

# Foster's 2010 Global Reporting Initiative (GRI) Index

Key \*Core indicators  
C = Compliance, PC= Partial Compliance, NR = Not reported

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
<b>Strategy and Analysis</b>					
1.1	Statement from the most senior decision maker of the organisation	C	Governance pp. 2-3	Annual Report 2010 pp. 2-3 Fosters Group website at <a href="http://www.fostersgroup.com/about/year-in-review.aspx">www.fostersgroup.com/about/year-in-review.aspx</a>	
1.2	Description of key impacts, risks, and opportunities	C	Sustainability Governance pp. 2-3 Responsible Consumption pp. 6-9 People and Safety pp. 10-15 Energy, Water and Climate Change pp. 16-21 Operational Waste pp. 22-23 Product Stewardship pp. 24-25 Community Contribution pp.26-29 Leadership and Advocacy pp. 30-31		We have framed our Sustainability Report around our key impacts. The requirements of this indicator are predominantly covered in the eight sections of this report rather than in a single section.
<b>Organisational Profile</b>					
2.1	Name of the organization	C	Inside front cover p.1		
2.2	Primary brands, products, and/or services	C	Inside front cover p.1	Foster's Group website at <a href="http://www.fostersgroup.com/about/overview.aspx">www.fostersgroup.com/about/overview.aspx</a> <a href="http://www.fostersgroup.com/fosters-brands.aspx">www.fostersgroup.com/fosters-brands.aspx</a>	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	C		Foster's Group website at <a href="http://www.fostersgroup.com/about/overview.aspx">www.fostersgroup.com/about/overview.aspx</a>	
2.4	Location of organization's headquarters	C	Inside front cover p.1		
2.5	Number of countries where the organization operates	C	Inside front cover p.1		
2.6	Nature of ownership and legal form	C		Foster's Group website at <a href="http://www.fostersgroup.com/about/overview.aspx">www.fostersgroup.com/about/overview.aspx</a>	
2.7	Markets served	C		Foster's Group website at <a href="http://www.fostersgroup.com/about/overview.aspx">www.fostersgroup.com/about/overview.aspx</a>	
2.8	Scale of the reporting organization	C	Inside front cover p.1		
2.9	Significant changes during the reporting period regarding size, structure, or ownership	C		Fosters Group website at <a href="http://www.fostersgroup.com/about/year-in-review.aspx">www.fostersgroup.com/about/year-in-review.aspx</a>	Note these changes did not impact the data reported in the Sustainability Report 2010. The impacts of these changes will be evident in our Sustainability Report 2011.
2.10	Awards received in the reporting period	C	Governance p.2		

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
<b>Report Parameters</b>					
3.1	Reporting period	C	Information and Contacts p.33		
3.2	Date of most recent previous report (if any)	C	Governance p.2	Foster's Group website at <a href="http://www.fostersgroup.com/news/2009-2.aspx">www.fostersgroup.com/news/2009-2.aspx</a>	2009 Fosters Sustainability Report.
3.3	Reporting cycle	C	Information and Contacts p.33		
3.4	Contact point for questions regarding the report or its contents	C	Information and Contacts p.33		
3.5	Process for defining report content	C	Governance pp. 2-3		
3.6	Boundary of the report	C	Information and Contacts p.33		
3.7	State any specific limitations on the scope or boundary of the report	C	Information and Contacts p.33		
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities	C	Information and Contacts p.33		
3.9	Data measurement techniques and the bases of calculations	C			Foster's uses GRI protocols and national standards for reporting its environmental, community and social performance. These include London Benchmarking Group methodology for calculating community contributions and the National Greenhouse and Energy Reporting requirements for calculating greenhouse gas contributions.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports	C	Information and Contacts p.33		
3.11	Significant changes from previous reporting periods	C	Information and Contacts p.33		
3.12	Table identifying the location of the Standard Disclosures in the report	C	GRI Index p.33		
3.13	Policy and current practice with regard to seeking external assurance for the report	C	Summary 2010 Action Plan p.4		
<b>Governance, Commitments and Engagement</b>					
4.1	Governance structure of the organization	C		Annual Report 2010 pp.4-5	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	C		Annual Report 2010 pp.4-5	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members	C	Sustainability Data and Policy Snap Shot p.5	Foster's Group website at <a href="http://www.fostersgroup.com/about/board-of-directors.aspx">www.fostersgroup.com/about/board-of-directors.aspx</a>	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	C	Information and Contacts p.33	Annual Report 2010 p. 8	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives and the organization's performance	C		Annual Report 2010 pp. 6, 14-25	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	C		Annual Report 2010 p. 6	

