

GRI Standards Index

The Annual Report contains information as stated in the GRI Standard's guidelines for sustainability reporting. Our report, published on an annual basis, describes our prioritised sustainability areas as well as the relevant targets and key indicators linked to these areas.

The GRI Index provides references to standard information about the company and corporate governance, as well as information about Clas Ohlson's material aspects. References refer to the Annual Report or website.

With the exception of energy consumption, all data has been collected during the 2017/18 financial year.

As our Communication on Progress, this report explains how Clas Ohlson's approach reflects our commitment to the ten principles of the UN Global Compact.

STANDARD DISCLOSURE 2016		
GRI	DISCLOSURE	REFERENCE
102-1	Name of the organisation	Directors' Report, p. 68
102-2	Activities, brands, products, and services	Business model, p. 22-23, Directors' Report, p. 68
102-3	Location of headquarters	Directors' Report, p. 68
102-4	Location of operations	Directors' Report, p. 68
102-5	Ownership and legal form	Directors' Report, p. 71
102-6	Markets served	Directors' Report, p. 68
102-7	Scale of the organisation	Directors' Report, p. 69
102-8	Information on employees and other workers	Co-workers, p. 31
102-9	Supply chain	Purchasing, p. 49
102-10	Significant changes to the organisation and its supply chain	Ten-year overview, p. 144
102-11	Precautionary principle or approach	Sustainability risks, p. 130-131
102-12	External initiatives	Chairman's statement, p. 78
102-13	Memberships of associations	about.clasohlson.com
STRATEGY		
102-14	Statement from senior decision-maker	CEO's statement, p. 10
102-15	Key impacts, risks, and opportunities	Risks and uncertainties, p. 74-77, Sustainability risks, p. 130-131
REPORTING PRACTICE		
102-16	Values, principles, standards, and norms of behaviour	Governance and responsibility, p. 24, Co-workers, p. 31
102-17	Mechanisms for advice and concerns about ethics	Governance and responsibility, p. 24

GRI	DISCLOSURE	REFERENCE
GOVERNANCE		
102-18	Governance structure	Governance and responsibility, p. 24, Corporate governance, p. 79-87, Board of Directors, p. 88-89
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance and responsibility, p. 26
102-27	Collective knowledge of highest governance body	Board of Directors, p. 88-89, Group management, 90-91
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability risks, p.130-131
102-30	Effectiveness of risk management processes	Risks and uncertainties, p. 74-77
102-31	Review of economic, environmental, and social topics	Our value chain, p. 122-123, Materiality analysis, p. 128-129

STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholder expectations, p. 20-21
102-41	Collective bargaining agreements	<i>On average 90% of Clas Ohlson's employees are covered by collective bargaining agreements.</i>
102-42	Identifying and selecting stakeholders	Stakeholder expectations, p. 20-21
102-43	Approach to stakeholder engagement	Stakeholder expectations, p. 20-21
102-44	Key topics and concerns raised	Stakeholder expectations, p. 20-21, Materiality analysis, p. 128-129

REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Directors' Report, p. 68
102-46	Defining report content and topic boundaries	Materiality analysis, p. 128-129
102-47	List of material topics	Our value chain, p. 122-123, Materiality analysis, p. 128-129
102-48	Restatements of information	GRI Index, introduction, p. 132
102-49	Changes in reporting	Directors' Report, p. 68
102-50	Reporting period	GRI Index, introduction, p. 132
102-51	Date of most recent report	GRI Index, introduction, p. 132
102-52	Reporting cycle	GRI Index, introduction, p. 132
102-53	Contact point for questions regarding the report	Contacts, ps. 152-153
102-54	Claims of reporting in accordance with the GRI Standards	GRI Index, introduction, p. 132
102-55	GRI content index	GRI Index, introduction, p. 132
102-56	External assurance	The auditor's statement in regards to meeting Swedish legislation on sustainability reporting, p. 120

MATERIAL TOPICS

ECONOMIC STANDARDS		
INDIRECT ECONOMIC IMPACT		
103-1	Explanation of the material topic and its boundary	Corporate governance, Control environment, p. 86
103-2	The management approach and its components	Corporate governance, Control environment, p. 86
103-3	Evaluation of the management approach	Auditor's report, p. 117
203-2	Significant indirect economic impacts	Business model, Economic value by stakeholder group, p. 22-23

ENVIRONMENTAL STANDARDS		
MATERIALS		
103-1	Explanation of the material topic and its boundary	Eight prioritised areas, Materials and chemicals, p. 126
103-2	The management approach and its components	Eight prioritised areas, Materials and chemicals, p. 126
103-3	Evaluation of the management approach	Eight prioritised areas, Materials and chemicals, p. 126

Although this topic is considered material for Clas Ohlson, the associated GRI indicator is not relevant for measuring our impact. Clas Ohlson is in the process of defining a relevant indicator.

