

APRIL 2019

# 2018 Sustainability

GRI Content Index



ORIFLAME  
— SWEDEN —



# Information

All GRI standards adhere to the 2016 version.

Throughout the report:

- Oriflame 2018 Sustainability Report will be referred to as **2018 OSR**
- and Oriflame 2018 Annual Report as **2018 OAR**



# GRI 102: General Disclosures

CODE	TITLE	LOCATION	NOTE
<b>Organisational profile</b>			
102-1	Name of the organisation	2018 OSR – About this report: p. 100	-
102-2	Activities, brands, products and services	2018 OAR – The Oriflame business model: pp. 28-29, Social Selling: pp. 30-31, Beauty by Sweden: pp. 38-39	-
102-3	Location of headquarters	2018 OSR – Geographical footprint: p. 8	-
102-4	Location of operations	2018 OAR – 2018 Markets: p. 54-61 & 2018 OSR – Geographical footprint: p. 8	-



CODE	TITLE	LOCATION	NOTE																				
102-5	Ownership and legal form	2018 OAR – The Oriflame share: pp. 68-70	-																				
102-6	Markets served	2018 OAR – 2018 Markets: pp. 54-61	-																				
102-7	Scale of the organisation	2018 OAR – Key figures: pp. 16-17	-																				
102-8	Information on employees and workers	Total number of employees in 2018 was 6,143.	Employee numbers used were FTE by end of reporting period																				
	a. Total number of employees by employment contract, by gender	-	<table border="1"> <thead> <tr> <th></th> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr> <td>Permanent contract</td> <td>79%</td> <td>82%</td> </tr> <tr> <td>Temporary contract</td> <td>21%</td> <td>18%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>100%</b></td> </tr> </tbody> </table> <p>Data covering 92% of employees</p>		Women	Men	Permanent contract	79%	82%	Temporary contract	21%	18%	<b>Total</b>	<b>100%</b>	<b>100%</b>								
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Permanent contract	79%	82%																					
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<b>Total</b>	<b>100%</b>	<b>100%</b>																					
	b. Total number of employees by employment contract, by region	-	<table border="1"> <thead> <tr> <th></th> <th>LA</th> <th>Europe &amp; Africa</th> <th>CIS</th> <th>Asia &amp; Turkey</th> </tr> </thead> <tbody> <tr> <td>Permanent contract</td> <td>100%</td> <td>85%</td> <td>79%</td> <td>66%</td> </tr> <tr> <td>Temporary contract</td> <td>0%</td> <td>15%</td> <td>21%</td> <td>34%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>100%</b></td> <td><b>100%</b></td> <td><b>100%</b></td> </tr> </tbody> </table> <p>Data covering 93% of employees</p>		LA	Europe & Africa	CIS	Asia & Turkey	Permanent contract	100%	85%	79%	66%	Temporary contract	0%	15%	21%	34%	<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
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	c. Total number of employees by employment type, by gender	-	<table border="1"> <thead> <tr> <th></th> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr> <td>Full-time</td> <td>96%</td> <td>97%</td> </tr> <tr> <td>Part-time</td> <td>4%</td> <td>3%</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> <td><b>100%</b></td> </tr> </tbody> </table> <p>Data covering 95% of employees</p>		Women	Men	Full-time	96%	97%	Part-time	4%	3%	<b>Total</b>	<b>100%</b>	<b>100%</b>
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	d. Whether a significant portion of the organisation's activities are performed by workers who are not employees. If applicable, describe the nature and scale of work performed by workers who are not employees.	2018 OAR – The business opportunity: pp. 34-35 & 2018 OSR – Additional income: pp. 20-21													
	e. Any significant variations in the numbers reported	-	No significant variations.												
	f. An explanation of how the data have been compiled, including any assumptions made.	-	Most data was compiled from Oriflame's internal HR system. The database contains records from 62 markets. In addition data from Russia was added manually. Data was taken for all employees who were employed during 2018, including long-term leaves.												

