

2017  
Sustainability  
GRI INDEX



# General Standard DISCLOSURES

CODE	TITLE	LOCATION	NOTE
<b>STRATEGY AND ANALYSIS</b>			
G4-1	Statement from the most senior decision-maker of the organisation	Oriflame Sustainability Report 2017 - Statement from the CEO - Pages 6-7	-
<b>ORGANISATIONAL PROFILE</b>			
G4-3	Name of the organisation	Oriflame Sustainability Report 2017 - About this report - Page 80	-
G4-4	Primary brands, products, and/or services	Oriflame Corporate Website: <a href="http://corporate.oriflame.com/products">corporate.oriflame.com/products</a>	-
G4-5	Location of the organisation's headquarters	Oriflame Sustainability Report 2017 – Geographical footprint - Page 8	-
G4-6	Number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Oriflame Annual Report 2017 – Markets in 2017 - Pages 11-17 & Oriflame Sustainability Report 2017 – Geographical footprint – Page 8	-

CODE	TITLE	LOCATION	NOTE
G4-7	Nature of ownership and legal form	Oriflame Annual Report 2017 - The Oriflame share - Pages 60-62	-
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Oriflame Annual Report 2017 – 2017 Markets - Pages 12-17	-
G4-9	Scale of the reporting organisation	Oriflame Annual Report 2017 - Key figures – Page 22	-
G4-10	Total number of employees by employment contract and gender	Oriflame Sustainability Report 2017 - Employees - Page 36-39	-
G4-11	Percentage of total employees covered by collective bargaining agreements	-	A survey covering approximately 90% of our workforce was completed in 2016 with the aim to identify the number of employees covered by collective bargain agreements. The results show that 28% of the employees are covered by such agreements. The result was expected to be unchanged in 2017.
G4-12	The organisation's supply chain	Oriflame Annual Report 2017 – Value Chain – Page 48-51 & Oriflame Sustainability Report 2017 – Geographical footprint - Page 8 & Sustainable suppliers Pages 75-79	-
G4-13	Significant changes regarding the organisation's size, structure, ownership, or its supply chain	Oriflame Annual Report 2017 – Highlights in 2017 - Pages 20-27	-

CODE	TITLE	LOCATION	NOTE
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	-	We apply the precautionary principle when putting our sustainability strategy into practice.
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Oriflame Sustainability Report 2017 - Stakeholder engagement and dialogue - Pages 20-21	-
G4-16	Memberships of associations and national/international advocacy organisations in which the organisation holds a position or participates	Oriflame Sustainability Report 2017 - Stakeholder engagement and dialogue - Pages 20-21	-

### IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	List all entities included in the organisation's consolidated financial statements or equivalent documents	Oriflame Annual Report 2017 – Corporate Governance Report - Pages 63-70	-
G4-18	Process for defining reporting content and aspect boundaries	Oriflame Sustainability Report 2017 - Materiality – Page 22	-

CODE	TITLE	LOCATION	NOTE
<b>G4-19</b>	List all material aspects identified in the process for defining report content	Oriflame Sustainability Report 2017 - Materiality – Page 22	-
<b>G4-20</b>	For each material aspect, reporting the aspect boundary within the organisation	Oriflame Sustainability Report 2017 - Materiality - Page 22	-
<b>G4-21</b>	For each material aspect, reporting the aspect boundary outside the organisation	Oriflame Sustainability Report 2017 - Materiality - Page 22	-
<b>G4-22</b>	Effect of any restatement of information provided in previous reports, and the reason for such restatements	-	No restatements are needed.
<b>G4-23</b>	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Oriflame Sustainability Report 2017 - About this report - Page 80	-

## STAKEHOLDER ENGAGEMENT

<b>G4-24</b>	List of stakeholder groups engaged by the organisation	Oriflame Sustainability Report 2017 - Stakeholder engagement and dialogue - Pages 20-21	-
--------------	--	---	---

CODE	TITLE	LOCATION	NOTE
G4-25	Basis for identification and selection of stakeholders with whom to engage	Oriflame Sustainability Report 2017 - Stakeholder engagement and dialogue - Pages 20-21	-
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Oriflame Sustainability Report 2017 - Stakeholder engagement and dialogue - Pages 20-21	-
G4-27	Key topics of concerns that have been raised through stakeholder engagements, and how the organisation has responded to those key topics and concerns, including through its reporting	Oriflame Sustainability Report 2017 - Stakeholder engagement and dialogue - Pages 20-21	-

