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Company name : TestOIX

Registration Data:

Respondent's name:

(person to be contacted in case of questions)

Function/position:

Department:

Address:

Town/city:

Zip:

Country:

Phone:

Fax:

E-mail:

Web:



Approval Form

Company name: TestOIX

Confirmation of Truthful Company Statements and Documentation

The following people confirm that all statements made in the SAM Corporate Sustainability Assessment Questionnaire online or on paper as well as additional information / documentation (listed below) provided to SAM Research is true to the best of their knowledge. They confirm that they have read and accepted SAM's Information Policy and Disclaimer concerning the use of the provided information indicated below.

Name	Function / Position
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Signature	Place, date
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Name	Function / Position
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Signature	Place, date
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Documentation provided

Please include only recent documentation which has not previously been sent to SAM Research.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____

Economic Dimension

Corporate Governance

1. Please indicate in the following table the number of executive, non-executive directors on the board of directors/supervisory board of your company.

- ONE-TIER SYSTEM
 for companies with board of directors

	Number of members
Executive directors	
Non-executive directors (excl. independent directors)	
Independent directors	
Total board size	

- TWO-TIER SYSTEM
 for companies with supervisory board

		Number of members
SUPERVISORY BOARD	Non-executive directors (excl. independent directors)	
	Independent directors	
	Employee representatives (if not applicable, please leave the field empty)	
MANAGEMENT BOARD/ EXECUTIVE MANAGEMENT	Senior executives	
	TOTAL SIZE OF BOTH BOARDS	

- Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

2. Is the board of directors headed by a non-executive and independent chairman and/or an independent lead director?

- Yes, chairman is non-executive and independent.
 Please specify since when this approach was adopted: _____ year
- Yes, role of CEO and chairman is split and former CEO/chairman is now chairman.
- Yes, role of CEO and chairman is split and former CEO/chairman is now chairman, but independent lead director is appointed. Please indicate name: _____
- No, role of chairman and CEO is joint.
 But independent lead director is appointed. Please indicate name: _____
- No, role of chairman and CEO is joint or chairman is an executive director.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

3. Please indicate in the table below the functions, and associated committee names, for which the board of directors / supervisory board explicitly assumes formal responsibility.

Function	Responsibilities	Name of committee
Strategy	<input type="checkbox"/> Formal Board Responsibility	
Audit, accounting, risk management	<input type="checkbox"/> Formal Board Responsibility <input type="checkbox"/> All members are non-executives	
Selection and nomination of board members and top management	<input type="checkbox"/> Formal Board Responsibility <input type="checkbox"/> All members are non-executives	
Remuneration of board members and top management	<input type="checkbox"/> Formal Board Responsibility <input type="checkbox"/> All members are non-executives	
Corporate social responsibility, corporate citizenship, sustainable development	<input type="checkbox"/> Formal Board Responsibility	

- Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

4. Please indicate if the board of directors/supervisory board has issued a formal corporate governance policy and if it's publicly available and covers the following aspects:

- Yes, formal corporate governance statement:
- Documented in: _____ and/or website: _____
 - Statement of compliance of the formal policy with current legislation
 - Remuneration framework and performance evaluation of the members of board of directors/supervisory board, CEO and senior executives
 - Independency statement of board of directors/supervisory board
 - Attendance of board of directors/supervisory board meetings disclosed
 - Biographies, CVs of board of directors/supervisory board disclosed
 - Other mandates of board of directors/supervisory board members disclosed
- No formal corporate governance policy
 Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

5. How many women are members on your company's board of directors?

- _____
 Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

6. How does your company ensure the effectiveness of your board of directors and the alignment with the (long-term) interests of shareholders?

	Indicators/measures
Stock ownership (value at the end of last business / fiscal year)	<input type="checkbox"/> Non-executive directors are required to buy shares <input type="checkbox"/> Non-executive directors' stock ownership worth USD:
Number of meetings attended in percentage last business/fiscal year	<input type="checkbox"/> All members attended% of meetings of board of directors/supervisory board <input type="checkbox"/> Minimum of attendance for all members required, at least%
Number of other mandates of the board of directors/ supervisory board members	<input type="checkbox"/> Number of directors with 4 or less other mandates: <input type="checkbox"/> Number of other mandates for all directors restricted to:

Performance assessment of board of directors/ supervisory board members	<input type="checkbox"/> Regular self-assessment of board performance, please specify or provide supporting documents: <input type="checkbox"/> Regular independent assessment of board performance, please specify or provide supporting documents:
--	---

