

# Global Reporting Initiative (GRI)

## Content Index 2008

As in previous years we have once again aligned our sustainability reporting to the guidelines of the Global Reporting Initiative (GRI).

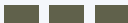


For the second time, Roche is of the opinion that the A+ level of the GRI G3 guidelines applies to its Annual Report 2008. This was checked with and confirmed by the GRI.

The GRI is a reporting framework for organizations to use as the basis for communicating their sustainability performance. It aims to provide a consistent

and transparent approach to sustainability reporting. The GRI G3 guidelines are voluntary and used by organisations to report on the economic, environmental, and social performance of their business activities.

We firmly believe that transparent reporting helps us improve our business. We are committed to communicate relevant, clear, balanced and accurate information to our stakeholders. This GRI content index has been designed with this in mind.


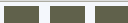

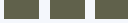


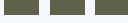
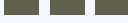
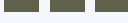

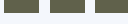

### Legend:

	We report against this indicator
	We partially report against this indicator
	We do not report against this indicator



C = Core Performance Indicator

A = Additional Performance Indicator

	Indicator	Reporting status	Where to find information/remarks
<b>1 Strategy and Analysis</b>			
C 1.1	Statement from the most senior decision maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy		Business Report 2008, Pages 25–26 <a href="http://www.roche.com/about_roche/at_a_glance.htm">http://www.roche.com/about_roche/at_a_glance.htm</a>
C 1.2	Description of key impacts, risks, and opportunities		Business Report 2008, Pages 25–33, 87–93 <a href="http://www.roche.com/risk_management_and_compliance">www.roche.com/risk_management_and_compliance</a>
<b>2 Profile</b>			
<b>Organisational Profile</b>			
C 2.1	Name of the organisation		Business Report 2008, Page 1 Finance Report 2008, Page 4
C 2.2	Primary brands, products, and/or services		Business Report 2008, Pages 39–50, 55–62 Finance Report 2008, Pages 7–8, 14–16 <a href="http://www.roche.com/pipeline">www.roche.com/pipeline</a> <a href="http://www.roche.com/products">www.roche.com/products</a>
C 2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures		Finance Report 2008, Pages 4–16, 115–118
C 2.4	Location of organization's headquarters		Business Report 2008, Inside back cover Finance Report 2008, Inside back cover
C 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		Business Report 2008, Page 95 Finance Report 2008, Pages 115–118
C 2.6	Nature of ownership and legal form		Business Report 2008, Pages 70–72 Finance Report 2008, Pages 135–137
C 2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)		Finance Report 2008, Pages 9, 16, 115–118 Business Report 2008, Pages 36, 54
C 2.8	Scale of the reporting organisation, including:		
C	• Number of employees		Business Report 2008, Inside cover, Page 100
C	• Net sales (for private sector organizations) or net revenues (for public sector organizations)		Business Report 2008, Inside cover Finance Report 2008, Pages 2–4
C	• Total capitalization broken down in terms of debt and equity (for private sector organizations)		Finance Report 2008, Pages 23, 30, 134

