

# Annual and sustainable development report 2008 – GRI Index

- Reported.
- ◐ Partially reported.
- N/A = Not applicable

	Core Indicator	Page reference	Report status	Comment
<b>1</b>	<b>STRATEGY &amp; ANALYSIS</b>			
1.1	Statement from the most senior decisionmaker of the organization about the relevance of sustainability to the organization and its strategy	p. 2	●	
1.2	Description of key impacts, risks, and opportunities.	Inside cover, pp. 2, p. 37, 38, 40, 42, 44, 45, 52–55	●	
<b>2</b>	<b>ORGANIZATIONAL PROFILE</b>			
2.1	Name of reporting organization	p. 25	●	
2.2	Primary brands, products, and/or services.	p. 27, pp. 16–20	●	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	pp. 27, 50–51	●	
2.4	Location of organization's headquarters.	p. 100	●	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	pp. 50–51	●	Green Cargo's operational base is located in Sweden, but its freight transports can have international destinations.
2.6	Nature of ownership and legal form.	p. 27	●	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Table divided into sectors on inside cover.	●	Green Cargo's operational base is located in Sweden, but its freight transports can have international destinations.
2.8	Scale of the reporting organization, including: <ul style="list-style-type: none"> <li>– Number of employees;</li> <li>– Net sales (for private sector organizations) or net revenues (for public sector organizations);</li> <li>– Total capitalization broken down in terms of debt and equity (for private sector organizations); and</li> <li>– Quantity of products or services provided.</li> </ul>	p. 57–94	●	
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: <ul style="list-style-type: none"> <li>– The location of, or changes in operations, including facility openings, closings, and expansions; and</li> <li>– Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).</li> </ul>	p. 25	●	
2.10	Awards received in the reporting period.		●	Green Cargo did not receive any awards in 2008.

Core Indicator	Page reference	Report status	Comment
<b>3</b>	<b>REPORT PARAMETER</b>		
	<b>Report Profile</b>		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	●	2008.
3.2	Date of most recent previous report (if any).	●	2007.
3.3	Reporting cycle (annual, biennial, etc.)	●	Annual.
3.4	Contact point for questions regarding the report or its contents.	●	Table of contents on inside cover and p. 100
	<b>Report Scope and Boundary</b>		
3.5	Process for defining report content, including: – Determining materiality; – Prioritizing topics within the report; and – Identifying stakeholders the organization expects to use the report.	●	Table of contents on inside cover and p. 28–29
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	●	The report refers to the Parent Company, whose operations represent 87 percent of the Green Cargo Group's net sales.
3.7	State any specific limitations on the scope or boundary of the report.	●	p. 31 The report refers to the Parent Company, whose operations represent 87 percent of the Green Cargo Group's net sales.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	●	Green Cargo is reporting in accordance with the GRI guidelines for the first time in 2008. However, the information does not differ from the information stated in the 2007 Annual and Sustainable Development Report.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	●	The measurement method for each reported indicator is found in the document "Mätmetoder Års- och hållbarhetsredovisning 2008" (Measurement Methods 2008 Annual and Sustainable Development Report). More information is available at <a href="http://www.greencargo.com">www.greencargo.com</a> (under About Us/Finance).
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	●	Green Cargo is reporting in accordance with the GRI guidelines for the first time in 2008. However, the information does not differ from the information stated in the 2007 Annual and Sustainable Development Report.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	●	Green Cargo is reporting in accordance with the GRI guidelines for the first time in 2008. However, a new measurement method was introduced within the Employee target area for the Employee Index and the Management Index figures. In addition, the Customer Dialogue was implemented using a new support system. Refer to the document "Mätmetoder Års- och hållbarhetsredovisning 2008" (Measurement Methods 2008 Annual and Sustainable Development Report), <a href="http://www.greencargo.com">www.greencargo.com</a> (under About Us/Finance)

