



Die Mitglieder der GOLD Community sind die wichtigsten Unterstützer von GRI. Sie sind das Herz der Community und gestalten die Zukunft von Nachhaltigkeit und Berichterstattung. Außerdem fördern sie Entscheidungen für eine nachhaltigere Wirtschaft und Welt.

Unterzieht eine Organisation einen Bericht einem der GRI Alignment Services, signalisiert sie damit ihren Stakeholdern, dass sie bei der Erstellung des Berichtes die G4-Richtlinien einhalten will. Berichte zur sozialen Verantwortung von Unternehmen, die die GRI-Richtlinien vollständig einhalten, bieten mehr Transparenz, da die verwendeten Daten verständlicher und leichter verfügbar sind.

Die Ferrero-Gruppe hat ihren 7. CSR-Bericht dem GRI Content Index Service vorgelegt, der den Verfassern des Berichtes dabei hilft, die Genauigkeit und Nutzbarkeit des GRI Content Index zu verbessern und der zudem die Einhaltung der G4-Richtlinien gewährleistet.

Der GRI Content Index ist das zentrale Navigationstool, das den Lesern als wichtigster Referenzpunkt dient. Dieser Service bestätigt, dass der GRI Content Index präzise ist und dass alle enthaltenen Informationen im Bericht korrekt dargestellt sind.

GRI-Kennzahlen



Es folgt eine Zusammenfassung wichtiger Indikatoren aus dem CSR-Bericht 2015 gemäß den „GRI Sustainability Reporting Guidelines“ (Version 4, 2013) und der „OECD Guidelines for Multinationals Enterprises Principles“ und ISO 26000. Die Tabelle gibt für jeden Indikator Folgendes an: Die entsprechende Seitenzahl des CSR-Berichtes, den Grund für einen eventuellen Wegfall und eine Zusammenfassung des Inhalts.

GRI-G4 General Standard Disclosures	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
GENERAL STANDARD DISCLOSURES					
STRATEGY AND ANALYSIS					
G4-1	8-9		CEO statement	n.a.	4.7 Respect for international norms of behaviour 6.2 Organizational governance 7.4.2 Setting the direction of an organization for social responsibility
G4-2	8-9; 12-13; 24-25; 27; 39-40; 133; 138-140; 170-173; 214-217; 229-230		Key impacts, risks and opportunities	n.a.	4.7 Respect for international norms of behaviour
ORGANIZATIONAL PROFILE					
G4-3	24		Name of the organization	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment creation and skills development 7.8 Voluntary initiatives for social responsibility
G4-4	20		Primary brands, products and services	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment creation and skills development 7.8 Voluntary initiatives for social responsibility
G4-5	24		Location of the organization's headquarters	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment creation and skills development 7.8 Voluntary initiatives for social responsibility
G4-6	22-23; 213		Number of countries where the organization operates	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment creation and skills development 7.8 Voluntary initiatives for social responsibility
G4-7	24		Nature of ownership and legal form	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment creation and skills development 7.8 Voluntary initiatives for social responsibility

GRI-G4 General Standard Disclosures	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
G4-8	22-23		Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility
G4-9	21; 98		Scale of the organization	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility
G4-10	98-101; 103; 270; 282; 292-293; 297	Data concerning external collaborators by region and gender are currently not available	Workforce characteristics: - Total number of employees by employment contract and gender - Total number of permanent employees by employment type and gender - Total workforce by employees and supervised workers and by gender - Total workforce by region and gender	V. Employment and Industrial Relations	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility
G4-11	108		Employees covered by collective bargaining agreements	V. Employment and Industrial Relations	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility
G4-12	172-174; 176-177; 188-194; 196-197; 202-206; 216-217		Organization's supply chain description	IV. Human Rights	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility
G4-13	5; 24; 208; 288		Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility
G4-14	30-31; 39-40; 173-174; 209-210; 214-216; 219; 229-230; 243-244; 250		Precautionary approach	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility

