

# GRI Index

An independent third-party check, conducted by corporate sustainability reporting specialist Mitopro, confirms that Cargotec's sustainability reporting 2014 complies with the GRI G4 "in accordance – Core" criteria.

|   | GRI content  | Reference  | UN Global Compact               |
|---|--|--|---------------------------------|
| <b>Strategy and analysis</b>                      |  |  |                                 |
| G4-1  | Statement from the CEO                                   | <b>Letter from the CEO</b>   | Commitment to UN Global Compact |
| G4-2  | Description of key impacts, risks, and opportunities     | <b>Letter from the CEO</b><br><b>Enabling global trade for generations to come</b>   |                                 |
| <b>Organisational Profile</b>                     |  |  |                                 |
| G4-3  | Name of the organisation                                 | <b>Cargotec in brief</b>   |                                 |
| G4-4  | Primary brands, products, and services                   | <b>Cargotec in brief</b>   |                                 |
| G4-5  | Headquarters' location                                   | <b>Cargotec in brief</b>   |                                 |
| G4-6  | Countries of operation                                   | <b>Cargotec in brief</b>   |                                 |
| G4-7  | Nature of ownership and legal form                       | <b>Cargotec corporate governance statement 2014</b>  |                                 |
| G4-8  | Markets served   | <b>Cargotec in brief</b>   |                                 |
| G4-9  | Scale of the organisation                                | <b>Cargotec in brief</b>   |                                 |
| G4-10   | Employee data  | <b>Personnel in figures</b>  | Principle 6                     |
| G4-11   | Collective bargaining agreements                         | <b>Cargotec Personnel Meeting</b>  | Principle 3                     |
| G4-12   | The organisation's supply chain                          | <b>Cargotec's supply chain</b>   |                                 |
| G4-13   | Significant changes during the reporting period          | <b>Cargotec in brief</b><br><b>Cargotec corporate governance statement 2014</b><br><b>Cargotec's supply chain</b>  |                                 |
| G4-14   | Precautionary approach                                   | <b>UN Global Compact</b>   |                                 |
| G4-15   | External characters, principles and initiatives          | <b>Ethical integrity form the base for business operations</b><br><b>International commitments</b><br><b>Interaction with stakeholders</b>   |                                 |
| G4-16   | Memberships in associations                              | <b>Memberships in associations</b>   |                                 |
| <b>Identified material aspects and boundaries</b> |  |  |                                 |
| G4-17   | List of entities in the consolidated financial statement | <b>Consolidated financial statements (IFRS)</b>  |                                 |
| G4-18   | Defining the report content and the aspect boundaries    | <b>Materiality analysis and reporting content</b>  |                                 |
| G4-19   | Material Aspects identified                              | <b>DMA for the material themes</b>   |                                 |
| G4-20   | Aspect Boundary within the organisation                  | All Cargotec Group companies are included in Cargotec's reporting boundaries. The only exception is EHS data, which covers 17 multi assembly sites.<br><b>See Environment and safety</b> |                                 |

|              |  |   |
|--------------|--|---|
| <b>G4-21</b> | Aspect Boundary outside the organisation | Sustainability report does not cover performance data collected outside the Cargotec Group companies. The only exception is EHS data's Other air emissions. |
|--------------|--|---|

**See Other air emissions**

|              |  |                          |
|--------------|--|--------------------------|
| <b>G4-22</b> | The effect of restatements of information provided in previous reports | <b>Health and safety</b> |
|--------------|--|--------------------------|

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|--------------|--|---|
| <b>G4-23</b> | Significant changes from previous reporting periods in the Scope and Aspect Boundaries | <b>Cargotec corporate governance statement 2014</b> |
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**Cargotec in brief**

**Environment and safety**

**Cargotec's supply chain**

#### Stakeholder engagement

|              |                                    |                                      |
|--------------|------------------------------------|--------------------------------------|
| <b>G4-24</b> | List of stakeholder groups engaged | <b>Interaction with stakeholders</b> |
|--------------|------------------------------------|--------------------------------------|

|              |   |                                      |
|--------------|---|--------------------------------------|
| <b>G4-25</b> | Identificaton and selection of stakeholders | <b>Interaction with stakeholders</b> |
|--------------|---|--------------------------------------|

|              |                                    |                                      |
|--------------|------------------------------------|--------------------------------------|
| <b>G4-26</b> | Approach to stakeholder engagement | <b>Interaction with stakeholders</b> |
|--------------|------------------------------------|--------------------------------------|

|              |  |   |
|--------------|--|---|
| <b>G4-27</b> | Response to key topics and concerns raised | <b>Future technologies</b><br><b>Materiality analysis and reporting content</b> |
|--------------|--|---|