## REPORT PROFILE

G4-28	Reporting period for information provided	Oriflame Sustainability Report 2017 - About this report - Page 80	-
G4-29	Date of most recent previous report	-	May 23, 2017
G4-30	Reporting cycle	Oriflame Sustainability Report 2017 - About this report - Page 80	-

CODE	TITLE	LOCATION	NOTE
<b>G4-31</b>	Contact point for questions regarding the report or its contents	Oriflame Sustainability Report 2017 - About this report - Page 80	-
<b>G4-32</b>	Report the "in accordance" option and GRI content index for chosen option	Oriflame Sustainability Report 2017 - About this report - Page 80	-
<b>G4-33</b>	Policy and current practice with regard to seeking external assurance for the report	Oriflame Sustainability Report 2017 - About this report - Page 80	-

## GOVERNANCE

<b>G4-34</b>	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Oriflame Annual Report 2017 – The corporate Governance Report - Pages 63-70 & Oriflame Sustainability Report 2017 - Organising for improvement - Page 18	-
--------------	--	--	---

## ETHICS AND INTEGRITY

<b>G4-56</b>	Organisation's values, principles, standards and norms of behaviour	Oriflame Sustainability Report 2017 - Oriflame Ethics and Code of Conduct - Page 28-29	-
--------------	---	--	---

# Category: ECONOMIC

CODE	TITLE	LOCATION	NOTE
<b>ECONOMIC PERFORMANCE</b>			
<b>G4-DMA</b>	Generic Disclosures on Management Approach	-	Through our business model we work to increase the value we create for our stakeholders, for example by offering people around the world the chance to improve their lives: enabling entrepreneurial opportunities for Oriflame Consultants and providing attractive career opportunities for employees.
<b>G4-EC1</b>	Direct economic value generated and distributed	Oriflame Annual Report 2017 – The Corporate Governance Report - Pages 63-70	-
<b>G4-EC2</b>	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Investor CDP 2017 Information Request - Oriflame Cosmetics AB - Module: Risks and Opportunities - Page CC5. Climate change risks. 2018 data will be available once the latest CDP Information Request is released (C2 Risks and opportunities)	-



CODE	TITLE	LOCATION	NOTE
------	-------	----------	------

## MARKET PRESENCE

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Successful people - Pages 30-47	-
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	-	Oriflame aims to offer a competitive remuneration, and uses salary mapping as one tool to achieve this. We have started to analyse our salary baseline in some of our most relevant locations, concluding that our remuneration package is, on average, significantly higher than the minimum local salary.
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	-	Oriflame is present in more than 60 markets around the world and diversity among employees is an important factor in the Company's success and development. That is why we aspire to recruit people from different nationalities and backgrounds, reflecting the global audience that we serve. In 2016, 49% of the Senior Management employees in the reported data are hired from the local communities where they are based (data covers more than 55% of the total workforce). No survey was conducted in 2017 since no major changes were expected during the year.

## PROCUREMENT PRACTICES

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-

# Category: ENVIRONMENTAL

CODE	TITLE	LOCATION	NOTE
<b>MATERIALS</b>			
G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Great Products - Pages 48-57	-
G4-EN1	Materials used by weight or volume	Oriflame Sustainability Report 2017 – Sustainable Sourcing - Pages 62-63	<p>Our main raw material is paper and other wood-based products, which we use mainly for catalogues and packaging. In 2017, our consumption of paper was:</p> <ul style="list-style-type: none"> <li>• Product packaging: : 1,900 tonnes (99% FSC certified)</li> <li>• Catalogues: 19,000 tonnes (97% came from credibly certified sources according to Oriflame’s paper commitment.)</li> </ul> <p>Palm oil/Palm kernel oil are another important raw material used in many of Oriflame's cosmetic products. We purchase palm oil and palm kernel oil based derivatives.</p> <ul style="list-style-type: none"> <li>• In 2017 we purchased 328 tonnes of Mass Balance certified material with the remaining amount of 3,602 tonnes being covered by RSPO Credits*</li> <li>• Since 2010 we have been covering 100% of our consumption using Mass Balance or RSPO Credits.</li> </ul>
G4-EN2	Percentage of materials used that are recycled input materials	Oriflame Sustainability Report 2017 – Sustainable Sourcing - Pages 62-63	

