

GRI-INDIKATOREN

Unabhängige Prüfung durch Deloitte

GRI-Indikatoren

Indextabelle der GRI-G3-Indikatoren. Diese enthält einige der Indikatoren der Leitfaden GRI-G3 des „Sustainability Reporting Guidelines and Food Processing Sector Supplement“ (Version 3.0, 2010) aus dem Bericht zur sozialen Verantwortung des Unternehmens 2009/10. Die Tabelle gibt für jeden Indikator Folgendes an: eine Zusammenfassung des Inhalts, die entsprechende Stelle im Bericht sowie den Grad der Erfassung: **T** = Total; **P** = Partiiell; **NC** = Nicht bedeckt; **NA** = Nicht anwendbar (unter Berücksichtigung der Art der Aktivität oder des Unternehmensstandortes).

INDICATOR PROFILE		LEVEL OF COVERAGE	PAGE
1. Strategy and analysis			
1.1	Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy	T	2-3
1.2	Description of key impacts, risks, and opportunities	T	2-3; 6-7; 13; 20; 48-49, 51; 62; 72; 76-77; 79-82
2. Organizational profile			
2.1	Name of the organization	T	12
2.2	Primary brands, products, and/or services	T	8-9
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	T	12-14
2.4	Location of organization's headquarters	T	12
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	T	10-11
2.6	Nature of ownership and legal form	T	12
2.7	Markets served	T	10-11
2.8	Scale of the reporting organization (number of employees, net sales, quantity of products and services provided)	T	8-11; 38
2.9	Significant changes during the reporting period regarding size, structure or ownership	T	4; 11
2.10	Awards received in the reporting period	T	16-17

3. REPORT PROFILE			
REPORT PROFILE			
3.1	Reporting period for information provided	T	4
3.2	Date of most recent previous report	T	4
3.3	Reporting cycle	T	4
3.4	Contact point for questions regarding the report or its contents	T	4
REPORT SCOPE AND BOUNDARY			
3.5	Process for defining report content	T	12-13
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	T	4
3.7	State any specific limitations on the scope or boundary of the report	T	84
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	T	10-11; 14
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report	T	38; 72; 84
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	T	4
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	T	4; 84
GRI CONTENT INDEX			
3.12	Table identifying the location of the standard disclosures in the report	T	86-95
3.13	Policy and current practice with regard to seeking external assurance for the report.	T	4; 96-97
4. Governance, commitments, and engagement			
GOVERNANCE			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	T	12
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement)	T	12
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	T	12

4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	T	12-13
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance)	T	12
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	T	12
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	T	12
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	T	13; 20
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles	T	12
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	T	12
COMMITMENTS TO EXTERNAL INITIATIVES			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization	T	2-3; 20-25; 62; 81
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	T	15; 20; 22; 33; 59
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations	T	14
STAKEHOLDER ENGAGEMENT			
4.14	List of stakeholder groups engaged by the organization	T	13
4.15	Basis for identification and selection of stakeholders with whom to engage	T	12; 14
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	T	11; 13; 14-15; 18-19; 20-25; 28-35; 37; 40-41; 49; 51; 53; 55-58; 60; 64-66; 68-70; 81
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	T	6-7; 12-13; 21; 37; 59; 63; 66; 68; 69; 77; 80

SOURCING PERFORMANCE INDICATORS		LEVEL OF COVERAGE	PAGE
DMA SC	Management and verification policies and system	T	2-3; 6-7;15; 20-25; 62; 70
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	P	15; 20; 26; 66
FP2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	P	15; 20; 22; 26; 64-65; 68-70

ECONOMIC PERFORMANCE INDICATORS		LEVEL OF COVERAGE	PAGE
DMA EC	Management and verification policies and system	T	2-3; 6-7; 28; 31; 36-37; 77
Economic performance			
EC1	Direct economic value generated and distributed	NC	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	P	2-3; 67; 76-77
EC3	Coverage of the organization's defined benefit plan obligations	NC	
EC4	Significant financial assistance received from government	NC	
Market presence			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	P	24; 36; 38
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operations	P	11; 64;69-70
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	P	36; 38
Indirect economic impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	T	28; 31; 36-37; 77

