

G3 Content Index - GRI Application Level B

Application Level B		Assured by			
STANDARD DISCLOSURES PART I: Profile Disclosures					
REPORT FULLY ON THE BELOW SELECTION OF PROFILE DISCLOSURES OR PROVIDE A REASON FOR OMISSION					
1. Strategy and Analysis					
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
1,1	Statement from the most senior decision-maker of the organization.		From the Vice Chancellor, p. 3 SR		All pages refer to The Sustainability Report 2010 (SR) or The Annual Report 2010 (AR) from the University of Gothenburg
1,2	Description of key impacts, risks, and opportunities.		The University of Gothenburg and the outside world, p.5 SR. Future challenges, p.6 SR. Table on risks and opportunities for the university from a sustainable perspective available on www.gu.se/miljo		
2. Organizational Profile					
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
2,1	Name of the organization.		From the Vice Chancellor, p.3 SR		
2,2	Primary brands, products, and/or services.		From the Vice Chancellor, p.3 SR; This is the University of Gothenburg p.4 SR		
2,3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.		This is the University of Gothenburg p.4 SR; Accounting and valuation principles p.65-68 AR		
2,4	Location of organization's headquarters.		Contact,p.2 SR		
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.		The university's direct operations are all located in Sweden. Universitywide agreements are in place in all continents regarding research collaborations and student exchange.		
2,6	Nature of ownership and legal form.		The University of Gothenburg, like all universities in Sweden, is operated as a state authority. The University's Board of Directors p.4 SR.		
2,7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).		This is the University of Gothenburg p.4 SR.		
2,8	Scale of the reporting organization.		This is the University of Gothenburg p.4 SR; , Accounting and valuation principles p.65-68 AR		
2,9	Significant changes during the reporting period regarding size, structure, or ownership.		There were no significant changes. Accounting and valuation principles p.65-68 AR		
2,10	Awards received in the reporting period.		Recognitions include a top 3 in the study Best Green University Practice p.3 SR		
3. Report Parameters					
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation

3,1	Reporting period (e.g., fiscal/calendar year) for information provided.		Principles of reporting, p.30 SR		
3,2	Date of most recent previous report (if any).		Principles of reporting, p.30 SR		
3,3	Reporting cycle (annual, biennial, etc.)		Principles of reporting, p.30 SR		
3,4	Contact point for questions regarding the report or its contents.		Contact,p.2 SR		
3,5	Process for defining report content.		Principles of reporting, p.30 SR. Reporting on environmental aspects follows priorities set under the EMAS environmental management system based on the 16 key environmental targets defined by the Swedish Environmental Protection Agency. Social and economic priorities are based on the university's individual departments assessments where impact management can make the most difference.		
3,6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.		Principles of reporting, p.30 SR		
3,7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).		No specific limitations		
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.		Principles of reporting, p.30 SR. No significant impacts on comparability between periods occurred		
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.		Principles of reporting, p.30 SR		
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).		Principles of reporting, p.30 SR		
3,11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		Principles of reporting, p.30 SR		
3,12	Table identifying the location of the Standard Disclosures in the report.		This detailed GRI Content Index		
3,13	Policy and current practice with regard to seeking external assurance for the report.		The University of Gothenburg has not sought external assurance on all aspects of its sustainability report. The environmental data reported have been audited externally, otherwise the standards applied in internal auditing procedures were uses as far as meaningful.		

4. Governance, Commitments, and Engagement

Profile Disclosure	Description	Reported	Cross-reference/Direct answer	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.		The governance structure consists of a Board, Vice-Chancellor, Pro-Vice-Chancellors Management Council, and Head of Administration. More details can be found at the University website: www.gu.se Go to: About the University, and click on 'Organization'.		
4,2	Indicate whether the Chair of the highest governance body is also an executive officer.		The Chairman of the University Board and the Vice Chancellor of the University are two distinct positions, currently filled by different individuals. The University Board p.4 SR		