CODE	TITLE	LOCATION	NOTE
------	-------	----------	------

**ENERGY**

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 – Greenhouse gas emissions and climate change - Pages 64-65	-
---------------	--	---	---

<b>G4-EN3</b>	Energy consumption within the organisation	-	<table border="1"> <thead> <tr> <th>MWh</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Energy consumption from non-renewable sources</td> <td>50,200</td> <td>52,500</td> <td>52,800</td> </tr> <tr> <td>Energy consumption from renewable sources</td> <td>6,600</td> <td>6,500</td> <td>5,300</td> </tr> <tr> <td><b>Total energy consumption</b></td> <td><b>56,800</b></td> <td><b>59,000</b></td> <td><b>58,000*</b></td> </tr> </tbody> </table>	MWh	2015	2016	2017	Energy consumption from non-renewable sources	50,200	52,500	52,800	Energy consumption from renewable sources	6,600	6,500	5,300	<b>Total energy consumption</b>	<b>56,800</b>	<b>59,000</b>	<b>58,000*</b>
			MWh	2015	2016	2017													
			Energy consumption from non-renewable sources	50,200	52,500	52,800													
			Energy consumption from renewable sources	6,600	6,500	5,300													
<b>Total energy consumption</b>	<b>56,800</b>	<b>59,000</b>	<b>58,000*</b>																
*1% of the energy consumption is estimated based on size (m <sup>2</sup> ) of the sites. The remaining consumption is activity data.																			

<b>G4-EN4</b>	Energy consumption outside of the organisation	-	In the 2017 reporting we have identified several warehouses that are not operated by Oriflame, but are a part of our operational control. The total energy consumption from warehouses in 2017 (non-renewable sources) was 1,630 MWh. Out of this number 9% was activity data and the remaining estimated based on the warehouse size (m <sup>2</sup> ).
---------------	--	---	--

<b>G4-EN5</b>	Energy intensity	-	<table border="1"> <thead> <tr> <th></th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Energy consumption per €m sales (MWh/€m)</td> <td>46.87</td> <td>47.25</td> <td>41.54</td> </tr> </tbody> </table>		2015	2016	2017	Energy consumption per €m sales (MWh/€m)	46.87	47.25	41.54
				2015	2016	2017					
Energy consumption per €m sales (MWh/€m)	46.87	47.25	41.54								
The intensity ratio refers to energy consumption within the organisation.											

CODE	TITLE	LOCATION	NOTE
<b>G4-EN6</b>	Reduction of energy consumption		We are continuously working on increasing our share of renewable energy while becoming more energy efficient. By 2020 we are committed to reducing 15% of electricity use in our factories relative to produced volumes with 2015 as base year. Since 2015 the electricity use per produced volume has decreased by 19%, although our production volumes have increased by 31%.

## WATER

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Water - Page 66	-
<b>G4-EN8</b>	Total water withdrawal by source	Oriflame Sustainability Report 2017 - Water - Page 66 & Oriflame sites and operations - Pages 69	We know that the water impact from our manufacturing sites is a limited part of the life cycle impact, however, for local communities this impact may be important. We track and measure water consumption at our factories on a monthly basis, the total amount of water used in our factories in 2017 was 163,918 m <sup>3</sup> . The total amount of wastewater was estimated to 147,526 m <sup>3</sup> .