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics	C		Annual Report 2010 pp.5-6	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	C	Governance pp. 3-4 Sustainability, Data and Policy Snapshot p.5 Responsible Consumption p.6 People and Safety p.14 Product Stewardship p.25	Foster's Group website at <a href="http://www.fostersgroup.com/about/corporate-governance.aspx">www.fostersgroup.com/about/corporate-governance.aspx</a>	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance	C	Governance pp. 3-4 People and Safety p. 15	Foster's Group website at <a href="http://www.fostersgroup.com/about/corporate-governance.aspx">www.fostersgroup.com/about/corporate-governance.aspx</a>	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	C	Governance p. 2	Annual Report 2010 pp. 6, 14-25	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization	C		Foster's Group website at <a href="http://www.fostersgroup.com/common/files/20100318_Environment_Policy.pdf">www.fostersgroup.com/common/files/20100318_Environment_Policy.pdf</a>	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	C	Sustainability Data and Policy Snapshot p.5 People and Safety p.14 Leadership and Advocacy p.31		
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization:	C	Leadership and Advocacy p.31		
4.14	List of stakeholder groups engaged by the organization.	C	Governance p. 3		
4.15	Basis for identification and selection of stakeholders with whom to engage.	C	Governance p. 2 Leadership and Advocacy p.30		
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	C	Governance pp.2-3 People and Safety pp.11-12 Product Stewardship p.25 Community Contribution pp.27-28	Annual Report p.8	
4.17	Key topics and concerns raised through stakeholder engagement	PC	Governance pp. 2-3		Feedback raised through stakeholder engagement has been incorporated into the report.
<b>Economic</b>					
DMA	Disclosure on Management Approach	C		Annual Report pp. 36-47	
EC1*	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	C	Sustainability Data and Policy Snap Shot p.5	Foster's Group website at <a href="http://www.fostersgroup.com/about/five-year-summary.aspx">www.fostersgroup.com/about/five-year-summary.aspx</a>	

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
EC2*	Financial implications and other risks and opportunities for the organization's activities due to climate change.	C	Energy, water and climate change p. 17	Carbon Disclosure Project submission: <a href="http://www.cdproject.net/en-US/Results/Pages/Responses.aspx">www.cdproject.net/en-US/Results/Pages/Responses.aspx</a>	
EC3*	Coverage of the organization's defined benefit plan obligations	C	People and Safety p.12		
EC4*	Significant financial assistance received from government.	C			Foster's does not receive any financial assistance from Government
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	NR			
EC6*	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	C	Product Stewardship p.25		
EC7*	Procedures for local hiring and proportion of senior management hired from the local community	C	People and Safety p.14	Details of the Executive Management Team in Foster's Annual Report p. 4	
EC8*	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement.	C	Responsible Consumption pp.6-9 Community Contribution pp.26-29		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	PC	Sustainability Data and Policy Snap Shot p.5		
<b>Environmental</b>					
DMA	Disclosure on management approach	C	Summary of 2010 Action Plan p.10 Energy, Water and Climate Change p. 16 Operational Waste p.22 2011 Action Plan p.32		
EN1*	Materials used by weight or volume.	C	Operational Waste p.22		
EN2*	Percentage of materials used that are recycled input materials.	C	Operational Waste pp.22-23		
EN3*	Direct energy consumption by primary energy source.	C	Energy, Water and Climate Change p.19		
EN4*	Indirect energy consumption by primary source.	C	Energy, Water and Climate Change p.19		
EN5	Energy saved due to conservation and efficiency improvements.	C	Energy, Water and Climate Change pp.16, 18, 19		
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	C	Energy, Water and Climate Change pp. 17, 21		