GRI	DISCLOSURE	REFERENCE
ENERGY		
103-1	Explanation of the material topic and its boundary	Eight prioritised areas, Energy efficiency, p. 125
103-2	The management approach and its components	Eight prioritised areas, Energy efficiency, p. 125, about.clasohlson.com
103-3	Evaluation of the management approach	Eight prioritised areas, Energy efficiency, p. 125
302-1	Energy consumption within the organization	Chart: Energy use and related CO ₂ emissions from indirect and direct energy consumption, p. 46
302-2	Energy consumption outside of the organization	Distribution, p. 58
EMISSION		
103-1	Explanation of the material topic and its boundary	Chart: Energy use and related CO ₂ emissions from indirect and direct energy consumption, p. 46, Distribution, p. 58
103-2	The management approach and its components	Eight prioritised areas, Energy efficiency, p. 125
103-3	Evaluation of the management approach	Eight prioritised areas, Energy efficiency, p. 125
305-1	Direct (Scope 1) GHG emissions	Chart: Energy use and related CO ₂ emissions from indirect and direct energy consumption, p. 46
305-2	Energy indirect (Scope 2) GHG emissions	Chart: Energy use and related CO ₂ emissions from indirect and direct energy consumption, p. 46
EFFLUENTS AND WASTE		
103-1	Explanation of the material topic and its boundary	Eight prioritised areas, Resource-efficient business models, p. 124
103-2	The management approach and its components	Eight prioritised areas, Resource-efficient business models, p. 124
103-3	Evaluation of the management approach	Eight prioritised areas, Resource-efficient business models, p. 124
<p><i>Although this topic is considered material for Clas Ohlson, the associated GRI indicator is not relevant for measuring our impact. Clas Ohlson is in the process of defining a relevant indicator.</i></p>		
SUPPLIER ENVIRONMENTAL ASSESSMENT		
103-1	Explanation of the material topic and its boundary	Eight prioritised areas, Human rights, children's rights and employment conditions, p. 126
103-2	The management approach and its components	Eight prioritised areas, Human rights, children's rights and employment conditions, p. 126, about.clasohlson.com
103-3	Evaluation of the management approach	Chart: Deviations from the Code of Conduct when audited, p. 52
308-1	New suppliers that were screened using environmental criteria	Purchasing, p. 52
SOCIAL STANDARDS		
EMPLOYMENT		
103-1	Explanation of the material topic and its boundary	Eight prioritised areas, An attractive employer, p. 125
103-2	The management approach and its components	Eight prioritised areas, An attractive employer, p. 125, about.clasohlson.com
103-3	Evaluation of the management approach	Engagement index, p. 30
401-1	New employee hires and employee turnover	Data not available
OCCUPATIONAL HEALTH AND SAFETY		
103-1	Explanation of the material topic and its boundary	Eight prioritised areas, An attractive employer, p. 125
103-2	The management approach and its components	Eight prioritised areas, An attractive employer, p. 125, about.clasohlson.com
103-3	Evaluation of the management approach	Chart: Employee attendance, p. 31*

* Clas Ohlson has defined its own indicator for this topic.

GRI	DISCLOSURE	REFERENCE
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DIVERSITY AND EQUAL OPPORTUNITY

103-1	Explanation of the material topic and its boundary	Eight prioritised areas, An attractive employer, p. 125
103-2	The management approach and its components	Eight prioritised areas, An attractive employer, p. 125, about.clasohlson.com
103-3	Evaluation of the management approach	Co-workers, Focus on diversity, p. 31
405-1	Diversity of governance bodies and employees	Corporate governance, p 80-81, Board of Directors, p. 88-89, Chart: Managers, proportion of women/men, p. 31

NON-DISCRIMINATION

103-1	Explanation of the material topic and its boundary	Eight prioritised areas, An attractive employer, p. 125
103-2	The management approach and its components	Eight prioritised areas, An attractive employer, p. 125, about.clasohlson.com
103-3	Evaluation of the management approach	Governance and responsibility, p.24
406-1	Incidents of discrimination and corrective actions taken	Co-workers, p. 31

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

103-1	Explanation of the material topic and its boundary	Eight prioritised areas, Human rights, children’s rights and employment conditions, p. 126
103-2	The management approach and its components	Eight prioritised areas, Human rights, children’s rights and employment conditions, p. 126, about.clasohlson.com
103-3	Evaluation of the management approach	Chart: Deviations from the Code of Conduct when audited, p. 52
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Chart: Deviations from the Code of Conduct when audited, p. 52*
408-1	Operations and suppliers at significant risk for incidents of child labour	Chart: Deviations from the Code of Conduct when audited, p. 52*
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Chart: Deviations from the Code of Conduct when audited, p. 52*
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Chart: Deviations from the Code of Conduct when audited, p. 52**
414-1	New suppliers that were screened using social criteria	Purchasing, p. 52
414-2	Negative social impacts in the supply chain and actions taken	Chart: Deviations from the Code of Conduct when audited, p. 52

* This indicator tracks non-compliances based on supplier audits, where there is a higher risk for deviations in regards to freedom of association.
 ** All new suppliers are evaluated on their performance against our Code of Conduct criteria.

CUSTOMER HEALTH AND SAFETY

103-2	The management approach and its components	Eight prioritised areas, Materials and chemicals, p. 126, about.clasohlson.com
103-3	Evaluation of the management approach	Purchasing, Better control of Chemicals, p. 50

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CUSTOMER PRIVACY

103-1	Explanation of the material topic and its boundary	Governance and responsibility, ref. GDPR, p. 25
103-2	The management approach and its components	Governance and responsibility, ref. GDPR, p. 25
103-3	Evaluation of the management approach	Governance and responsibility, ref. GDPR, p. 25

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