Indicator	Reporting status	Where to find information/remarks
C	• Quantity of products or services provided	■ Due to the highly regulated nature of our business, all products are coded and tracked through our sales channels. We keep extensive records of items sold however, we do not measure performance against the number sold, so do not report these figures externally
A	• Total assets	■ ■ ■ Finance Report 2008, Pages 23, 30, 134
A	• Beneficial ownership (including identity and percentage of ownership of largest shareholders)	■ ■ ■ Business Report 2008, Pages 70–72, 83
A	• employees by country/region	■ ■ ■ Finance Report 2008, Page 135–137 Business Report 2008, Page 100
C 2.9	Significant changes during the reporting period regarding size, structure, or ownership including, including:	■ ■ ■ Finance Report 2008, Pages 34–46
C	• The location of, or changes in operations, including facility openings, closings, and expansions	■ ■ ■ Business Report 2008, Page 51 Finance Report 2008, Pages 10–12, 22, 51–54
C	• Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)	■ ■ ■ Finance Report 2008, Pages 100–103, 113–114
C 2.10	Awards received in the reporting period	■ ■ ■ Business Report 2008, Page 87
<b>3 Report Parameters</b>		
<b>Report Profile</b>		
C 3.1	Reporting period (e.g., fiscal/calendar year) for information provided	■ ■ ■ Business Report 2008, Pages 115–116 Finance Report 2008, Pages 119–120
C 3.2	Date of most recent previous report (if any)	■ ■ ■ <a href="http://www.roche.com/annual_reports">www.roche.com/annual_reports</a>
C 3.3	Reporting cycle (annual, biennial, etc.)	■ ■ ■ <a href="http://www.roche.com/annual_reports">www.roche.com/annual_reports</a>
C 3.4	Contact point for questions regarding the report or its contents	■ ■ ■ Business Report 2008, Inside back cover
<b>Report Scope and Boundary</b>		
C 3.5	Process for defining report content, including:	
C	• Determining materiality	■ ■ ■ Finance Report 2008, Page 34 Basis for the preparation of the consolidated financial statement and as such also for the Annual Report 2008 are the International Financial Reporting Standards (IFRS). In their standard IAS 1 paragraphs 29–31 and IAS 8 paragraph 5 the IFRS defines materiality.
C	• Prioritizing topics within the report; and	■ ■ ■ Business Report 2008, Pages 25–27, 87–94 Finance Report 2008, Page 107
C	• Identifying stakeholders the organization expects to use the report	■ ■ ■ Business Report 2008, Pages 87–88, 95 <a href="http://www.roche.com/stakeholder_dialogue">www.roche.com/stakeholder_dialogue</a>
C 3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	■ ■ ■ Finance Report 2008, Pages 34, 115–118
C 3.7	State any specific limitations on the scope or boundary of the report	■ ■ ■ Finance Report 2008, Pages 34–46
C 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	■ ■ ■ Finance Report 2008, Pages 34–46
C 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	■ ■ ■ Finance Report 2008, Pages 34–46, 71–72
C 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)	■ ■ ■ Finance Report 2008, Pages 34–114
C 3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	■ ■ ■ Finance Report 2008, Pages 34–46
<b>GRI Content Index</b>		
C 3.12	Table identifying the location of the Standard Disclosures in the report	■ ■ ■ <a href="http://www.roche.com/reporting_and_indices">www.roche.com/reporting_and_indices</a>
<b>Assurance</b>		
C 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)	■ ■ ■ Business Report 2008, Pages 115–116

Indicator	Reporting status	Where to find information/remarks
<b>4 Governance, Commitments, and Engagement</b>		
<b>Governance</b>		
C 4.1		Business Report 2008, Pages 65–74 <a href="http://www.roche.com/corporate_governance">www.roche.com/corporate_governance</a>
C 4.2		Business Report 2008, Page 65 <a href="http://www.roche.com/corporate_governance">www.roche.com/corporate_governance</a>
C 4.3		Business Report 2008, Pages 71–72 <a href="http://www.roche.com/board_of_directors">www.roche.com/board_of_directors</a>
C 4.4		Business Report 2008, Page 72 <a href="http://www.roche.com/com_gov_stat08_e.pdf">www.roche.com/com_gov_stat08_e.pdf</a>
C 4.5		Business Report 2008, Pages 75–85
C 4.6		Business Report 2008, Pages 71–74 <a href="http://www.roche.com/corporate_governance">www.roche.com/corporate_governance</a>
C 4.7		Business Report 2008, Page 71 <a href="http://www.roche.com/corporate_governance">www.roche.com/corporate_governance</a>
C 4.8		Business Report 2008, Inner cover page, Pages 25–33, 52, 86–87 <a href="http://www.roche.com/code_of_conduct">www.roche.com/code_of_conduct</a>
		Explain the degree to which these: <ul style="list-style-type: none"> <li>• Are applied across the organization in different regions and department/units; and</li> <li>• Relate to internationally agreed standards</li> </ul>
C 4.9		Business Report 2008, Pages 71, 87–89, 91–92 <a href="http://www.roche.com/corporate_governance">www.roche.com/corporate_governance</a> <a href="http://www.roche.com/corporate_governance/committees">www.roche.com/corporate_governance/committees</a> <a href="http://www.roche.com/bylaws08_82e.pdf">www.roche.com/bylaws08_82e.pdf</a> <a href="http://www.roche.com/csr_committees">www.roche.com/csr_committees</a>
C 4.10		Business Report 2008, Pages 75–79
<b>Commitments to External Initiatives</b>		
C 4.11		Business Report 2008, Pages 115–116 Finance Report 2008, Pages 119–120
C 4.12		Business Report 2008, Pages 87–113 <a href="http://www.roche.com/business_integrity_and_marketing_practices">www.roche.com/business_integrity_and_marketing_practices</a> <a href="http://www.roche.com/policies_guidelines_and_positions">www.roche.com/policies_guidelines_and_positions</a> <a href="http://www.roche.com/code_of_conduct">www.roche.com/code_of_conduct</a>
C 4.13		Business Report 2008, Pages 87–108 <a href="http://www.roche.com/business_integrity_and_marketing_practices">www.roche.com/business_integrity_and_marketing_practices</a> <a href="http://www.roche.com/patients">www.roche.com/patients</a> <a href="http://www.roche.com/stakeholder_dialogue">www.roche.com/stakeholder_dialogue</a>
		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>
<b>Stakeholder Engagement</b>		
C 4.14		<a href="http://www.roche.com/stakeholder_dialogue">www.roche.com/stakeholder_dialogue</a>
C 4.15		Business Report 2008, Pages 87–92 <a href="http://www.roche.com/stakeholder_dialogue">www.roche.com/stakeholder_dialogue</a>