4,3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	The University Board is distinct from the university's executive leadership group. The only person who is member of both is the Vice Chancellor. The University Board p.4 SR		
4,4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	The University Board includes three teachers and three students amongst its 14 Board members. Representatives of the employee's – three Union representatives – are to attend and speak at Board meetings. University's Board of Directors, p.4 SR		
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).	No formal linkage, see: University's Board of Directors, p.4 SR		
4,6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Disclosure requirements concerning other Board memberships by the members of the University Board to protect against conflict of interest: University's Board of Directors, p.4 SR		
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.	University's Board of Directors, p.5 The Process for determining the qualifications and expertise of the board is regulated in Act of Higher Education SFS 1992:1434, 2 kap.,4§ and in Regulation of Higher Education (1993:100) 2 kap, 7§		
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.	Our values, p.4 Our environmental policy, p.16		
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.	A draft of the annual Sustainability Report is presented to and discussed by the University Board. The report then needs to be signed-off by the Vice Chancellor.		
4,1	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Within the risk assessment (see www.mls.adm.gu.se/miljoarbete/uppfoljning/) clearer mechanisms for evaluation of the governing bodies' performance has been recognized as a need to fulfil the goal of strengthening leadership. Corresponding procedures are currently under development.		
4,11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	The University has committed to support the principles of the UN Global Compact, which include a precautionary approach to environmental challenges. The University and the outside world, p.5		
4,12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	UN Global Compact: The University and the outside world, p.5 ILO core conventions and the UN Children's Convention: see also HR2 below.		

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.	Memberships include two Nordic Confederations in Asia, focused on academic relations with China and India, CSR Western Sweden, and the International Sustainable Campus Network (ISCN) The University and the outside world, p.5	
4,14	List of stakeholder groups engaged by the organization.	Examples of Stakeholder communication, p.7	
4,15	Basis for identification and selection of stakeholders with whom to engage.	Dialogue is ongoing with all stakeholder groups that have a major impact on how the university fulfills its mandate, and on whom the university has a major impact.	
4,16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Examples of Stakeholder communication, p.7	
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.	Stakeholders, p. 7	

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

REPORT ON THE DISCLOSURES ON MANAGEMENT APPROACH FOR EACH CATEGORY. YOU SHOULD BE ABLE TO DISCLOSE THIS INFORMATION ON THE ASPECT LEVEL FOR EACH PERFORMANCE INDICATOR THAT YOU HAVE REPORTED FULLY ON.

G3 DMA	Description	Reported	Cross-reference/Direct answer	Further comments
DMA EC	Disclosure on Management Approach EC		Financial management at the University of Gothenburg is mainly the responsibility of the financial unit, and financial results are reported annually to the Department of Education. This includes the correct and prudent use of public funding for the educational and research mandates of the university. In addition to managing its own finances prudently and correctly, the University also sees itself as having responsibilities in the larger context of economic development. As the economy becomes increasingly knowledge-based, research and higher education are major factors in a competitive industry. Through research and education the university affects larger economic trends greatly. For the University of Gothenburg, it is therefore imperative that this permeates all of our activities. This can apply to how we are using innovation that follows from our research, how we invest the capital that previous generations have given us in trust, how we carry out our administrative tasks, and how we try to contribute direct research efforts toward sustainable development using it as a common denominator.	
Aspects	Economic performance			
	Market presence			
	Indirect economic impacts			

DMA EN	Disclosure on Management Approach EN		<p>The University's Environmental management team is responsible for moving the university closer to its stated environmental objectives of increasing research in sustainable development, integrating sustainable development in all education, developing the public activities and cooperation with the surrounding society and to enhance the environmental performance in the areas of travels, energy, waste, purchase and handling of chemicals. The Environmental Manager is head of the Environmental Unit and together with the Environment Controller and the Environmental Coordinators responsible for the actions towards these objectives overall. At department level every department has its own environmental representative.</p> <p>The university's environmental policy is to make the University of Gothenburg, one of the leading universities in Europe for education and research in sustainable development and the environment. We work toward this by continually educating and teaching students and staff to make them aware of the importance of environmental improvement. The university is ISO 14001 accredited and EMAS registered thus ensuring a targeted environmental management with clear regular monitoring, and continuous improvement.</p>	
Aspects	Materials			
	Energy			
	Water			
	Biodiversity			
	Emissions, effluents and waste			
	Products and services			
	Compliance			
	Transport			
	Overall			
DMA LA	Disclosure on Management Approach LA		<p>The University of Gothenburg believes that all individuals are of equal value and that everyone should be given equal opportunity for participation in activities based on mutual respect between people and groups. The Personnel Department lead by the HR Director works to improve gender issues and issues of equality. In addition, it is continuously working with the Occupational Health & Safety department conducting research and Health & Safety risk assessments in order to increase the university's attractiveness as a place for people to work.</p> <p>The University's overall objectives in personnel matters is expressed in the HR Policy</p> <ul style="list-style-type: none"> • Support empowerment of employees of all categories. • Work actively with the requirement of equal treatment. • Coordinate and improve career paths and enhance skills development. • Improve the knowledge of our university and insight into its various components. 	
Aspects	Employment			
	Labor/management relations			

