

This report is aligned with the [Global Reporting Initiative \(GRI\)](#) G3.1 Sustainability Reporting Guidelines (released in 2011) and the Food Processing Sector Supplement, at a self-declared application level of B. The elements and information for the guidelines are in the index below. Those performance indicators that are not marked bold are additional indicators.

G3.1 Content Index			
Application Level B			
STANDARD DISCLOSURES PART I: Profile Disclosures			
1. Strategy and Analysis			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
1.1	Statement from the most senior decision-maker of the organization.	Fully	Overview: CEOs' Dialogue
1.2	Description of key impacts, risks, and opportunities.	Fully	GMCR Annual Report ; Overview: Material Issues Across the Value Chain ; Overview: Our Strategy
2. Organizational Profile			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2.1	Name of the organization.	Fully	Overview: About Our Company
2.2	Primary brands, products, and/or services.	Fully	Overview: About Our Company ; GMCR Annual Report
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Overview: About Our Company ; GMCR Annual Report
2.4	Location of organization's headquarters.	Fully	Overview: About Our Company
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.	Fully	Overview: About Our Company
2.6	Nature of ownership and legal form.	Fully	Green Mountain Coffee Roasters, Inc. is a publicly held company that trades on the NASDAQ Stock Market under the trading symbol GMCR.

2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Overview: About Our Company; GMCR Annual Report
2.8	Scale of the reporting organization.	Fully	Overview: About Our Company; GMCR Annual Report
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	-In fiscal 2012, we added additional brands to our portfolio – Eight O'Clock® coffee, Tetley Tea® and Swiss Miss® hot cocoa branded K-Cup® packs – as well as launched a new brewing platform, the Keurig® Vue® Single Cup Brewer. We also added manufacturing capacity in Vermont, Virginia, Washington, and Montreal, Quebec.
2.10	Awards received in the reporting period.	Fully	Overview: Awards and Recognitions
3. Report Parameters			
Profile Disclosure		Reported	Cross-reference/Direct answer
	Description		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Overview: About This Report
3.2	Date of most recent previous report (if any).	Fully	Overview: About This Report
3.3	Reporting cycle (annual, biennial, etc.)	Fully	-Overview: About This Report
3.4	Contact point for questions regarding the report or its contents.	Fully	-Overview: About This Report
3.5	Process for defining report content.	Fully	Overview: Material Issues Across the Value Chain; Overview: Our Strategy
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	-Overview: About Our Company; Overview: About This Report
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Overview: About Our Company; Overview: About This Report

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.	Fully	-Overview: About Our Company; Overview: About This Report
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. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	Measurement techniques and assumptions, where relevant, are included as notes to the data charts and tables.
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).	Fully	Explanations of re-statements, where relevant, are included as notes to the data charts and tables.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	There were no significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	GRI Index
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Overview: About This Report

4. Governance, Commitments, and Engagement

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Overview: Governance and Management
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Overview: Governance and Management
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	GMCR has six independent directors, two of whom are women.
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	See Contact the Board
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	How compensation is determined for members of the Board of Directors and senior executives is described in our proxy statement . There is no explicit consideration of social and environmental performance in compensation determinations.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	-Overview: Governance and Management; Corporate Governance Principles

4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	-Overview: Governance and Management; Corporate Governance
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.	Fully	Code of Ethics ; Environmental Policy ; Working with Manufacturers ; GMCR Policy on the Human Right to Water ; Overview
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.	Fully	-Overview: Governance and Management
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	The Governance and Nominating Committee facilitates an annual self-assessment of the Board's and each Committee's performance during the preceding year, with a view to making the Board and each Committee more effective. More info: Corporate Governance Principles
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	-GMCR supports the precautionary principle to guide its actions; we routinely evaluate a wide range of risks and take precautionary steps where warranted.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	Overview: About This Report ; -Resilient Supply Chain: Working with Manufacturers