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	C	Energy, Water and Climate Change pp.16-21		
EN8*	Total water withdrawal by source.	C	Energy, Water and Climate Change p. 19		
EN9	Water sources significantly affected by withdrawal of water	PC	Energy, Water and Climate Change p.20		A case study on Foster's management approach to a key water source has been provided.
EN10	Percentage and total volume of water recycled and reused.	C	Energy, Water and Climate Change p. 19		
EN11*	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	C	Energy, Water and Climate Change p.20		
EN12*	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value	C	Energy, Water and Climate Change pp.20-21		
EN13	Habitats protected or restored	C	Energy, Water and Climate Change p.20 Community Contribution p.27		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	C	Energy, Water and Climate Change pp.20-21		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations	NR			Foster's is not aware of any IUCN Red List species within our operational area. However, we believe our management is appropriate should one be identified.
EN16*	Total direct and indirect greenhouse gas emissions by weight.	C	Sustainability, Data and Policy Snapshot p.5 Energy, Water and Climate Change p.18		
EN17*	Other relevant indirect greenhouse gas emissions by weight.	C	Energy, Water and Climate Change p.18		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	C	Energy, Water and Climate Change pp. 18, 21		
EN19*	Emissions of ozone-depleting substances by weight	NR			This has been deemed not material as Foster's operations do not produce significant amounts of ozone depleting substances.
EN20*	NOx, SOx, and other significant air emissions by type and weight	NR			Refer to Australian NPI reporting, <a href="http://www.npi.gov.au">www.npi.gov.au</a>
EN21*	Total water discharge by quality and destination	PC	Operational waste p.23		All of our wastewater is disposed of in accordance with legislative requirements. Water quality and destination reported for one major site.
EN22*	Total weight of waste by type and disposal method	C	Operational Waste p.22		
EN23*	Total number and volume of significant spills	C			No significant spills in 2010.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	NR			This is not material as we do not transport significant amounts of hazardous waste.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	PC	Energy, Water and Climate Change p.20		All of our wastewater is disposed of in accordance with legislative requirements. A case study on the management approach to a key water source has been provided.

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
EN26*	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	C	Energy, water and climate change p.17-21	Foster's Group website at <a href="http://www.fostersgroup.com/sustainability/product-stewardship.aspx">www.fostersgroup.com/sustainability/product-stewardship.aspx</a> <a href="http://www.fostersgroup.com/sustainability/energy-water--climate-change.aspx">www.fostersgroup.com/sustainability/energy-water--climate-change.aspx</a> <a href="http://www.fostersgroup.com/sustainability/leadership-and-advocacy.aspx">www.fostersgroup.com/sustainability/leadership-and-advocacy.aspx</a>	
EN27*	Percentage of products sold and their packaging materials that are reclaimed by category	C	Operational waste p.23 Product Stewardship p.25	Foster's Group website at <a href="http://www.fostersgroup.com/sustainability/product-stewardship.aspx">www.fostersgroup.com/sustainability/product-stewardship.aspx</a>	
EN28*	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	NR			No fines or sanctions
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	C	Product Stewardship p.25	Foster's Group website at <a href="http://www.fostersgroup.com/sustainability/product-stewardship.aspx">www.fostersgroup.com/sustainability/product-stewardship.aspx</a>	
EN30	Total environmental protection expenditures and investments by type	NR			
<b>Social</b>					
DMA	Disclosure on Management Approach	C	Summary of 2010 Action Plan p.10 People and Safety p.10 2011 Action Plan p.32		
LA1*	Total workforce by employment type, employment contract, and region	C	People and Safety p.14		
LA2*	Total number and rate of employee turnover by age group, gender, and region	C	People and Safety p.14		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	C	People and Safety p.12		
LA4*	Percentage of employees covered by collective bargaining agreements.	C	People and Safety p.14		
LA5*	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	PC	People and Safety p.12		Notice period not disclosed
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees	NR			
LA7*	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region	C	People and Safety pp.14-15		