GRI-G4 General Standard Disclosures	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
G4-15	4; 30-31; 48-49; 52-53; 58-59; 174-177; 194; 203; 239; 241-242 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Externally developed economic, environmental and social charters and principles	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility
G4-16	28-29; 297		Memberships of associations and organizations	n.a.	6.3.10 Fundamental principles and rights at work 6.4.1-6.4.2 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue 6.8.5 Employment relation and skills development 7.8 Voluntary initiatives for social responsibility
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
G4-17	5; 24		All entities included in the organization's consolidated financial statements	n.a.	5.2 Recognizing social responsibility 7.3.2 Determining relevance and significance of core subjects and issues to an organization 7.3.3 An organization's sphere of influence 7.3.4 Establishing priorities for addressing issues
G4-18	14-17		Process for defining the report content	n.a.	5.2 Recognizing social responsibility 7.3.2 Determining relevance and significance of core subjects and issues to
G4-19	16		List of all the material aspects identified in the process for defining report content	n.a.	5.2 Recognizing social responsibility 7.3.2 Determining relevance and significance of core subjects and issues to an organization 7.3.3 An organization's sphere of influence 7.3.4 Establishing priorities for addressing issues
G4-20	16		Material aspects within the organization	n.a.	5.2 Recognizing social responsibility 7.3.2 Determining relevance and significance of core subjects and issues to an organization 7.3.3 An organization's sphere of influence 7.3.4 Establishing priorities for addressing issues
G4-21	16		Material aspects outside the organization	n.a.	5.2 Recognizing social responsibility 7.3.2 Determining relevance and significance of core subjects and issues to an organization 7.3.3 An organization's sphere of influence 7.3.4 Establishing priorities for addressing issues
G4-22	4-5		Effect of any restatements of information provided in previous reports, and the reasons for such restatements	n.a.	5.2 Recognizing social responsibility 7.3.2 Determining relevance and significance of core subjects and issues to an organization 7.3.3 An organization's sphere of influence 7.3.4 Establishing priorities for addressing issues
G4-23	5; 16; 98; 216-217		Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	n.a.	5.2 Recognizing social responsibility 7.3.2 Determining relevance and significance of core subjects and issues to an organization 7.3.3 An organization's sphere of influence 7.3.4 Establishing priorities for addressing issues
STAKEHOLDER ENGAGEMENT					
G4-24	17		List of stakeholder groups engaged by the organization	n.a.	5.3 Stakeholder identification and engagement
G4-25	17		Identification and selection of stakeholders with whom to engage	n.a.	5.3 Stakeholder identification and engagement

GRI-G4 General Standard Disclosures	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
G4-26	17; 30-31; 114-115; 132; 148; 173-187; 193-194		Organization's approach to stakeholder engagement	n.a.	5.3 Stakeholder identification and engagement
G4-27	17		Key topics and concerns that have been raised through stakeholder engagement	n.a.	5.3 Stakeholder identification and engagement
REPORT PROFILE					
G4-28	4		Reporting period	n.a.	7.5.3 Type of communication on social responsibility 7.6.2 Enhancing the credibility of reports and claims about social responsibility
G4-29	5		Date of most recent previous report	n.a.	7.5.3 Type of communication on social responsibility 7.6.2 Enhancing the credibility of reports and claims about social responsibility
G4-30	5		Reporting cycle	n.a.	7.5.3 Type of communication on social responsibility 7.6.2 Enhancing the credibility of reports and claims about social responsibility
G4-31	4		Contact point for questions regarding the report or its contents	n.a.	7.5.3 Type of communication on social responsibility 7.6.2 Enhancing the credibility of reports and claims about social responsibility
G4-32	4; 305-325		GRI content index and 'in accordance' option indication	n.a.	7.5.3 Type of communication on social responsibility 7.6.2 Enhancing the credibility of reports and claims about social responsibility
G4-33	5; 326-327		External assurance	n.a.	7.5.3 Type of communication on social responsibility 7.6.2 Enhancing the credibility of reports and claims about social responsibility
GOVERNANCE					
G4-34	24		Governance structure	n.a.	6.2 Organizational governance 7.4.3 Building social responsibility into an organization's governance, systems and procedures 7.7.5 Improving performance
ETHICS AND INTEGRITY					
G4-56	30-31; 39; 44-45; 70-73; 172; 188-189; 197-200; 204; 207; 229 https://www.ferrero.com/social-responsibility/code-of-ethics/a-renewed-commitment https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Organization's values, principles, standards and norms of behaviour	n.a.	4.4 Ethical behaviour 6.6.3 Anti-corruption