CODE	TITLE	LOCATION	NOTE
------	-------	----------	------

## EMISSIONS

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Greenhouse gas emissions and climate change - Pages 64-65 & About this report – Page 80.	-																																																							
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Oriflame Sustainability Report 2017 – Greenhouse gas emissions and climate change - Pages 64-65 & About this report – Page 80.	<table border="1"> <thead> <tr> <th>tCO<sub>2</sub>e</th> <th>2010</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td><b>Scope 1</b></td> <td><b>7,564</b></td> <td><b>4,763</b></td> <td><b>4,704</b></td> <td><b>4,907</b></td> </tr> <tr> <td><b>Scope 2 (market-based)</b></td> <td><b>24,547</b></td> <td><b>21,086</b></td> <td><b>18,073</b></td> <td><b>16,498</b></td> </tr> <tr> <td><b>Scope 3</b></td> <td><b>48,393</b></td> <td><b>28,834</b></td> <td><b>29,076</b></td> <td><b>40,809</b></td> </tr> <tr> <td>Energy related activities</td> <td>4,913</td> <td>2,956</td> <td>2,938</td> <td>2,686</td> </tr> <tr> <td>Logistics</td> <td>23,114</td> <td>10,626</td> <td>10,723</td> <td>11,799</td> </tr> <tr> <td>Business travel</td> <td>18,896</td> <td>13,898</td> <td>12,934</td> <td>24,875</td> </tr> <tr> <td>Water</td> <td>172</td> <td>193</td> <td>209</td> <td>207</td> </tr> <tr> <td>Waste</td> <td>1,298</td> <td>1,161</td> <td>2,271</td> <td>136</td> </tr> <tr> <td>Upstream leased assets</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>1,106</td> </tr> <tr> <td><b>Total</b></td> <td><b>80,504</b></td> <td><b>54,683</b></td> <td><b>51,853</b></td> <td><b>62,215</b></td> </tr> </tbody> </table>	tCO <sub>2</sub> e	2010	2015	2016	2017	<b>Scope 1</b>	<b>7,564</b>	<b>4,763</b>	<b>4,704</b>	<b>4,907</b>	<b>Scope 2 (market-based)</b>	<b>24,547</b>	<b>21,086</b>	<b>18,073</b>	<b>16,498</b>	<b>Scope 3</b>	<b>48,393</b>	<b>28,834</b>	<b>29,076</b>	<b>40,809</b>	Energy related activities	4,913	2,956	2,938	2,686	Logistics	23,114	10,626	10,723	11,799	Business travel	18,896	13,898	12,934	24,875	Water	172	193	209	207	Waste	1,298	1,161	2,271	136	Upstream leased assets	N/A	N/A	N/A	1,106	<b>Total</b>	<b>80,504</b>	<b>54,683</b>	<b>51,853</b>	<b>62,215</b>
tCO <sub>2</sub> e	2010		2015	2016	2017																																																					
<b>Scope 1</b>	<b>7,564</b>		<b>4,763</b>	<b>4,704</b>	<b>4,907</b>																																																					
<b>Scope 2 (market-based)</b>	<b>24,547</b>		<b>21,086</b>	<b>18,073</b>	<b>16,498</b>																																																					
<b>Scope 3</b>	<b>48,393</b>	<b>28,834</b>	<b>29,076</b>	<b>40,809</b>																																																						
Energy related activities	4,913	2,956	2,938	2,686																																																						
Logistics	23,114	10,626	10,723	11,799																																																						
Business travel	18,896	13,898	12,934	24,875																																																						
Water	172	193	209	207																																																						
Waste	1,298	1,161	2,271	136																																																						
Upstream leased assets	N/A	N/A	N/A	1,106																																																						
<b>Total</b>	<b>80,504</b>	<b>54,683</b>	<b>51,853</b>	<b>62,215</b>																																																						
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)		<p>The calculation includes all GHGs and followed an operational control approach. Our base year is 2010. Global Warming Potential (GWP) from IPCC Fourth Assessment Report (AR4) was used. Emission factors were derived from:</p> <ul style="list-style-type: none"> <li>UK Government GHG Conversion Factors for Company Reporting (2017), Department for Environment, Food &amp; Rural Affairs (DEFRA)</li> <li>CO2 emissions from fuel combustion (2017), International Energy Agency (IEA)</li> <li>District heating Sweden: Miljövärden (2016), Fortum Värme</li> <li>District heating Finland: Specific emissions of energy production (2016), Helen</li> <li>Logistics: Maersk Line factors</li> </ul> <p>A re-calculation of 2016 results was made due to inaccuracies in electricity consumption and business travel. Activity data was collected from each market. For markets where waste consumption data was missing, data was estimated based on number of employees.</p>																																																							
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)																																																									