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

7. Please indicate if your company has adopted any entrenchment provisions at the board of directors / supervisory board level:

<input type="radio"/> Entrenchment Provision	
Staggered (or classified) board:	<input type="radio"/> Yes <input type="radio"/> No
Limits to amend by-laws: supermajority required	<input type="radio"/> Yes <input type="radio"/> No
Limits to amend charter: supermajority required	<input type="radio"/> Yes <input type="radio"/> No
Supermajority requirements for mergers:	<input type="radio"/> Yes <input type="radio"/> No
Golden parachutes:	<input type="radio"/> Yes <input type="radio"/> No
Poison pill (i.e. shareholder rights plans):	<input type="radio"/> Yes <input type="radio"/> No

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

8. Please indicate in the table audit, audit related and non-audit related fees (e.g. for management consulting) paid to your company's auditing firm at corporate level in the last fiscal year. Please attach/provide supporting documents or indicate website: _____

- Answer:

Fees for fiscal year:	Amount in local currency:	Comment
Audit fees		
Audit-related fees		
Non-audit related fees (excluding tax services)		
Tax services		
Other fees paid		

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

9. Please indicate whether your company books the current value of its employee stock option programs as expenses:

- Yes, stated in financial report/statement or similar. Please attach document or indicate website: _____

- To be booked as expenses by year_____
- No, but current value of stock options disclosed in financial report/statement.
Please attach document or indicate website: _____
- Stock option programs to be abandoned by year_____
- No, not booked as expenses
- No stock option program
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

10. Does your company communicate the remuneration/compensation of your board of directors/supervisory board members and other highest paid senior directors/executives (e.g. CEO) externally? Please attach references.
- Yes, on individual level of each board member and CEO and additional highest paid senior executives.
 - Yes, on individual level of each board member and CEO
 - Yes, on an aggregated level for non-executive directors AND on aggregated level for executives directors
 - Yes, on aggregated level of board/supervisory board
 - No
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

11. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button.
Please press "save+next" to proceed to the next question.

Comment:

References:

Risk & Crisis Management

12. Please indicate the name, position and reporting line of your chief risk officer or person responsible for this function at the group level.
- Name:_____ Position: _____Number of levels from the Board of Directors/executive board: _____Reporting line: _____
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

13. Which of the following factors does your company systematically include in defining corporate risk? Please provide supporting documents.
- Exposure
 - Volatility
 - Probability

- Severity
- Time horizon
- Correlation
- Others, please specify:

-
- Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

14. Does your company use risk maps in order to rank your risk exposures on a two-dimensional scale (probability and severity)?
- Yes. Please attach supporting documents.
 - No
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

15. How often does your company quantify and evaluate (via value-at-risk VaR or other tools) your risks on a group level? Please provide supportive documents.
- Monthly or more often
 - Quarterly
 - Yearly
 - No quantification
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

16. Does your company perform sensitivity analysis and stress testing on a group level?
- Yes. Please attach supporting documents or indicate the website: _____
 - No
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

17. As part of your corporate risk response strategy which risks does your company accept, which are transferred, and which risks are mitigated? Please attach supporting documents or indicate website:

Risks accepted: _____

Risk transferred: _____

Risks mitigated: _____

Others, please specify: _____

- Not applicable. Please provide explanations in the comment box below.

Not known

Comment:

References:

18. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button.

Please press "save+next" to proceed to the next question.

Comment:

References:

Codes of Conduct/Compliance/Corruption&Bribery

19. Please indicate for which areas corporate codes of conduct have been defined at a group level (including subsidiaries). Please attach references.

- Corruption and bribery
- Discrimination
 - Confidentiality of information
 - Money-laundering and/or insider trading/dealing
 - Security of staff, business partners, customers
 - Environment, health and safety
 - Whistleblowing

Documented in:

-
- No group-wide code of conduct
- Group-wide code of conduct to be implemented within the next _____ months
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

20. What mechanisms are in place to assure effective implementation of your company's codes of conduct (e.g. compliance system)?

- Responsibilities, accountabilities and reporting lines are systemically defined in all divisions and group companies
- Dedicated help desks
 - Codes of conduct linked to employee remuneration
 - Employee performance appraisal systems integrates compliance/codes of conduct
 - Disciplinary actions in case of breach, i.e. zero tolerance policy
 - Compliance system is certified/audited/verified by third party, please specify: _____
- No such systems/policies in place
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

21. Please indicate which of the following aspects are covered by your anti-corruption and bribery policy at a group level (including subsidiaries). Please refer also to the helptext in the information button. Please

attach references.