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
SPECIFIC STANDARD DISCLOSURES					
CATEGORY: ECONOMIC					
ASPECT: ECONOMIC PERFORMANCE					
G4-DMA	8-9; 24-26; 31; 214; 272; 288-289		Generic disclosures on management approach	V. Employment and Industrial Relations XI. Taxation	6 Guidance on social responsibility core Subjects 7.3.1 Due diligence 7.4.3 Building social responsibility into an organization's governance, systems and procedures 7.7.3 Reviewing an organization's progress and performance on social responsibility 7.7.5 Improving performance
G4-EC1	26		Direct economic value generated and distributed, including revenues, operating costs, employee wages and benefits, community investments, economic value retained, payments to providers of capital and payments to government	V. Employment and Industrial Relations XI. Taxation	6.8.1-6.8.2 Community involvement and development 6.8.3 Community involvement 6.8.7 Wealth and income creation 6.8.9 Social investment
G4-EC2	214		Financial implications and other risks and opportunities for the organization's activities due to climate change	V. Employment and Industrial Relations XI. Taxation	6.5.5 Climate change mitigation and adaptation
G4-EC3	116		Coverage of the organization's defined benefit plan obligations	V. Employment and Industrial Relations XI. Taxation	6.8.7 Wealth and income creation
G4-EC4	27		Financial assistance received from government. Report whether the government is present in the shareholding structure	V. Employment and Industrial Relations XI. Taxation	n.a.
ASPECT: MARKET PRESENCE					
G4-DMA	108; 113		Generic disclosures on management approach	n.a.	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EC5	109		Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	n.a.	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.8.1-6.8.2 Community involvement and development
G4-EC6	113		Recruitment procedures of residents at significant locations of operation and proportion of senior management hired from the local community	n.a.	6.4.3 Employment and employment relationships 6.8.1-6.8.2 Community involvement and development 6.8.5 Employment creation and skills development 6.8.7 Wealth and income creation

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
ADDITIONAL DISCLOSURE: INDIRECT ECONOMIC IMPACTS					
G4-DMA	31; 80-81; 138-139; 141-142; 146-148; 172; 289		Generic disclosures on management approach	n.a.	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EC7	60-61; 80-85; 87-91; 93-97; 144; 146-151; 152-158; 160-163; 178-183; 185-187; 199		Development and impact of infrastructure investments and services supported through commercial, in-kind, or pro bono engagements	n.a.	6.3.9 Economic, social and cultural rights 6.8.1-6.8.2 Community involvement and development 6.8.7 Wealth and income creation 6.8.9 Social investment
G4-EC8	31; 80-97; 141-143; 145; 195; 289		Significant indirect economic impacts, including the extent of impacts	n.a.	6.3.9 Economic, social and cultural rights 8.6.6 Promoting social responsibility in the value chain 6.6.7 Respect for property rights 6.7.8 Access to essential services 6.8.1-6.8.2 Community involvement and development 6.8.5 Employment creation and skills development 6.8.7 Wealth and income ceation 6.8.9 Social investment
ASPECT: PROCUREMENT PRACTICES					
G4-DMA	8-9; 30-31; 71; 76; 173-175; 251; 257-258 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Generic disclosures on management approach	n.a.	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EC9	31; 145; 278		Proportion of spending on local suppliers at significant locations of operation	n.a.	6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain 6.8.1-6.8.2 Community involvement and development 6.8.7 Wealth and income creation
FP1	12-13; 30-31; 44-46; 70-71; 76-77; 174-175; 207; 251; 258; 260		Percentage of purchased volume from suppliers compliant with company's sourcing policy	n.a.	6.3 Human rights 6.4 Labour practices 6.6 Fair operating practices 6.6.6 Promoting social responsibility in the value chain
FP2	12-13; 174-177; 188-189; 196; 203;205; 251		Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	n.a.	6.3 Human rights 6.4 Labour practices 6.6 Fair operating practices 6.6.6 Promoting social responsibility in the value chain