	Occupational health and safety			
	Training and education			
	Diversity and equal opportunity			
DMA HR	Disclosure on Management Approach HR		<p>University of Gothenburg is not active in parts of the world where child labor exists. However the social and ethical requirements needed to reduce the risk of human rights violations is something that the University of Gothenburg wholeheartedly embraces. The university supports the UN Global Compact's ten principles of Human Rights, Labor, and the Environment. Our organization is constantly evolving to ensure a good working environment where all employees and students regardless of gender, gender identity or expression, ethnicity, age, religion or other belief, disability or sexual orientation are given the best opportunities to develop.</p> <p>The Equality Committee's mandate is to coordinate efforts for equal treatment in the University of Gothenburg and to give the board president advise on these matters. The Vice chancellor is the Principal of the Council on equality issues and equality secretary is the University Secretary. Monitoring is performed through our Annual report and through our Work Survey every third year.</p>	
Aspects	Investment and procurement practices			
	Non-discrimination			
	Freedom of association and collective bargaining			
	Child labor			
	Forced and compulsory labor			
	Security practices			
	Indigenous rights			

DMA SO	Disclosure on Management Approach SO	<p>The Vice Rector of the University of Gothenburg has a special responsibility for the university's links with business and society and is responsible for the interaction task. The progress of this task is monitored partly through our Annual Report but also through enquiries from the Department for Higher Education and the follow-up of our Strategic Plan. Along with research and education, interacting with the surrounding society is an important objective that Gothenburg University strives to meet. Collaboration with the surrounding community is a multifaceted task that involves the provision of information on scientific discoveries, holding public seminars, participating in debate, conducting contract training for businesses, and much more. Cooperation with all the social players is a prerequisite for our work and dialog with our stakeholders and an important part of the mission of the University of Gothenburg. The University of Gothenburg has a special award to mark the good efforts of interaction between the university and its surrounding society. Students and staff are invited to submit nominations for the Collaboration Prize. The university acts from an ethical platform that includes respect and tolerance in the relationship between all involved regardless of role, gender, cultural, political or religious background. Organization and administration is to be characterized by openness, transparency and honesty. To make sure that all parts of the university's operations, particularly those with continuous external contacts, are conducted in the spirit of ethical business principles, there is a formal anti-corruption policy made mandatory for all employees.</p>	
Aspects	Community		
	Corruption		
	Public policy		
	Anti-competitive behavior		
	Compliance		

DMA PR	Disclosure on Management Approach PR		<p>As a university, our products are research and education. Since these are the key activities of our organization, their strategic planning and oversight is the shared responsibility of our top governance bodies through the vice rectors at the university. Research has a major impact on society. Research therefore has a very central role in our development toward a sustainable (environmentally, socially and economically) future. For the University of Gothenburg, a change in the approach to research is one of the main challenges to remain a leading University in Sweden, and also to a more sustainable future. Education has on several occasions, both nationally and internationally, been identified as a key factor to sustainable community development. What makes a great education so important is that students will use their knowledge in sustainable development over a full career. The mission of integrating sustainable development into education is also enshrined in the Higher Education Act (Chapter 1, § 5). "Higher education institutions in its activities are to promote sustainable development so that present and future generations are assured a healthy and good environment, economic and social welfare and justice."</p>	
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Aspects	Customer health and safety			
	Product and service labelling			
	Marketing communications			
	Customer privacy			
	Compliance			