CODE	TITLE	LOCATION	NOTE										
<b>G4-EN18</b>	Greenhouse gas (GHG) emissions intensity	Oriflame Sustainability Report 2017 – Greenhouse gas emissions and climate change - Pages 64-65 & About this report – Page 80.	<table border="1"> <thead> <tr> <th></th> <th>2010</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Emissions per sales (tCO<sub>2</sub>e/€m)</td> <td>53.17</td> <td>45.12</td> <td>41.52</td> <td>43.65</td> </tr> </tbody> </table> <p>All emission intensity metrics include Scope 1-3 emissions. For comparability reasons emissions from upstream leased assets (Scope 3) is not included in the 2017 emission intensity ratio.</p>		2010	2015	2016	2017	Emissions per sales (tCO <sub>2</sub> e/€m)	53.17	45.12	41.52	43.65
	2010	2015	2016	2017									
Emissions per sales (tCO <sub>2</sub> e/€m)	53.17	45.12	41.52	43.65									
<b>G4-EN19</b>	Reduction of Greenhouse Gas (GHG) emissions	Oriflame Sustainability Report 2017 – Greenhouse gas emissions and climate change - Pages 64-65	Since 2010 our relative GHG emissions (tCO <sub>2</sub> e/€m Sales) have decreased by 18% and total GHG emissions have decreased by 24%. Emissions from upstream leased assets are excluded from the reduction figure.										

## PRODUCTS AND SERVICES

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Great Products - Pages 49-57	-
<b>G4-EN27</b>	Extent of impact mitigation of environmental impacts of products and services	Oriflame Sustainability Report 2017 - Great Products - Pages 49-57 & Thriving planet - Pages 59-73	-

CODE	TITLE	LOCATION	NOTE
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-
<b>G4-EN32</b>	Percentage of new suppliers that were screened using environmental criteria	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-
<b>G4-EN33</b>	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-

# Category: SOCIAL

CODE	TITLE	LOCATION	NOTE
<b>LABOR PRACTICES AND DECENT WORK</b>			
<b>EMPLOYMENT</b>			
<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Employees - Pages 36-39	-
<b>G4-LA1</b>	Total number and rates of new employee hires and employee turnover by age group, gender and region	-	During 2017 the employee turnover rate was 13%, with data covering more than 85% of all employees globally.
<b>LABOR/MANAGEMENT RELATIONS</b>			
<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Employees - Pages 36-39	-



CODE	TITLE	LOCATION	NOTE
<b>G4-LA4</b>	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	-	Minimum notice periods for operational changes vary depending on the country, local standards or specific collective bargaining agreements. We have started to gather this information on a group level in order to understand the situation in our different markets and being able to report accurately.

## OCCUPATIONAL HEALTH AND SAFETY

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Employees - Pages 36-39	-
<b>G4-LA5</b>	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	Oriflame Sustainability Report 2017 - Employees - Pages 36-39	-
<b>G4-LA6</b>	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	Oriflame Sustainability Report 2017 - Employees - Pages 36-39	We record and report accident and incident statistics on a monthly basis at our manufacturing sites. The records are analysed, and cases are investigated and followed-up with the aim to identify root causes, and consequently corrective actions are implemented to prevent future incidents.

CODE	TITLE	LOCATION	NOTE
------	-------	----------	------

## TRAINING AND EDUCATION

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Employees - Pages 36-39	-
G4-LA9	Average hours of training per year per employee by gender, and by employee category	-	On average, our employees received 16 hours of training during 2016 (data covering 70% of employees). No data was available for 2017.
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	-	<p>All managers and team members are expected to be engaged in the Integrated Performance Management process throughout the year. In 2017 almost 95% of the employees* participated in regular performance and career development reviews.</p> <p>*Data covers more than 60% of the total workforce</p>

## DIVERSITY AND EQUAL OPPORTUNITY

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 – Successful people - Pages 31-47	<p>Female empowerment addresses discrimination and gender inequality by raising awareness about women’s capabilities, power and influence; providing them with the independence and opportunity to accomplish success and control their own lives. Gender equality is essential for achieving a fair society with strong economies.</p> <p>Because of the nature of our business, female empowerment is essential for Oriflame, as both our products and business model mainly attract women. A founding principle of Oriflame is to give people an opportunity to earn an extra income or run their own business and, in so doing, improve their lives.</p>
--------	--	---	--

CODE	TITLE	LOCATION	NOTE
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Oriflame Sustainability Report 2017 - Employees - Pages 36-39	-

### EQUAL REMUNERATION FOR WOMEN AND MEN

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Employees - Pages 36-39	-
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	-	Oriflame's policy is to offer competitive and objective remuneration to all its employees. We are working to ensure that we are compliant with equal opportunity laws and policies in terms of gender-based differentiation. Salary mapping is one method to do so. We have over the last years seen a steady increase in the purchase of market salary data. The first results show that in general, remuneration is balanced between genders, but still some gaps have been found in specific levels of the company. We will keep on working on identifying these discrepancies and to take actions to reduce them.