- Bribes in any form, including kickbacks, on any portion of contract payments or soft dollar practices
- Direct or indirect political contributions
- Political contributions publicly disclosed. Please attach supporting documents and/or indicate web address:_____
- Charitable contributions and sponsorship
- Charitable contributions and sponsorship publicly disclosed. Please attach supporting documents and/or indicate web address:_____
- Group-wide anti-corruption & bribery policy to be implemented within the next_____ months
- No anti-corruption & bribery policy
- Not known
- Not applicable. Please provide explanations in the comment box below.

Comment:

References:

22. Please indicate the percentage of coverage of your codes of conduct and anti-corruption and bribery policy relative to the total number of:
- Employees group-/worldwide:___ %
 - Contractors/Suppliers/Service providers:___ %
 - Subsidiaries:___ %
 - Joint ventures:___ %
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

23. Does your company publicly report on breaches (e.g. number of breaches, cases etc) against your codes of conduct/ethics and anti-corruption and bribery policy? Please attach documents and/or web address.
- Yes, please refer to the document(s) attached:_____
 - No
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

24. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button.

Please press "save+next" to proceed to the next question.

Comment:

References:

Exploration & Production

25. Please report the proved Reserve Life Index (RLI) of oil equivalents as of 2005:
- _____years
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

26. Please indicate organic reserve replacement rate in 2005:

- ___%
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

27. Please report 3-year average (2003-2005) finding & development (F&D) costs in USD/boe

- _____USD/boe
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

28. Please indicate CO2 emissions in kg per tone of oil equivalent (oil and gas) production as of 2005:

- _____Kg per ton oil equivalent (oil and gas) production
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Gas portfolio

29. Please indicate the percentage share of proven (developed and undeveloped) natural gas reserves in relation to total proven reserves in 2005.

- ___%
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

30. Please report the proved Reserve Life Index (RLI) of natural gas.

- _____years
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

31. Please indicate the percentage share of natural gas production in relation to total oil & gas production in 2005.

- ___%
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

32. Please indicate volume of natural gas production for the years indicated below:

	2003	2004	2005	2006e	2010e
Volume of natural gas in bcf					

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

33. Please indicate the percentage share of LNG revenues in relation to total revenues in 2005.

- ___% of 2005 total revenues
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Customer Relationship Management

34. Does your company monitor and set quantitative targets to improve customer satisfaction and are targets and results communicated externally? Please attach documents.

- Answer

	Unit	2002	2003	2004	2005	Quantitative target for 2005	Explanation of trend and performance against target
Customer satisfaction							

- Results are communicated externally. Please attach documentation.
- Customer satisfaction is not monitored
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

35. What approaches does your company use for integrating customer feedback?

- Company-wide harmonized customer database, including marketing, order, fulfillment and customer service history
- Free 7 days/ 24 h feedback possibilities via internet, phone or mail (please indicate where to find):_____
- Integration of feedback into product/services development
- Customers' complaints feedback to compliance officers and/or risk managers and/or communication officers
- Independent person or department in charge of solving customer complaints such as customer advocate or corporate ombudsman, please indicate name:_____
- No such approaches
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

36. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button.

Please press "save+next" to proceed to the next question.

Comment:

References:

Brand Management

37. In order to strategically manage your brand(s) does your company (please provide supporting documents):

- Conduct a 360 degree feedback process (including suppliers, customers, employees, etc) at least on a yearly basis
- Integrate the received feedback into the company strategy
- Have a clearly defined branding process
- Link brand metrics to financial performance
- Assign explicit centralized responsibility, with direct link to top management, for the tracking and analytics of the brand metrics
- Benchmarking of brand/s with peer group
- Other, please specify: _____
- None of the above pursued
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

38. Please complete the table (all corporate & product brands; in reporting currency; on a consolidated/group basis):

<input type="radio"/>	2001	2002	2003	2004	2005
Brand Value					
Brand Expenses (p.a.)					

- No measurement of brand value/expenses
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Transparency

39. Does your company publicly endorse the "Extractive Industries Transparency Initiative (EITI)"? Please add reference by using the document button below.

