



GRI-table

sustainability report 2018

HEMA

GRI Standards

GRI 101: Foundation 2016
GRI 102: General disclosures 2016

organisational profile

reference

102-1	Name of the organisation.	Cover, p. 1
102-2	Activities, brands, products and services.	HEMA in brief, p. 5 Value chain, p. 7
102-3	Location of the head office.	Amsterdam, Netherlands, p. 5
102-4	Stores.	Value chain, p. 7 HEMA employees, p. 27
102-5	Nature of ownership and legal form.	HEMA in brief, p. 5
102-6	Sales markets.	Value chain, p. 7 HEMA employees, p. 27
102-7	Scale of the organisation.	HEMA in brief, p. 5 Value chain, p. 7 HEMA employees, p. 27
102-8	Information about permanent employees and other staff.	HEMA employees, p. 27 Omission: the number of temporary staff
102-9	Information about the supply chain.	Value chain, p. 7 chain transparency and working conditions at manufacturers, p.18-21 HEMA employees, p. 27
102-10	Significant changes in the organisation and its supply chain during the reporting period.	Foreword, p. 3 About this report, p. 29
102-11	Explanation of the precautionary principle.	Sustainability at HEMA, p. 8 Annual Report 2018, p. 36-37
102-12	External initiatives that the organisation supports or that the organisation is associated with.	In dialogue with the world around us, p. 9-10
102-13	List of important memberships (such as trade associations and/or national and international advocacy organisations).	In dialogue with the world around us, p. 9-10

strategy

reference

102-14	Declaration by the most senior decision-maker of the organisation about the relevance of sustainable development for the organisation and its strategy.	Foreword, p. 3
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ethics and integrity

reference

102-16	Description of the core values, principles, standards and behavioural norms.	International guidelines, p. 19
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governance

reference

102-18	Governance structure: The management structure of the organisation, including the committees falling under the highest governing body. And the committee responsible for making decisions about economic, environmental and social topics.	HEMA in brief, p. 6 Sustainability at HEMA, p. 8
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stakeholder engagement

reference

102-40	List of stakeholder groups engaged by the organisation.	In dialogue with the world around us, p. 9-10 Materiality matrix, p. 11
102-41	Collective Labour Agreement: Percentage of employees covered by a collective labour agreement.	HEMA employees, p. 27
102-42	Principles underlying the identification and selection of stakeholders.	In dialogue with the world around us, p. 9
102-43	Manner in which stakeholders are engaged, including the frequency for each type and group of stakeholders.	In dialogue with the world around us, p. 9-10
102-44	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to these, including via reporting.	In dialogue with the world around us, p. 9-10 Materiality matrix, p. 11

reporting principles

reference

102-45	Overview of all companies included in the annual consolidated financial statements that are not covered by this report.	N.A. Scope: about this report, p. 29
102-46	Process for defining the report content and the aspect boundaries, and the associated principles.	Materiality matrix, p. 11 About this report, p. 29
102-47	Material subject matter recorded during the process of determining the content of the report.	Materiality matrix, p. 11
102-48	Results of any restatement of information that was included in an earlier report, and the reasons for this restatement.	N.A.
102-49	Significant changes since the previous reporting periods in respect of the identified material aspects and boundaries.	HEMA in brief, p. 5 About this report, p. 29
102-50	Reporting period.	January 2018 – December 2018 About this report, p. 29
102-51	Publication date of the most recent, previous report.	23 May 2017 About this report, p. 29
102-52	Reporting cycle..	Annual About this report, p. 29
102-53	Point of contact for questions about the report or its contents.	sustainability@hema.nl Foreword, p. 3 About this report, p. 29
102-54	GRI application level.	In accordance with the GRI Standard level core About this report, p. 29
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material subjects

GRI Standaard Disclosure

natural resources and raw materials (material)

reference

omission

GRI 103 Management approach 2016

103-1 Explanation of the materiality of the topic and its boundaries.
103-2 Explanation of the management of the subject and its various components.
103-3 Evaluation of the management of the subject.