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
CATEGORY: ENVIRONMENTAL					
ASPECT: MATERIALS					
G4-DMA	172-173; 188; 230-233; 269; 277		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN1	23; 176; 188; 218		Materials used by weight or volume	VI. Environment	6.5.4 Sustainable resource use
G4-EN2	218; 232; 263		Percentage of materials used that are recycled input materials	VI. Environment	6.5.4 Sustainable resource use
ADDITIONAL DISCLOSURE: ENERGY					
G4-DMA	12-13; 233-239; 241; 245-246; 276; 295		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN3	236		Energy consumption within the organization	VI. Environment	6.5.4 Sustainable resource use
G4-EN5	236		Energy intensity ratio	VI. Environment	6.5.4 Sustainable resource use
G4-EN6	222-223; 235-239; 247; 276; 295		Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	VI. Environment	6.5.4 Sustainable resource use 6.5.5 Climate change mitigation and adaptation
ASPECT: WATER					
G4-DMA	239-242; 277; 296		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN8	239		Total water withdrawal by source	VI. Environment	6.5.4 Sustainable resource use
G4-EN9	239		Water sources significantly affected by withdrawal of water	VI. Environment	6.5.4 Sustainable resource use

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
G4-EN10	239		Percentage and total volume of water recycled and reused	VI. Environment	6.5.4 Sustainable resource use
ASPECT: BIODIVERSITY					
G4-DMA	173-174; 188-189; 250		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN11	250		Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	VI. Environment	6.5.6 Protection of the environment, biodiversity and restoration of natural habitats
G4-EN12	250		Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	VI. Environment	6.5.6 Protection of the environment, biodiversity and restoration of natural habitats
ASPECT: EMISSIONS					
G4-DMA	12-13; 215-217; 242		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN15	215; 243		Direct greenhouse gas (GHG) emissions (Scope 1)	VI. Environment	6.5.5 Climate change mitigation and adaptation
G4-EN16	215; 243		Energy indirect greenhouse gas (GHG) emissions (Scope 2)	VI. Environment	6.5.5 Climate change mitigation and adaptation
G4-EN17	215; 245		Other indirect greenhouse gas (GHG) emissions (Scope 3)	VI. Environment	6.5.5 Climate change mitigation and adaptation
G4-EN18	243		Greenhouse gas (GHG) emissions intensity	VI. Environment	6.5.5 Climate change mitigation and adaptation
G4-EN19	243; 276		Reduction of greenhouse gas (GHG) emissions	VI. Environment	6.5.5 Climate change mitigation and adaptation
G4-EN20	245		Emissions of ozone-depleting substances (ODS)	VI. Environment	6.5.3 Prevention of pollution 6.5.5 Climate change mitigation and adaptation
G4-EN21		Ferrero doesn't produce other significant air emissions	NOx, SOx, and other significant air emissions	VI. Environment	6.5.3 Prevention of pollution

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
ASPECT: EFFLUENTS AND WASTE					
G4-DMA	239-240; 248-249; 275; 296		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN22	240		Total water discharge by quality and destination	VI. Environment	6.5.3 Prevention of pollution 6.5.4 Sustainable resource use
G4-EN23	248		Total weight of waste by type and disposal method	VI. Environment	6.5.3 Prevention of pollution
G4-EN24	249		Total number and volume of significant spills	VI. Environment	6.5.3 Prevention of pollution
ASPECT: PRODUCTS AND SERVICES					
G4-DMA	231-235; 237-242; 262-263		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN27	231-235; 237-242; 263-265		Extent of impact mitigation of environmental impacts of products and services	VI. Environment	6.5.3 Prevention of pollution 6.5.4 Sustainable resource use 6.5.5 Climate change mitigation and adaptation 6.7.5 Sustainable consumption
G4-EN28	227; 231-232		Percentage of products sold and their packaging materials that are reclaimed by category	VI. Environment	6.5.3 Prevention of pollution 6.5.4 Sustainable resource use 6.7.5 Sustainable consumption
ASPECT: COMPLIANCE					
G4-DMA	27		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN29	27		Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	VI. Environment	4.6 Respect for the rule of law
ASPECT: TRANSPORT					
G4-DMA	211-212; 241-243; 278; 291		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
G4-EN30	215-216; 245-247; 278; 291		Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	VI. Environment	6.5.4 Sustainable resource use 6.6.6 Promoting social responsibility in the value chain
ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT					
G4-DMA	10-11; 30-31; 168-169; 173-177; 188-189; 193; 196-200 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Generic disclosures on management approach	VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-EN32	30-31; 176-177; 188-189; 193; 199; 251		Percentage of new suppliers that were screened using environmental criteria	VI. Environment	6.3.5 Avoidance of complicity 6.6.6 Promoting social responsibility in the value chain 7.3.1 Due diligence
G4-EN33	10-13; 170-171		Significant actual and potential negative environmental impacts in the supply chain and actions taken	VI. Environment	6.3.5 Avoidance of complicity 6.6.6 Promoting social responsibility in the value chain 7.3.1 Due diligence
CATEGORY: SOCIAL					
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK					
ASPECT: EMPLOYMENT					
G4-DMA	12-13; 36-37; 98; 104; 106-107; 133		Generic disclosures on management approach	V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-LA1	104-105		Total number and rates of new employee hires and employee turnover by age group, gender and region	V. Employment and Industrial Relations	6.4.3 Employment and employment relationships
G4-LA3	106-107	Currently not available for all the countries in which the Group operates; in the coming years we will further develop our data collection process	Return to work and retention rates after parental leave, by gender	V. Employment and Industrial Relations	6.4.4 Conditions of work and social protection