#### Report profile

|              |                  |                                   |
|--------------|------------------|-----------------------------------|
| <b>G4-28</b> | Reporting period | 1 January 2014 - 31 December 2014 |
|--------------|------------------|-----------------------------------|

|              |   |  |
|--------------|---|--|
| <b>G4-29</b> | Date of the most recent previous report | Annual report 2013 on 12 February 2014<br>Cargotec's key environmental and safety figures 2013 in April 2014 |
|--------------|---|--|

|              |                 |        |
|--------------|-----------------|--------|
| <b>G4-30</b> | Reporting cycle | Annual |
|--------------|-----------------|--------|

|              |                             |                                |
|--------------|-----------------------------|--------------------------------|
| <b>G4-31</b> | Contact point for questions | communications(at)cargotec.com |
|--------------|-----------------------------|--------------------------------|

|              |   |                   |
|--------------|---|-------------------|
| <b>G4-32</b> | 'In accordance' option, GRI content index, and external assurance | GRI Content Index |
|--------------|---|-------------------|

|              |           |  |
|--------------|-----------|--|
| <b>G4-33</b> | Assurance | The quality of disclosed sustainability data is controlled internally. External assurance of sustainability data is not conducted. |
|--------------|-----------|--|

#### Governance

|              |                      |   |
|--------------|----------------------|---|
| <b>G4-34</b> | Governance structure | <b>Cargotec corporate governance statement 2014</b> |
|--------------|----------------------|---|

|              |   |   |
|--------------|---|---|
| <b>G4-35</b> | The process for delegating authority for sustainable topics | <b>Cargotec corporate governance statement 2014</b> |
|--------------|---|---|

|              |   |  |
|--------------|---|--|
| <b>G4-36</b> | Executive-level positions with responsibility for sustainability topics | <b>Sustainability management at Cargotec</b> |
|--------------|---|--|

|              |  |   |
|--------------|--|---|
| <b>G4-37</b> | Processes for consultation between stakeholders and the highest governance body on sustainability topics | <b>Cargotec corporate governance statement 2014</b> |
|--------------|--|---|

**Future technologies**

**Interaction with stakeholders**

**Materiality analysis and reporting content**

### Ethics and Integrity

|              |   |   |              |
|--------------|---|---|--------------|
| <b>G4-56</b> | Codes of conduct, codes of ethics   | <b>Ethical integrity form the base for business operations</b>  | Principle 10 |
| <b>G4-57</b> | Mechanism for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity           | <b>Code of Conduct</b><br><br><b>Ethical integrity form the base for business operations</b>                  | Principle 10 |
| <b>G4-58</b> | Mechanism for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity | <b>Ethical integrity form the base for business operations</b><br><br><b>Code of Conduct response process</b> | Principle 10 |

### Disclosures on Management Approach

|               |                                    |
|---------------|------------------------------------|
| <b>G4-DMA</b> | <b>DMA for the material themes</b> |
|---------------|------------------------------------|

### Economic

#### Economic Performance

|               |   |  |
|---------------|---|--|
| <b>G4-EC3</b> | Coverage of the organisation's defined benefit plan obligations | <b>Financial statement, note 27. Employee benefits</b> |
| <b>G4-EC4</b> | Financial assistance received from government                   | <b>Hiab invests in innovative strategic planning</b>   |

### Environmental

#### Energy

|               |   |               |                |
|---------------|---|---------------|----------------|
| <b>G4-EN3</b> | Energy consumption within the organisation                | <b>Energy</b> | Principle 7, 8 |
| <b>G4-EN5</b> | Energy intensity  | <b>Energy</b> | Principle 8    |
| <b>G4-EN7</b> | Reduction of energy requirements of products and services | <b>Energy</b> | Principle 8, 9 |

#### Water

|               |                                  |              |                |
|---------------|----------------------------------|--------------|----------------|
| <b>G4-EN8</b> | Total water withdrawal by source | <b>Water</b> | Principle 7, 8 |
|---------------|----------------------------------|--------------|----------------|