Core Indicator	Page reference	Report status	Comment	
<b>GRI Content Index</b>				
3.12	Table identifying the location of the Standard Disclosures in the report. Identify the page numbers or web links where the following can be found: – Strategy and Analysis 1.1; – Organizational Profile 2.1 – 2.10; – Report Parameters 3.1 – 3.13; – Governance, Commitments, and Engagement 4.1 – 4.4, 4.14 - 4.15; – Disclosure of Management Approach, per category; – Core Performance Indicators; – Any GRI Additional Indicators that were included; and – Any GRI Sector Supplement Indicators included in the report.	●	The cross-reference table contains references to the 2008 Annual and Sustainable Development Report and is located at <a href="http://www.greencargo.com">www.greencargo.com</a> (under About Us/ Finance).	
<b>Assurance</b>				
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	p. 96	●	The auditor's report (p. 96) and the assurance report at <a href="http://www.greencargo.com">www.greencargo.com</a> (under About Us/Finance)
<b>4 GOVERNANCE</b>				
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	pp. 30–31, 97	●	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).		●	This issue should be brought up for the organizations or companies that do not have a clear division between the Board of Directors and Group management, for example in cases where the Chairman of the Board and the Group CEO are the same person. Green Cargo's CEO has operational responsibility for the company and is not a member of the Board.
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.		●	This issue should be brought up for the organizations or companies that do not have a clear division between the Board of Directors and Group management, for example in cases where the Chairman of the Board and the Group CEO are the same person. Green Cargo's CEO has operational responsibility for the company and is not a member of the Board.
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	pp. 28–31	●	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).		●	Green Cargo does not have a bonus system for these groups.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	p. 97	●	Green Cargo applies the State's ownership policy.
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	p. 97	●	The owner's nomination procedures fulfil these requirements.

Core Indicator	Page reference	Report status	Comment	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	pp. 2–5, inside cover, pp. 37, 39, 40, 41, 44, 45	●	CEO's report, vision, policies.
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	pp. 34–55	●	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		●	This type of procedure does not exist.
<b>Commitments to External Initiatives</b>				
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.		●	Chapter 2, section 3 of the Environmental Code sets out the precautionary principle and we apply current legislation governing the choice of chemicals used during maintenance, refuelling locomotives, the transport of hazardous freight and hazardous waste.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	p. 40	●	For example, we participate in the "On the Road to Climate Neutral" initiative. Read more at <a href="http://www.vv.se/templates/page2_2___25493.aspx">www.vv.se/templates/page2_2___25493.aspx</a>
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> <li>– Has positions in governance bodies;</li> <li>– Participates in projects or committees;</li> <li>– Provides substantive funding beyond routine membership dues; or</li> <li>– Views membership as strategic.</li> </ul>		●	Participant of the Government's Logistics Forum, member of the Swedish Society for Nature Conservation - <a href="http://www.snf.se">www.snf.se</a> , Network for Transport and Environment - <a href="http://www.ntm.a.se">www.ntm.a.se</a> , Swedish Association of Environmental Managers - <a href="http://www.nmc.a.se">www.nmc.a.se</a> , International Union of Railways (UIC) - <a href="http://www.uic.asso.fr">www.uic.asso.fr</a> , Association of Swedish Train Operators - <a href="http://www.tagoperatorerna.se">www.tagoperatorerna.se</a> , Swedish International Freight Association - <a href="http://www.swedfreight.se">www.swedfreight.se</a> , International Chamber of Commerce - <a href="http://www.icc.se">www.icc.se</a> , EcoTransit - <a href="http://www.ecotransit.org">www.ecotransit.org</a> .
<b>Stakeholder Engagement</b>				
4.14	List of stakeholder groups engaged by the organization.	pp. 28–29	●	
4.15	Basis for identification and selection of stakeholders with whom to engage.	pp. 28–29	●	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	pp. 28–29	●	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	pp. 28–29, 34–55.	●	
<b>PERFORMANCE INDICATORS</b>				
<b>Economic</b>				
<b>Economic Performance</b>				
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	p. 45	●	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	pp. 41–43, 53.	●	

Core Indicator	Page reference	Report status	Comment	
EC3	Coverage of the organization's defined benefit plan obligations.	pp. 71–75	●	
EC4	Significant financial assistance received from government.		●	The Swedish Environmental Protection Agency has a climate investment program (KLIMP) that provides governmental support for municipalities and other local actors to decrease greenhouse gas emissions. In 2007, Green Cargo was granted funding totaling SEK 39 million associated to its decision to use a more expensive engine in conjunction with the modernization of the company's diesel locomotives. The modernisation project is expected to be completed in 2011.
<b>Market Presence</b>				
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.		○	Green Cargo's operations are primarily national, which means that comparisons of this nature are irrelevant. We maintain a continuous dialogue with trade unions regarding wage conditions and other topics.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		○	Green Cargo's operations are primarily national and, as a result, we mainly use Swedish suppliers.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		○	Green Cargo's operations are primarily national and all representatives in Group management are recruited from the Swedish labor market.
<b>Indirect Economic Impacts</b>				
EC8	EC8. Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.		○	The greater part of Green Cargo's operations requires the rail infrastructure that the Swedish National Rail Administration is responsible for.
EC9	EC9. Understanding and describing significant indirect economic impacts, including the extent of impacts.	pp. 40, 52–55	●	
LT1	Number of ships controlled.		○	Not applicable.
<b>Environmental</b>				
<b>Materials</b>				
EN1	Materials used by weight or volume.		○	We do not have any production activities and therefore use very little material in this respect.
EN2	Percentage of materials used that are recycled input materials.		○	Refer to EN1.
<b>Energy</b>				
EN3	Direct energy consumption by primary energy source.	p. 42	●	
EN4	Indirect energy consumption by primary source.	p. 42	●	
EN5	Energy saved due to conservation and efficiency improvements.	p. 42	●	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Inside cover, pp. 16-20, 41-43		
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	p. 42	●	In 2008, Green Cargo started the program "Green Weekday", which includes activities to decrease both the direct and indirect consumption of energy.