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
ADDITIONAL DISCLOSURE: LABOR/MANAGEMENT RELATIONS					
G4-DMA	114		Generic disclosures on management approach	V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-LA4	114		Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	V. Employment and Industrial Relations	6.4.3 Employment and employment relationships 6.4.5 Social dialogue
FP3	114		Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country	V. Employment and Industrial Relations	6.4 Labour practices 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.4.5 Social dialogue
ASPECT: OCCUPATIONAL HEALTH AND SAFETY					
G4-DMA	114-121; 134-135; 283		Generic disclosures on management approach	V. Employment and Industrial Relations VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-LA5	114		Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	V. Employment and Industrial Relations VI. Environment	6.4.6 Health and safety at work
G4-LA6	108; 117-119	Currently the injury rates of employees by gender, the injury rates of contractors and the data concerning the absenteeism are currently not available for all the countries in which the Group operates; in the coming years we will further develop our data collection process	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	V. Employment and Industrial Relations VI. Environment	6.4.6 Health and safety at work 6.8.8 Health
G4-LA8	114-115		Health and safety topics covered in formal agreements with trade unions	V. Employment and Industrial Relations VI. Environment	6.4.6 Health and safety at work

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
ASPECT: TRAINING AND EDUCATION					
G4-DMA	122-128; 133; 286-287		Generic disclosures on management approach	V. Employment and Industrial Relations VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-LA9	126		Average hours of training per year per employee by gender, and by employee category	V. Employment and Industrial Relations VI. Environment	6.4.7 Human development and training in the workplace
G4-LA10	122-126; 286		Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	V. Employment and Industrial Relations VI. Environment	6.4.7 Human development and training in the workplace 6.8.5 Employment creation and skills development
G4-LA11	128		Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	V. Employment and Industrial Relations VI. Environment	6.4.7 Human development and training in the workplace
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY					
G4-DMA	12-13; 100-103; 133; 284-285		Generic disclosures on management approach	V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-LA12	100-103		Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	V. Employment and Industrial Relations	6.2.3 Decision-making processes and structures 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN					
G4-DMA	112		Generic disclosures on management approach	V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-LA13	110-111		Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	V. Employment and Industrial Relations	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.8.1-6.8.2 Community involvement and development