Natural resources and raw materials, p. 14-16

GRI Sector-specific: Food Processing

FP2 % products within a product category with a hallmark for sustainable raw materials (cotton, wood and paper, meat products, dairy products, coffee, cocoa and palm oil) or proportion in volume (tea).

Natural resources and raw materials, p. 14-16

Packaging (material)

reference

omission

GRI 103 Management approach 2016

103-1 Explanation of the materiality of the topic and its boundaries.
103-2 Explanation of the management of the subject and its various components.
103-3 Evaluation of the management of the subject.

Packaging, p. 17

GRI 301: Materialen 2016

301-1 Total quantity of packaging material (glass, plastic, aluminium, steel, paper/card) in kg for sold product packaging in the Netherlands, Belgium, Luxembourg, Germany, Austria, France, Spain and the United Kingdom.

Packaging, p. 17

Supply chain transparency and working conditions at producers

reference

omission

GRI 103 Management approach 2016

103-1 Explanation of the materiality of the topic and its boundaries
103-2 Explanation of the management of the subject and its various components
103-3 Evaluation of the management of the subject

Supply chain transparency and working conditions at producers, p. 18-21

Omission: qualitative targets to assess Tier 2 suppliers in Turkey and Bangladesh

GRI 414: Social assessment suppliers 2016

414-1 New suppliers assessed on social criteria
Number of factory inspections carried out (own and external audits)

Supply chain transparency and working conditions at producers, p. 18-21

environment (material)

reference

omission

GRI 103 Management approach 2016	103-1 Explanation of the materiality of the topic and its boundaries 103-2 Explanation of the management of the subject and its various components 103-3 Evaluation of the management of the subject	Environment, p. 23	Omission: a goal for reducing fuel consumption is still in development.
GRI 302: Energy 2016	302-4 Reduction in fuel consumption during transport between distribution centres and stores. % reduction in fuel consumption compared to 2017	Environment, p. 23	
GRI 305: Emissions 2016	305-5 Reduction in emissions from transport between distribution centres and stores. % reduction in nitrogen, particulate matter, carbon dioxide and hydrocarbon emissions 2017	Environment, p. 23	

food waste (material)

GRI 103 Management approach 2016	103-1 Explanation of the materiality of the topic and its boundaries 103-2 Explanation of the management of the subject and its various components 103-3 Evaluation of the management of the subject	Food waste, p. 24
Indicator	Local partnership with Food Banks in two regions	Food waste, p. 24

sustainable design (material)

reference

omission

GRI 103 Management approach 2016	103-1 Explanation of the materiality of the topic and its boundaries 103-2 Explanation of the management of the subject and its various components 103-3 Evaluation of the management of the subject	Sustainable design, p. 22
Indicator	Product innovations in which sustainability is a standard element	Sustainable design, p. 22

good employment practices

GRI 103 Management approach 2016	103-1 Explanation of the materiality of the topic and its boundaries 103-2 Explanation of the management of the subject and its various components 103-3 Evaluation of the management of the subject	Good employment practices, p. 25-26
GRI 405: Diversity and equal opportunities 2016	405-1a i. Male/female ratio in senior management	HEMA employees, p. 26
GRI 404: Training and education 2016	404-2 Programmes to promote the development of talent and opportunities for advancement of staff Number of participants in BBL	HEMA employees, p. 26
GRI 401: Good employment practices 2016	401-1 b. Staff turnover	HEMA employees, p. 26

about this report

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This report was drawn up in accordance with the guidelines of the Global Reporting Initiative (GRI) and is in line with the core level GRI Standards. The report relates to the period from 1 January 2018 to 31 December 2018. During this period, Ramphastos Investments took over HEMA B.V. in its entirety. This was not accompanied by significant acquisitions and disinvestments. Unless otherwise stated, the results relate to the international and other activities of HEMA within its own organisation. The scope and division of the content are based on the material subjects and on the information needs of stakeholders. HEMA reports annually on the progress of the material subjects presented in this report. This report has not been externally verified. Relevant departments are approached for data collection, with the sustainability department guaranteeing quality. The results for 2017 are available in the Sustainability Report 2017, which was published on 23 May 2018. No calculations or dates included in that report have been changed.

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