

Corporate Social Responsibility

GRI IDENTIFICATION TABLE FOR PARAMETERS REPORTED

	Reporting status Annual Report 2009/2010	Pages/Comments
STRATEGY AND ANALYSIS		
1.1 CEO's statement	Complete	6: Letter to the shareholders
ORGANISATIONAL PROFILE		
2.1 Name of organisation	Complete	95: Structure and Organisation
2.2 Products and/or services	Complete	26-27: Identity and Strategy 32-34: Portfolio 36: Tenants 40: Portfolio in detail
2.3 Operational structure	Complete	95: Structure and Organisation
2.4 Registered office	Complete	Back of this Annual Financial Report
2.5 Country of establishment	Complete	26-27: Identity and Strategy
2.6 Nature of capital and legal form	Complete	26-27: Identity and Strategy 54-55: Financial structure
2.7 Markets	Complete	26-27: Identity and Strategy
2.8 Size of organisation	Complete	26-27: Identity and Strategy
2.9 Significant changes in size, structure or capital over the reporting period	Complete	15-16: Key events of the fiscal year 167: Scope of reporting
2.10 Distinctions	Complete	169-170: BREEAM certification and other prizes
REPORTING PARAMETERS		
3.1 Reporting period	Complete	167: Scope of reporting
3.2 Date of latest published report	Complete	167: Scope of reporting
3.3 Reporting cycle	Complete	167: Scope of reporting
3.4 Contact person	Complete	185-186: Reporting by the GRI
3.5 Process relating to content of report	Complete	184-185: Materiality 185-186: Reporting by the GRI
3.6 Scope	Complete	167: Scope of reporting
3.7 Limits of scope of reporting	Complete	167: Scope of reporting
3.8 Reporting basis for joint ventures, etc.	Complete	167: Scope of reporting There are no material limits regarding the scope of reporting.
3.10 Reformulation	Complete	167: Scope of reporting 176-177: Scope of reporting and methodology There is no significant reformulation.
3.11 Changes in reporting method	Complete	167: Scope of reporting 176-177: Scope of reporting and methodology

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3.12 Table indicating the location of required information in the report	Complete	194 : GRI table
GOVERNANCE, COMMITMENTS AND DIALOGUE		
4.1 Governance structure	Complete	76 : Corporate Governance
4.2 Is the Chairman of the Board of Directors also an executive member?	Complete	79 : Board of Directors of the Managing Agent, Befimmo SA 85 : Executive Officers
4.3 Independent members of the Board of Directors	Complete	79-81 : Names and status of members of the Board of Directors
4.4 Mechanisms made available to shareholders and employees to make recommendations	Complete	166 : Communication with stakeholders
4.14 List of stakeholders involved in our organisation	Complete	164-166 : Stakeholders
4.15 Basis of identification and selection of stakeholders	Complete	164-166 : Stakeholders
PERFORMANCE INDICATORS		
ECONOMIC PERFORMANCE INDICATORS		
EC1 Direct economic value	Complete	181 : Economic indicators
EC3 Coverage of unpublished benefit plan obligations	Partial	147 : Employee benefits
ENVIRONMENTAL PERFORMANCE INDICATORS		
EN1 Total consumption of raw materials	Incomplete	This indicator is relevant but is not reported at this stage. It is planned to develop it during the next fiscal years, in line with major renovations.
EN2 Recycled materials	Incomplete	This indicator is relevant but is not reported at this stage. It is planned to develop it during the next fiscal years, in line with major renovations.
EN3 Direct energy consumption	Complete	178 : Environmental indicators
EN4 Indirect energy consumption	Complete	178 : Environmental indicators
EN6 (add) Initiatives to improve energy efficiency or use of renewable energy, and reductions achieved	Partial	169-170 : BREEAM certification and other prizes 171 : Multi-annual investment planning 172 : Energy and water The reductions achieved have yet to be quantified.
EN7 (add) Initiatives to reduce indirect energy consumption and reductions achieved	Partial	169-170 : BREEAM certification and other prizes 171 : Multi-annual investment planning 172 : Energy and water
EN8 Total water consumption	Complete	179 : Environmental indicators
EN11 Land sited in protected areas	Not relevant	Befimmo's policy is to invest in office buildings in city centres.
EN15 Number of threatened species on the global IUCN Red List	Not relevant	No threatened species linked to Befimmo's activities has yet been identified.
EN16 Direct and indirect greenhouse gas	Complete	179 : Environmental indicators

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EN18 (add) Initiatives to reduce greenhouse gas emissions	Complete	169-170: BREEAM certification and other prizes 171: Multiannual investment plan 172: Energy and water The reductions achieved have yet to be quantified.
EN19 Emissions of ozone-depleting substances	Incomplete	This indicator is relevant but is not reported at this stage. It is planned to develop it during the next fiscal years.
EN21 Total water discharge	Incomplete	This indicator is relevant but is not reported at this stage. It is planned to develop it during the next fiscal years.
EN22 Total volume of waste by type and disposal method	Partial	180: Environmental indicators
EN23 Total accidental spills	Complete	184: Incidents, penalties
EN25 Biodiversity of water supply sources significantly affected by the organisation's discharges of water	Not relevant	Waste water is discharged into public sewers.
EN27 Percentage of products sold and their packaging materials that are reclaimed	Not relevant	Befimmo does not sell any products.
EN30 (add) Total monetary value of environmental protection expenditures	Partial	171: Multi-annual investment planning A surplus of 5-10% can be released for major renovations in order to improve environmental performance.

SOCIAL PERFORMANCE INDICATORS

Labour practices and decent work

LA1 Total workforce by employment type, employment contract, and region	Partial	173-174: Social aspects 181: Social indicators
LA2 Employee turnover	Partial	173-174: Social aspects
LA3 Benefits provided to full-time employees	Partial	173-174: Social aspects 147: Employee benefits
LA7 Rates of injury, occupational diseases, lost days, and absenteeism	Complete	173-174: Social aspects
LA10 Training by employee category	Complete	173-174: Social aspects
LA11 Programs for skills management and learning	Complete	173-174: Social aspects
LA12 Employees receiving regular performance interviews and career development reviews	Complete	173-174: Social aspects
LA13 Ratio of men to women at management levels	Complete	181: Social indicators

Human rights

HR4 Incidents of discrimination	Complete	184: Incidents, penalties
HR6 Child labour	Not relevant	This aspect is not relevant to Befimmo's activities.
HR7 Forced or compulsory labour	Not relevant	This aspect is not relevant to Befimmo's activities.

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Society		
SO7 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Complete	184: Incidents, penalties
SO8 Monetary value of significant penalties	Complete	184: Incidents, penalties
Products responsibility		
PR2 Total number of incidents of non-compliance concerning health and safety impacts of services	Complete	184: Incidents, penalties
PR7 Number of incidents of non-compliance with regulations concerning marketing communications	Complete	184: Incidents, penalties
PR8 Number of complaints regarding breaches of customer privacy and losses of customer data	Complete	184: Incidents, penalties