4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	<p>We belong to a number of industry and multi-stakeholder groups and associations. The following are the memberships of strategic importance to our business and our sustainability strategy:</p> <ul style="list-style-type: none"> • Association of Home Appliance Manufacturers • Grocery Manufacturers' Association • Specialty Coffee Association of America • BSR • Vermont Business for Social Responsibility • Sustainable Packaging Coalition
4.14	List of stakeholder groups engaged by the organization.	Fully	Overview: Stakeholder Engagement
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Overview: Stakeholder Engagement
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Overview: Stakeholder Engagement
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.	Fully	Overview: Stakeholder Engagement ; Overview: Material Issues Across the Value Chain ; Overview: Our Strategy

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3.1 FPSS DMAs			
Description	Reported	Cross-reference/Direct answer	
DMA SC Disclosure on Management Approach SC			
Aspects			
Protecting natural resources	Fully	Resilient Supply Chains: Caring for Agricultural Ecosystems	
Minimizing toxicity	Partially	Sustainable Products: Product Quality and Safety	
Fair trade	Fully	Sustainable Products: Our Consumers	
Fair compensation for labor	Fully	Resilient Supply Chain: Working with Manufacturers	
Traceability	Fully	Resilient Supply Chain: Building Stronger Communities Through Agricultural Standards ; Coffee Certifications Field Guide	
Genetically modified organisms (GMOs)	Not		
Animal welfare	Not		
Biofuels	Not		
DMA EC Disclosure on Management Approach EC			
Aspects			
Economic performance	Fully	GMCR Annual Report	
Market presence	Fully	GMCR Annual Report ; Overview: About This Report	
Indirect economic impacts	Fully	Thriving People and Communities ; Resilient Supply Chain ; Resilient Supply Chain: Working with Farmers	
DMA EN Disclosure on Management Approach EN			
Aspects			
Materials	Partially	Sustainable Products: Product Quality and Safety ; Sustainable Products: Assessing Product Impact	
Energy	Fully	Overview: Our Strategy ; Sustainable Products: Energy Use and Greenhouse Gas Emissions	
Water	Partially	Resilient Supply Chains: Caring for Agricultural Ecosystems	
Biodiversity	Not		

	Emissions, effluents and waste	Fully	Overview: Our Strategy ; Sustainable Products: Energy Use and Greenhouse Gas Emissions ; Sustainable Products: Reducing Waste Sent to Landfills
	Products and services	Fully	Overview: Our Strategy ; Sustainable Products
	Compliance	Fully	Environmental compliance is managed as part of our overall environmental management systems. Resilient Supply Chains: Caring for Agricultural Ecosystems ; Resilient Supply Chains: Water Resource Management ; Sustainable Products: Energy Use and Greenhouse Gas Emissions ; Sustainable Products: Reducing Waste Sent to Landfills
	Transport	Partially	Sustainable Products: Energy Use and Greenhouse Gas Emissions
	Overall	Fully	Environmental policies and training are managed by our Manager of Environmental Affairs, who reports to our Senior Director of Facilities and Engineering, and our Vice President of Operations for SCBU. Our Environmental Policy, Human Right to Water Policy, and Climate Change Statement can be found on our website .
DMA LA Disclosure on Management Approach LA			
Aspects	Employment	Partially	Thriving People and Communities
	Labor/management relations	Fully	Labor and management relations are managed by our Chief Human Resources Officer.
	Occupational health and safety	Fully	Occupational Health and Safety programs in each business unit are managed by our Director of Human Resources, who reports to our Vice President of Human Resources for the business unit.
	Training and education	Fully	Training and Education programs are managed by our Director of Internal Communications and Training Management, who reports to our Chief Human Resources Officer.
	Diversity and equal opportunity	Fully	Diversity and equal opportunity programs are managed by our Chief Human Resources Officer.
	Equal remuneration for women and men	Fully	Equal remuneration is managed by our Chief Human Resources Officer.
DMA HR Disclosure on Management Approach HR			
Aspects	Investment and procurement practices	Fully	Resilient Supply Chain