- We publicly endorse the EITI
 - We report on taxes, royalties, and fees paid to governments
- We do not endorse the EITI nor do we report on taxes, royalties, and fees

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Environmental Dimension

Environmental Performance (Eco-Efficiency)

40. Please complete the following table and where possible indicate your reduction targets and explain the trend and the performance against the target.

Indicator	Unit (if different from unit indicated)	Estimated coverage (%) of total revenue/ employees in 2005	2002	2003	2004	2005	Quantitative Target for 2005	Please explain trend and performance against target
Total direct GHG emissions (metric tonnes CO2 equivalent)								
Total water use (m3)								
Total energy consumption (GJ)								
Total waste generation (metric tonnes)								

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Environmental Reporting

41. In this section we evaluate the content, context and coverage of the environmental reporting included in other reports or on your website (e.g. environment report, part of a sustainability/CSR report or of annual report). The evaluation will be filled in by the responsible analyst of your industry. Please press "save+next" to proceed to the next question.

Comment:

References:

Environmental Policy/Management System

42. Please indicate for which aspects corporate environmental requirements or guidelines have been developed:

- Production operations
- Selection/on-going evaluation of suppliers/contractors/service providers

- Development of new products & services
 - Product distribution/logistics
 - Engineering/Maintenance
 - New projects
 - Non-managed operations/licensees/third-party manufacturers/JV partners
 - Due-diligence/Mergers and acquisitions
 - Other
-

- No corporate environmental requirements or guidelines have been developed
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

43. Please indicate which of the following substances your company has banned from operations.

- Chlorine, bromide or iodine for bleaching and dyeing
- Heavy metal dyes (chrome, copper, zinc and nickel)
- PVC-based paints
- Volatile organic solvent-based adhesives
- Phenobcarb derivatives
- Sulfur Hexafluoride (SF6)
- Chrome compounds
- Azo dyes
- Formaldehyde
- Sulphur dye
- PCP
- None of the above substances has been banned
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

44. Please indicate how your environmental management system is verified/audited/certified:

- ISO 14001, JIS Q 14001, EMAS certification
- Third party verification/audit/certification by specialized companies
- Verification/audit/certification by company-own specialists from headquarter
- not verified/audited/certified
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

45. Please indicate the percentage of total revenues verified/audited/certified according to these systems:

- ___% of revenues generated from assets under management control
- Not verified/audited/certified
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

46. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button.

Please press "save+next" to proceed to the next question.

Comment:

References:

Releases to the Environment

47. Please indicate the volume of oil spills to the environment due to leakage, accident, sabotage or others.

	Unit	2002	2003	2004	2005
Volume of oil lost					

- Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

48. Please indicate the volume of methane emitted to the environment due to leakage, venting and flaring, accident, sabotage or others.

	Unit	2002	2003	2004	2005
Volume of methane emitted					

- Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

Climate Strategy

49. Please indicate the organizational coverage of your company's GHG inventory.

- For wholly owned entities/facilities representing ___% of total revenue
 For entities/facilities that are controlled but not wholly owned
 For jointly controlled assets/entities
 For entities not controlled but over which the company has significant influence
 No GHG inventory
 Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

50. Please indicate which non-governmental, independent organization verifies your company's GHG inventory.

- Verified by _____
 Not externally verified
 Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

51. Please indicate the scope of your company's GHG inventory (according to WBCSD/WRI Protocol or other):

- Direct GHG emissions (i.e. "scope 1" of WBCSD/WRI Protocol)
- GHG emissions from imports of electricity, heat or steam (i.e. "scope 2" WBCSD/WRI Protocol)
- Other indirect GHG emissions (i.e. "scope 3" of the WBCSD/WRI Protocol)
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

52. What is your company's target for reducing GHG emissions and how will this target be achieved (including sources of emissions covered, baseline, timescale, etc.)? What is your progress against this target?

- _____
- No target
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

53. On what is your strategy for reducing/managing carbon risk based?

- Based on reducing carbon intensive operations/technologies/products/services
- Based on intra-company emissions trading
- Based on national/international emissions trading
- Based on carbon sequestration projects
- Based on Clean Development Mechanisms (CDM)
- Based on Joint Implementation (JI) projects
- Based on switching fuel sources (e.g. coal or oil to gas)
- Based on switching to renewable energies
- Other methods (please specify):

- No carbon risk strategy
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

54. Does your company monitor your consolidated balance between CO2 emissions and CO2 emission allowances under the EU ETS scheme on a continuous base (on daily or weekly)?