Core Indicator	Page reference	Report status	Comment	
<b>Water</b>				
EN8	Total water withdrawal by source.		○	Green Cargo's water withdrawal is not a significant environmental aspect for the company.
EN9	Water sources significantly affected by withdrawal of water.		○	Green Cargo's water withdrawal is so small that no water sources are affected significantly.
EN10	Percentage and total volume of water recycled and reused.		○	Used water is handled as per standard procedure at municipal sewage treatment plants.
<b>Biodiversity</b>				
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		○	Issues related to the use of land and biological diversity that are associated with rail operations fall under the responsibility of the Swedish National Rail Administration.
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		○	Issues related to the use of land and biological diversity that are associated with rail operations fall under the responsibility of the Swedish National Rail Administration.
EN13	Habitats protected or restored.		○	Issues related to the use of land and biological diversity that are associated with rail operations fall under the responsibility of the Swedish National Rail Administration.
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.		○	Issues related to the use of land and biological diversity that are associated with rail operations fall under the responsibility of the Swedish National Rail Administration.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		○	Issues related to the use of land and biological diversity that are associated with rail operations fall under the responsibility of the Swedish National Rail Administration.
<b>Emissions, Effluents, and Waste</b>				
EN16	Total direct and indirect greenhouse gas emissions by weight.	p. 42	●	
EN17	Other relevant indirect greenhouse gas emissions by weight.		○	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	pp. 41–43	◐	Green Cargo has taken a number of measures to decrease its own impact on the environment: new engines in the diesel locomotives, eco-driving training for both locomotive drivers and truck drivers, follow-up of compliance with speed limits, measures to improve efficiency within third-party logistics, etc.
EN19	Emissions of ozone-depleting substances by weight.		●	There were no significant emissions in 2008.
EN20	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type and weight.	p. 42	●	
EN21	Total water discharge by quality and destination.		○	Used water is handled as per standard procedure at municipal sewage treatment plants.
EN22	Total weight of waste by type and disposal method.		◐	Sorted waste (25,180 kg and 17,055 litres), hazardous waste (220 fluorescent tubes and 3,262 kg electronic scrap and batteries) and unsorted waste (79,068 kg and 12,080 litres). The report refers to parts of the operations. A system for gathering information from all areas of operation is under development.
EN23	Total number and volume of significant spills.		●	In 2008, we had two incidents where hydraulic oil and diesel were spilled. In total, around 240 litres. The spills were handled appropriately.