CODE	TITLE	LOCATION	NOTE
102-9	Supply chain	2018 OAR – Value Chain: pp. 44-47 & 2018 OSR – Geographical footprint: p. 8 & Sustainable suppliers: pp. 66-69	-
102-10	Significant changes to the organisation and its supply chain	2018 OAR – Highlights in 2018: pp. 12-21	-
102-11	Precautionary Principle or approach	-	We apply the precautionary principle when putting our sustainability strategy into practice.
102-12	External initiatives	2018 OSR – Stakeholder engagement: pp. 88-89	-
102-13	Membership of associations	2018 OSR – Stakeholder engagement: pp. 88-89	-
<b>Strategy</b>			
102-14	Statement from senior decision-maker	2018 OSR – CEO Statement: pp. 6-7	-

CODE	TITLE	LOCATION	NOTE
<b>Ethics and integrity</b>			
102-16	Values, principles, standards and norms of behaviour	2018 OAR – This is Oriflame: pp. 24-25 & 2018 OSR – Human Rights: pp. 64-65	-
<b>Governance</b>			
102-18	Governance structure	2018 OAR – The Corporate governance Report: pp. 71-78 & 2018 OSR – Organising for improvements: p. 94	-
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups	2018 OSR – Stakeholder engagement: pp. 88-89	-
102-41	Collective bargaining agreements		15% of employees are covered by collective bargaining agreements (data covering 82% of employees).

CODE	TITLE	LOCATION	NOTE
102-42	Identifying and selecting stakeholders	2018 OSR– Stakeholder engagement: pp. 88-89	-
102-43	Approach to stakeholder engagement	2018 OSR– Stakeholder engagement: pp. 88-89	-
102-44	Key topics and concerns raised	2018 OSR– Stakeholder engagement: pp. 88-89	-

## Reporting practice

102-45	Entities included in the consolidated financial statements	2018 OAR – The Corporate governance report: pp. 71-78	-
102-46	Defining report content and topic Boundaries	2018 OSR – Materiality: p. 95	-
102-47	List of material topics	2018 OSR – Materiality: p. 95	-



CODE	TITLE	LOCATION	NOTE
102-48	Restatements of information	-	No restatements are needed.
102-49	Changes in reporting	2018 OSR – About this report: p. 100	-
102-50	Reporting period	2018 OSR – About this report: p. 100	-
102-51	Date of most recent report	-	May 18, 2018
102-52	Reporting cycle	2018 OSR – About this report: p. 100	-
102-53	Contact point for questions regarding the report	2018 OSR – About this report: p. 100	-
102-54	Claims of reporting in accordance with the GRI Standards	2018 OSR – About this report: p. 100	-
102-55	GRI content index	2018 Sustainability GRI Content Index	-
102-56	External assurance	2018 OSR – About this report: p. 100	-

# GRI 200: Economic Standards

## GRI 201: Economic performance

CODE	TITLE	LOCATION	NOTE
103-1/2/3	Management Approach 201	2018 OAR – Key figures: pp. 64-65 & The Corporate governance report: pp. 71-78	-
201-1	Direct economic value generated and distributed	2018 OAR – Key figures: pp. 64-65 & The Corporate governance report: pp. 71-78	-
201-2	Financial implications and other risks and opportunities due to climate change	CDP questionnaire – Oriflame Cosmetics AB, Climate Change 2018 – C2. Risks and Opportunities	-

## GRI 202: Market presence

103-1/2/3	Management Approach 202	2018 OSR – Employee experience: pp. 60-63	-
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CODE	TITLE	LOCATION	NOTE
202-2	Proportion of senior management hired from the local community	-	62% of senior management at significant locations of operation are hired from the local community. Senior management is defined as top 226 managers globally. Significant location is defined as Oriflame entities with more than 100 employees. Local is defined as being from the same country as the assessed Oriflame entity.