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES					
G4-DMA	10-11; 30-31; 170-171; 173-177; 188-189; 193; 196-200; 202-203 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Generic disclosures on management approach	V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-LA14	30-31; 76; 176-177; 188-189; 193; 199; 203;		Percentage of new suppliers that were screened using labor practices criteria	V. Employment and Industrial Relations	6.3.5 Avoidance of complicity 6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain 7.3.1 Due diligence
G4-LA15	10-11; 76; 135; 170-171; 173-175		Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	V. Employment and Industrial Relations	6.3.5 Avoidance of complicity 6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain 7.3.1 Due diligence
SUB-CATEGORY: HUMAN RIGHTS					
ASPECT: INVESTMENT					
G4-DMA	10-11; 30-31; 76; 170-171; 173-177; 188-189; 193; 196-200; 202-203		Generic disclosures on management approach	IV. Human Rights	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-HR1	30-31; 76; 176-177; 188-189; 193; 199; 203		Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	IV. Human Rights	6.3.3 Due diligence 6.3.5 Avoidance of complicity 6.6.6 Promoting social responsibility in the value chain
ASPECT: NON-DISCRIMINATION					
G4-DMA	27 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles https://www.ferrero.com/social-responsibility/code-of-ethics/a-renewed-commitment		Generic disclosures on management approach	IV. Human Rights V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
G4-HR3	27		Total number of incidents of discrimination and corrective actions taken	IV. Human Rights V. Employment and Industrial Relations	6.3.6 Resolving grievances 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
G4-DMA	30-31; 76; 114; 173-175 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles https://www.ferrero.com/social-responsibility/code-of-ethics/a-renewed-commitment		Generic disclosures on management approach	IV. Human Rights V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-HR4	30-31; 76; 163-175		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	IV. Human Rights V. Employment and Industrial Relations	6.3.3 Due diligence 6.3.4 Human rights risk situations 6.3.5 Avoidance of complicity 6.3.8 Civil and political rights 6.3.10 Fundamental principles and rights at work 6.4.5 Social dialogue 6.6.6 Promoting social responsibility in the value chain
ASPECT: CHILD LABOR					
G4-DMA	30-31; 76; 173-177; 198-200 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles https://www.ferrero.com/social-responsibility/code-of-ethics/a-renewed-commitment		Generic disclosures on management approach	IV. Human Rights V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-HR5	30-31; 76; 176-187; 197-200		Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	IV. Human Rights V. Employment and Industrial Relations	6.3.3 Due diligence 6.3.4 Human rights risk situations 6.3.5 Avoidance of complicity 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.6.6 Promoting social responsibility in the value chain 6.8.4 Education and culture

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
ASPECT: FORCED OR COMPULSORY LABOR					
G4-DMA	30-31; 76; 173-187; 197-200 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles https://www.ferrero.com/social-responsibility/code-of-ethics/a-renewed-commitment		Generic disclosures on management approach	IV. Human Rights V. Employment and Industrial Relations	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-HR6	30-31; 76; 173-187; 197-200		Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	IV. Human Rights V. Employment and Industrial Relations	6.3.3 Due diligence 6.3.4 Human rights risk situations 6.3.5 Avoidance of complicity 6.3.10 Fundamental principles and rights at work 6.6.6 Promoting social responsibility in the value chain
ASPECT: INDIGENOUS RIGHTS					
G4-DMA	10-11; 27		Generic disclosures on management approach	IV. Human Rights	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-HR8	27		Total number of incidents of violations involving rights of indigenous peoples and actions taken	IV. Human Rights	6.3.4 Human rights risk situation 6.3.6 Resolving grievances 6.3.7 Discrimination and vulnerable groups 6.3.8 Civil and political rights 6.6.7 Respect for property rights 6.8.3 Community involvement
ASPECT: ASSESSMENT					
G4-DMA	30-31; 76; 173-187; 197-200		Generic disclosures on management approach	IV. Human Rights	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-HR9	30-31; 76; 173-187; 197-200		Total number and percentage of operations that have been subject to human rights reviews or impact assessments	IV. Human Rights	6.3.3 Due diligence 6.3.4 Human rights risk situations 6.3.5 Avoidance of complicity

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT					
G4-DMA	10-11; 30-31; 76; 173-177; 188-189; 193; 196-200; 202-203 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Generic disclosures on management approach	IV. Human Rights	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-HR10	30-31; 76; 174-177; 197-200		Percentage of new suppliers that were screened using human rights criteria	IV. Human Rights	6.3.3 Due diligence 6.3.4 Human rights risk situations 6.3.5 Avoidance of complicity 6.6.6 Promoting social responsibility in the value chain
G4-HR11	30-31; 76; 173-187; 197-200		Significant actual and potential negative human rights impacts in the supply chain and actions taken	IV. Human Rights	6.3.3 Due diligence 6.3.4 Human rights risk situations 6.3.5 Avoidance of complicity 6.6.6 Promoting social responsibility in the value chain
SUB-CATEGORY: SOCIETY					
ASPECT: LOCAL COMMUNITIES					
G4-DMA	31; 60-61; 138-151 174-185; 193-194; 197-200; 203; 215-217; 280-281; 298-303		Generic disclosures on management approach	IV. Human Rights V. Employment and Industrial Relations VI. Environment	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-S01	31; 60-61; 138-147-151 176-187; 193-194; 197-200; 202; 215-217; 280-281; 298-303		Percentage of operations with implemented local community engagement, impact assessments, and development programs	IV. Human Rights V. Employment and Industrial Relations VI. Environment	6.3.9 Economic, social and cultural rights 6.5.1-6.5.2 The environment 6.5.3 Prevention of pollution 6.8 Community involvement and development
G4-S02	31; 60-61; 176-187; 193-194; 197-200; 202; 215-217		Operations with significant actual and potential negative impacts on local communities	IV. Human Rights V. Employment and Industrial Relations VI. Environment	6.3.9 Economic, social and cultural rights 6.5.3 Prevention of pollution 6.8 Community involvement and development
ASPECT: ANTI-CORRUPTION					
G4-DMA	27 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Generic disclosures on management approach	VII. Combating bribery, bribe solicitation and extortion	6 Guida alle materie fondamentali della responsabilità sociale 7.3.1 Due diligence 7.4.3 Integrare la responsabilità sociale nella governance di un'organizzazione, nei sistemi e nelle procedure 7.7.3 Valutare i progressi dell'organizzazione e le performance sulla responsabilità sociale 7.7.5 Migliorare le performance