ENVIRONMENT INDICATORS		LEVEL OF COVERAGE	PAGE
DMA EN	Management and verification policies and system	T	2-3; 6-7; 72-74; 76-77; 79; 82; 84
Materials			
EN1	Materials used by weight or volume	T	63
EN2	Percentage of materials used that are recycled input materials	T	80
Energy			
EN3	Direct energy consumption by primary energy source	T	72; 77; 84
EN4	Indirect energy consumption by primary source	P	72; 77; 84
EN5	Energy saved due to conservation and efficiency improvements	T	76-77; 81
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	T	76-77; 80-81
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	T	77; 80; 82
Water			
EN8	Total water withdrawal by source	P	75; 84
EN9	Water sources significantly affected by withdrawal of water	T	75
EN10	Percentage and total volume of water recycled and reused	P	75
Biodiversity			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	NA	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	P	62; 66-68
Emissions, effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight	T	72-73; 78; 84
EN17	Other relevant indirect greenhouse gas emissions by weight	T	84
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	T	72-74; 78; 80-82; 84
EN19	Emissions of ozone-depleting substances by weight	T	74; 84

EN20	NO, SO, and other significant air emissions by type and weight	NA	
EN21	Total water discharge by quality and destination	P	84
EN22	Total weight of waste by type and disposal method	P	74; 84
EN23	Total number and volume of significant spills	T	84
Products and services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	T	72-74; 76-77; 80-82
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	P	79-80
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	NC	
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	P	82-83

SOCIAL INDICATORS		LEVEL OF COVERAGE	PAGE
LABOR PRACTICES AND DECENT WORK PERFORMANCE INDICATORS			
DMA LA	Management and verification policies and system	T	2-3; 6-7; 36; 38-39; 41-42; 44-46
Employment			
LA1	Total workforce by employment type, employment contract, and region.	T	38
LA2	Total number and rate of employee turnover by age group, gender, and region	NC	
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.	T	41
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	NC	
FP3	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country	T	39

Occupational health and safety			
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	P	43
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	P	24; 42
Training and education			
LA10	Average hours of training per year per employee by employee category	P	44
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	P	36; 39; 41; 44-45; 73
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	P	38
LA14	Ratio of basic salary of men to women by employee category, by significant locations of operations	NC	

HUMAN RIGHTS PERFORMANCE INDICATORS		LEVEL OF COVERAGE	PAGE
DMA HR	Management and verification policies and system	T	2-3; 6-7; 13; 15; 20; 62;64; 66
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	T	13; 15; 20; 22; 62; 66
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	T	15; 20-22; 26; 64
Non- discrimination			
HR4	Total number of incidents of discrimination and actions taken	P	13; 22; 45
Freedom of association and collective bargaining core			
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	T	13; 20; 24; 41

Child labor			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	T	13; 20; 22; 62; 64; 66
Forced and compulsory labor			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	T	13; 20; 22; 62; 64; 66

SOCIETY PERFORMANCE INDICATORS		LEVEL OF COVERAGE	PAGE
DMA SO	Management and verification policies and system	T	2-3; 6-7; 28; 31; 34; 36-37
Local communities			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	T	28; 31-34; 36-37; 55-56; 58; 62; 64; 72
FP4	Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need	T	48-49; 55-57
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption	P	13
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	T	13
SO4	Actions taken in response to incidents of corruption.	P	13
Public policy			
SO5	Posizioni sulla politica pubblica, partecipazione allo sviluppo di politiche pubbliche e pressioni esercitate	T	12; 48
Compliance			
SO8	Valore monetario delle sanzioni significative e numero totale di sanzioni non monetarie per non conformità a leggi o regolamenti	NC	

PRODUCT RESPONSIBILITY PERFORMANCE INDICATORS		LEVEL OF COVERAGE	PAGE
DMA PR	Management and verification policies and system	T	2-3; 6-7; 48-49; 51; 53; 57-58
Customer health and safety			
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.	T	15; 20- 21; 48-49; 51-54
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	P	52
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	P	48-49
FP7	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals and functional food additives	P	48
Product and service labeling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	T	57
FP8	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements	T	57
Marketing communication			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	T	58-60
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	T	58-59
Compliance			
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	NC	