Core Indicator	Page reference	Report status	Comment	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.		●	On behalf of customers, we transported around 830 tonnes of hazardous waste.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.		○	Used water is handled as per standard procedure at municipal sewage treatment plants. No water sources were significantly affected by Green Cargo's operations.
<b>Products and Services</b>				
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	pp. 41–43	●	Green Cargo has taken a number of measures to decrease its own impact on the environment: new engines in the diesel locomotives, eco-driving training for both locomotive drivers and truck drivers, follow-up of compliance with speed limits, measures to improve efficiency within third-party logistics, etc.
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		○	Green Cargo logistics solutions are service solutions and do not entail the sale of physical products.
<b>Compliance</b>				
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		●	Green Cargo received no fines in 2008.
<b>Transport</b>				
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	p. 42	●	The report does not include work transports. A system for this is under development.
<b>Overall</b>				
EN30	Total environmental protection expenditures and investments by type.	p. 41	●	
LT2	Breakdown of fleet composition.	p. 20	●	
LT3	Description of policies and programmes on the management of environmental impacts, including; 1) Initiatives on sustainable transportation (e.g., hybrid vehicles), 2) Modal shift and 3) Route planning.	pp. 16–20, 40, 41–43	●	
LT4	Description of initiatives to use renewable energy sources and to increase energy efficiency.		●	Green Cargo only purchases product-specified, renewable energy for both its rail operations and its third-part logistics solutions. We are currently engaged in a number of pilot projects to test new technology and fuels for our road operations.
LT5	Description of initiatives to control urban air emissions in relation to road transport (e.g. use of alternative fuels, frequency of vehicle maintenance, driving styles etc).			All major cities in Sweden decided in their municipal traffic ordinances to establish Environmental Zones that are in harmony with the requirements of certain EU models.
LT6	Description of policies and programmes implemented to manage the impacts of traffic congestion (e.g. promoting off-peak distribution, new inner city transport modes, percentage of delivery by modes of alternative transportation).		●	The Swedish National Rail Administration allocates train paths on the tracks. Similar guidelines do not exist for our road operations.
LT7	Description of policies and programmes for noise management/abatement.		●	Green Cargo has internal procedures and guidelines for the idling of diesel locomotives. The infrastructure owner, i.e. the Swedish National Rail Administration or the Swedish National Road Administration, is primarily responsible under Swedish environmental legislation for noise and vibrations from actual transport activities.
LT8	Description of environmental impact of the reporting organization's major transportation infrastructure assets (e.g. railways) and real estate. Report the results of environmental impact assessments.	p. 42	●	Green Cargo does not own any infrastructure and only owns a few properties. Reports on the environmental impact of the properties we lease primarily refer to our large logistics facilities.

Core Indicator	Page reference	Report status	Comment	
<b>Social Performance: Labor Practices &amp; Decent Work</b>				
<b>Employment</b>				
LA1	Total workforce by employment type, employment contract, and region.		●	Around 2,300 production personnel (locomotive drivers, shunting staff, warehouse staff, truck drivers) and around 700 administrative personnel.
LA2	Total number and rate of employee turnover by age group, gender, and region.	p. 71	●	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		●	In accordance with Swedish law, existing benefits apply to both full-time and part-time employees.
<b>Labor/Management Relations</b>				
LA4	Percentage of employees covered by collective bargaining agreements.		●	Apply to all employees.
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		●	Covered by Swedish law, see the Co-determination Act (1976:580) and the Security of Employment Act (1982:80)
<b>Occupational Health and Safety</b>				
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.		●	All employees are represented by Protection Committees.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	pp. 38, 71	●	64 work-related personal injuries were reported to the Social Insurance Office in 2008.
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		●	Employees regularly participate in health seminars, which contribute to the prevention of stress-related illnesses or diabetes. Employees are otherwise protected by law in the event of serious illness.
LA9	Health and safety topics covered in formal agreements with trade unions.		●	Regulated in Swedish work environment legislation and via collective agreements.
<b>Training and Education</b>				
LA10	Average hours of training per year per employee by employee category.		●	Operations: 163,748 hours, Road: 3,100 hours and Logistics: 1,890 hours.
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		●	Green Cargo is a member of TRR Trygghetsrådet and Tryghetsfonden TSL, which support employees in the event of career endings.
LA12	Percentage of employees receiving regular performance and career development reviews.	p. 38	●	In addition to the key figure "percentage of employees with an updated employee plan", skills needs at all levels of the company are mapped on an annual basis.
<b>Diversity and Equal Opportunity</b>				
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	pp. 38, 71	●	
LA14	Ratio of basic salary of men to women by employee category.		●	Around 70% of Green Cargo's employees have collective agreement wages with position and age supplements that are equal for women and men. In general, wages are mapped in accordance with Swedish law to identify unjustified wage differences and, when necessary, rectify them.
<b>Social Performance: Human Rights</b>				
<b>Investment and Procurement Practices</b>				
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		●	The procurement policy and general terms and conditions for the procurement of goods and services contain provisions that cover the area in question.

