

GRI G4 CONTENT INDEX 2013

Indicator	GRI disclosure	Included	Page	Section/additional information
Strategy and Analysis				
G4-1	CEO's statement	Yes	2-3	From the CEO
G4-2	Key impacts, risks and opportunities	Yes	14-15	Sustainability in Marimekko – impacts, risks and opportunities
Organisational Profile				
G4-3-10	Description of the organisation	Yes	1, 4-5	Marimekko in brief, Employee wellbeing and expertise
G4-11	The percentage of total employees covered by collective bargaining agreements	Partly	-	At the end of 2013, 82 % of Marimekko employees in Finland were covered with collective bargaining agreements.
G4-12	Describe the organization's supply chain	Yes	20 -25	Responsible sourcing
G4-13	Significant changes regarding size, structure, ownership or supply chain	Yes	-	No significant changes in the reporting period.
G4-14	Addressing precautionary approach	Partly	-	Precautionary approach included in the BSCI Code of Conduct principles.
G4-15	Voluntary charters and other initiatives	Yes	-	Sustainability at Marimekko, ILO conventions, BSCI Code of Conduct, Responsible Sourcing Network Cotton Pledge, Better Cotton Initiative, OECD guidelines to multinational corporations
G4-16	Memberships in associations	Yes	13	Stakeholders
Identified Material Aspects and Boundaries				
G4-17, G4-20-23	Reporting boundary , aspect boundaries and significant changes for each material aspect	Yes	36	Reporting principles
G4-18	Defining report content	Yes	8, 15, 36	Sustainability at Marimekko, Reporting principles
G4-19	Material aspects identified	Yes	8	Sustainability at Marimekko
Stakeholder Engagement				
G4-24-27	Stakeholder groups (identification, approaches to engagement, topics raised by stakeholders)	Yes	12-13	Sustainability at Marimekko
Report profile				
G4-28-30, 33	Reporting information, assurance practises	Yes	36	Reporting principles Reporting period 1st of January to 31st of December 2013, also some events from 2014 included. Previous reporting was published in April 2014 with the annual report. Review is published annually.
G4-31	Contact point	Yes	1, 36	Marimekko in brief, Reporting principles
G4-32	GRI content index	Yes	-	GRI content index
Governance				
G4-34	Governance structure of the organisation	Yes	-	http://company.marimekko.com/investors/management/board-of-directors
Ethics and integrity				
G4-56	Values and business principles	Yes	6	Sustainability at Marimekko, http://company.marimekko.com/about-marimekko/core-values
ECONOMIC RESPONSIBILITY				
G4-EC1	Direct economic value generated and distributed to stakeholders	Partly	4-5, 34	2013 in figures, Responsible business practises
G4-EC2	Financial implications, risks and opportunities due to climate change	Partly	14-15, 6-9	Sustainability at Marimekko – impacts, risks and opportunities
G4-EC8	Significant indirect economic impacts	Partly	34	Responsible business practises
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Partly	21	Responsible sourcing

Indicator	GRI disclosure	Included	Page	Section/additional information
	ENVIRONMENT			
	Materials			
G4-EN1	Materials used by weight or volume	Partly	27	Environmental impacts of production
	Energy			
G4-EN3	Direct energy consumption	Yes	27	Environmental impacts of production
G4-EN5	Energy intensity	Yes	27	Environmental impacts of production
G4-EN6	Energy saved due to conservation and efficiency improvements	Yes	27	Environmental impacts of production
	Water			
G4-EN8	Total water withdrawal by source	Yes	27	Environmental impacts of production
	Emissions			
G4-EN15	Total direct greenhouse gas emissions (scope 1)	Partly	27	Environmental impacts of production
G4-EN16	Total indirect greenhouse gas emissions (scope 2)	Partly	27	Environmental impacts of production
G4-EN18	Green house gas emissions intensity	Yes	27	Environmental impacts of production
	Effluents and waste			
G4-EN23	Total weight of waste by type and disposal method	Partly	27	Environmental impacts of production
	Products and services			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Partly	16-19	Sustainable design, Environmental impacts of production
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Partly	28	Environmental impacts of production
	Compliance			
G4-EN29	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations	Yes	-	No such fines or sanctions in the reporting period.
	Environmental impact evaluations of suppliers			
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain	Partly	20-21	Responsible sourcing
	SOCIAL RESPONSIBILITY			
	Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Partly	32	Employee wellbeing and expertise Boundaries: not reported by age group, gender and region.
	Labor/Management Relations			
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Partly	-	Minimum notice period comply with local legislation and collective agreements.
	Occupational Health and Safety			
G4-LA6	Occupational injuries and absenteeism due to illness	Partly	32	Employee wellbeing and expertise
	Training and Education			
G4-LA10	Programmes for skills management and lifelong learning	Partly	30-32	Employee wellbeing and expertise
G4-LA11	Employees receiving regular performance and career development reviews, by gender	Partly	-	Development reviews are conducted with employees annually.
	Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees	Partly	32	Employee wellbeing and expertise Boyndary: not reported by age group or minority group http://company.marimekko.com/about-marimekko/administration-management/board-directors