## GRI 205: Anti-corruption

103-1/2/3	Management Approach 205	2018 OAR – Key figures: pp. 64-65 & The Corporate governance report: pp. 71-78 & 2018 OSR – Human rights: pp. 64-65	-
205-2	Communication and training about anti-corruption policies and procedures	2018 OSR – Human rights: pp. 64-65	-

# GRI 300: Environmental Standards

CODE	TITLE	LOCATION	NOTE
<b>GRI 301: Materials</b>			
103-1/2/3	Management Approach 301	2018 OSR – Forest: pp. 38-39 & Packaging: pp. 44-45	-
301-1	Materials used by weight or volume		<p>We are currently implementing a packaging data system, which will improve our reporting on packaging materials by weight. In general, our cosmetics packaging by weight consist of mainly plastic (45%) and glass (46%), but also paper and other wood-fibre materials (7%) and metals (2%). In 2018, we used 120 tonnes of Post-Consumer Recycled (PCR) plastic in product packaging.</p> <p>Our main raw material is paper, which we use mainly for catalogues and packaging. In 2018, our consumption of paper was:</p> <ul style="list-style-type: none"> <li>• Product packaging: 2,240 tonnes (79% FSC certified and 4% from recycled origin)</li> <li>• Catalogues: 20,980 tonnes (5% FSC certified, 93% other credible certifications such as PEFC, and 0% from recycled origin)</li> </ul> <p>Palm oil and palm kernel oil is another important raw material used in many of Oriflame’s cosmetic products. We purchase palm oil and palm kernel oil based derivates. In 2018, we purchased 1,281 tonnes of Mass Balance certified material with the remaining amount of 2,011 tonnes being covered by RSPO Credits.</p>
301-2	Recycled input material used		

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<b>GRI 302: Energy</b>																																			
103-1/2/3	Management Approach 302	2018 OSR – Climate: pp. 40-41	-																																
302-1	Energy consumption within the organisation	-	<table border="1"> <thead> <tr> <th>MWh</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Energy consumption from non-renewable sources</td> <td>52,500</td> <td>52,800</td> <td>27,600</td> </tr> <tr> <td>Energy consumption from renewable sources</td> <td>6,500</td> <td>5,300</td> <td>29,900</td> </tr> <tr> <td><b>Total energy consumption</b></td> <td><b>59,000</b></td> <td><b>58,000</b></td> <td><b>57,500*</b></td> </tr> </tbody> </table> <p>*11% of the energy consumption was estimated based on size (m<sup>2</sup>) of the sites and average energy consumption for the specific country. The remaining consumption was activity data.</p> <table border="1"> <thead> <tr> <th>Energy source (MWh)</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Burning oil</td> <td>110</td> </tr> <tr> <td>Diesel</td> <td>750</td> </tr> <tr> <td>District heating</td> <td>14,500</td> </tr> <tr> <td>Renewable electricity</td> <td>29,900</td> </tr> <tr> <td>Natural gas</td> <td>12,200</td> </tr> <tr> <td>District cooling</td> <td>70</td> </tr> <tr> <td><b>Total energy consumption within the organisation</b></td> <td><b>57,530</b></td> </tr> </tbody> </table>	MWh	2016	2017	2018	Energy consumption from non-renewable sources	52,500	52,800	27,600	Energy consumption from renewable sources	6,500	5,300	29,900	<b>Total energy consumption</b>	<b>59,000</b>	<b>58,000</b>	<b>57,500*</b>	Energy source (MWh)	2018	Burning oil	110	Diesel	750	District heating	14,500	Renewable electricity	29,900	Natural gas	12,200	District cooling	70	<b>Total energy consumption within the organisation</b>	<b>57,530</b>
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CODE	TITLE	LOCATION	NOTE								
302-2	Energy consumption outside of the organisation	-	In 2018, we have identified several warehouses that are not operated by Oriflame (Scope 3 – upstream leased assets). The total energy consumption from warehouses in 2018 (non-renewable sources) was 3,615 MWh. 38% of the energy consumption was estimated based on size (m <sup>2</sup> ) of the sites and average energy consumption for the specific country. The remaining consumption was activity data.								
302-3	Energy intensity	-	<table border="1"> <thead> <tr> <th>MWh/€M</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Energy consumption per €M sales</td> <td>47.25</td> <td>41.54</td> <td>43.59</td> </tr> </tbody> </table> <p>The intensity ratio refers to all energy consumption within the organisation.</p>	MWh/€M	2016	2017	2018	Energy consumption per €M sales	47.25	41.54	43.59
MWh/€M	2016	2017	2018								
Energy consumption per €M sales	47.25	41.54	43.59								
302-4	Reduction of energy consumption	-	We are continuously working on becoming more energy efficient. By 2020, we are committed to reducing 15% of electricity use in our factories relative to produces volumes with 2015 as base year. Since 2015 the electricity use in our factories per produced volume has decreased by 13%.								

