

MATERIAL FOR GROUP EXERCISE I UNIT 9.1: CENOFIA's 30 KPIs

1. Form 5 groups and read the following material.
2. Discuss about the relevance of each KPI from a WR perspective and agree on the two most relevant KPIs.
3. Choose one group member to present your results.

You have 20 minutes to complete this exercise.



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Indicator Aspect	Consolidated Set GRI 2016	Description
GROUP 1		
List of stakeholders group	102-40	List of stakeholders groups engaged by the organization
Market presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation
Water	303-1	Water withdrawal by source
Labour/management relations	402-1	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.
Training and education	404-1	Average hours of training per year per employee, by gender, and by employee category.
Child labor	408-1	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.
GROUP 2		
Collective bargaining agreements	102-41	Percentage of employees covered by collective bargaining agreements.
Emissions	305-1	Gross direct GHG emissions in metric tons of CO2 equivalent
Employment	401-1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.
Occupational health and safety	403-2	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.
Equal remuneration for women and men	405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.
Freedom of association and collective bargaining	407-1	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.
GROUP 3		
Stakeholders engagement (key topics and concerns raised)	102-44	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.
Energy	302-1	Energy consumption within the organization
Employment	401-3	Parental leave. Return to work and retention rates after parental leave, by gender.
Occupational health and safety	403-3	Workers with high incidence or high risk of disease related to their occupation
Fiscal Footprint	Effective tax rate, payment of taxes by country
Diversity and Equal opportunity	405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.



GROUP 4		
Annual total compensation ratio	102-38	Ration ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.
Energy	302-4	Reduction of energy consumption
Transport	Former G4-EN 30; related to 305-1	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce
Training and education	404-3	Percentage of employees receiving regular performance and career development reviews
Forced and compulsory labor	409-1	Operations and significant 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.
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria
GROUP 5		
Employment	102-8	Total workforce by employment type, employment contract, and region, broken down by gender.
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria
Occupational health and safety	403-4	Health and safety topics covered in formal agreements with trade unions
Training and education	404-2	Programs for upgrading employee skills and transition assistance programs
Labour practices and decent work	Total number of workforce including suppliers, productive chain, groups, etc
Supplier Assessment for Labor Practices	Former G4-LA 14	Percentage of new suppliers that were screened using labor practices criteria