

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	2007	2008	2009	2010	2011	Changes on previous year in %
Sustainable Consumption¹							
Total sales of sustainable labels	CHF millions			2'018	2'149	2'288	6.5
From the region. For the region	CHF millions			696	746	782	4.8
TerraSuisse	CHF millions			643	600	644	7.4
Migros Bio	CHF millions			357	407	436	7.1
FSC	CHF millions			142	173	169	-2.4
Max Havelaar	CHF millions			79	82	81	-1.7
MSC	CHF millions			38	50	58	16.5
Topten	CHF millions			15	39	50	27.0
climatop	CHF millions			35	35	38	10.0
Migros Bio Cotton	CHF millions			14	18	30	69.1
Environment²							
Energy and Climate							
Total energy consumption, absolute (from electricity, heat and fuels)	GWh	1'625	1'626	1'630	1'630	1'600	-1.9
Total energy consumption, specific (from electricity, heat and fuels)	kWh / 1000 CHF in sales	103.3	99.0	100.0	99.6	100.0	0.4
Specific energy consumption of industrial companies (from electricity and heat)	kWh / t production	566.0	541.9	551.1	554.6	540.8	-2.5
Specific energy consumption of stores (from electricity and heat)	kWh / m ² sales space	492.7	486.9	475.1	467.2	445.9	-4.6
Greenhouse gas emissions (Scope 1 und 2) ³	1'000 t CO ₂ eq	(273.5)	328.2	326.4	314.7	310.1	-1.5
Greenhouse gas emissions, specific (Scope 1 und 2) ³	kg CO ₂ eq / 1000 CHF in sales	(17.4)	20.0	20.0	19.2	19.4	0.9
CO ₂ -intensity according to EnAWs ⁴	%	79.6	78.4	76.6	72.7	72.0	-1.1
Power production solar power plants (installed on Migros roofs)	MWh	355	460	685	2'350	2'980	26.8
Transport							
Kilometrage of lorries (in-house fleet)	million km	30.8	30.6	30.0	30.5	30.4	-0.3
of which share with exhaust norm Euro 4 and 5	%	35.2	44.2	58.5	70.2	78.1	11.3
Kilometrage of rail transport	million km	9.4	10.1	10.3	10.6	10.1	-4.2
Waste disposal/recycling and Water							
Operational waste, absolute	1'000 t	198.0	197.3	201.8	208.2	212.0	1.8
Operational waste, specific	kg / 1000 CHF of sales	12.6	12.0	12.4	12.7	13.3	4.3
Recycling rate of operational waste	%	65.6	67.4	68.6	69.9	69.8	-0.1
Customer waste returns	1'000 t	12.9	12.6	12.9	13.0	13.4	3.0
Water consumption, absolute	1'000 m ³	7'760	7'504	7'543	7'510	7'258	-3.4
Water consumption, specific	m ³ / 1'000 CHF in sales	0.49	0.46	0.46	0.46	0.45	-1.1
Migros Culture Percentage							
Expenses Migros Culture Percentage ⁵	million CHF	127.3	119.7	114.1	114.9	117.6	2.3

¹ Business unit Cooperative Retailing. Incl. products with two awards. Due to new calculation bases, the sales of the sustainable labels are available for the first time as of 2009. Sales From the region, for the region provisional.

² Environmental key indicators include the business units of Cooperative Retailing (10 regional cooperatives, national logistics centres, FMC) as well as Industry & Wholesaler (14 industrial enterprises in Switzerland and Scana wholesaler). Adjustments of the previous year's figures possible due to improved data basis.

³ Greenhouse gas emissions from combustibles and fuel consumption, cooling agent losses (from 2008) and power consumption (in accordance with Swiss consumption mix at 154g CO₂ eq/kWh power). Scope 1 and 2 in accordance with Greenhouse Gas Protocol.

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	2011	Changes on previous year in %
Personalstruktur und -bewegungen					
Full-time posts	Number of posts	61'734	61'615	63'462	3.0
Employees	Number of persons	83'780	83'616	86'393	3.3
Proportion of women in total workforce	%	60.9	60.7	61.6	1.5
Proportion of women in full-time posts	%	n.a.	42.1	42.0	-0.2
Part-time employment ratio men	%	n.a.	21.5	21.2	-1.4
Accession rate	%	12.4	11.0	12.6	14.5
Fluctuation rate	%	5.41	5.52	6.05	9.6
Average age	Years	n.a.	39.5	39.6	0.3
Proportion of older employees (> 55 years)	%	n.a.	22.5	23.1	2.7
Proportion of foreign employees	%	27.6	27.6	27.5	-0.4
Proportion of employees in other countries	%	2.6	3.2	6.6	105.0
Staff Expenditure and Value Added					
Salary adjustments in real terms	%	0.15	1.65	1.2	-27.3
Wage bill	CHF millions	3'847	3'843	3'917	1.9
Personnel costs	CHF millions	4'932	4'935	5'039	2.1
Share of value added	%	71.0	71.6	75.0	4.7
Work and Health					
Health	%	95.43	95.48	95.35	-0.1
Rate of absenteeism (BU/NBU/Illness)	%	n.a.	4.04	4.15	2.7
Women in Managerial Posts					
Proportion of women board members	%	9.8	12.5	14.6	16.8
Proportion of women in managerial posts	%	24.7	25.3	25.9	2.4
Vocational training					
Trainees	Number	3'264	3'328	3'386	1.7
Chart Ratio of trainees	%	5.5	5.6	5.7	1.8
Success rate	%	98	98	97	-1.0
Continued employment rate	%	65	60	62	3.3
Social partnerships					
Representational coverage of personnel committees	Number	n.a.	439	462	5.2
Women in personnel committees	%	n.a.	41.46	49.57	19.6
Terms of employment ¹					
Employees covered by Migros L-GAV	%	65.2	64.2	63.2	-1.6
Employees covered by Globus-GAV	%	4.9	5.0	5.0	0.0
Employees covered by Travel-GAV	%	-	-	1.6	-

¹ All key indicators calculated in accordance with the 2011 calculation basis. Basis: consolidated and non-consolidated companies in Switzerland.