## GRI 303: Water

103-1/2/3	Management Approach 303	2018 OSR – Water: pp. 36-37	-
<b>Own indicator</b>	Reduction of water consumption	-	We are continuously working on becoming more water efficient. By 2020, we are committed to reducing 15% of water use in our factories relative to produces volumes with 2015 as base year. Since 2015 the water use in our factories per produced volume has decreased by 21%. The total amount of water used in our factories in 2018 was 133,884 m <sup>3</sup> .



CODE	TITLE	LOCATION	NOTE																																																							
<b>103-1/2/3</b>	Management Approach 305	2018 OSR – Climate: pp. 40-41 & About this report: p. 100	-																																																							
<b>305-1</b>	Direct (Scope 1) GHG emissions	2018 OSR – Climate: pp. 40-41 & About this report: p. 100	<table border="1"> <thead> <tr> <th>tCO<sub>2</sub>e</th> <th>2010</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td><b>Scope 1</b></td> <td><b>7,564</b></td> <td><b>4,704</b></td> <td><b>5,075</b></td> <td><b>5,255</b></td> </tr> <tr> <td><b>Scope 2 (market-based)</b></td> <td><b>24,547</b></td> <td><b>18,073</b></td> <td><b>16,395</b></td> <td><b>2,696</b></td> </tr> <tr> <td><b>Scope 3</b></td> <td><b>48,393</b></td> <td><b>29,076</b></td> <td><b>41,840</b></td> <td><b>43,526</b></td> </tr> <tr> <td>Energy-related activities</td> <td>4,913</td> <td>2,938</td> <td>2,632</td> <td>1,652</td> </tr> <tr> <td>Logistics</td> <td>23,114</td> <td>10,723</td> <td>11,799</td> <td>11,536</td> </tr> <tr> <td>Business travel*</td> <td>18,896</td> <td>12,934</td> <td>27,059</td> <td>29,158</td> </tr> <tr> <td>Water</td> <td>172</td> <td>209</td> <td>212</td> <td>183</td> </tr> <tr> <td>Waste</td> <td>1,298</td> <td>2,271</td> <td>137</td> <td>997</td> </tr> <tr> <td><b>Total</b></td> <td><b>80,504</b></td> <td><b>51,853</b></td> <td><b>63,309</b></td> <td><b>51,500</b></td> </tr> <tr> <td>Upstream leased assets</td> <td>N/A</td> <td>N/A</td> <td>2,908</td> <td>2,674</td> </tr> </tbody> </table>	tCO <sub>2</sub> e	2010	2016	2017	2018	<b>Scope 1</b>	<b>7,564</b>	<b>4,704</b>	<b>5,075</b>	<b>5,255</b>	<b>Scope 2 (market-based)</b>	<b>24,547</b>	<b>18,073</b>	<b>16,395</b>	<b>2,696</b>	<b>Scope 3</b>	<b>48,393</b>	<b>29,076</b>	<b>41,840</b>	<b>43,526</b>	Energy-related activities	4,913	2,938	2,632	1,652	Logistics	23,114	10,723	11,799	11,536	Business travel*	18,896	12,934	27,059	29,158	Water	172	209	212	183	Waste	1,298	2,271	137	997	<b>Total</b>	<b>80,504</b>	<b>51,853</b>	<b>63,309</b>	<b>51,500</b>	Upstream leased assets	N/A	N/A	2,908	2,674
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<b>305-2</b>	Energy indirect (Scope 2) GHG emissions																																																									
<b>305-3</b>	Other indirect (Scope 3) GHG emissions																																																									