	Indicator	Reporting status	Where to find information/remarks
C	<b>4.16</b> Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	■ ■ ■	Business Report 2008, Pages 87–108 <a href="http://www.roche.com/stakeholder_dialogue">www.roche.com/stakeholder_dialogue</a> <a href="http://careers.roche.com/en/Experienced.html">http://careers.roche.com/en/Experienced.html</a> <a href="http://www.roche.com/ir_agenda">www.roche.com/ir_agenda</a> <a href="http://www.roche.com/media">www.roche.com/media</a>
C	<b>4.17</b> 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	■ ■ ■	Business Report 2008, Pages 87–108 <a href="http://www.roche.com/stakeholder_dialogue">www.roche.com/stakeholder_dialogue</a>
<b>5 Management Approach and Performance Indicators</b>			
<b>Economic Performance Indicators</b>			
<b>Disclosure on Management Approach</b>			Business Report 2008, Pages 25–27, 30–33, 36, 54 <a href="http://www.roche.com/ceo_message">www.roche.com/ceo_message</a>
<b>Aspect: Economic Performance</b>			
C	<b>EC 1</b> Direct 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	■ ■ ■	Business Report 2008, Inside cover Finance Report 2008, Pages 4–19, 31–33, 58–86
C	<b>EC 2</b> Financial implications and other risks and opportunities for the organization's activities due to climate change	■ ■ ■	Business Report 2008, Pages 108–113
C	<b>EC 3</b> Coverage of the organization's defined benefit plan obligations	■ ■ ■	Finance Report 2008, Pages 24, 32, 37, 44, 68–73
C	<b>EC 4</b> Significant financial assistance received from government	■	Separate subsidiaries' aspects, such as grants, tax relieves and other types of financial benefits are included in the respective financial indicators, however the total sum of subsidies is not collected. Due to minor magnitude, this is immaterial to our business.
<b>Aspect: Market Presence</b>			
A	<b>EC 5</b> Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	■	We benchmark remuneration levels at a country and regional level in order to offer competitive and attractive packages, however, we do not report externally this information. In line with the rest of the healthcare industry we pay significantly above average salaries throughout all our locations.
C	<b>EC 6</b> Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	■	Indicator does not apply. Suppliers are chosen for quality and not geographical reasons due to the sensitivity of our products.
C	<b>EC 7</b> Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	■ ■ ■	Business Report 2008, Pages 100–105 <a href="http://www.roche.com/employees">www.roche.com/employees</a> <a href="http://www.roche.com/sus-kpi.pdf">www.roche.com/sus-kpi.pdf</a>
<b>Aspect: Indirect Economic Impacts</b>			
C	<b>EC 8</b> Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement	■ ■ ■	Business Report 2008, Pages 95–99, 106–107
A	<b>EC 9</b> Understanding and describing significant indirect economic impacts, including the extent of impacts	■ ■ ■	Business Report 2008, Inside cover, Pages 87–99, 106–107, 110–113
<b>Environmental Performance Indicators</b>			
<b>Disclosure on Management Approach</b>			Business Report 2008, Page 108 <a href="http://www.roche.com/environment">www.roche.com/environment</a>
<b>Aspect: Materials</b>			
C	<b>EN 1</b> Materials used by weight or volume	■	The production of individual pharmaceutical substances takes place batchwise using completely different syntheses in many different places and at different times. This figure does not have any continuity and as such does not value in the estimation of environmental performance.
C	<b>EN 2</b> Percentage of materials used that are recycled input materials	■	See remarks for EN1
<b>Aspect: Energy</b>			
C	<b>EN 3</b> Direct energy consumption by primary energy source	■ ■ ■	Business Report 2008, Page 110 <a href="http://www.roche.com/fact_sheet_energy_consumption.pdf">www.roche.com/fact_sheet_energy_consumption.pdf</a>

