mercator Serbia - data includes all Idea and Mercator stores for 2014; previously only Idea

ANTI- CORRUPTION

Principle 10 / Businesses should work against corruption in all its forms, including extortion and bribery.

The Agrokor Group is one of the largest business subjects in Adria region. Being one of the key factors of economic growth and development in the entire region, we believe that we are responsible for the practice and behavior promoted by our companies and employees. Clearly stated, we demand from our employees to perform their work in an honest and responsible manner.

Therefore, our Corporate Responsibility Code explicitly states the expected behavior in situations of possible conflict of interest, forbids bribery and demands the execution of data protection procedures and information security maintenance. Each of our companies additionally specifies these requirements in Labor Regulations, with special reference to social responsibility principles.

Agrokor Group's companies listed at the Zagreb Stock Exchange all adopted and are regularly implementing the Zagreb Stock Exchange Corporate Governance Act.

Our anti-corruption activities have been specifically reinforced by the implementation of practice concerning competition. The management structures of the Group and the companies belonging to the same have improved the applied standards of conduct by adopting the Mandatory Instructions for the Application of Competition Regulations. This document was specifically developed with the goal of promoting the observance and respect of the competition rules. In 2014 we have no record of corruption incidents or allegations.

As a rule, Agrokor Group Companies provide no financial or in-kind political contributions. However, employees are free to do so per their own decision in their free time and from their own resources.

No significant fines or non-monetary sanctions for non-compliance with laws and regulations were recorded during the reporting period.

Overview of GRI G4 indicators presented in Agrokor's 2014 COP

Introduction

Statement of continued support
Organization profile
Strategy and analysis

REPORT SCOPE AND BOUNDARY

G4-EC9 Proportion of spending on local suppliers at significant locations of operation

G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

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

G4-PR3 Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements

G4-PR5 Results of surveys measuring customer satisfaction

HUMAN RIGHTS

G4-HR3 Total number of incidents of discrimination and corrective actions taken

LABOUR

G4-HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights

G4-HR12 Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms

G4-LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region

G4-LA3 Return to work and retention rates after parental leave, by gender 9

G4-LA4 - Minimum notice periods regarding operational changes, including whether these are specified in collective agreements

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

G4-LA9 Average hours of training per year per employee by gender, and by employee category 10

G4-LA11 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

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

G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation

G4-LA16 Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms

ENVIRONMENT

G4-EN1 Materials used by weight or volume

G4-EN3 Energy consumption within the organization

G4-EN8 Total water withdrawal by source

G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1)

G4-EN21 NO_x, SO_x, and other significant air emissions

G4-EN22 Total water discharge by quality and destination

G4-EN23 Total weight of waste by type and disposal method

G4-EN30 Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce

ANTI-CORRUPTION

G4-SO4 Communication and training on anti-corruption policies and procedures

G4 SO6 Total value of political contributions by country and recipient/beneficiary

G4 SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes

G4-SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations

This report is available on the UN Global Compact website and website of Agrokor d.d.

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