

GRI Ref	GRI 3 CORE Performance Indicators		2007 Report Section	Page
Environmental Performance Indicators				
EN1	Materials used by weight or volume.	♦		
EN2	Percentage of materials used that are recycled input materials.	♦	Environment	25-37
EN3	Direct energy consumption by primary energy source	♦	Environment	26-30
EN4	Indirect energy consumption by primary source	♦		
EN8	Total water withdrawal by source	♦	Environment	34-35
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	♦		
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	♦		
EN16	Total direct and indirect greenhouse gas emissions by weight	♦	Environment	26-30
EN17	Other relevant indirect greenhouse gas emissions by weight	♦	Environment	26-30
EN19	Emissions of ozone-depleting substances by weight	♦		
EN20	NOx, SOx, and other significant air emissions by type and weight	♦		
EN21	Total water discharge by quality and destination	♦		
EN22	Total weight of waste by type and disposal method	♦		
EN23	Total number and volume of significant spills	♦		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	♦	Environment	25-37
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	♦		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	♦		
Product Responsibility Indicators				
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	♦	Priorities, Alcohol & Society	5, 9-23
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	♦		
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	♦	Alcohol & Society	9-23
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	♦	Alcohol & Society	9-23

Economic Performance Indicators				
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	◆	Company Profile, Community	4-5, 45
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	◆		
EC3	Coverage of the organization's defined benefit plan obligations	◆		
EC4	Significant financial assistance received from government	◆		
EC6	Policy, practices, and proportions of spending on locally-based suppliers at significant locations of operation	◆		
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	◆	Community	49
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	◆		
Labor Practices & Decent Work Performance Indicators				
LA1	Total workforce by employment type, employment contract, and region	◆	Employees	39-42
LA2	Total number and rate of employee turnover by age group, gender, and region	◆	Employees	39-42
LA4	Percentage of employees covered by collective bargaining agreements	◆		
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	◆		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	◆		
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	◆	Employees	39-42
LA10	Average hours of training per year per employee by employee category	◆		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	◆		
LA14	Ratio of basic salary of men to women by employee category	◆		

Human Rights Performance Indicators				
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	♦		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	♦		
HR4	Total number of incidents of discrimination and actions taken	♦		
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	♦		
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child 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	♦		
Society Performance Indicators				
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	♦	Community	49
SO2	Percentage and total number of business units analyzed for risks related to corruption	♦		
SO3	Percentage of employees trained in organization's anti corruption policies and procedures	♦		
SO4	Actions taken in response to incidents of corruption	♦	Ethics & Governance	50-51
SO5	Public policy positions and participation in public policy development and lobbying	♦		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	♦		