\*Including Consultant's travel to international conferences

The calculation included the six GHGs covered by the Kyoto Protocol 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:

- UK Government GHG Conversion Factors for Company Reporting (2018), Department for Environment, Food & Rural Affairs (DEFRA)
- CO<sub>2</sub> emissions from fuel combustion (2018), International Energy Agency (IEA)
- District heating Sweden: Miljönyckeltal (2017), Stockholm Exergi
- District heating Finland: Specific emissions of energy production (2017), Helen
- Logistics: Maersk Line factors

A re-calculation of 2017 data was made due to inaccuracies in electricity consumption and business travel. Activity data was collected from each market.

CODE	TITLE	LOCATION	NOTE										
305-4	GHG emissions intensity	2018 OSR – Climate: pp. 40-41 & About this report: p. 100	<table border="1"> <thead> <tr> <th></th> <th>2010</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Emissions per sales (tCO<sub>2</sub>e/€m)</td> <td>53.17</td> <td>41.52</td> <td>45.22</td> <td>39.03</td> </tr> </tbody> </table> <p>All emission intensity metrics include Scope 1-3 emissions. Emissions from Upstream leased assets (Scope 3) is not included in the emission intensity ratio.</p>		2010	2016	2017	2018	Emissions per sales (tCO <sub>2</sub> e/€m)	53.17	41.52	45.22	39.03
	2010	2016	2017	2018									
Emissions per sales (tCO <sub>2</sub> e/€m)	53.17	41.52	45.22	39.03									
305-5	Reduction of GHG emissions	2018 OSR – Climate: p. 40-41 & About this report: p. 100	<p>Since 2010 our relative GHG emissions (tCO<sub>2</sub>e/€m Sales) have decreased by 27% and absolute GHG emissions have decreased by 36%. Emissions from Upstream leased assets (Scope 3) are excluded from the reduction figure. We conducted our first GHG emission inventory in 2010 and therefore chose 2010 as our base year.</p>										

## GRI 308: Supplier environmental assessment

103-1/2/3	Management Approach 308	2018 OSR – Climate: pp. 40-41 & About this report: p. 100	-
308-2	Negative environmental impacts in the supply chain and actions taken	2018 OSR – Sustainable Suppliers: pp. 66-69	-

# GRI 400: Social Standards

## GRI 401: Employment

CODE	TITLE	LOCATION	NOTE																																										
103-1/2/3	Management Approach 401	2018 OSR – Employee experience: pp. 60-63	-																																										
401-1	New employee hires and employee turnover	-	<table border="1"> <thead> <tr> <th></th> <th>&lt;29 years</th> <th>30-39 years</th> <th>40-49 years</th> <th>50-59 years</th> <th>&lt;60 years</th> </tr> </thead> <tbody> <tr> <td>New employee hires (%)</td> <td>25%</td> <td>13%</td> <td>7%</td> <td>5%</td> <td>4%</td> </tr> <tr> <td>Employee turnover (%)</td> <td>28%</td> <td>21%</td> <td>13%</td> <td>10%</td> <td>30%</td> </tr> </tbody> </table> <p>Data covering 93% of employees.</p> <table border="1"> <thead> <tr> <th></th> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr> <td>New employee hires (%)</td> <td>16%</td> <td>14%</td> </tr> <tr> <td>Employee turnover (%)</td> <td>18%</td> <td>18%</td> </tr> </tbody> </table> <p>Data covering 95% of employees.</p> <table border="1"> <thead> <tr> <th></th> <th>Latin America</th> <th>Europe &amp; Africa</th> <th>CIS</th> <th>Asia &amp; Turkey</th> </tr> </thead> <tbody> <tr> <td>New employee hires (%)</td> <td>13%</td> <td>17%</td> <td>13%</td> <td>14%</td> </tr> <tr> <td>Employee turnover (%)</td> <td>24%</td> <td>12%</td> <td>26%</td> <td>15%</td> </tr> </tbody> </table> <p>Data covering 95% of employees.</p>		<29 years	30-39 years	40-49 years	50-59 years	<60 years	New employee hires (%)	25%	13%	7%	5%	4%	Employee turnover (%)	28%	21%	13%	10%	30%		Women	Men	New employee hires (%)	16%	14%	Employee turnover (%)	18%	18%		Latin America	Europe & Africa	CIS	Asia & Turkey	New employee hires (%)	13%	17%	13%	14%	Employee turnover (%)	24%	12%	26%	15%
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CODE	TITLE	LOCATION	NOTE
<b>GRI 402: Labor/management relations</b>			
103-1/2/3	Management Approach 402	2018 OSR – Employee experience: pp. 60-63	-
402-1	Minimum notice periods regarding operational changes	2018 OSR – Employee experience: pp. 60-63	The average minimum number of week's notice for 36 of our markets is 4 week.

