

GRI Index 2015

GRI ref.	GRI Content	Page/link	Comments
STRATEGY AND ANALYSES			
G4-1	Statement from the most senior decision-maker	CEO statement	The statement is included in the introduction
G4-2	Description of key impacts, risks, and opportunities	Strategy and value creation Risks Impacts	
ORGANISATIONAL PROFILE			
G4-3	Name of the organisation	Who we are	
G4-4	Primary brands, products, and services	http://www.sanoma.be/en/brands http://www.sanoma.com/en/who-we-are/portfolio http://www.sanoma.com/en/who-we-are/areas-expertise	
G4-5	Location of the organisation's headquarters	https://tools.euroland.com/factsheet/SF-SWS/factsheethtmlPDF.asp?Lang%3Denglish%26pdf%3D1&padding=40 40 50 40&width=540	Headquarters: Sanoma Corporation Töölönlahdenkatu 2 00100 Helsinki, Finland
G4-6	Number of countries where the organisation operates	http://www.sanoma.com/en/who-we-are/organisation	5. Finland, Sweden, Netherlands, Belgium and Poland.
G4-7	Nature of ownership and legal form	Who we are https://tools.euroland.com/factsheet/SF-SWS/factsheethtmlPDF.asp?Lang%3Denglish%26pdf%3D1&padding=40 40 50 40&width=540	Legal Form: Public Company Updated every quartile (www.sanoma.com)
G4-8	Markets served	Who we are http://www.sanoma.com/en/who-we-are/portfolio?channel=62#list	Consumer media and learning markets
G4-9	Scale of the organisation	Governance Impacts Economy https://www.sanoma.com/en/who-we-are/areas-expertise	
G4-10	Employees - breakdown	People	
G4-11	Percentage of total employees covered by collective bargaining agreements		79,5 %
G4-12	Describe the organisation's supply chain	Supply chain Enabling aspect	
G4-13	Report any significant changes during the reporting period regarding the	http://www.sanoma.com/en/media-room/news-releases	

	organisation's size, structure, ownership, or its supply chain	Reporting	
G4-14	Precautionary approach or principle	Environment	
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives which the organisation endorses.		ISO 14001 Our actions are guided by the United Nations Global Compact (not a signatory member)
G4-16	List memberships of associations		FIBS, EPC, ACT, EMMA, FEP, EGTA, ENPA, INP/EPF
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Identified material aspects and boundaries	Material aspects	
G4-18	Process for defining the report content and the Aspect Boundaries.	Report content	We analysed the material aspects that are the most strategic for our responsibility efforts, and based on that assessment we defined our enabling aspects, that form the essence for our action plan and therefore also the framework for our CSR report.
G4-19	List all the material aspects identified in the process for defining report content	CSR Reporting	
G4-20	For each material aspect, report the Aspect Boundary within the organisation	CSR	We summarized a large matrix of different topics from our stakeholder dialogues into six subcategories, the relevant material aspects are reported in this report.
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation	Enabling responsibility	We are guided by the principles of local press councils and local Ethic committee of Advertising Press Freedom Index https://index.rsf.org/#/
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements		No restatements or amendments to previous report.
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.		We have updated our report from G3.1 to G4 Core and made a more detailed materiality assessment defining our CSR in a new way. We report our core business units. The divested functions are included in the environmental section (energy use, materials) but not in the employee breakdown.
STAKEHOLDER ENGAGEMENT			
G4-24	Stakeholder groups engaged by the organization		
G4-25	Basis for identification and selection of stakeholders with whom to engage		
G4-26	Organization's approach to stakeholder engagement	Materiality	
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns		
REPORT PROFILE			
G4-28	Reporting period for information provided		The reporting period is Sanoma's financial reporting period 1 January to 31 December 2015.
G4-29	Date of most recent previous report (if any)		6.3.2015
G4-30	Reporting cycle		Annual

G4-31	Provide the contact point for questions regarding the report or its contents		CONTACT DETAILS cr@sanoma.com FOR MORE INFORMATION VISIT http://www.sanoma.com/en/who-we-are/corporate-responsibility
G4-32	Report the 'in accordance' option the organization has chosen.	Reporting principles	Core GRI, G4-index
G4-33	Report the organisation's policy and current practice with regard to seeking external assurance for the report		The CSR report has not been assured, but the Financial statements has been assured by KPMG in full scope
GOVERNANCE			
G4-34	Governance structure of the organisation	Governance	
ETHICS AND INTEGRITY			
G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Governance Responsible business	Link to Code of Conduct
G4-57	Advice mechanisms		
G4-58	Reporting mechanisms		
ECONOMIC PERFORMANCE INDICATORS			
G4-EC1	Direct economic value generated and distributed	Economic impact Tax footprint	More country based figures available in the Financial statements
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Environment	
G4-EC3	Coverage of the organisation's defined benefit plan obligations	Please see the Financial statements	
G4-EC4	Financial assistance received from government		Received financial assistance for training (Sanoma Academy).
ENVIRONMENTAL PERFORMANCE INDICATORS			
G4-EN1	Materials used by weight or volume	Environment	
G4-EN3	Energy consumption within the organization	Energy	Excluding only Malmberg, Van In and Nowa Era
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	Energy "in accordance" with G4	(Scope 1) GHG emissions reported in metric tons of CO2 equivalent from direct electricity use We calculated the estimated CO2-emissions by multiplying the energy usage by the CO2-factor.
SOCIAL PERFORMANCE INDICATORS			
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category		86%
G4-LA12	Composition of governance bodies and breakdown of employees	People Governance	Percentage of women in management
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks	Corruption Index	We have a process for looking at risk (KYC process, OpCos, anti-bribery questionnaire, etc.) and more due diligence in larger deals, but we are unable to

	identified		<p>assess the total number and percentage of operations assessed for corruption risks.</p> <p>The Transparency International's Corruption Perception Index, is used for risk assessment, our internal control framework and for planning purposes. After Sanoma's recent divestments, we have operations in only two countries that score below 60 on the Index. (Scale being 0-100, with 0 = high corrupt, 100 = very clean).</p>
G4-2	<p>(Sector disclosures) Information on training related to content values, content creation and content dissemination</p> <p>Aligning content creation activities with the content values and policies defined by the organization.</p>	<p>Ethical Journalism</p> <p>Responsible business</p>	<p>Creating content with high journalistic ethics was addressed in the Code of Conduct training</p> <p>Business units have their own policies and guidelines on ethical journalism</p>