ANIMAL WELFARE PERFORMANCE INDICATORS		LEVEL OF COVERAGE	PAGE
DMA AW	Management and verification policies and system	T	23; 62; 70

Breeding and genetics			
FP9	Percentage and total of animals raised and/or processed, by species and breed type	NA	
Animal husbandry			
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic	NA	
FP11	Percentage and total of animals raised and/or processed, by species and breed type, per housing type	NA	
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type	NA	
Transportation, handling, and slaughter			
FP13	Total number of incidents of non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals	NA	

Please find hereby a non exhaustive list of page references to some of our STAKEHOLDERS GROUPS

<ul style="list-style-type: none"> • All stakeholders along value chain • Children • Consumers • Employees • Family • Identification of stakeholders and key areas • Institutions • Local communities • Media • NGOs • Scientific Community • Sport Federation and schools • Suppliers • Trade Associations • Trade Unions 	<p>2,18-19, 20-25, 53</p> <p>3, 15, 22, 28, 33, 36-37, 40, 50, 55, 56, 57-60, 66</p> <p>2, 11, 13, 19-20, 20-26, 55, 57, 63, 68</p> <p>3, 13, 39, 42, 44-45</p> <p>13, 24, 28, 39-40, 56</p> <p>13</p> <p>13, 22, 49, 55, 57, 58, 64, 81</p> <p>11, 28-35, 37, 40, 57, 59, 60</p> <p>13, 58 - 60</p> <p>13, 14, 64, 67, 68, 70, 80</p> <p>13, 23, 32, 56, 58, 79</p> <p>13, 56, 57, 60</p> <p>13,15, 51, 64-66, 68-70</p> <p>13,14, 57, 58</p> <p>13, 41-42</p>
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Please find hereby a non exhaustive list of page references to some KEY TOPICS, raised also after stakeholders feedback (as explained in pages 12 and 13)

<ul style="list-style-type: none"> • Key objectives for 2020 identified • Internal structures dedicated to CSR, frequency and identification of subjects topics • Topics raised by stakeholders have been taken into account in the Code of Business Conduct • Key topics and concerns raised by internal stakeholders • Ferrero publishes its GMOs policy making reference to stakeholders concerns • Children health and Ferrero initiatives in some poor countries • Product responsibility • Engagement towards children through self regulation of advertisement • Ferrero engagement to source sustainable certified cocoa to address consumer's need • Against child labour in hazelnuts sourcing • Sustainable palm oil sourcing • Milk origin • Self production of energy from renewable sources • Packaging from renewable materials and strategy for remove, reduce, recycle, renew and reuse of packaging • Efficient Logistics 	<p>2-3, 6-7</p> <p>12</p> <p>13</p> <p>13</p> <p>21</p> <p>37</p> <p>49, 55, 57-60</p> <p>59</p> <p>63</p> <p>66</p> <p>68</p> <p>69</p> <p>77</p> <p>80</p> <p>82-83</p>
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Deloitte ERS
Enterprise Risk Services S.r.l.
Via Tortona, 25
20144 Milano
Italia
Tel: +39 02 83322611
Fax: +39 02 83322612
www.deloitte.it

REVIEW REPORT ON THE CORPORATE SOCIAL RESPONSIBILITY REPORT

To the Shareholders
of Ferrero International S.A.