	Indicator	Reporting status	Where to find information/remarks
C	<b>EN 4</b> Indirect energy consumption by primary source	■ ■ ■	Business Report 2008, Page 110 <a href="http://www.roche.com/fact_sheet_energy_consumption.pdf">www.roche.com/fact_sheet_energy_consumption.pdf</a>
A	<b>EN 5</b> Energy saved due to conservation and efficiency improvements	■ ■ ■	Business Report 2008, Pages 110, 111
A	<b>EN 6</b> Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	■ ■ ■	Business Report 2008, Pages 110, 111 <a href="http://www.roche.com/responsible_care">www.roche.com/responsible_care</a>
A	<b>EN 7</b> Initiatives to reduce indirect energy consumption and reductions achieved	■ ■ ■	Business Report 2008, Pages 110, 111
<b>Aspect: Water</b>			
C	<b>EN 8</b> Total water withdrawal by source	■ ■ ■	Business Report 2008, Pages 112, 113 <a href="http://www.roche.com/fact_sheet_water_consumption.pdf">www.roche.com/fact_sheet_water_consumption.pdf</a>
A	<b>EN 9</b> Water sources significantly affected by withdrawal of water	■	No sources have been identified that would be significantly affected. The pharmaceutical industry is not a major user of water although it depends on a sufficient supply.
A	<b>EN 10</b> Percentage and total volume of water recycled and reused	■ ■ ■	Business Report 2008, Pages 112, 113
<b>Aspect: Biodiversity</b>			
C	<b>EN 11</b> Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	■	All our sites require access to city infrastructure and are as such in urban environment. Therefore we don't operate facilities in protected areas or areas of high biodiversity values. The indicator is hence immaterial for Roche business.
C	<b>EN 12</b> Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	■ ■	Business Report 2008, Page 113  Eco-toxicological material data for intermediate and end products are summarized in safety data sheets and are handed out to interested stakeholders on request. For marketed products this documentation is accessible on the web at <a href="http://www.roche.com/safety_data_sheets">www.roche.com/safety_data_sheets</a> For non-commercial products and substances we only use the information for internal training purposes, but we don't publish this information due to its confidential nature.
A	<b>EN 13</b> Habitats protected or restored	■	Not relevant to Roche business
A	<b>EN 14</b> Strategies, current actions, and future plans for managing impacts on biodiversity	■	Not relevant to Roche business
A	<b>EN 15</b> Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	■	Not relevant to Roche business
<b>Aspect: Emissions, Effluents, and Waste</b>			
C	<b>EN 16</b> Total direct and indirect greenhouse gas emissions by weight	■ ■ ■	Business Report 2008, Page 110 <a href="http://www.roche.com/fact_sheet_greenhouse_gas_emissions.pdf">www.roche.com/fact_sheet_greenhouse_gas_emissions.pdf</a>
C	<b>EN 17</b> Other relevant indirect greenhouse gas emissions by weight	■ ■ ■	Business Report 2008, Page 110 <a href="http://www.roche.com/fact_sheet_greenhouse_gas_emissions.pdf">www.roche.com/fact_sheet_greenhouse_gas_emissions.pdf</a>
A	<b>EN 18</b> Initiatives to reduce greenhouse gas emissions and reductions achieved	■ ■ ■	Business Report 2008, Pages 110, 111
C	<b>EN 19</b> Emissions of ozone-depleting substances by weight	■ ■ ■	Business Report 2008, Page 111
C	<b>EN 20</b> NO, SO, and other significant air emissions by type and weight	■ ■ ■	Business Report 2008, Pages 111, 112 <a href="http://www.roche.com/fact_sheet_atmospheric_emissions.pdf">www.roche.com/fact_sheet_atmospheric_emissions.pdf</a>
C	<b>EN 21</b> Total water discharge by quality and destination	■ ■ ■	Business Report 2008, Pages 112, 113 <a href="http://www.roche.com/fact_sheet_emissions_into_water.pdf">www.roche.com/fact_sheet_emissions_into_water.pdf</a>
C	<b>EN 22</b> Total weight of waste by type and disposal method	■ ■ ■	Business Report 2008, Page 112 <a href="http://www.roche.com/fact_sheet_waste_disposal.pdf">www.roche.com/fact_sheet_waste_disposal.pdf</a>
C	<b>EN 23</b> Total number and volume of significant spills	■ ■ ■	Business Report 2008, Page 113
A	<b>EN 24</b> 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	■ ■	According to CEFIC definitions of transport waste is included in the total transport volume of materials leaving Roche premises <a href="http://www.roche.com/fact_sheet_transports.pdf">www.roche.com/fact_sheet_transports.pdf</a>

