

G3.1 Content Index

Application Level		A+			Assured by	KPMG
STANDARD DISCLOSURES PART I: Profile Disclosures						
1. Strategy and Analysis						
Profile Disclos	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
1,1	Statement from the most senior decision-maker of the organization.	Fully	6-9			
1,2	Description of key impacts, risks, and opportunities.	Fully	24-29			
2. Organizational Profile						
Profile Disclos	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
2,1	Name of the organization.	Fully	ACGR 2010,, 345			
2,2	Primary brands, products, and/or services.	Fully	12,13			
2,3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	10-13			
2,4	Location of organization's headquarters.	Fully	ACGR 2010,, 345			
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	10,11			
2,6	Nature of ownership and legal form.	Fully	ACGR 2010,, 345			
2,7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	10-13			
2,8	Scale of the reporting organization.	Fully	65,66,72			
2,9	structure, or ownership.	Fully	ACGR 2010,, 346-349			
2,10	Awards received in the reporting period.	Fully	61			

3. Report Parameters

Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
3,1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	80			
3,2	Date of most recent previous report (if any).	Fully	80			
3,3	Reporting cycle (annual, biennial, etc.)	Fully	80			
3,4	Contact point for questions regarding the report or its contents.	Fully	http://www.fcc.es/fcc/corp/ing/o_ccf.aspx			
3,5	Process for defining report content.	Fully	80-82			
3,6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	80-82			
3,7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	80-82			
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	80-82			
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	80-82			
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	80-82			
3,11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	80-82			
3,12	Table identifying the location of the Standard Disclosures in the report.	Fully	FCC's web page			
3,13	Policy and current practice with regard to seeking external assurance for the report.	Fully	83			

4. Governance, Commitments, and Engagement

Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
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	ACGR 2010, 354-355			
4,2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	ACGR 2010, 354-355			
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	ACGR 2010, 356			
4,4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	25-26			
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	ACGR 2010, 362			
4,6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	ACGR 2010, 381			
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	ACGR 2010, 364-365			
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	5			
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	Fully	25-26			
4,10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	ACGR 2010, 364-365			
4,11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	27-29			
4,12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully				
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	5, 70, 79			
4,14	List of stakeholder groups engaged by the organization.	Fully	61, 68-69, 76-78			
4,15	Basis for identification and selection of stakeholders with whom to engage.	Fully	76-78			
4,16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	76-78			
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	76-78			

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

G3 DMA	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
DMA EC	Disclosure on Management Approach EC	Fully	3, 31-32, 39-40, 49-50, 57-58, 63				
Aspects	Economic performance	Fully	72				
	Market presence	Fully	10-11				
	Indirect economic impacts	Fully	72				
DMA EN	Disclosure on Management Approach EN	Fully	39-40, 49-50				
Aspects	Materials	Fully	42-43				
	Energy	Fully	53				
	Water	Fully	42-43				
	Biodiversity	Fully	47				
	Emissions, effluents and waste	Fully	44-45				
	Products and services	Fully	12-13				
	Compliance	Fully	27-29				
	Transport	Fully	52				
	Overall	Fully	39-40, 49-50				
DMA LA	Disclosure on Management Approach LA	Fully	63				
Aspects	Employment	Fully	64-65				
	Labor/management relations	Fully	64-65				
	Occupational health and safety	Fully	70-71				
	Training and education	Fully	65-67				
	Diversity and equal opportunity	Fully	67-68				
	Equal remuneration for women and men	Fully	67-68				
DMA HR	Disclosure on Management Approach HR	Fully	63				
Aspects	Investment and procurement practices	Fully	34-35				
	Non-discrimination	Fully	67-68				
	Freedom of association and collective bargaining	Fully	68-70				
	Child labor	Fully	27-29				
	Prevention of forced and compulsory labor	Fully	27-29				
	Security practices	Fully	70-71				
	Indigenous rights	Not	27-29				
	Assessment	Fully	68-69				
Remediation	Fully	68					
DMA SO	Disclosure on Management Approach SO	Fully	61				
Aspects	Local communities	Fully	61				
	Corruption	Fully	27-29				
	Public policy	Fully	40-41				
	Anti-competitive behavior	Fully	34-35				
	Compliance	Fully	27-29				
DMA PR	Disclosure on Management Approach PR	Fully	78-79				
Aspects	Customer health and safety	Fully	78-79				
	Product and service labelling	Not			Not applicable	FCC's product and services are not subject to such informative requirements	
	Marketing communications	Fully	78-79				
	Customer privacy	Fully	78-79				
	Compliance	Fully	78-79				

