



# GRI table

sustainability report 2016

**HEMA**

# general standard disclosures

## strategy and analysis

		report		comments
<b>G4-1</b>	Declaration by the most senior decision-maker of the organisation.	foreword	p.3	

## organisational profile

<b>G4-3</b>	Name of the organisation.			HEMA B.V.
<b>G4-4</b>	Primary brands, products, and/or services.	HEMA in brief	p. 5	
<b>G4-5</b>	Location of the head office.	HEMA in brief	p. 5	Amsterdam
<b>G4-6</b>	The number of countries in which the organisation operates.	HEMA in brief	p. 5	
<b>G4-7</b>	Nature of ownership and legal form.	HEMA in brief	p. 5	HEMA B.V. part of Lion Capital
<b>G4-8</b>	Markets served.	HEMA in brief	p. 5	
<b>G4-9</b>	Scale of the organisation.	HEMA in brief	p. 5	
<b>G4-10</b>	Total number of employees by contract and gender.	HEMA in brief	p. 5	Number of employees with a part-time contract: 9.251 Number of employees with a full-time contract: 294
<b>G4-11</b>	Percentage of total employees covered by collective bargaining agreements.			100%
<b>G4-12</b>	The organisation's supply chain.	HEMA's world	p.11	
<b>G4-13</b>	Significant changes during the reporting period as regards size, structure, ownership or supply chain.			n.v.t.
<b>G4-14</b>	Whether and how the precautionary approach or principle is addressed by the organisation.	sustainability at HEMA in dialogue with the world around us HEMA's world	p. 8 p. 10 p. 11	

<b>G4-15</b>	External charters, principles, or other initiatives to which the organisation subscribes or which it endorses.			BCI, FSC, UTZ, Rainforest Alliance, Fairtrade, MSC, ASC, organic quality certificate, BASTA, Red Cross, KWF Kankerbestrijding, Fiep Westendorp Foundation, Raad van Kinderen, LINDA.Foundation, Global Reporting Initiative, Transparency Bench Mark, ILO conventions, the Universal Declaration of Human Rights, the Convention on the Rights of the Child and the Convention on the Elimination of all Forms of Discrimination against Women.
<b>G4-16</b>	Memberships of associations and national or international advocacy organisations.			BSCI, Bangladesh Accord, Pakistan Buyers Forum, Dutch Retail Council (RND), Association of textiles retail chains (VGT), Modint.

## identified material aspects and boundaries

<b>G4-17</b>	All entities included in the organisation's consolidated financial statements or equivalent documents.	annual report 2016	p. 20-21	www.hema.net
<b>G4-18</b>	Process for defining the report content and the aspect boundaries.	sustainability at HEMA	p. 8	
<b>G4-19</b>	List of all material aspects identified during the determination of the content of the report.	sustainability at HEMA	p. 8	
<b>G4-20</b>	Aspect boundary of each material aspect.	sustainability at HEMA	p. 8	
<b>G4-21</b>	Aspect boundary of each material aspect outside the organisation.			
<b>G4-22</b>	Any significant restatements of information.			n/a
<b>G4-23</b>	Any significant changes in scope and aspect boundaries.			n/a

## stakeholder engagement

<b>G4-24</b>	List of stakeholder groups engaged by the organisation.	in dialogue with the world around us	p. 10	
<b>G4-25</b>	The basis for identification and selection of stakeholders.	in dialogue with the world around us	p. 10	

		report		comments
<b>G4-26</b>	The organisation's approach to stakeholder engagement.	in dialogue with the world around us	p. 10	
<b>G4-27</b>	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics.	in dialogue with the world around us	p. 10	

## report profile

<b>G4-28</b>	Reporting period.	sustainability report 2016		2016
<b>G4-29</b>	Date of most recent report.	sustainability report 2016	p. 24	23 May 2016
<b>G4-30</b>	Reporting cycle.	sustainability report 2016	p. 24	Annually
<b>G4-31</b>	Contact point for questions regarding the report or its content.	sustainability report 2016	p. 24	sustainability@hema.nl
<b>G4-32</b>	GRI - 'in accordance with' option, GRI contents page of the selected option and reference to the external assurance report.	sustainability report 2016		Core, <a href="http://www.hemashop.com/gb/sustainability">www.hemashop.com/gb/sustainability</a>
<b>G4-33</b>	Policy and current practice relating to obtaining external assurance for the report.			We are currently focusing on implementing the policy and achieving results. External verification forms part of a next step.

## governance

<b>G4-34</b>	The management structure of the organisation, including the committees falling under the highest governing body.	sustainability at HEMA	p.8	
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## ethics and integrity

<b>G4-56</b>	Description of the values, principles, standards and standards of conduct applied by the organisation, such as a code of conduct.	sustainability report 2016	p.19	
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# specific standard disclosures

## natural resources and raw materials

	report	comments
<b>G4-DMA</b>	sustainability report 2016	p. 14-15
More sustainable natural resources and raw materials within certain categories of our range.	sustainability report 2016	p. 14-15

## animal welfare

<b>G4-DMA</b>	sustainability report 2016	p. 16
Products in the food range which contribute to animal welfare.	sustainability report 2016	p. 16

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## packaging

<b>G4-DMA</b>	sustainability report 2016	p. 16
Initiatives to make our packaging more sustainable.	sustainability report 2016	p. 16

## transport and energy

<b>G4-DMA</b>	sustainability report 2016	p. 19
Initiatives to generate renewable energy.	sustainability report 2016	p. 19

## supply chain transparency

report

comments

### G4-DMA

sustainability report 2016

p. 18-19

Number of important suppliers and contractors who have been assessed on their observance of human rights and on measures taken.

sustainability report 2016

p. 18-19

## working conditions at producers

### G4-DMA

sustainability report 2016

p. 18-19

### HR5

Activities of which it is determined that there is a substantial risk of child labour involvement as well as the measures taken aimed at eradicating child labour.

sustainability report 2016

p. 18

HEMA is committed to the prevention of child labour. HEMA obliges all its suppliers to act in accordance with our Company Code, which forbids child labour. In addition, HEMA has been a member of BSCI since 2003 and it carries out its own factory inspections to see and verify for itself under what circumstances HEMA products are made and to improve them if necessary. Both audits are focused on the prevention of child labour. HEMA's suppliers also sign a declaration in which the prevention of child labour in their chain is a precondition for working with HEMA.

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## social engagement

### G4-DMA

sustainability report 2016

p. 20-21

### SO1

Nature, scope and effectiveness of all programmes, methods and policy which determine and manage the effects of the activities on communities including, establishing a presence, activities and departure.

sustainability report 2016

p.20- 21

## good employment practices

### G4-DMA

sustainability report 2016

p. 22

### LAI

Total workforce by type of work, employment contract and region.

sustainability report 2016

p. 6

# about this report

HEMA feels that sustainability should be within reach of a broad public and intends to achieve this by making it more understandable. We hope that this report has contributed to this. If you have any suggestions or comments, please do not hesitate to contact us. Send a message to [sustainability@hema.nl](mailto:sustainability@hema.nl). Follow HEMA on

This report has been prepared in accordance with the Global Reporting Initiative (GRI) guidelines and complies with G4 level Core. It relates to the period 1 January 2016 up to and including 31 December 2016. No significant acquisitions or divestments took place in this period. Unless otherwise indicated, the results relating to the national and international activities of HEMA relate to the own organisation. The scope and demarcation of the content are based on the material subject matters and on the information requirements of the stakeholders. It is HEMA's ambition to report annually on progress on the material issues presented in this report.

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