#### Emissions

|                |   |                                 |                   |
|----------------|---|---------------------------------|-------------------|
| <b>G4-EN15</b> | Direct greenhouse gas (GHG) emissions (Scope 1)                       | <b>Greenhouse gas emissions</b> | Principle 7, 8    |
| <b>G4-EN16</b> | Energy indirect greenhouse gas (GHG) emissions (Scope 2)              | <b>Greenhouse gas emissions</b> | Principle 7, 8    |
| <b>G4-EN17</b> | Other indirect greenhouse gas (GHG) emissions (Scope 3)               | <b>Greenhouse gas emissions</b> | Principle 7, 8    |
| <b>G4-EN18</b> | Greenhouse gas (GHG) emissions intensity                              | <b>Greenhouse gas emissions</b> | Principle 8       |
| <b>G4-EN19</b> | Reduction of greenhouse gas (GHG) emissions                           | <b>Greenhouse gas emissions</b> | Principle 7, 8, 9 |
| <b>G4-EN21</b> | NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions | <b>Other air emissions</b>      | Principle 7, 8    |

#### Effluents and Waste

|                |   |              |             |
|----------------|---|--------------|-------------|
| <b>G4-EN23</b> | Total weight of waste by type and disposal method | <b>Waste</b> | Principle 8 |
|----------------|---|--------------|-------------|

### Products and Services

|                |   |  |                   |
|----------------|---|--|-------------------|
| <b>G4-EN27</b> | Extent of impact mitigation of environmental impacts of products and services | <b>Sustainable product innovations to customers' needs</b><br><b>MacGregor increases the ability to meet customers' needs</b><br><b>MackRack eliminates risks and saves energy</b><br><b>Kalmar aims to drive the industry forward</b><br><b>Benchmark for fuel consumption and emissions</b><br><b>Hiab invests in innovative strategic planning</b><br><b>Phosphate-free nDurance™</b> | Principle 7, 8, 9 |
|----------------|---|--|-------------------|

### Supplier Environmental Assessment

|                |   |                                |             |
|----------------|---|--------------------------------|-------------|
| <b>G4-EN32</b> | Percentage of new suppliers that were screened using environmental criteria | <b>Cargotec's supply chain</b> | Principle 8 |
|----------------|---|--------------------------------|-------------|

### Environmental Grievance Mechanisms

|                |   |   |             |
|----------------|---|---|-------------|
| <b>G4-EN34</b> | Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms | <b>Code of Conduct response process</b> | Principle 8 |
|----------------|---|---|-------------|

## Social

### Employment

|               |   |  |             |
|---------------|---|--|-------------|
| <b>G4-LA1</b> | Total number and rates of new employee hires and employee turnover by age group, gender, and region | Information not available for 2014 due to the launch of ZONE in December 2014. | Principle 6 |
|---------------|---|--|-------------|

### Labour/Management Relations

|               |  |                                   |                |
|---------------|--|-----------------------------------|----------------|
| <b>G4-LA4</b> | Minimum notice periods regarding operational changes, including whether these are specified in collective agreements | <b>Cargotec Personnel Meeting</b> | Principle 3, 6 |
|---------------|--|-----------------------------------|----------------|

### Occupational Health and Safety

|               |  |                          |  |
|---------------|--|--------------------------|--|
| <b>G4-LA5</b> | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes | <b>Health and safety</b> |  |
| <b>G4-LA6</b> | Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, total number of work-related fatalities, by region and by gender                            | <b>Health and safety</b> |  |

### Training and Education

|                |   |  |             |
|----------------|---|--|-------------|
| <b>G4-LA10</b> | Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings | <b>Learning and development support</b><br><b>Cargotec's goals</b> |             |
| <b>G4-LA11</b> | Percentage of employees receiving regular performance and career development reviews, by gender and by employee category                                | <b>Cargotec involves employees by performance management</b>       | Principle 6 |

**Diversity and Equal Opportunity**

|                |  |                             |             |
|----------------|--|-----------------------------|-------------|
| <b>G4-LA12</b> | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity | <b>Personnel in figures</b> | Principle 6 |
|----------------|--|-----------------------------|-------------|