Core Indicator	Page reference	Report status	Comment	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		●	In 2008, we reviewed and divided our suppliers into two groups: strategic and other. The results showed that our strategic suppliers are primarily Swedish companies whose operations are subject to Swedish legislation. We are now fine-tuning our system for second-party reviews of suppliers to even more clearly include issues regarding our suppliers' suppliers.
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		●	Information about procurement policies and guidelines are available for all employees via Green Cargo's intranet.
<b>Non-Discrimination</b>				
HR4	HR4. Total number of incidents of discrimination and actions taken.		●	There were no incidents of discrimination in 2008.
<b>Freedom of Association and Collective Bargaining</b>				
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.		●	Green Cargo only has operations in Sweden where the freedom of association is a law and all employees have the right to belong to a trade union.
<b>Child Labor</b>				
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.		●	Green Cargo only has operations in Sweden where child labor is forbidden by law.
<b>Forced and Compulsory Labor</b>				
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.		●	We only have operations in Sweden where forced or compulsory labor is forbidden by law.
<b>Security Practices</b>				
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.		○	Green Cargo does not have the type of employee category that the indicator refers to.
<b>Indigenous Rights</b>				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		○	In Sweden, people are not categorised by minority groups so Green Cargo cannot report incidents and measures connected to such groups.
LT9	Descriptions of policies and programmes to determine working hours and rest hours, rest facilities, and leave for those driving and operating fleet.		●	Regulated by Swedish law.
LT10	Describe approaches to provision of facilities to enable mobile workers to maintain personal communications while working.		●	All employees at Green Cargo have the possibility to maintain personal communications. Locomotive drivers and truck drivers are equipped with mobile telephones and other employees have more stationary workstations with access to a telephone.
LT11	Description of policies and programmes regarding substance abuse (e.g. training and campaigns).		●	Green Cargo has both an alcohol and a drug policy that serve as internal guidelines and relate to the question of educational programmes regarding health and health promotion.
LT12	Number of road fatalities of drivers or third parties per million kilometres driven.		●	Green Cargo trucks have not been involved in any accidents with fatalities.
LT16	Criteria for selecting recruitment and placement services. State how these criteria relate to existing international standards such as the conventions of the International Labour Organisation (ILO).		●	Green Cargo applies Swedish legislation.

Core Indicator	Page reference	Report status	Comment
LT17 Describe measures in place to provide income security and employment continuity for workers employed/contracted repeatedly but not continuously.		●	Green Cargo applies Swedish legislation with regard to right of precedence for new employment.
<b>Social Performance: Society</b>			
<b>Community</b>			
S01 Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	p. 40	🕒	Green Cargo strives to mitigate its negative impact and promote the positive effects of its operations. This includes everything from providing information about the company to minimising its environmental impact, noise and accidents.
<b>Corruption</b>			
S02 Percentage and total number of business units analyzed for risks related to corruption.		🕒	Anti-corruption guidelines are primarily set out in Green Cargo's ethics policy and ethics guidelines. The management training course held in 2006, which included around 200 managers, contained a module on ethics policy and the current guidelines.
S03 Percentage of employees trained in organization's anti-corruption policies and procedures.		🕒	Anti-corruption guidelines are primarily set out in Green Cargo's ethics policy and ethics guidelines. The management training course held in 2006, which included around 200 managers, contained a module on ethics policy and the current guidelines.
S04 Actions taken in response to incidents of corruption.		●	No incidents of this sort occurred.
<b>Public Policy</b>			
S05 Public policy positions and participation in public policy development and lobbying.	p. 40	●	Green Cargo produced a document proposing future infrastructure investments to improve the efficiency of freight transports and long-term sustainable development of society. The document was sent to all members of the Parliament's Transport Committee. Together with a number of other actors (within the framework of the Industrigruppen consortium), Green Cargo participated in an investigation into high-speed rail in Sweden. Green Cargo also has a representative at the Government's Logistics Forum.
S06 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		●	Green Cargo does not take public policy positions and therefore contributions of this type are not given.
<b>Anti-Competitive Behavior</b>			
S07 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		●	Green Cargo was not subject to legal action in 2008 for matters related to competition legislation.
<b>Compliance</b>			
S08 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		●	Green Cargo has not been charged with paying significant fines for non-compliance.
<b>Social Performance: Product Responsibility</b>			
<b>Customer Health and Safety</b>			
PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	p. 37	🕒	Green Cargo's safety initiatives include the entire organisation, and in particular its transport activities. The company continuously works to improve these efforts.
PR2 Total 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.		●	No such incidents occurred.

Core Indicator	Page reference	Report status	Comment
<b>Products and Service Labeling</b>			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		● Green Cargo is the only nationwide logistics company that qualifies for the Swedish Society for Nature Conversation's Good Environmental Choice certification.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.		● No such incidents occurred.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	p. 44	●
<b>Marketing Communications</b>			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		● Green Cargo applies current legislation and standards and follows good marketing practices.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.		● Green Cargo has not had any cases in the Market Court in 2008.
<b>Customer Privacy</b>			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		● No such complaints occurred.
<b>Compliance</b>			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		● On 7 April 2008, a locomotive driver was charged with criminal negligence in Varberg District Court. The penalty was probation and fines.