- Yes
- No
- No exposure to EU ETS scheme
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

55. Please state the volume of carbon dioxide emissions covered under the EU emission trading scheme, and permits allocated under the EU national allocation plan.

Indicator	Unit (If different from unit indicated)	Volume
Carbon dioxide emissions under EU trading scheme estimate for 2005	millions of metric tonnes	
Allowance received for 2005		

- No operations with carbon dioxide emissions under the EU emission trading scheme
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

56. Please indicate if your company assesses carbon risks (liabilities, intensity, or other) when undertaking the following. Please specify.

- M&A processes: carbon risks assessed by third parties:

M&A processes: carbon risks assessed internally only:

Internal Credit Rating of counterparts:

- No
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

57. Please indicate if your company assesses risk exposure to climate change related extreme weather events and changing weather patterns (e.g. storm, flooding, draught, temperature changes) for the following:

- Physical risk to property and employees
 - Operating risks
 - Financial impact from the above mentioned risks
- No climate change impact risk assessment
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Renewable Energy

58. Please indicate the combined 2005 production capacity of your company's renewables portfolio in MWh.

Type	Unit	2005 output in MWh	Underlying calculation scheme to arrive at MWh
Wind			
Solar			
Geothermal			
Wave/Tidal			
Biomass			
Other, please specify:			

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

59. Please indicate the percentage share of renewable energy production installations exceeding certain installed generation capacity levels in relation to total renewable energy production installations.

Type	% of installations exceeding 200MW installed generation capacity	% of installations exceeding 100MW installed generation capacity	% of installations exceeding 1MW installed generation capacity	% of installations exceeding 0.5MW installed generation capacity
Wind				
Solar				
Geothermal				
Wave/Tidal				
Biomass				
Other, please specify:				

- Not known
 Not applicable

Comment:

References:

60. Please indicate percentage of revenues generated from renewable energy sources.

Revenues generated from:	1999	2002	2005	2008e
Wind				
Solar				
Geothermal				
Wave/Tidal				
Biomass				
Other, please specify:				

- Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

61. Please indicate future capex committed for renewable energy sources (million).

Future capex for renewable energy sources	Currency	2006e	2007e	2008e	2009e
Wind					
Solar					
Geothermal					
Wave/Tidal					
Biomass					
Other, please specify					

- Not applicable. Please provide explanations in the comment box below.
 Not known

Comment:

References:

Refining/Cleaner Fuels

62. Please report refining capacity upgraded to meet clean fuel requirements (sulphur-content less than 10ppm) as a percentage of total refining capacity in 2005.
- Europe: ___% below 10ppm
 - US: ___% below 15ppm
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

63. Please state sales volumes and best guess/projected future estimate of fuels marketed as biofuels at retail (e.g. biodiesel, E85 etc.).

	Mtoe 2004	Mtoe 2005	2006e	2007e
Biodiesel sales volume				
Biogasoline (e.g. E85) sales volume				
Total fuel sales volume (including biofuels)				

- No refining operations. Please provide explanations in the comment box below.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Biodiversity

64. Please indicate the elements implemented in your company with regard to biodiversity. Tick only if the statement is true for at least half of the sites operated by your company. Please attach/provide supporting documents or indicate website.
- Business case for biodiversity developed, a link between company performance and biodiversity issues has been established
 - Material biodiversity risks are publicly reported
 - Local stakeholders such as local communities, conservation organizations or academics are involved in developing the company's site-specific biodiversity strategy
 - At least at half of the sites either the corporate or a local biodiversity strategy is implemented
 - Biodiversity management implementation is included in internal or external assurance process
 - Company's operations are assessed at least every three years for its impact on biodiversity
 - Stakeholders at the local level are involved in monitoring the business' significant risks/impacts on biodiversity
 - The company publicly reports on its biodiversity strategy, its biodiversity targets and its achievements with respect to these targets
 - The company is aiming at a net positive impact on biodiversity
 - None of the above statement is true for at least half of the sites operated by our company
 - The company has no exposure to biodiversity related risk
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

65. Does your company conduct environmental impact assessments (EIA's) and/or social impact assessments (SIA's) for new operations or extensions of existing operations when such studies are not required by local legislation?
- Yes, EIA and SIA conducted
 - Yes, EIA conducted only
 - Yes, SIA conducted only
 - No
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

66. Are the results of EIAs and/or SIAs made publicly available? If so, where can they be found?
- Yes, EIA and SIA results are publicly available (please specify where): _____
 - Yes, EIA results are publicly available (please specify where): _____
 - Yes, SIA results are publicly available (please specify where): _____
 - No results publicly available
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

67. Is a formal system in place for ensuring that EIA and/or SIA recommendations are implemented and followed up during project construction, commissioning and operation? If so, who is accountable for implementation and follow up within your organization?
- Yes, a formal system is in place and the accountable persons for implementation/follow up are:

 - No formal process
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

68. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The score will be filled in by the responsible analyst of your industry. Please press "save+next" to proceed to the next question.

