Global Reporting Initiative (GRI) Index
SEB Corporate Sustainability Report 2009

This index identifies the location of Global Reporting Initiative (GRI) Standard Disclosures in SEB’s Corporate Sustainability Report 2009 and other communication. SEB reports according to the G3 version of GRI guidelines and to the Financial Services Supplement. SEB currently reports according to level C in the G3 application level system. The report for 2009 has not been reviewed by an external party.

Page references relate to the Corporate Sustainability Report 2009 (CSR), the Annual Report 2009 (AR) and www.sebgroup.com.

Commitments to external initiatives

4.11 Explanation of if and how the precautionary approach or principle is applied

The Global Reporting Initiative (GRI) is a network-based organization that has developed the world’s most widely used sustainability reporting framework. The framework sets out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance.

Welcome to contact us at: cs@seb.se

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Economic performance indicators

EC1 Direct economic value generated and distributed | AR 41, 36 |
EC2 Risks and opportunities for the organisation due to climate change | AR 9-11, 20-23 |
EC3 Coverage of the organisation’s defined benefit plan obligations | AR 88-89 |
EC4 Financial assistance received from government | AR 41 |

Market presence

EC5 Range of ratio of standard entry level wages compared to local minimum wage | Not disclosed |
EC6 Purchasing from locally-based suppliers | Not disclosed |
EC7 Local hiring and proportion of senior management hired from the local community | Not disclosed |

Indirect economic impact

EC8 Infrastructure investments and services provided primarily for public benefit | Not disclosed |
EC9 Significant indirect economic impacts, including the extent of impacts | CSR 6-7, 20-23, 28-29 |

Environmental performance indicators

Disclosure on management approach | CSR 36-39 |

Materials

EN1 Materials used by weight or volume | CSR 42-43 |
EN2 Recycled input materials | CSR 42-43 |

Energy

EN3 Direct energy consumption | CSR 42-43 |
EN4 Indirect energy consumption | CSR 42-43 |
EN5 Energy saved due to conservation and efficiency improvements | CSR 16-19 |
EN6 Initiatives to provide energy efficient or renewable energy based products and services | CSR 20-23 |
EN7 Initiatives to reduce indirect energy consumption | CSR 16-19 |

Water

EN8 Total water withdrawal | CSR 42-43 |
EN9 Water sources significantly affected by withdrawal of water | Not disclosed |
EN10 Percentage and total volume of water recycled and reused | Not disclosed |

Biodiversity

EN11 Location and size of land in protected areas and areas of high biodiversity value | Not material issue, not disclosed |
EN12 Impacts of activities, products, and services on biodiversity | Not material issue, not disclosed |
EN13 Habitats protected or restored | Not material issue, not disclosed |
EN14 Managing impacts on biodiversity | Not material issue, not disclosed |
EN15 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk | Not material issue, not disclosed |
Emissions, effluents & waste
EN16 Direct and indirect greenhouse gas emissions CSR 42-43
EN17 Other relevant indirect greenhouse gas emissions Not material issue, not disclosed
EN18 Initiatives to reduce greenhouse gas emissions CSR 16-19
EN19 Emissions of ozone-depleting substances Not material issue, not disclosed
EN20 NOx, SOx and other significant air emissions Not material issue, not disclosed
EN21 Water discharge by quality and destination Not material issue, not disclosed
EN22 Total weight of waste by type and disposal method CSR 42-43
EN23 Significant spills Not material issue, not disclosed
EN24 Hazardous waste Not material issue, not disclosed
EN25 Water bodies and related habitats affected by water discharges Not material issue, not disclosed

Products & services
EN26 Initiatives to mitigate environmental impacts of products and services CSR 20-23
EN27 Percentage of products sold and their packaging materials that are reclaimed Not material issue, not disclosed

Compliance
EN28 Fines and non-monetary sanctions Not disclosed

Transport
EN29 Environmental impacts from transportation CSR 42-43

Overall
EN30 Total environmental protection expenditures and investments by type. Not disclosed

Social performance indicators
Labor practices and decent work
Disclosure on management approach CSR 32-35
Employment
LA1 Total workforce by employment type and region. CSR 44
LA2 Employee turnover CSR 44
LA3 Benefits provided to full-time employees Not disclosed

Labor/management relations
LA4 Percentage of employees covered by collective bargaining agreements CSR 46
LA5 Minimum notice period(s) regarding operational changes CSR 46

Occupational health & safety
LA6 Percentage of total workforce represented in health and safety committees Not disclosed
LA7 Rates of injury, occupational disease, lost days, absenteeism CSR 44-46
LA8 Programs to assist workforce members regarding serious diseases Not disclosed
LA9 Health and safety topics covered in formal agreements with trade unions Not disclosed

Training & education
LA10 Average hours of training per year per employee Not disclosed
LA11 Programs for skills management and lifelong learning CSR 34
LA12 Percentage of employees receiving regular performance and career development reviews CSR 44-46

Diversity & equal opportunity
LA13 Composition of governance bodies and workforce CSR 44-46
LA14 Ratio of basic salary of men to women Not disclosed

Human rights
Disclosure on management approach
Investment & procurement practices
HR1 Consideration of human rights with regard to investments CSR 28-29
HR2 Screening on human rights among significant suppliers Not disclosed
HR3 Training on human rights aspects relevant to operations Not disclosed

Non-discrimination
HR4 Total number of incidents of discrimination and actions taken. Not disclosed

Freedom of association & collective bargaining
HR5 Operations where freedom of association and collective bargaining may be at significant risk Not disclosed

Child labour
HR6 Operations where there is risk for incidents of child labor SEB's business activities are concentrated to northern Europe. No part of the operations have significant risk of incidents of child labor

Forced & compulsory labor
HR7 Operations where there is risk for incidents of forced or compulsory labor SEB's business activities are concentrated to northern Europe. No part of the operations have significant risk for incidents of forced or compulsory labor

Security practices
HR8 Security personnel trained in human rights aspects relevant to operations. Not material issue, not disclosed

Indigenous rights
HR9 Total number of incidents of violations involving rights of indigenous people and actions taken. Not material issue, not disclosed

Society
Disclosure on management approach CSR 14-15, 27
Community
SO1 Programs to assess and manage the impacts of operations on communities Not disclosed

Corruption
SO2 Business units analysed for risks related to corruption Not disclosed
SO3 Employees trained in organisation’s anti-corruption policies and procedures CSR 26-27, 47
SO4 Actions taken in response to incidents of corruption Not disclosed

Public policy
SP5 Participation in public policy development and lobbying CSR 19
SP6 Contributions to political parties, politicians, and related institutions by country. Not disclosed

Anti-competitive behaviour
SO7 Legal actions for anticompetitive behaviour Not disclosed

Compliance
SO8 Fines and sanctions for noncompliance with laws and regulations Not disclosed

Product responsibility
Disclosure on management approach CSR 24-25
Customer health & safety
PR1 Life-cycle stages in which health and safety impacts of products and services are assessed Not material issue, not disclosed
PR2 Non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services Not material issue, not disclosed

Product & service labeling
PR3 Product labeling and information Not material issue, not disclosed
PR4 Compliance with regulations and voluntary codes concerning product and service information and labeling Not material issue, not disclosed

Marketing communications
PR5 Customer satisfaction CSR 25 + AR 8-11

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