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
G4-S04	27		Communication and training on anti-corruption policies and procedures	VII. Combating bribery, bribe solicitation and extortion	6.6.1-6.6.2 Fair operating practices 6.6.3 Anti-corruption 6.6.6 Promoting social responsibility in the value chain
G4-S05	27		Confirmed incidents of corruption and actions taken	VII. Combating bribery, bribe solicitation and extortion	6.6.1-6.6.2 Fair operating practices 6.6.3 Anti corruption
INFORMATIVA AGGIUNTIVA: PUBLIC POLICY					
G4-DMA	https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Generic disclosures on management approach	VII. Combating bribery, bribe solicitation and extortion	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-S06	Ferrero does not allow behaviours that offer, promise, ask or deliver an undue pecuniary benefit or otherwise, to public officials and/or officers and/or members of their families and/or commercial partners, with the intention to bribe, directly or indirectly. Ferrero does not allow contributions to political parties and/or candidates for public office		Total value of political contributions by country and recipient/beneficiary	VII. Combating bribery, bribe solicitation and extortion	6.6.1-6.6.2 Fair operating practices 6.6.4 Responsible political involvement
ASPECT: ANTI-COMPETITIVE BEHAVIOR					
G4-DMA	27; 30-31		Generic disclosures on management approach	X. Competition	6.6.1-6.6.2 Fair operating practices 6.6.5 Fair competition 6.6.7 Respect for property rights
G4-S07	27; 30-31		Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	X. Competition	6.6.1-6.6.2 Fair operating practices 6.6.5 Fair competition 6.6.7 Respect for property rights
ASPECT: COMPLIANCE					
G4-DMA	27		Generic disclosures on management approach	X. Competition XI. Taxation	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
G4-S08	27		Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	X. Competition XI. Taxation	4.6 Respect for the rule of law
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY					
G4-DMA	31; 138-147; 176-187; 193-194; 197-200; 203; 215-217		Generic disclosures on management approach	n.a.	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-S09	31; 138-147; 176-187; 193-194; 203; 197-200; 215-217		Percentage of new suppliers that were screened using criteria for impacts on society	n.a.	6.3.5 Avoidance of complicity 6.6.1-6.6.2 Fair operating practices 6.6.6 Promoting social responsibility in the value chain 6.8.1-6.8.2 Community involvement and development 7.3.1 Due diligence
G4-S010	31; 176-187; 193-194; 197-200; 203; 215-217		Significant actual and potential negative impacts on society in the supply chain and actions taken	n.a.	6.3.5 Avoidance of complicity 6.6.1-6.6.2 Fair operating practices 6.6.6 Promoting social responsibility in the value chain 6.8.1-6.8.2 Community involvement and development 7.3.1 Due diligence
SUB-CATEGORY: PRODUCT RESPONSIBILITY					
ASPECT: CUSTOMER HEALTH AND SAFETY					
G4-DMA	39-43; 27; 44-51; 66-73; 259-260 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Generic disclosures on management approach	VI. Environment VIII. Consumer interests	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-PR1	30-31; 39-40; 44-45; 66-73		Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	VI. Environment VIII. Consumer interests	6.7.1-6.7.2 Consumer issues 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption 6.8.8 Health
G4-PR2	27; 50		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	VI. Environment VIII. Consumer interests	4.6 Respect for the rule of law 6.7.1-6.7.2 Consumer issues 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption 6.8.8 Health