Comment:

References:

Social Dimension

Labor Practice Indicators

69. Please complete the table and indicate which of the following performance/management indicators your company use regarding the following labor relations related issues? Please provide documents and/or indicate web address: _____

Issue	Management / performance indicators

Non-Discrimination / Diversity (ILO convention No. 111)	<input type="radio"/> <input type="checkbox"/> Female of total workforce:% <input type="checkbox"/> Female in management positions of total workforce:% <input type="checkbox"/> Breakdown of workforce based on minority, culture or similar <input type="checkbox"/> Other diversity indicator, please specify: <input type="radio"/> No such indicators used
Equal Remuneration female/male (ILO convention No. 100)	<input type="radio"/> <input type="checkbox"/> Executive level: average salary female;; male: <input type="checkbox"/> Management level: average salary female;; male: <input type="checkbox"/> Non-management level: average salary female;; male: <input type="radio"/> No such indicators used
Freedom of Association (ILO convention No. 87; No. 98)	<input type="radio"/> <input type="checkbox"/> Employees represented by an independent trade union or covered by collective bargaining agreements:% <input type="checkbox"/> Consultations, negotiations with trade unions over organizational changes (e.g. restructuring, outsourcing): <input type="checkbox"/> Other indicators, please specify: <input type="radio"/> No such indicators used
Layoffs (based on ILO's A Guide To Worker Displacement)	<input type="radio"/> <input type="checkbox"/> Number of employees laid off in the last fiscal year: <input type="checkbox"/> Consultations, negotiations with employees over organizational changes (e.g. restructuring, outsourcing): <input type="checkbox"/> Other indicators, please specify: <input type="radio"/> No such indicators used
Health and Safety (based on ILO's codes of practices SafeWork)	<input type="radio"/> <input type="checkbox"/> Tracking of safety performance <input type="checkbox"/> Tracking of work-related fatalities <input type="checkbox"/> Tracking of near misses or similar crisis events <input type="checkbox"/> Other indicators, please specify: <input type="radio"/> No such indicators used

Not known

Comment:

References:

70. Please indicate which systems are in place to collect and handle employee grievances and complaints to ensure that workers can raise their concerns in confidentiality.

- Help line
- Whistleblowing policy
- Independent person or department in charge of solving complaints by employees such as diversity committee, company ombudsman, please indicate name:_____
- Counseling
- Strict confidentiality ensured. Please specify:_____
- Policies and related information widely circulated in appropriate languages
- No systems available
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

71. Does your company publicly endorse (having signed or publicly acknowledging adherence to) one or more of the following charters/frameworks?

- UN Universal Declaration of Human Rights
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- OECD Guidelines for Multinational Enterprises
- Other national charters related to labor practices/basic rights issues (e.g. based on above mentioned guidelines), please specify and attach document:_____

- No charter/s signed or publicly endorsed
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

72. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button.
 Please press "save+next" to proceed to the next question.

Comment:

References:

Human Capital Development

73. Please indicate the implementation of your company's formalized skill mapping and developing process. Please indicate the coverage for each employee category and attach relevant information.

- Yes implemented for:

Employee Category	Coverage in %
Executive/Top management	%
Middle/General management	%
First line management/Supervisor	%
Specialists groups	%
Other employees, please specify:	%

- No formalized skill mapping and developing process implemented
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

74. Please indicate which performance indicators your company uses to measure the execution of your skill mapping and developing strategy. Please provide specific documents on performance indicators.

- Non-financial indicators/ratios (e.g. number of hours spent in trainings, company-specific skills categorization), please specify:

- Cost-based indicators/ratios (e.g. training cost per employee), please specify:

- Value-based human resource indicators (e.g. ROI - Return on investment per employee, EVA - Economic value added per employee), please specify:

- Other HR performance indicators
Please specify:

- Not applicable. Please provide explanations in the comment box below.

