

Key figures Our responsibility

Migros is committed to sustainable development. And follows its words with deeds. Efficient management tools ensure that the retailer continuously makes social and environmental headway. The sustainability principle – as a concept of securing permanent corporate success – is firmly rooted in the Group strategy.

	Unit	2006	2007	2008	2009	2010	Changes on previous year in %
Sustainable Consumption							
Total sales of sustainable labels ¹	CHF millions				2'018	2'149	6.5
Implementation of BSCI Code of Conduct Non Food ²	%				92	95	3.3
Implementation of BSCI Code of Conduct Food + Freshness ²	%				75	90	20.0
Environment³							
Energy							
Total energy consumption, absolute (from electricity, heat and fuels)	GWh	1'646	1'625	1'627	1'627	1'630	0.2
Total energy consumption, specific (from electricity, heat and fuels)	kWh / 1000 CHF in sales	107.7	103.3	99.1	99.8	99.5	-0.3
Specific energy consumption of industrial companies (from electricity and heat)	kWh / t production	567.3	566.0	541.9	551.1	554.6	0.6
Specific energy consumption of stores (from electricity and heat)	kWh / m ² sales space	505.6	490.8	483.9	472.4	461.2	-2.4
Climate							
Greenhouse gas emissions, absolute (fuels and combustibles, coolant losses from 2008)	1000 tonnes of CO ₂ -eq	(135.8)	(128.5)	182.1	178.2	173.0	-2.9
Greenhouse gas emissions, specific (fuels and combustibles, coolant losses from 2008)	kg CO ₂ -eq / 1000 CHF in sales	(8.9)	(8.2)	11.1	10.9	10.6	-3.3
CO ₂ -intensity according to EnAWs ⁴	%	82.1	79.6	78.4	76.6	72.7	-5.0
Natural coolants							
CO ₂ cooling and refrigeration systems (in Migros stores)	no.	13	23	57	100	153	53.0
Transport							
Kilometrage of lorries (own fleet)	million km	31.0	30.8	30.6	30.0	30.5	1.6
Kilometrage of rail transport	million km	10.1	9.4	10.1	10.3	10.6	2.7
Nitrogen oxide emissions (own fleet)	t	206.3	186.8	169.0	143.5	125.9	-12.3
Particulate emissions (eigene LKW-Flotte)	t	4.4	3.9	3.5	2.9	2.5	-15.8
Water							
Water consumption, absolute	1'000 m ³	8'115	7'760	7'499	7'537	7'530	-0.1
Water consumption, specific	m ³ / 1'000 CHF in sales	0.531	0.493	0.456	0.462	0.460	-0.4
Waste disposal/recycling							
Operational waste, absolute	1000 t	200.3	198.0	197.3	201.8	208.5	3.3
Operational waste, specific	kg / 1000 CHF of sales	13.1	12.6	12.0	12.4	12.7	2.8
Recycling rate of operational waste	%	62.3	65.6	67.2	68.2	69.5	1.9
Customer waste returns	1000 t	12.5	13.0	12.7	13.0	13.2	1.2
Migros Culture Percentage							
Expenses Migros Culture Percentage	million CHF	116	127 ⁵	120	114	115	0.7

Reporting to GRI and Global Compact

The Migros Annual Report 2010 reveals the relevant economic, environmental and social services. In doing so, Migros is guided by the guideline of the Global Reporting Initiative GRI (G3). The detailed and linked GRI Index can be found on the internet at m10.migros.ch. Reporting also acts as a progress report in the sense of the Global Compact, which Migros has been submitting annually since joining in 2006. Since 2009, the Migros Annual Report has been published online only. The key figures on this page comprise the Migros Cooperatives, FMC, industrial and logistics enterprises of Migros.

¹ Migros Bio, Migros Bio-Cotton, TerraSuisse, MSC, Max Havelaar, FSC, Topten, approved by climatop, From the region. For the region. (incl. Ticino). Due to new calculation principles, sales of sustainable labels have been available for the first time since 2009 on a comparative basis. Incl. products labelled doubly.

² Figures are based on estimates. Fresh produce suppliers now also included as of 2009.

³ 2010 values are based on provisional figures. The definitive values are published in the report at m10.migros.ch. Adjustments to the previous year's figures due to improved data status are possible.

⁴ CO₂ intensity is a specific key value of the Energy Agency for the Economy (EnAW) and is calculated from the ratio between the real CO₂ development and an uninfluenced CO₂ development without measure to reduce CO₂ reduction.

⁵ In 2007 the Migros Culture Percentage granted additional funds in connection with its 50th anniversary.

Key figures Collaborators

As Switzerland's biggest private employer, Migros is in many ways a reflection of Swiss society. Political, social, economic and demographic developments and challenges are effectively arranged at Migros, which takes an active approach in their future-oriented design. Migros's employees bear the company's business and social value added – and set new standards on a daily basis.

	Unit	2009	2010	Changes on previous year in %
Workforce and Staff Movements				
Full-time posts	Number of posts	61'734	61'615	- 0.2
Employees	Number of persons	83'780	83'616	- 0.2
Proportion of women in total workforce	%	60.9	60.66	- 0.4
Proportion of women in full-time posts	%	n.a.	42.1	-
Part-time employment ratio men	%	n.a.	21.5	-
Accession rate	%	n.a.	11.0	-
Fluctuation rate	%	n.a.	5.52	-
Average age	Years	n.a.	39.47	-
Proportion of older employees (> 55 years)	%	n.a.	22.5	-
Proportion of foreign employees	%	27.6	27.6	0
Proportion of employees in other countries	%	2.6	3.2	+ 12.3
Staff Expenditure and Value Added				
Wage adjustments	%	0.15	1.65	+ 1100
Wage bill	CHF millions	3'847	3'843	- 0.11
Personnel costs	CHF millions	4'932	4'935	+ 0.06
Share of value added	%	71.0	71.6	+ 0.8
Work and Health				
Health	%	95.43	95.48	+ 0.05
Rate of absenteeism (BU/NBU/Illness)	%	n.a.	4.04	-
Women in Managerial Posts				
Proportion of women board members	%	9.8	12.5	+ 27.6
Proportion of women in managerial posts	%	24.7	25.3	+ 2.4
Vocational training				
Trainees	Number of trainees	3'264	3'328	+ 1.96
Chart Ratio of trainees	%	5.3	5.4	+ 1.88
Success rate	%	98	98	0.0
Continued employment rate	%	65	60	- 7.7
Social partnerships				
Representational coverage of personnel committees	Number of persons	n.a.	439	-
Women in personnel committees	%	n.a.	41.46	-
Terms of employment				
Employees covered by Migros L-GAV	%	69.4	68.9	- 0.73
Employees covered by Globus-GAV	%	5.3	5.4	+ 1.88