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
FP5	49; 260-261; 273; 295		Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	VI. Environment VIII. Consumer interests	6.7.4 Protecting consumers' health and safety
FP6	40-41		Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	VI. Environment VIII. Consumer interests	6.7.5 Sustainable consumption
FP7	Ferrero products contain fiber and micronutrients like vitamins and minerals, naturally present in the raw materials used, without artificial supplements		Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives	VI. Environment VIII. Consumer interests	6.7.5 Sustainable consumption
ASPECT: PRODUCT AND SERVICE LABELING					
G4-DMA	52-59; 227; 274		Generic disclosures on management approach	VIII. Consumer interests	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-PR3	52-53; 57-59; 227		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	VIII. Consumer interests	6.7.1-6.7.2 Consumer issues 6.7.3 Fair marketing, factual and unbiased information and fair contractual practices 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption 6.7.9 Education and awareness
ASPECT: MARKETING COMMUNICATIONS					
G4-DMA	52-59		Generic disclosures on management approach	VIII. Consumer interests	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-PR7	54-56		Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	VIII. Consumer interests	4.6 Respect for the rule of law 6.7.1-6.7.2 Consumer issues 6.7.3 Fair marketing, factual and unbiased information and fair contractual practices

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
ASPECT: COMPLIANCE					
G4-DMA	27		Generic disclosures on management approach	VIII. Consumer interests	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
G4-PR9	27		Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	VIII. Consumer interests	4.6 Respect for the rule of law 6.7.1-6.7.2 Consumer issues 6.7.6 Consumer service, support, and complaint and dispute resolution
ADDITIONAL DISCLOSURE: CUSTOMER PRIVACY					
G4-DMA	27		Generic disclosures on management approach	VIII. Consumer interests	6.7.1-6.7.2 Consumer issues 6.7.7 Consumer data protection and privacy
FOOD PROCESSING SECTOR DISCLOSURES					
ASPECT: HEALTHY AND AFFORDABLE FOOD					
G4-DMA	39-43; 60-61; 148-151; 275		Generic disclosures on management approach	n.a.	n.a.
ASPECT: ANIMAL WELFARE					
G4-DMA	30-31; 38; 204 https://www.ferrero.com/social-responsibility/code-of-business-conduct/standards-and-principles		Generic disclosures on management approach	n.a.	6. Guidance on social responsibility core subjects 7.3.1. Due diligence 7.4.3. Building social responsibility into an organization's governance, systems and procedures 7.7.3. Reviewing an organization's progress and performance on social responsibility 7.7.5. Improving performance
FP9		Ferrero doesn't raise, transport or process animals	Percentage and total of animals raised and/or processed, by species and breed type	n.a.	4.4 Ethical behaviour 6.5.6 Protection of the environment, biodiversity and restoration of natural habitats 6.7.5 Sustainable consumption
FP10		Ferrero doesn't raise, transport or process animals	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic	n.a.	4.4 Ethical behaviour 6.5.6 Protection of the environment, biodiversity and restoration of natural habitats 6.7.5 Sustainable consumption
FP11		Ferrero doesn't raise, transport or process animals	Percentage and total of animals raised and/or processed, by species and breed type, per housing type	n.a.	4.4 Ethical behaviour 6.5.6 Protection of the environment, biodiversity and restoration of natural habitats 6.7.5 Sustainable consumption

GRI-G4 & FPSD Disclosures on Management Approach (DMA) and GRI Indicators	Page	Omissions	Description	OECD Guidelines for Multinational Enterprises	ISO 26000 Core social responsibility subjects and themes
FP12		Ferrero doesn't raise, transport or process animals	Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type	n.a.	4.4 Ethical behaviour 6.5.6 Protection of the environment, biodiversity and restoration of natural habitats 6.7.5 Sustainable consumption
FP13		Ferrero doesn't raise, transport or process animals	Total number of incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals	n.a.	4.4 Ethical behaviour 6.5.6 Protection of the environment, biodiversity and restoration of natural habitats 6.7.5 Sustainable consumption