	Indicator	Reporting status	Where to find information/remarks
A	<b>EN 25</b> 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	■	Not relevant to Roche business
<b>Aspect: Products and Services</b>			
C	<b>EN 26</b> Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	■	Environmental risk assessments of principal products and services are prepared for all active substances and are part of product application processes and therefore confidential information <a href="http://www.roche.com/pharmaceuticals_in_the_environment.pdf">www.roche.com/pharmaceuticals_in_the_environment.pdf</a>
C	<b>EN 27</b> Percentage of products sold and their packaging materials that are reclaimed by category	■ ■ ■	Business Report 2008, Page 112 <a href="http://www.roche.com/fact_sheet_waste_disposal.pdf">www.roche.com/fact_sheet_waste_disposal.pdf</a> Valorised by-products, recycled solvents
<b>Aspect: Compliance</b>			
C	<b>EN 28</b> Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	■ ■ ■	Business Report 2008, Page 113
<b>Aspect: Transport</b>			
A	<b>EN 29</b> Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	■ ■	According to CEFIC definitions of transport waste is included in the total transport volume of materials leaving Roche premises <a href="http://www.roche.com/fact_sheet_transports">www.roche.com/fact_sheet_transports</a>
<b>Aspect: Overall</b>			
A	<b>EN 30</b> Total environmental protection expenditures and investments by type	■ ■ ■	Business Report 2008, Pages 108, 109
<b>Social Performance Indicators</b>			
<b>Labour Practice and Decent Work Performance indicators</b>			
<b>Disclosure on Management Approach</b>			Business Report 2008, Page 100 <a href="http://www.roche.com/employees">www.roche.com/employees</a> <a href="http://careers.roche.com/en/Experienced">careers.roche.com/en/Experienced</a>
<b>Aspect: Employment</b>			
C	<b>LA 1</b> Total workforce by employment type, employment contract, and region	■ ■	Business Report 2008, Page 100
C	<b>LA 2</b> Total number and rate of employee turnover by age group, gender, and region	■ ■	Business Report 2008, Page 102 We monitor data split by age/gender in all regions but do not communicate this externally due to remaining sensitivities in some countries, such as the US
A	<b>LA 3</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	■ ■	Business Report 2008, Page 102 A comprehensive dataset is not consolidated globally due to the diversity of compensation packages at local level. Our share purchase program, Roche Connect, is available globally to permanent employees.
<b>Aspect: Labour/Management Relations</b>			
C	<b>LA 4</b> Percentage of employees covered by collective bargaining agreements	■ ■ ■	Business Report 2008, Page 105
C	<b>LA 5</b> Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	■	We comply with all local and national guidelines. Detailed data is not collected globally due to the diversity of local statutory obligations/sites.
<b>Aspect: Occupational Health and Safety</b>			
A	<b>LA 6</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 programs	■ ■ ■	Business Report 2008, Pages 108, 109 <a href="http://www.roche.com/fact_sheet_safety_and_health.pdf">www.roche.com/fact_sheet_safety_and_health.pdf</a>
C	<b>LA 7</b> Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region	■ ■ ■	Business Report 2008, Pages 108, 109 <a href="http://www.roche.com/fact_sheet_safety_and_health.pdf">www.roche.com/fact_sheet_safety_and_health.pdf</a>
C	<b>LA 8</b> Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	■ ■ ■	Business Report 2008, Pages 108, 109
A	<b>LA 9</b> Health and safety topics covered in formal agreements with trade unions	■ ■ ■	<a href="http://www.roche.com/employees">www.roche.com/employees</a>
<b>Aspect: Training and Education</b>			
C	<b>LA 10</b> Average hours of training per year per employee by employee category	■ ■ ■	Business Report 2008, Page 103