Indicator	GRI disclosure	Included	Page	Section/additional information
	Equal remuneration for women and men			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category	No	-	Aspect has been identified as material, but the ratio has not been reported. Remuneration is based on collectively bargained agreements and/or requirements of the position and is independent of employee's gender.
	Supplier Assessment for Labor Practices			
G4-LA15	Significant negative impacts on working conditions in the supply chain	Partly	20–22	Responsible sourcing
	Investments			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Yes	-	No such significant investment agreements during the reporting period. All purchase agreements with suppliers include the requirement of obeying the ILO conventions.
	Non-discrimination			
G4-HR3	Incidents of discrimination and actions taken	Yes	-	No such incidents of discrimination during the reporting period.
	Freedom of association and collective bargaining			
G4-HR4	Operations and significant suppliers identified in which the right to exercise freedom of association or collective bargaining may be at significant risk and actions taken to support these rights	Yes	-	No violations or threats of the right to exercise freedom of association or collective bargaining in our own operations or by our direct suppliers came to our attention during the reporting period. The BSCI Code of Conduct principles include the requirement for respecting the worker's right of freedom of association and collective bargaining. Even in countries where trade union activity is unlawful or where free and democratic trade union activity is not allowed, suppliers shall respect the principle by allowing workers to freely elect their own representatives with whom the company may discuss workplace issues. In China, freedom of association and collective bargaining are restricted by local legislation, but no non-compliances regarding the right to collective bargaining have been identified in the BSCI audits of our Chinese suppliers.
	Child labor			
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Partly	20–25	Responsible sourcing Marimekko does not have direct suppliers, with whom a risk of child labor has been identified. The risk of child labor relates to indirect suppliers of raw cotton fibre in certain cotton growing areas such as Uzbekistan. Marimekko does not accept Uzbek cotton in its products.
	Forced and compulsory labor			
G4-HR6	Operations and 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	Partly	20–25	Responsible sourcing Marimekko does not have direct suppliers, with whom a risk of forced labor has been identified. The risk of forced labor relates to indirect suppliers of raw cotton fibre in certain cotton growing areas such as Uzbekistan. Marimekko does not accept Uzbek cotton in its products.
	Human rights evaluations			
G4-HR9	Operations that have been subject to human rights reviews or impact assessments	Partly	24	Responsible sourcing
	Supplier human rights screening			
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Partly	24	Responsible sourcing
	Local community			
G4-SO2	Operations with significant actual or potential negative impacts on local communities	Partly	20–25, 30	Responsible sourcing, Employee wellbeing and expertise Possible negative impacts on local communities relate to direct and indirect employment in own operations and in the supply chain.

Indicator	GRI disclosure	Included	Page	Section/additional information
Anti-corruption				
G4-SO4	Communication and training on anticorruption policies and procedures	Partly	6	Sustainability at Marimekko Marimekko Code of Conduct for employees is being drafted and the Code will be ready in 2014. Once finalised, the Code will be communicated to employees and employees will be trained about the Code in 2014. Anti-corruption is included in the BSCI Code of Conduct principles.
Compliance				
G4-SO8	Monetary value of significant fines and number of non-monetary sanctions for non-compliance with laws and regulations	Yes	-	No such fines or sanctions during the reporting period.
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Yes	-	No such significant negative impacts on society identified.
Customer Health and Safety				
G4-PR2	Number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	Yes	-	No such incidents during the reporting period.
Product and Service Labeling				
G4-PR5	Practices related to customer satisfaction and results of customer satisfaction surveys	No	-	Customer satisfaction survey not conducted in 2013. The previous survey done in 2012.
Marketing Communications				
G4-PR7	Number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, advertising, promotion and sponsorship	Yes	-	No such incidents during the reporting period.
APPAREL AND FOOTWEAR SECTOR SUPPLEMENT CONTENTS				
Supplier Code of Conduct				
AF1.	Code of conduct content and coverage	Partly	22	Responsible sourcing
AF2.	Parties and personnel engaged in code of conduct compliance function	Yes	-	At the Management Group level, the Chief Product Officer is responsible for the supplier Code of Conduct compliance, and on an operational level, Code compliance is monitored by Heads of product lines, buyers and the Sustainability Manager.
AF3.	Compliance audit process	Yes	20–21	Responsible sourcing
Supplier capacity building				
AF5.	Strategy and efforts to strengthen capacity of management workers and other staff to improve in social and environmental performance	Partly	20–23	Responsible sourcing
AF6.	Policies for supplier selection, management and termination	Partly	20–23	Responsible sourcing
Audit process				
AF8.	Number of audits conducted and percentage of workplaces audited	Yes	21	Responsible sourcing
Non-compliance findings				
AF9.	Incidents of non-compliance with legal requirements or collective bargaining agreements on wage	Partly	22	Responsible sourcing
AF10.	Incidents of non-compliance with overtime standards	Partly	22	Responsible sourcing
AF12.	Incidents of the use of child labor	Yes	21	No such incidents identified during the reporting period.
AF13.	Incidents of noncompliance with standards on gender discrimination	Yes	21	No such incidents identified during the reporting period.
AF14.	Incidents of non-compliance with code of conduct	Partly	21	Responsible sourcing
AF15.	Analysis of data from code compliance audits	Partly	21–22	Responsible sourcing
Remediation				
AF16.	Remediation practices to address non-compliance findings	Partly	21–22	Responsible sourcing

Indicator	GRI disclosure	Included	Page	Section/additional information
Business Integration				
AF17.	Actions to identify and mitigate business practices that affect code compliance	Partly	20-22	Responsible sourcing
AF19.	Practices to source safer alternative substances to those on the restricted substances list, including description of associated management systems	Partly	28	Environmental impacts of production
Environment/products				
AF20.	List of environmentally preferable materials used in products	Yes	16-19	Sustainable design, Responsible sourcing. Fibre benchmark by Made By -organisation has been utilized when defining the environmentally preferred materials. Fibre classes A-C are considered better for the environment.
AF21.	Amount of energy consumed and percentage of the energy that is from renewable sources	Yes	27	Environmental impacts of production
EN26	Specific programs to reduce environmental impact of products. The use of recycled materials and the recyclability of products and packaging.	Partly	16-17, 28	Sustainable design, Environmental impacts of production