	Non-discrimination	Fully	Assurance of nondiscrimination in the workplace is managed jointly by our Chief Human Resources Officer and Senior Counsel.
	Freedom of association and collective bargaining	Fully	Resilient Supply Chain: Working with Manufacturers
	Child labor	Fully	Resilient Supply Chain: Working with Manufacturers
	Prevention of forced and compulsory labor	Fully	Resilient Supply Chain: Working with Manufacturers
	Security practices	Fully	Resilient Supply Chain: Working with Manufacturers
	Indigenous rights	Fully	Resilient Supply Chain: Working with Manufacturers
	Assessment	Fully	Resilient Supply Chain: Working with Manufacturers
	Remediation	Fully	Resilient Supply Chain: Factory Assessments
DMA SO Disclosure on Management Approach SO			
Aspects	Local communities	Fully	These programs are managed by our Director of Domestic Outreach within the Corporate Sustainability department.
	Healthy and affordable food	Partially	Resilient Supply Chain: Food Security; Thriving Communities
	Corruption	Fully	Overview: Governance and Management; Code of Ethics
	Public policy	Not	
	Anti-competitive behavior	Fully	Overview: Governance and Management; Code of Ethics
	Compliance	Fully	Compliance is managed by our Chief Legal Officer.
DMA PR Disclosure on Management Approach PR			
Aspects	Customer health and safety	Fully	Sustainable Products: Our Products
	Product and service labeling	Fully	We raise awareness and consumer demand for certification programs. We label all our products appropriately. This work is managed by our marketing department and our Vice President and Associate General Counsel.
	Marketing communications	Fully	Marketing communications are managed by our Vice President of Marketing.

	Customer privacy	Not	
	Compliance	Not	
DMA AW Disclosure on Management Approach AW			
Aspects	Breeding and genetics	Not	
	Animal husbandry	Not	
	Transportation, handling and slaughter	Not	

STANDARD DISCLOSURES PART III: Performance Indicators			
Sourcing			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy.	Fully	Resilient Supply Chain
FP2	Percentage of purchased volume which is verified as being in accordance with credible internationally recognized responsible production standards, broken down by standard.	Fully	Resilient Supply Chain
Economic			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Economic performance			
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.	Partially	Resilient Supply Chain; Thriving People and Communities: Volunteerism; Overview

EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Partially	Resilient Supply Chains: Caring for Agricultural Ecosystems
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	The Company has a supplementary defined benefit retirement plan and a supplementary employee retirement plan (collectively the "Plans") for certain management employees in CBU. The cost of the Plans is calculated according to actuarial methods that encompass management's best estimate regarding the future evolution of salary levels, the age of retirement of salaried employees and other actuarial factors. These Plans are not funded and there are no plan assets. Future benefits will be paid from the funds of the Company. The projected benefit obligation was \$1.1 million as of September 29, 2012, which is classified in other long-term liabilities. The projected benefit obligation was \$2.3 million as of September 24, 2011 of which \$0.1 million is included in accrued liabilities, \$1.5 million is classified in other long-term liabilities and \$0.7 million is classified in current liabilities related to assets held for sale. Net periodic pension (income) expense was \$(0.1) million and \$0.5 million for fiscal years 2012 and 2011, respectively.
EC4	Significant financial assistance received from government.	Not	
Market presence			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Not	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Not	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Not	
Indirect economic impacts			

EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Thriving People and Communities: Thriving Communities; Resilient Supply Chain: Working with Farmers																														
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	Thriving People and Communities: Thriving Communities; Resilient Supply Chain: Working with Farmers																														
Environmental																																	
Performance Indicator	Description	Reported	Cross-reference/Direct answer																														
Materials																																	
EN1	Materials used by weight or volume.	Not																															
EN2	Percentage of materials used that are recycled input materials.	Not																															
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EN3	Direct energy consumption by primary energy source.	Fully	<table border="1"> <thead> <tr> <th></th> <th>Total Therms</th> <th>% of Total</th> </tr> </thead> <tbody> <tr> <td>Propane / oil</td> <td>659,943</td> <td>5.9%</td> </tr> <tr> <td>Natural Gas</td> <td>3,661,163</td> <td>32.5%</td> </tr> <tr> <td>Electricity</td> <td>2,564,863</td> <td>22.8%</td> </tr> <tr> <td>Distribution Fuel</td> <td>829,682</td> <td>7.4%</td> </tr> <tr> <td>Reimbursed Auto Travel</td> <td>164,657</td> <td>1.5%</td> </tr> <tr> <td>Fuel Rental</td> <td>41,857</td> <td>0.4%</td> </tr> <tr> <td>Employee Commuting</td> <td>2,192,146</td> <td>19.5%</td> </tr> <tr> <td>Air Travel</td> <td>1,132,282</td> <td>10.1%</td> </tr> <tr> <td>Fuel Service Merchandising Facilities</td> <td>3236</td> <td>0.0%</td> </tr> </tbody> </table>		Total Therms	% of Total	Propane / oil	659,943	5.9%	Natural Gas	3,661,163	32.5%	Electricity	2,564,863	22.8%	Distribution Fuel	829,682	7.4%	Reimbursed Auto Travel	164,657	1.5%	Fuel Rental	41,857	0.4%	Employee Commuting	2,192,146	19.5%	Air Travel	1,132,282	10.1%	Fuel Service Merchandising Facilities	3236	0.0%
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EN4	Indirect energy consumption by primary source.	Partially	Sustainable Products: Energy Use and Greenhouse Gas Emissions																														
EN5	Energy saved due to conservation and efficiency improvements.	Partially	Our total savings for fiscal 2012 was 3,402,454.19 therms. We have omitted Sumner, Wash., plant, Knoxville, Tenn., plant, Canadian business unit, and Keurig business unit in this calculation.																														

EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	
Water			
EN8	Total water withdrawal by source.	Not	
EN9	Water sources significantly affected by withdrawal of water.	Not	
EN10	Percentage and total volume of water recycled and reused.	Not	
Biodiversity			
EN11	Location and size of land or waters owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not	
EN13	Habitats protected or restored.	Not	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	

EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not																																																																																																									
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EN16	Total direct and indirect greenhouse gas emissions by weight.	Partially	Sustainable Products: Energy Use and Greenhouse Gas- Emissions																																																																																																								
EN17	Other relevant indirect greenhouse gas emissions by weight.	Partially	Sustainable Products: Energy Use and Greenhouse Gas- Emissions																																																																																																								
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Sustainable Products: Energy Use and Greenhouse Gas- Emissions																																																																																																								
EN19	Emissions of ozone-depleting substances by weight.	Partially	Sustainable Products: Energy Use and Greenhouse Gas- Emissions																																																																																																								
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	See Chart below																																																																																																								
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EN21	Total water discharge by quality and destination.	Not																																																																																																									
EN22	Total weight of waste by type and disposal method.	Fully	Sustainable Products: Reducing Waste Sent to Landfills																																																																																																								
EN23	Total number and volume of significant spills.	Fully	We have had zero significant spills in fiscal 2012.																																																																																																								

EN24	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.	Not	
EN25	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.	Fully	We do not significantly affect any water bodies or related habitats with discharges of water and runoff.
Products and services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Partially	Sustainable Products: Assessing Product Impact ; Sustainable Products: Reducing Waste Sent to Landfills ; Sustainable Products: Reducing Product Waste
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Partially	Sustainable Products: Reducing Product Waste
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Not	
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Partially	Sustainable Products: Energy Use and Greenhouse Gas Emissions
Overall			

EN30	Total environmental protection expenditures and investments by type.	Partially	We track expenditures for carbon offsets and other projects that benefit the environment.
Social: Labor Practices and Decent Work			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Not	
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partially	Thriving People and Communities: Thriving People
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	Part-time employees who work 20 hours or more a week and have been employed one year or more are eligible for medical, dental, and vision insurance, as well as employee assistance programs and stock purchase plans. Additionally, they can participate in our volunteer and match donation programs.
LA15	Return to work and retention rates after parental leave, by gender.	Not	
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Only our Canadian division has collective bargaining agreements in place. In total, about 19% of our people are covered by such agreements.
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	GMCR complies with all minimum-notice periods relating to workforce reductions and related operational changes.

