

APPENDIX I

Correlation of indicators with GRI-G3 Guidelines

APPENDIX I

Correlation of indicators with GRI-G3 Guidelines

In accordance with the methodological criteria as laid out in the GRI G3 Guidelines for the preparation of Sustainability Reports, we detail in the table below where the Guide's Performance Indicators correspond with the chapters of the Grupo PRISA's Corporate Responsibility Report. We are self-declaring a "B" Application Level.



GRI (G3)	AREA	PAGE
1. STRATEGY AND ANALYSIS		
1.1	Statement from the most senior decision-maker of the organization on the relevance of sustainability to the organization and its strategy	16 - 17
1.2	Description of key impacts, risks and opportunities	23, 36; 40 - 43; 112 - 115
2. ORGANIZATIONAL PROFILE		
2.1	Name of the organization.	14 - 15; APPENDIX III
2.2	Primary brands, products, and/or services.	44 - 57
2.3	Operational structure of the organization	22 - 33; 60 - 65
2.4	Location of organization's headquarters.	APPENDIX III
2.5	Number of countries where the organization operates	15; 34
2.6	Nature of ownership and legal form	22 - 24
2.7	Markets served	15; 34
2.8	Scale of the reporting organization	41 - 43
2.9	Significant changes during the reporting period in the size, ownership and structure of the organization	7 - 11; 36
2.10	Awards and honors received during the reporting period	7 - 11; 19; 43 - 57; 92 - 94; 113 - 114
3. REPORT PARAMETERS		
3.1	Reporting period	34
3.2	Date of most recent previous report	34 - 37
3.3	Reporting cycle of most recent previous report	34 - 37
3.4	Contact point for questions regarding the report or its contents.	APPENDIX III
SCOPE AND BOUNDARY OF REPORT		
3.5	Process for defining report content	19; 34 - 37
3.6	Scope and boundary of the report	19; 34 - 37
3.7	Specific limitations on the scope or boundary of the report	19; 34 - 37
3.8	Information on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	34; 41 - 57
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.	19; 34 - 37
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	19; 34 - 37
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	19; 34 - 37
GRI CONTENT INDEX		
3.12	Table identifying the location of the Standard Disclosures in the report.	3; APPENDIX I

ASSURANCE		
3.13	Policy and current practice with regard to seeking external assurance for the report.	19; 34, 113 - 114; APPENDIX I; APPENDIX III
4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT WITH STAKEHOLDERS		
4.1	Governance structure of the organization	22 - 33
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	22; 24; IGC 2010
4.3	Number of members of the highest governance body	22; IGC 2010
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	27 - 28; 66 - 67; IGC 2010
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives	26 - 27; IGC 2010
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	28 - 31; IGC 2010
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.	23 - 33; IGC 2010
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.	16 - 21; 101 - 103; 113 - 114
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.	21 - 24; 28 - 33; 101 - 108; IGC 2010
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	21 - 24; 101 - 108; IGC 2010
COMMITMENTS TO EXTERNAL INITIATIVES		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	16 - 33
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	20; 71 - 79; 28 - 97
4.13	Memberships in associations and/or national/international organizations the organization supports	71 - 72; 78 - 79
STAKEHOLDER ENGAGEMENT		
4.14	List of stakeholder groups engaged by the organization.	17 - 21; 71 - 79
4.15	Basis for identification and selection of stakeholders with whom to engage.	17 - 21; 71 - 72
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	17 - 21; 71 - 72; 70 - 79
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.	17 - 21; 71 - 72; 70 - 79

MANAGEMENT APPROACH AND COMPLIANCE WITH PERFORMANCE INDICATORS		
ECONOMIC DIMENSION		
EC1	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.	2010 Individual and Consolidated Annual Accounts; 41
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	2010 Individual and Consolidated Annual Accounts; 20; 101 - 108
EC3	Coverage of the organization's defined benefit plan obligations.	20; 64; 82 - 97
EC4	Significant financial assistance received from government.	2010 Individual and Consolidated Annual Accounts
MARKET PRESENCE		
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	102 - 103
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	22 - 27; 41; 102 - 103
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	69 - 78; 39 - 53
ENVIRONMENTAL DIMESIÓN		
MATERIALS		
EN1	Materials used by weight or volume	101 - 108
EN2	Percentage of materials that are recycled input materials	104 - 108
ENERGY		
EN3	Direct energy consumption segmented by primary source	104 - 108
EN4	Indirect energy consumption by primary source 182-185	104 - 108
WATER		
EN8	Total water withdrawal by source	104 - 108
BIODIVERSITY		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	104 - 108
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	104 - 108
EMISSIONS, EFFLUENTS AND WASTE		
EN16	Total direct and indirect greenhouse gas emissions by weight.	104 - 106
EN17	Other relevant indirect greenhouse gas emissions by weight.	104 - 106
EN19	Emissions of ozone-depleting substances by weight.	106

EN20	NO, SO, and other significant air emissions by type and weight.	No material
EN21	Total water discharge by quality and destination.	104 - 108
EN22	Total weight of waste by type and disposal method.	104 - 108
EN23	Total number and volume of significant spills.	-
PRODUCTS AND SERVICES		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	104 - 108
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	104 - 108
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	-
SOCIAL DIMENSION		
LABOR PRACTICES & DECENT WORK		
EMPLOYMENT		
LA1	Total workforce by employment type, employment contract, and region.	62 - 65
LA2	Total number and rate of employee turnover by age group, gender, and region.	41; 62
LABOR/ MANAGEMENT RELATIONS		
LA4	Percentage of employees covered by collective bargaining agreements.	64
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	-
OCCUPATIONAL HEALTH AND SAFETY		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region.	-
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	65
TRAINING AND EDUCATION		
LA10	Average hours of training per year per employee, by employee category	65
DIVERSITY AND EQUAL OPPORTUNITIES		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	62 - 63
LA14	Ratio of basic salary of men to women by employee category.	62 - 64
HUMAN RIGHTS		
INVESTMENT AND PROCUREMENT PRACTICES		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	101 - 103
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	101 - 103
NON-DISCRIMINATION		
HR4	Total number of incidents of discrimination and actions taken.	-

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
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.	19 - 20; 101 - 103; 113 - 115
ABOLITION OF CHILD LABOR		
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	19 - 20; 101 - 103; 113 - 115
PREVENTION OF FORCED AND COMPULSORY LABOR		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor.	-
SOCIETY		
COMMUNITY		
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.	94 - 97
CORRUPTION		
S02	Percentage and total number of business units analyzed for risks related to corruption.	-
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	-
S04	Actions taken in response to incidents of corruption	-
PUBLIC POLICY		
S05	Public policy positions and participation in public policy development and lobbying.	19 - 20; 113 - 114
COMPLIANCE		
S08	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	-
PRODUCT RESPONSIBILITY		
CUSTOMER HEALTH AND SAFETY		
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.	16 - 20; 108 - 101
PRODUCT AND SERVICE LABELLING		
PR3	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	-
MARKETING COMMUNICATIONS		
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	19 - 20; 78 - 79; 113 - 114
COMPLIANCE		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	-