**Supplier Assessment for Labour Practices**

|                |  |                                |  |
|----------------|--|--------------------------------|--|
| <b>G4-LA14</b> | Percentage of new suppliers that were screened using labour practices criteria | <b>Cargotec's supply chain</b> |  |
|----------------|--|--------------------------------|--|

**Labour Practices Grievance Mechanisms**

|                |  |   |  |
|----------------|--|---|--|
| <b>G4-LA16</b> | Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms | <b>Code of Conduct response process</b> |  |
|                |  |   | Reported as Code of Conduct incidents. |

**Human Rights****Freedom of Association and Collective Bargaining**

|               |   |                                   |                |
|---------------|---|-----------------------------------|----------------|
| <b>G4-HR4</b> | Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measure taken to support these rights | <b>Cargotec Personnel Meeting</b> | Principle 3, 6 |
|               |   | <b>Code of Conduct</b>            |                |

**Child Labour**

|               |   |  |             |
|---------------|---|--|-------------|
| <b>G4-HR5</b> | Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour | <b>Ethical integrity form the base for business operations</b> | Principle 5 |
|               |   | <b>Code of Conduct</b>   |             |

**Forced of Compulsory Labour**

|               |  |  |             |
|---------------|--|--|-------------|
| <b>G4-HR6</b> | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour | <b>Ethical integrity form the base for business operations</b> | Principle 4 |
|               |  | <b>Code of Conduct</b>   |             |

**Supplier Human Rights Assessment**

|                |  |                                 |             |
|----------------|--|---------------------------------|-------------|
| <b>G4-HR10</b> | Percentage of new suppliers that were screened using human rights criteria | <b>Cargotec's supply chain</b>  | Principle 2 |
|                |  | <b>MacGregor's supply chain</b> |             |
|                |  | <b>Kalmar's supply chain</b>    |             |
|                |  | <b>Hiab's supply chain</b>      |             |

**Human Rights Grievance Mechanisms**

|                |  |   |  |
|----------------|--|---|--|
| <b>G4-HR12</b> | Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms | <b>Code of Conduct response process</b> | Principle 1                            |
|                |  |   | Reported as Code of Conduct incidents. |

**Society**

**Anti-corruption**

|               |   |  |              |
|---------------|---|--|--------------|
| <b>G4-SO3</b> | Total number and percentage of operations assessed for risks related to corruption and the significant risks identified | <b>Ethical integrity form the base for business operations</b> | Principle 10 |
| <b>G4-SO4</b> | Communication and training on anti-corruption policies and procedures   | <b>Ethical integrity form the base for business operations</b> | Principle 10 |

**Supplier Assessment for Impacts on Society**

|               |  |   |  |
|---------------|--|---|--|
| <b>G4-SO9</b> | Percentage of new suppliers that were screened using criteria for impacts on society | <b>Cargotec's supply chain</b><br><br><b>MacGregor's supply chain</b><br><b>Kalmar's supply chain</b><br><b>Hiab's supply chain</b> |  |
|---------------|--|---|--|

**Grievance Mechanisms for Impacts on Society**

|                |   |   |  |
|----------------|---|---|--|
| <b>G4-SO11</b> | Number of grievances about impacts on society filed, addressed, and resolved through grievance mechanisms | <b>Code of Conduct response process</b> | Reported as Code of Conduct incidents. |
|----------------|---|---|--|

**Product responsibility**

**Customer Health and Safety**

|               |   |  |  |
|---------------|---|--|--|
| <b>G4-PR1</b> | Percentage of significant product and service categories for which health and safety impacts are assessed for improvement | <b>Sustainable product innovations to customers' needs</b><br><br><b>MacGregor increases the ability to meet customers' needs</b><br><b>MackRack eliminates risks and saves energy</b><br><b>Kalmar aims to drive the industry forward</b><br><b>Benchmark for fuel consumption and emissions</b><br><b>Hiab invests in innovative strategic planning</b><br><b>Phosphate-free nDurance™</b> |  |
|---------------|---|--|--|

**Product and Service Labeling**

|               |   |   |  |
|---------------|---|---|--|
| <b>G4-PR3</b> | Type of product and service information required by the organisation's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements | <b>Health and safety</b>                                  |  |
| <b>G4-PR5</b> | Results of surveys measuring customer satisfaction  | <b>Customer feedback helps steer Cargotec's direction</b> |  |