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
LA8*	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	C	People and Safety p.12		
LA9	Health and safety topics covered in formal agreements with trade unions	NR			
LA10*	Average hours of training per year per employee by employee category	NR			We do not currently track this information in a reportable format. We aim to report on this indicator in the short term.
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	C	People and Safety p.12		
LA12	Percentage of employees receiving regular performance and career development reviews	NR			
LA13*	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	C	Sustainability Data and Policy Snapshot p.5 People and Safety p.14	Annual Report p. 4	
LA14*	Ratio of basic salary of men to women by employee category	PC	People and Safety p.14		Ratio of basic salary of men to women is reported to the Equal Opportunity for Women in the Workplace Agency. In 2010 we were declared compliant by this Agency.
<b>Human Rights</b>					
DMA	Disclosure on Management Approach	C	People and Safety p. 10 Product Stewardship p.24 Responsible Consumption p. 32		
HR1*	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	PC			All of our significant investment agreements in developing economies are negotiated and incorporate sustainability considerations.
HR2*	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	C	Product Stewardship p.25		
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	PC	People and safety p.14		Total hours of training currently not tracked in a reportable format. We aim to report on employee training in the short term.
HR4*	Total number of incidents of discrimination and actions taken	NR			No incidents to report
HR5*	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	C	People and Safety p.14		No operations have been identified to be at significant risk. We adhere to the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
HR6*	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	C	People and Safety p.14		No operations have been identified to be at significant risk. We adhere to the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
HR7*	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour	C	People and Safety p.14		No operations have been identified to be at significant risk. We adhere to the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	NR			All Foster's employees are expected to abide by the Foster' Code of Conduct. Total hours of training currently not tracked in a reportable format. We aim to report on employee training in the short term.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	C			There were no incidents of violations involving rights of indigenous people in 2010.
<b>Society</b>					
DMA	Disclosure on Management Approach	C	Summary of 2010 Action Plan p.4 Responsible Consumption p. 6 Community Contribution p.26 2011 Action Plan p.32		
SO1*	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities	C	Responsible Consumption pp.6-9 Community Contribution pp.26-29		
SO2*	Percentage and total number of business units analysed for risks related to corruption	PC		Annual Report pp.8-9	Approach to risk management has been provided. This includes external auditing of financial accounts annually. Percentage of business units analysed not formally tracked.
SO3*	Percentage of employees trained in organization's anti-corruption policies and procedures	PC	People and safety p.14		All employees are expected to abide by Foster's Code of Conduct. Total hours of training currently not tracked in a reportable format. We aim to report on employee training in the short term.
SO4*	Actions taken in response to incidents of corruption	C		Annual Report p. 9	
SO5*	Public policy positions and participation in public policy development and lobbying	C	Leadership and Advocacy p.31	Foster's Group website at <a href="http://www.fostersgroup.com/sustainability/leadership-and-advocacy.aspx">www.fostersgroup.com/sustainability/leadership-and-advocacy.aspx</a>	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	C	Governance p.3		Foster's does not make political donations, this includes in-kind donations.
SO7	Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes	C			There were no legal actions for anticompetitive behaviour, anti-trust or monopoly practices in 2010.

GRI Ref.	Description		Sustainability Report Ref.	Additional References	Comments
SO8*	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	C			There were no monetary fines or non-monetary sanctions for non-compliance with laws and regulations in 2010.
<b>Product Responsibility</b>					
DMA	Disclosure on Management Approach	C	Summary of 2010 Action Plan p.4 Responsible Consumption p. 6 Product Stewardship p.24 2011 Action Plan p.32		
PR1*	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	C	Responsible Consumption p.7 Product Stewardship p.25	Foster's Group website at <a href="http://www.fostersgroup.com/sustainability/product-stewardship.aspx">www.fostersgroup.com/sustainability/product-stewardship.aspx</a>	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services	C	Responsible Consumption p.7		
PR3*	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	C	Responsible Consumption p.6 Product Stewardship p.25		
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling	NR			No incidents
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	C	Product Stewardship p.25		
PR6*	Programs for adherence to laws, standards, and voluntary codes related to marketing communications	C	Responsible Consumption pp.6-9		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communication	C	Responsible Consumption pp.6-7		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	NR			No substantiated complaints
PR9*	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	NR			No significant fines