FP3	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country.	Fully	GMCR did not have any industrial disputes, strikes and/or lockouts in fiscal 2012.
Occupational health and safety			
LA6	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.	Not	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	Thriving People and Communities: Thriving People: Health and Safety
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Not	
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	In Canada, union trade agreements cover health and safety topics such as the creation of a health and safety committee, provision of personal protective equipment and health and safety rules.
Training and education			
LA10	Average hours of training per year per employee by gender, and by employee category.	Partially	Thriving People and Communities: Thriving People: Employee Retention and Development
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	Thriving People and Communities: Thriving People: Employee Retention and Development

LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Not	
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Partially	Thriving People and Communities: Thriving People: Employee Diversity and Inclusion
Equal remuneration for women and men			
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Not	
Social: Human Rights			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Not	
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Fully	Resilient Supply Chains: Factory Assessments
HR3	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.	Not	

Non-discrimination			
HR4	Total number of incidents of discrimination and corrective actions taken.	Partially	Thriving People and Communities: Thriving People: Employee Diversity and Inclusion
Freedom of association and collective bargaining			
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Fully	Resilient Supply Chains: Factory Assessments
Child labor			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	Resilient Supply Chains: Factory Assessments
Prevention of forced and compulsory labor			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Fully	Resilient Supply Chains: Factory Assessments
Security practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	GMCR does not employ security personnel.
Indigenous rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	We received zero reports of incidents of violations involving rights of indigenous people in fiscal 2012.

Assessment			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	We do not conduct human rights review or impact assessments in our facilities. All our operations are in U.S. and Canada where we believe the risks for human rights issues to be low. We focus our human rights efforts on our supply chain.
Remediation			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Not	
Social: Society			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Local communities			
SO1 (FPSS)	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Partially	Resilient Supply Chain: Working with Farmers ; Thriving People and Communities: Volunteerism ; Thriving People and Communities: Employee Community Grants
SO1 (G3.1)	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	In fiscal 2012, 100% of our operations had implemented local community engagement programs. We are working on developing impact assessments for our community engagement work.
Healthy and affordable food			
FP4	Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need.	Partially	Resilient Supply Chain: Working with Farmers

SO9	Operations with significant potential or actual negative impacts on local communities.	Not	
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Partially	As an employer we consider environmental impacts associated with our facilities, and operate with the highest standards for our impact on local communities. GMCR works with local governments and external resources to address any negative impacts of our operations on the quality of life in these communities.
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	Overview
SO4	Actions taken in response to incidents of corruption.	Not	
Public policy			
SO5	Public policy positions and participation in public policy development and lobbying.	Not	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not	
Anti-competitive behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not	
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not	

Social: Product Responsibility			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
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.	Fully	Sustainable Products: Assessing Product Impact
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not	
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.	Not	
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and sugars.	Not	
FP7	Percentage of total sales volume of consumer products, by product category sold, that contain increased fiber, vitamins, minerals, phytochemicals or functional food additives.	Not	

Product and service labeling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not	
FP8	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements.	Not	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not	
Marketing communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not	

Customer privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not	
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not	
Animal Welfare			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Breeding and genetics			
FP9	Percentage and total of animals raised and/or processed, by species and breed type.	Not	
Animal husbandry			
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic.	Not	
FP11	Percentage and total of animals raised and/or processed, by species and breed type, per housing type.	Not	
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type.	Not	
Transportation, handling and slaughter			
FP13	Total number of incidents of non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals.	Not	