STANDARD DISCLOSURES PART III: Performance Indicators

Economic

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
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.	Fully	72				
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	50				
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	64-66				
EC4	Significant financial assistance received from government.	Fully	72				
Market presence							
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	74				
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	72				
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	64-65				
Indirect economic impacts							
EC8	provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	61				
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	61				

Environmental							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Materials							
EN1	Materials used by weight or volume.	Fully	42,73				
EN2	Percentage of materials used that are recycled input materials.	Fully	73				
Energy							
EN3	Direct energy consumption by primary energy source.	Fully	53-55, 74				
EN4	Indirect energy consumption by primary source.	Fully	74				
EN5	Energy saved due to conservation and efficiency improvements.	Fully	51-55				
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	51-55				
EN7	achieved.	Fully	51-55				
Water							
EN8	Total water withdrawal by source.	Fully	42-43, 73				
EN9	Water sources significantly affected by withdrawal of water.	Fully	42-43, 73				
EN10	Percentage and total volume of water recycled and reused.	Fully	73				
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.	Fully	47				
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	47				
EN13	Habitats protected or restored.	Fully	47				
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	47				
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			Not available	Currently, FCC does not collect this kind of information	2013
Emissions, effluents and waste							
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	51, 74				
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	74				
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	51-53				
EN19	Emissions of ozone-depleting substances by weight.	Fully	44				
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	43-44, 73				
EN21	Total water discharge by quality and destination.	Fully	44-45, 73				
EN22	Total weight of waste by type and disposal method.	Fully	45,73				
EN23	Total number and volume of significant spills.	Fully	44-45				
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			Not applicable	This indicator does not affect FCC's activities	
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.	Not			Not available	Currently, FCC does not collect this kind of information	2013

Products and services							
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	46-47				
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not			Not applicable	This indicator does not affect FCC's activities	
Compliance							
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	42				
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.	Not			Not available	Currently, FCC d	2013
Overall							
EN30	Total environmental protection expenditures and investments by type.	Fully	40-41				

Social: Labor Practices and Decent Work

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Employment							
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	65-66				
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	65				
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	employees receive the same social benefits				
LA15	Return to work and retention rates after parental leave, by gender.	Not			Not available	Currently, FCC d	2013
Labor/management relations							
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	70				
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	70				
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.	Fully	70				
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Fully	67-69, 75				
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	70-71				
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	68-69				
Training and education							
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	66				
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing	Fully	70-71				
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	65-67				
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.	Fully	67-68				
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			Proprietary information		

Social: Human Rights

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
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.	Fully	34-36,82				
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Fully	36				
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.	Fully	33-34, 74				
Non-discrimination							
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	33				
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	68-69				
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	27-29				
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	27-29				
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	74				
Indigenous rights							
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	33				
Assessment							
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	61				
Remediation							
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully	68				

Social: Society

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Local communities							
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	61				
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	61				
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	61				
Corruption							
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	27-29				
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	74				
SO4	Actions taken in response to incidents of corruption.	Fully	In 2010, FCC did not register this kind of incidents				
Public policy							
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	40-41, 79				
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	FCC made no financial contribution to any political party in 2010				
Anti-competitive behavior							
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	FCC does not have legal actions for anti-competitive behaviour, anti-trust or monopoly practices				
Compliance							
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	42				

Social: Product Responsibility							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
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	40-41				
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.	Fully	42				
Product and service labelling							
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not			Not material	FCC's product and services are not subject to such informative	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	FCC did not register incidents of this nature in 2010				
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	72, 78				
Marketing communications							
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	79				
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.	Fully	FCC did not register in 2010 incidents of this nature				
Customer privacy							
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	FCC did not register in 2010 incidents of this nature				
Compliance							
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	FCC did not register in 2010 incidents of this nature				