

# 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. In 2012, Migros included the additional value «sense of responsibility» in the strategy.

	Unit	2008	2009	2010	2011	2012	Changes on previous year in %
<b>Sustainable Consumption<sup>1</sup></b>							
Total sales of sustainable labels	CHF millions		2'018	2'149	2'288	2'613	14.3
From the region. For the region	CHF millions		696	746	782	791	1.2
TerraSuisse	CHF millions		643	600	644	659	2.2
Migros Bio	CHF millions		357	407	435	474	9.0
Utz certified	CHF millions					202	
FSC	CHF millions		142	173	169	200	18.9
Max Havelaar	CHF millions		79	82	81	84	4.4
MSC/ASC	CHF millions		38	50	58	65	12.9
Topten	CHF millions		15	39	50	67	35.8
climatop	CHF millions		35	35	38	36	- 5.5
Migros Bio Cotton	CHF millions		14	18	30	33	8.5
Bio Garden	CHF millions		00	00	1	2	80.3
<b>Environment<sup>2</sup></b>							
<b>Energy and Climate</b>							
Total energy consumption, absolute (from electricity, heat and fuels)	GWh	1'625	1'632	1'630	1'595	1'588	- 0.4
Total energy consumption, specific (from electricity, heat and fuels)	kWh / 1000 CHF in sales	98.9	100.1	99.5	99.8	99.1	- 0.7
Specific energy consumption of industrial companies (from electricity and heat)	kWh / t production	541.9	551.1	554.6	540.8	544.7	0.7
Specific energy consumption of stores (from electricity and heat)	kWh / m <sup>2</sup> sales space	486.1	477.0	466.6	441.8	431.4	- 2.4
Greenhouse gas emissions (Scope 1 und 2) <sup>3</sup>	1'000 t CO <sub>2</sub> eq	328.3	327.3	314.6	309.4	307.2	- 0.7
Greenhouse gas emissions, specific (Scope 1 und 2) <sup>3</sup>	kg CO <sub>2</sub> eq / 1000 CHF in sales	20.0	20.1	19.2	19.3	19.2	- 0.9
CO <sub>2</sub> -intensity according to EnAWs <sup>4</sup>	%	78.4	76.6	72.7	72.0	70.5	- 2.0
Minergie-certified area (Migros Group) <sup>5</sup>	1'000 m <sup>2</sup>	195.9	293.9	404.9	789.9	821.5	4.0
Power production solar power plants (installed on Migros roofs)	MWh	460	680	2'350	2'980	4'440	49.0
Proportion of heat from renewable energies	%	12.1	12.6	14.2	14.1	15.5	10.0
<b>Transport</b>							
Kilometrage of lorries (in-house fleet)	million km	30.6	30.0	30.5	30.4	29.9	- 1.6
of which share with exhaust norm Euro 4 and 5	%	44.2	58.5	70.2	78.1	83.6	7.0
Kilometrage of rail transport	million km	10.1	10.3	10.6	10.1	9.9	- 2.3
<b>Waste disposal/recycling and Water</b>							
Operational waste, absolute	1'000 t	197.3	201.8	208.2	213.5	215.5	0.9
Operational waste, specific	kg / 1000 CHF of sales	12.0	12.4	12.7	13.4	13.4	0.7
Recycling rate of operational waste	%	67.4	68.6	69.8	70.0	70.6	0.8
Customer waste returns	1'000 t	12.6	12.9	13.0	13.4	13.4	- 0.1
Water consumption, absolute	1'000 m <sup>3</sup>	7'508	7'559	7'467	7'230	7'032	- 2.8
Water consumption, specific	m <sup>3</sup> / 1'000 CHF in sales	0.46	0.46	0.46	0.45	0.44	- 3.0
<b>Migros Culture Percentage</b>							
Expenses Migros Culture Percentage <sup>5</sup>	million CHF	119.7	114.1	114.9	117.6	125.0	6.3

<sup>1</sup> 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. The labels Utz certified and ASC were introduced in 2012.

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

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

<sup>4</sup> CO<sub>2</sub> intensity is a specific key value of the Energy Agency for the Economy (EnAW) and is calculated from the ratio between the real CO<sub>2</sub> development and an uninfluenced CO<sub>2</sub> development without measure to reduce CO<sub>2</sub> reduction.

<sup>5</sup> Increase in the Minergie-certified area from 2010 to 2011 due in part to a more comprehensive survey and reconciliation with the Minergie association.

# 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	2012	Changes on previous year in %
<b>Staff Structure and Staff Movements</b>						
Full-time posts	Number of posts	61'734	61'615	63'462	64'002	0.9
Employees	Number of persons	83'780	83'616	86'393	87'461	1.2
Proportion of women in total workforce	%	60.9	60.7	61.6	61.9	0.5
Proportion of women in full-time posts	%	n. a.	42.1	42.0	43.8	4.3
Part-time employment ratio men	%	n. a.	21.5	21.2	21.5	1.4
Accession rate	%	12.4	11.0	12.6	12.9	2.4
Fluctuation rate	%	5.41	5.52	6.05	5.90	-2.5
Average age	Years	n. a.	39.5	39.6	39.2	-1.0
Proportion of older employees (> 50 years)	%	n. a.	22.5	23.1	22.9	-0.9
Proportion of foreign employees	%	27.6	27.6	27.5	27.4	-0.4
Proportion of employees in other countries	%	2.6	3.2	6.6	7.6	15.9
<b>Staff Expenditure and Value Added</b>						
Salary adjustments in real terms <sup>1</sup>	%	3.55	0.05	1.3	1.25	-3.8
Wage bill	CHF millions	3'847	3'843	3'917	3'916	0.0
Personnel costs	CHF millions	4'932	4'935	5'039	5'033	-0.1
Share of value added	%	71.0	71.6	75.0	74.0	-1.3
<b>Work and Health</b>						
Health	%	95.43	95.48	95.35	95.39	0.0
Rate of absenteeism (BU/NBU/illness)	%	n. a.	4.04	4.15	4.10	-1.2
<b>Women in Managerial Posts</b>						
Proportion of women board members	%	9.8	12.5	14.6	15.2	4.1
Proportion of women in managerial posts	%	24.7	25.3	25.9	26.5	2.3
<b>Vocational training</b>						
Trainees	Number	3'264	3'328	3'386	3'358	-0.8
Chart Ratio of trainees	%	5.5	5.6	5.7	6.0	5.3
Success rate	%	98	98	97	97	0.0
Continued employment rate	%	65	60	62	62.1	0.2
<b>Social partnership</b>						
Representational coverage of personnel committees	Number	n. a.	439	462	359	-22.3
Women in personnel committees	%	n. a.	41.46	49.57	39.28	-20.8
<b>Terms of employment</b>						
Employees covered by Migros L-GAV	%	65.2	64.2	63.2	61.7	-2.4
Employees covered by Globus-GAV	%	4.9	5.0	5.0	5.1	2.0
Employees covered by Travel-GAV	%	–	–	1.6	1.6	0.0

<sup>1</sup> Basis: inflation at December of reporting year.