### GRI 403: Occupational health and safety

103-1/2/3	Management Approach 403	2018 OSR – Protecting health and safety: pp. 62-63	-
403-1	Workers representation in formal joint management-worker health and safety committees	2018 OSR – Protecting health and safety: pp. 62-63	-

CODE	TITLE	LOCATION	NOTE																																
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	2018 OSR – Protecting health and safety: pp. 62-63	<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Occupational injuries* per million working hours</th> <th colspan="2">Calendar days lost per million hours worked</th> <th colspan="2">General absenteeism rate**</th> </tr> <tr> <th>2017</th> <th>2018</th> <th>2017</th> <th>2018</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Manufacturing</td> <td>4.5</td> <td>5.1</td> <td>31.2</td> <td>44.6</td> <td>6.2%</td> <td>5.1%</td> </tr> <tr> <td>Rest of sites</td> <td>3.4</td> <td>2.4</td> <td>5.0</td> <td>22.4</td> <td>1.9%</td> <td>2.3%</td> </tr> </tbody> </table> <p>* Occupational injuries are defined as an accident that has led to an impairment of the normal physiological mechanisms of the affected person. Consequences can be temporary or permanent and include first-aid injuries</p> <p>**Covering all types of unplanned absences and per 8-hours work-days</p> <p>The calendar days lost increased from 2017 to 2018 due to one event in Ukraine where five employees were sent to the hospital. The total number of lost days for this event was 163.</p> <p>From 2017 to 2018, we have had significant improvements in the data reporting and detection of accidents.</p>							Occupational injuries* per million working hours		Calendar days lost per million hours worked		General absenteeism rate**		2017	2018	2017	2018	2017	2018	Manufacturing	4.5	5.1	31.2	44.6	6.2%	5.1%	Rest of sites	3.4	2.4	5.0	22.4	1.9%	2.3%
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CODE	TITLE	LOCATION	NOTE
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## GRI 404: Training and education

103-1/2/3	Management Approach 404	2018 OSR – Employee experience: pp. 60-62	-						
404-1	Average hours of training per year per employee	2018 OSR – Employee experience: pp. 60-62	In mid 2018, to increase our on-demand learning capabilities, we teamed up with LinkedIn Learning, one of the world’s largest e-learning platforms. Currently, one in six employees across our company voluntarily access the Oriflame-branded platform, averaging 5 hours of training per employee so far. At the moment it is not possible to get data by gender and employee category.						
404-3	Percentage of employees receiving regular performance and career development reviews	-	<table border="1"> <thead> <tr> <th></th> <th>Performance management – (employees that worked less than 3 months are not included)</th> </tr> </thead> <tbody> <tr> <td>Women</td> <td>56%</td> </tr> <tr> <td>Men</td> <td>44%</td> </tr> </tbody> </table> <p>Data covering 94% of employees.</p>		Performance management – (employees that worked less than 3 months are not included)	Women	56%	Men	44%
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Men	44%								