STANDARD DISCLOSURES PART III: Performance Indicators

REPORT FULLY ON AT LEAST 20 CORE OR ADDITIONAL PERFORMANCE INDICATORS - AT LEAST 1 FROM EACH CATEGORY (ECONOMIC, ENVIRONMENT, LABOR PRACTICES & DECENT WORK, HUMAN RIGHTS, SOCIETY, PRODUCT RESPONSIBILITY)

Economic

Performance Indicator	Description	Reported	Cross-reference/Direct answer
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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.		Economic data p.12 SR; For community investments: see Care for the innovations p.14 SR; See also: Financial Position and results, p.51 AR Accounting, table on Revenues and Expenses, p.61 AR
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		
EC3	Coverage of the organization's defined benefit plan obligations.		
EC4	Significant financial assistance received from government.		The University of Gothenburg is a publicly funded institution. Economic results, p.12 SR; Economic performance and achievements, p. 52-55 AR. Income statement, p.61 AR, Balance sheet, p. 62 AR

Market presence

EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		We do not discriminate for or against locally based suppliers, as this would not be allowed under the legal framework that governs our purchasing.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		

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.		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.		
Environmental			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Materials			
EN1	Materials used by weight or volume.		Materialeffektivitet redovisas ej. Göteborgs universitet är ett tjänsteföretag och har därmed inga materialflöden som har någon väsentlig miljöpåverkan.
EN2	Percentage of materials used that are recycled input materials.		Materialeffektivitet redovisas ej. Göteborgs universitet är ett tjänsteföretag och har därmed inga materialflöden som har någon väsentlig miljöpåverkan.
Energy			
EN3	Direct energy consumption by primary energy source.		The University of Gothenburg consumes very little direct energy, as basically all heating is based on district heat or heatpumps (reported under EN4). Small amounts of diesel oil were consumed by the university's five research vessels (110 m3 of diesel oil, euro class 1) in 2010. One of the marine stations facilities uses oil as backup fuel if heat pumps are not able to provide sufficient heating during the winter. Total amount equals to 37m3 for 2010. Emergency generators and similar applications estimated to be not more than 100 liters/year.
EN4	Indirect energy consumption by primary source.		Heating energy and electricity shown by m2 on page 22. Overall district heating consumption was 44942 MWh for 2010, district cooling consumption equals to 1801 MWh. Total electricity consumption was 39615 MWh. Around 90 percent of the electricity bought during 2010 was from 100 percent renewable energy sources. 10 percent was unspecified, from which around 60% consists of renewable energy. The majority of district heating in Gothenburg is derived from recycled heat mainly from industry and incineration. 20% of the consumption of district heating is classified as "Good Environmental Choice". This particular amount is derived from sewage water using heat pumps. About 70 percent of the total energy consumption during 2010 was derived from renewable energy sources.
EN5	Energy saved due to conservation and efficiency improvements.		
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.		
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.		
Water			
EN8	Total water withdrawal by source.		Purchasing and Waste, p. 24 All water used was obtained from municipal water supply.
EN9	Water sources significantly affected by withdrawal of water.		
EN10	Percentage and total volume of water recycled and reused.		
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.		Environmental perspectives p.18 SR The Sven Loven Centre for Marine Sciences at the University of Gothenburg has two marine research and education stations, one at Koster Sea National Park and one at Gullmarsfjorden.
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		Environmental perspectives p. 18 SR. The University of Gothenburg mainly affects the areas mentioned under EN11 through research and education, water sampling, bottom sampling and collection of organisms via a boat. Guidelines exist to prevent the spread of alien species in the area, as well as rules for all chemicals at the stations to avoid contamination. In addition, a draft framework for education, research and information activities on the Sven Loven Centre for Marine Sciences has been submitted to the County Administrative Board of Västra Götaland.
EN13	Habitats protected or restored.		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		
Emissions, effluents and waste			