### SUPPLIER ASSESSMENT FOR LABOR PRACTICES

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-
--------	--	---	---

CODE	TITLE	LOCATION	NOTE
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-

## HUMAN RIGHTS

### CHILD LABOR

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79 & Human rights – Pages 40-41	-

### FORCED OR COMPULSORY LABOR

G4-DMA	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Human rights – Pages 40-41	-
--------	--	--	---

CODE	TITLE	LOCATION	NOTE
<b>G4-HR6</b>	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Oriflame Sustainability Report 2017 - Human rights - Pages 40-41 & Sustainable suppliers - Pages 75-79	-

## ASSESSMENT

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Human rights - Pages 40-41	-
<b>G4-HR9</b>	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Oriflame Sustainability Report 2017 - Human rights - Pages 40-41	-

## SUPPLIER HUMAN RIGHTS ASSESSMENT

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79 and Human rights – Pages 40-41	-
<b>G4-HR10</b>	Percentage of new suppliers that were screened using human rights criteria	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-

CODE	TITLE	LOCATION	NOTE
<b>G4-HR11</b>	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Oriflame Sustainability Report 2017 - Sustainable suppliers - Pages 75-79	-

**SOCIETY**

**ANTI-CORRUPTION**

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 – Ethics and Code of Conduct - Pages 28-29	-
<b>G4-SO3</b>	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Oriflame Sustainability Report 2017 – Ethics and Code of Conduct - Pages 28-29	-
<b>G4-SO4</b>	Communication and training on anti-corruption policies and procedures	Oriflame Sustainability Report 2017 – Ethics and Code of Conduct - Pages 28-29	-
<b>G4-SO5</b>	Confirmed incidents of corruption and actions taken	Oriflame Sustainability Report 2017 – Ethics and Code of Conduct - Pages 28-29	-

CODE	TITLE	LOCATION	NOTE
------	-------	----------	------

**PRODUCT RESPONSIBILITY**

**CUSTOMER HEALTH AND SAFETY**

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Product safety - Page 54	-
<b>G4-PR1</b>	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Oriflame Sustainability Report 2017 - Product safety - Page 54	-
<b>G4-PR2</b>	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	Oriflame Sustainability Report 2017 - Product safety - Page 54	-

**PRODUCT AND SERVICE LABELING**

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Product safety - Page 54 & Oriflame Sustainability Report 2017 – Consultant satisfaction - Page 34	-
---------------	--	--	---

CODE	TITLE	LOCATION	NOTE
<b>G4-PR3</b>	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	Oriflame Sustainability Report 2017 - Product safety - Page 54 & Social and ethical standards – Page 55 & Sustainable product development – Pages 52-53	-
<b>G4-PR5</b>	Results of surveys measuring customer satisfaction	Oriflame Sustainability Report 2017 – Consultant satisfaction - Page 34	-

## MARKETING COMMUNICATIONS

<b>G4-DMA</b>	Generic Disclosures on Management Approach	Oriflame Sustainability Report 2017 - Social & ethical standards - Page 55 & Oriflame Corporate website – Products – Product Philosophy – Responsibility for Animal Welfare	-
<b>G4-PR6</b>	Sale of banned or disputed products	Oriflame Sustainability Report 2017 - Social & ethical standards - Page 55 & Oriflame Corporate website – Products – Product Philosophy – Responsibility for Animal Welfare	-



# United Nations GLOBAL COMPACT

GLOBAL COMPACT PRINCIPLE			GRI INDICATOR																	
HUMAN RIGHTS	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	HR5	HR6	HR9	HR10	HR11													
	Principle 2	make sure that they are not complicit in human rights abuses.	HR5	HR6	HR9	HR10	HR11													
LABOUR	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	LA4																	
	Principle 4	the elimination of all forms of forced and compulsory labour;	HR6																	
	Principle 5	the effective abolition of child labour; and	HR5																	
	Principle 6	the elimination of discrimination in respect of employment and occupation.	LA1	LA4	LA5	LA6	LA9	LA11	LA12	LA13	LA14	LA15								
ENVIRONMENT	Principle 7	Businesses should support a precautionary approach to environmental challenges;																		
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	EN1	EN2	EN3	EN5	EN8	EN9	EN10											
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	EN15	EN16	EN17	EN18	EN27	EN32	EN33											
ANTI-CORRUPTION	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	SO3	SO4	SO5															