CODE	TITLE	LOCATION	NOTE																														
<b>GRI 405: Diversity and equal opportunity</b>																																	
103-1/2/3	Management Approach 405	2018 OSR – Employee experience: pp. 60-63	-																														
405-1	Diversity of governance bodies and employees	2018 OSR – Employee experience: pp. 60-63	<table border="1"> <thead> <tr> <th></th> <th>&lt;29 years</th> <th>30-39 years</th> <th>40-49 years</th> <th>50-59 years</th> <th>&lt;60 years</th> </tr> </thead> <tbody> <tr> <td>Oriflame</td> <td>22%</td> <td>44%</td> <td>25%</td> <td>7%</td> <td>2%</td> </tr> <tr> <td>Global Management Team</td> <td>0%</td> <td>22%</td> <td>57%</td> <td>19%</td> <td>2%</td> </tr> <tr> <td>Group Management</td> <td>0%</td> <td>10%</td> <td>50%</td> <td>40%</td> <td>0%</td> </tr> <tr> <td>Board of Directors</td> <td>0%</td> <td>10%</td> <td>20%</td> <td>50%</td> <td>20%</td> </tr> </tbody> </table>		<29 years	30-39 years	40-49 years	50-59 years	<60 years	Oriflame	22%	44%	25%	7%	2%	Global Management Team	0%	22%	57%	19%	2%	Group Management	0%	10%	50%	40%	0%	Board of Directors	0%	10%	20%	50%	20%
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<b>GRI 408: Child labour</b>																																	
103-1/2/3	Management Approach 408	2018 OSR – Human rights: pp. 64-69	-																														
408-1	Operations and suppliers at significant risk for incidents of child labour	2018 OSR – Human rights: pp. 64-69																															

CODE	TITLE	LOCATION	NOTE
<b>GRI 409: Forced or compulsory labour</b>			
103-1/2/3	Management Approach 409	2018 OSR – Human rights: pp. 64-69	-
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	2018 OSR – Human rights: pp. 64-69	
<b>GRI 412: Human rights assessment</b>			
103-1/2/3	Management Approach 412	2018 OSR – Human rights: pp. 64-69	-
412-1	Operations that have been subject to human rights reviews or impact assessments	2018 OSR – Human rights: pp. 64-69	We are committed to conduct a human rights risk assessment for all new markets as part of our due diligence process. No new markets were entered in 2018.
412-2	Employee training on human rights policies or procedures	2018 OSR – Human rights: pp. 64-69	We are committed to educate our employees on our business responsibility to respect human rights and train the Global Management Team on this by 2018. The goal was not achieved in 2018. Selected departments and individuals have been trained in relevant human right aspects during the year. However, the full Global Management Team has not been trained yet.

CODE	TITLE	LOCATION	NOTE
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2018 OSR – Human rights: pp. 64-69	

### GRI 414: Supplier social assessment

103-1/2/3	Management Approach 414	2018 OSR – Human rights: pp. 64-69	-
414-1	New suppliers that were screened using social criteria	2018 OSR – Human rights: pp. 64-69	For any new supplier approval, we conduct a supplier assessment of sustainability management levels. 46% of new suppliers in Asia was audited during 2018.
414-2	Negative social impacts in the supply chain and actions taken	2018 OSR – Human rights: pp. 64-69	-

### GRI 416: Customer health and safety

103-1/2/3	Management Approach 416	2018 OSR – Consumer safety: pp. 70-71	-
416-1	Assessment of the health and safety impacts of product and service categories	2018 OSR – Consumer safety: pp. 70-71	-

# 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	408	409	412	414		
	Principle 2	make sure that they are not complicit in human rights abuses.	408	409	412	414		
LABOUR	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	402					
	Principle 4	the elimination of all forms of forced and compulsory labour;	409					
	Principle 5	the effective abolition of child labour; and	408					
	Principle 6	the elimination of discrimination in respect of employment and occupation.	401	402	403	404	405	
ENVIRONMENT	Principle 7	Businesses should support a precautionary approach to environmental challenges;		301	302	303		
	Principle 8	undertake initiatives to promote greater environmental responsibility; and		305	308			
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.						
ANTI-CORRUPTION	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	205					

ORIFLAME  
— S W E D E N —