Indicator	Reporting status	Where to find information/remarks
A LA 11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	■ ■ ■	Business Report 2008, Pages 101–103 Our Roche.com was re-launched recently and more content on this specific topic is to come, detailed diverse local initiatives and projects <a href="http://www.roche.com/corporate_responsibility/employees/core_values">www.roche.com/corporate_responsibility/employees/core_values</a>
A LA 12 Percentage of employees receiving regular performance and career development reviews	■ ■ ■	Business Report 2008, Page 102
<b>Aspect: Diversity and Equal Opportunity</b>		
C LA 13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	■ ■ ■	Business Report 2008, Pages 104–105 <a href="http://www.roche.com/core_values">www.roche.com/core_values</a>
C LA 14 Ratio of basic salary of men to women by employee category	■	Reporting project under assessment
<b>Human Rights Performance indicators</b>		
<b>Disclosure on Management Approach</b>		<a href="http://www.roche.com/employees">www.roche.com/employees</a> <a href="http://careers.roche.com/en/Experienced">careers.roche.com/en/Experienced</a> <a href="http://www.roche.com/code_of_conduct">www.roche.com/code_of_conduct</a>
<b>Aspect: Investment and Procurement Practices</b>		
C HR 1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	■	All our investment agreements include human rights clauses or include a human rights screening. We do not report the total number of agreements since it is immaterial for Roche and our stakeholders.
C HR 2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	■ ■ ■	Business Report 2008, Pages 89–90 Human rights aspects are part of our audits of major suppliers.
A HR 3 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	■ ■	Business Report 2008, Pages 88, 103–104 All employees are required to complete our Code-of-Conduct program which includes human rights. We report on Learning and Development training in general, but not specifically training concerning human rights.
<b>Aspect: Non-Discrimination</b>		
C HR 4 Total number of incidents of discrimination and actions taken	■ ■ ■	Business Report 2008, Page 89
<b>Aspect: Freedom of Association and Collective Bargaining</b>		
C HR 5 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	■ ■ ■	We do not have operations where this could be a significant risk.
<b>Aspect: Child-Labour</b>		
C HR 6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	■ ■ ■	We do not have operations where this could be a significant risk.
<b>Aspect: Forced and Compulsory Labour</b>		
C HR 7 Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	■ ■ ■	We do not have operations where this could be a significant risk.
<b>Aspect: Security Practices</b>		
A HR 8 Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	■ ■	We have not identified specific risks in the human rights area. All employees when starting in the group complete our e-learning 'Code-of-Conduct' program which covers all our policies and guidelines (the completion is mandatory and monitored), including human rights. <a href="http://www.roche.com/core_values">www.roche.com/core_values</a> <a href="http://www.roche.com/code_of_conduct">www.roche.com/code_of_conduct</a>
<b>Aspect: Indigenous Rights</b>		
A HR 9 Total number of incidents of violations involving rights of indigenous people and actions taken	■ ■ ■	We do not have operations where this could be a significant risk.



	Indicator	Reporting status	Where to find information/remarks
<b>Aspect: Customer Privacy</b>			
A	<b>PR 8</b> Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	■	Not applicable due to heavy regulated industry.
<b>Aspect: Compliance</b>			
C	<b>PR 9</b> Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	■ ■ ■	Business Report 2008, Pages 89, 108, 113