1. We have reviewed the corporate social responsibility report (the "sustainability report") of the Ferrero Group (the "Group") as of August 31st, 2010. The directors of Ferrero International S.A. are responsible for the preparation of the sustainability report in accordance with "Sustainability Reporting Guidelines and Food Processing Sector Supplement" issued in 2010 by GRI – *Global Reporting Initiative*, as stated in the paragraph "about this corporate social responsibility report". The directors are also responsible for the definition of the Group's objectives regarding the sustainability performance and the reporting of the achieved results. The directors are also responsible for the identification of stakeholders and of significant aspects to report, as well as for the implementation and maintenance of appropriate management and internal control processes with reference to data and information presented in the sustainability report. Our responsibility is to issue this report based on our review.
2. We conducted our work in accordance with the criteria for review engagements established by the "International Standards Engagement 3000 – Assurance Engagement other than Audits or Reviews of Historical Financial Information" (ISAE 3000), issued by the *International Auditing and Assurance Standards Board*. That standard requires the compliance with ethical principles ("Code of Ethics of Professional Accountants" issued by the *International Federation of Accountants*), including independence requirements, and that we plan and perform the engagement to obtain limited assurance about whether the report is free from material misstatement. A limited assurance engagement on a sustainability report consists of making inquiries, primary with company personnel responsible for the preparation of the information included in the sustainability report, analysing the sustainability report and applying other evidence gathering procedures, as appropriate. The performed procedures are summarized as follows:
 - comparing the economic and financial information and data included in the paragraph "our products" of the sustainability report with those included in the Group Consolidated Financial Statements as of August 31st, 2010, on which Deloitte S.A. issued the auditor's report dated February 24th, 2011;
 - analysing how the processes underlying the generation, recording and management of quantitative data included in the sustainability report operate. In particular, we have performed the following procedures:
 - interviews and discussions with delegates of Ferrero Group, to gather information on the information, accounting and reporting systems used in preparing the sustainability report, as well as on the internal control procedures supporting the gathering, aggregation, processing and transmittal of data and information to the department responsible for the preparation of the sustainability report;

Bologna Milano Roma Torino Padova

Sede Legale: Via Tortona, 25 - 20144 Milano - Capitale Sociale: Euro 17.449.00 i.v.
Codice Fiscale/Registro delle Imprese Milano n. 05059250158 - R.E.A. Milano n. 1105593
Partita IVA: IT 05059250158

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- analysis, on a sample basis, of the documentation supporting the preparation of the sustainability report, in order to gather the evidence of processes in place, their adequacy, and that the internal control system correctly manages data and information in connection with the objectives described in the sustainability report;
- analysing the compliance of the qualitative information included in the sustainability report and its overall consistency in relation to the guidelines referred to in paragraph 1 of this review report, in particular with reference to the sustainability strategy and policies and the determination of significant aspects for each stakeholder category;
- analysing the stakeholder involvement process, in terms of methods used and completeness of persons involved, through analysis of the minutes of the meetings or any other available information about the significant features identified in the stakeholder involvement process;
- obtaining the representation letter signed by the legal representative of Ferrero International S.A. on the compliance of the sustainability report with the guidelines referred to in paragraph 1 and on the reliability and completeness of the information and data contained therein.

A review is less in scope than an audit carried out in accordance with ISAE 3000, and, therefore, does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in an audit.

For the data and information relating to the sustainability report of the prior year presented for comparative purposes, reference should be made to our review report dated June 11th, 2010.

3. Based on the procedures performed, nothing has come to our attention that causes us to believe that the sustainability report of the Ferrero Group as of August 31st, 2010 is not prepared, in all material respects, in accordance with the "Corporate Social Responsibility Reporting Guidelines and Food Processing Sector Supplement" issued in 2010 by GRI – Global Reporting Initiative, as set out in paragraph "about this corporate social responsibility report".

Milan, June 14th, 2011

DELOITTE ERS - ENTERPRISE RISK SERVICES S.r.l.

Franco Amelio

Partner
State Authorised Public Accountant (Italy)
Corporate Responsibility Services

This report has been translated into the English language solely for the convenience of international readers.



Statement GRI Application Level Check

GRI hereby states that **Ferrero** has presented its report "SHARING VALUES TO CREATE VALUE" (2010) to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level B+.

GRI Application Levels communicate the extent to which the content of the G3 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3 Guidelines.

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 13 July 2011

A handwritten signature in blue ink, appearing to read "Nelmara Arbex", is written over a large, faint watermark of the GRI globe logo.

Nelmara Arbex
Deputy Chief Executive
Global Reporting Initiative



The "+" has been added to this Application Level because Ferrero has submitted this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 29 June 2011. GRI explicitly excludes the statement being applied to any later changes to such material.