EN16	Total direct and indirect greenhouse gas emissions by weight.		Affect the climate, p.22 (emissions from heating and electricity use)
EN17	Other relevant indirect greenhouse gas emissions by weight.		Affect the climate, p.22 (emissions from travel, broken down by car train, and flight)
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.		
EN19	Emissions of ozone-depleting substances by weight.		Utsläpp redovisas ej. Göteborgs universitet redovisar utsläpp av CO2 från värme, el och resor i tjänsten men har ingen egen kraftproduktion eller annan produktion som kan ge upphov till andra utsläpp.
EN20	NOx, SOx, and other significant air emissions by type and weight.		Utsläpp redovisas ej. Göteborgs universitet redovisar utsläpp av CO2 från värme, el och resor i tjänsten men har ingen egen kraftproduktion eller annan produktion som kan ge upphov till andra utsläpp.
EN21	Total water discharge by quality and destination.		
EN22	Total weight of waste by type and disposal method.		Resource use, p. 24 SR
EN23	Total number and volume of significant spills.		No spillages occurred in 2010
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.		
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.		
Products and services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		The University complies with relevant environmental legislation, and has not received any related fines in the period under review.
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.		
Overall			
EN30	Total environmental protection expenditures and investments by type.		
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.		
LA2	Total number and rate of employee turnover by age group, gender, and region.		Social perspectives p.8 SR
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.		All employees are covered by collective agreements
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		1 month
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.		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.		Data of total absences and long-term absences caused by sickness. Numbers of occupational injury and occupational disease: Sickness and rehabilitation p.11 SR
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		Under the responsibility of the personnel department, safety studies and development activities are carried out continuously, such as systematic risk assessment of health and safety implications for organizational change. The university of Gothenburg has a wellness policy. For each full-time employee who holds a job with a contract of at least six months the university can contribute up to 1 500 kronor per calendar year for physical activity and / or wellness: Healthcare p.11 SR
LA9	Health and safety topics covered in formal agreements with trade unions.		
Training and education			
LA10	Average hours of training per year per employee by employee category.		

LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		
LA12	Percentage of employees receiving regular performance and career development reviews.		
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.		Gender composition of the university's board and executive leadership: Male and female staff p.8 SR
LA14	Ratio of basic salary of men to women by employee category.		
Social: Human Rights			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Diversity and equal opportunity			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		Ethics and social requirements p.12 SR; Sustainable purchases p.14 SR
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.		
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.		All employees are covered by collective agreements (see LA4). The freedom of association and collective bargaining is not at risk at any operations of the university.
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.		The University of Gothenburg supports the UN Global Compact's ten principles of good sustainable enterprise, including the rejection of child labor. All operations of the university are located in Sweden, where child labor is clearly prohibited by labor regulations. The university complies with all applicable regulations concerning labor practices.
Forced and compulsory labor			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.		The University of Gothenburg supports the UN Global Compact's ten principles of good sustainable enterprise, including the rejection of child labor. All operations of the university are located in Sweden, where child labor is clearly prohibited by labor regulations. The university complies with all applicable regulations concerning labor practices.
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.		
Indigenous rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		
Social: Society			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Community			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.		
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.		To make sure that all parts of the universities operations, particularly those with continuous external contacts, are conducted in the spirit of ethical business principles, the university has developed a formal anti-corruption policy. Heads of departments are trained in the actual rules concerning bribery: Preventive work against corruption p.11 SR
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.		
SO4	Actions taken in response to incidents of corruption.		No incidents of corruption were reported in 2010.
Public policy			
SO5	Public policy positions and participation in public policy development and lobbying.		

SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		
Anti-competitive behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		No fines or penalties were received in 2010.
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.		
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.		
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.		Eco-labelling of courses and programs, p. 20. All providers of programs and courses at the University of Gothenburg are required to declare whether these educational offerings cover aspects of sustainable development. The resulting labelling allows students to identify such courses efficiently.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		The University of Gothenburg gives students the opportunity to provide feedback and to report on their satisfaction in "Student Barometer surveys." The last survey was conducted in 2010 with a total of more than 3700 students participating.
Marketing communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		
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.		
Customer privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		The University of Gothenburg places high value on the confidential treatment of private information for example regarding its students. This is according to Regulation (1993:1153) on the accounting of studies, etc. at universities and colleges. Another regulation that controls the responsibility of a Swedish university for the confidential treatment of personal information in its operations is Regulation (2007:264). Furthermore, "The rights and obligations" is a set of rules covering studies at the University of Gothenburg including student's right to confidentiality of exam answers, among other things.
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		