Not known

Comment:

References:

75. Please indicate the tools and processes widely adopted by your company to manage organizational learning and knowledge management.

- Formal knowledge/learning networks with regular meetings and staff support
 - Intranet based Knowledge Repositories/Databases
 - Intranet based interactive knowledge platforms integrated into daily work processes
 - Peer group KPI comparisons across Business Units
 - Systematically accessible process descriptions of best practice processes
 - Company university or external comparable education facility
 - Employee idea management system integrated
- No such tools and processes used
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Talent Attraction & Retention

76. Please indicate the percentage for each employee categorization, which are covered by a predefined and standardized performance appraisal process.

Employee Category	Coverage in %
Executive/Top management:	%
Middle/General management:	%
First line management/Supervisor:	%
Specialist groups:	%
Other employees, please specify:	%

- No predefined and standardized performance appraisal process
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

77. What is the share of performance-related compensation for each employee category as a percentage of total compensation (excluding pension plans and fringe benefits) that your company paid out in the last year?

Employee Category	Percentage of total compensation
Executive/Top management:	%
Middle/General management:	%
First line management/Supervisor:	%
Specialist groups:	%
Other employees, please specify:	%

- No performance related compensation

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

78. Please indicate for each employee category the percentage of variable compensation that is based on corporate and/or individual performance respectively. The sum of the percentages in each employee category (row) must equal 100%.

Employee Category	Share of variable compensation based on corporate performance [%]	Share of variable compensation based on individual performance [%]
Executive/Top Management	%	%
Middle/General Management	%	%
First Line management / Supervisors	%	%
Specialist Groups	%	%
Other employees, please specify:	%	%

- No performance related compensation
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

79. Please indicate your company's pre-defined corporate indicators relevant for the variable compensation of all employees.

- Internal Financial Success Metrics (e.g. cashflow, EBIT, Revenues)
- External Financial Success Metrics (e.g. Share price, Tobins Q)
- Environmental metrics (e.g. corporate Emission reduction)
- Social figures (e.g. corporate Health & Safety figure)
- No corporate indicators relevant for performance related compensation pre-defined
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

80. How frequently do the employees learn the interim corporate results that are relevant for the variable compensation from their line superiors?

- Quarterly
- Semi-annually
- Annually
- Interim corporate results not internally communicated
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

81. Please indicate the type and employee coverage of individual performance appraisals, which are used for individual performance related compensation.

- Management by Objectives: Systematic use of agreed measurable targets by line superior

- ___% of all employees
- Multidimensional performance appraisal (e.g. 360 degree feedback)
- ___% of all employees
- Formal comparative ranking of employees within one employee category
- ___of all employees
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

82. Is the individual performance of each employee (relevant for variable compensation) regularly communicated to the team members (to the whole team and not to each individual only) by the line superior?

- Yes, regularly communicated.
Please specify:

-
- Not communicated
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

83. Is the individual performance of each employee (relevant for variable compensation) communicated to the next upper management level?

- Yes, regularly communicated.
Please specify:

-
- Not communicated
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

84. Please indicate the type and its percentage share of total performance-related compensation (excluding pension plans and fringe benefits) which your company paid out/granted for the last year. The sum of all types of performance-related pay equals 100%.

Payout Type	Percentage (Sum must equal 100%)
Annual cash bonus	%
Shares/share options immediately available	%
Shares/share options with a locking period of +2 years	%
Other pay-out types immediately available, please specify:	%
Other pay-out types with a locking period of +2 years, please specify:	%

- No performance related compensation
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

85. Please indicate in the following table the satisfaction level of your employees based on your company's employee satisfaction surveys.

Indicator	2002	2003	2004	2005	Explanation of trend
Employee satisfaction, e.g. committed, motivated, satisfied employees (100% equals maximum satisfaction level)	%	%	%	%	
Percentage of employees covered through employee surveys	%	%	%	%	

- No employee satisfaction trend analysis
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

86. Please indicate the group-wide employee benefits provided by your company in addition to government schemes.

- Pension plans
 - Health and/or accident insurance for employees
 - Medical care for employee families
 - Disability insurance/programs
 - Maternity and/or paternity leave
 - Child care
 - Flexible workschemes
 - Employee assistance program
 - Other, please specify: _____
- No additional benefits offered
- Not applicable. Please provide explanations in the comment.
- Not known

Comment:

References:

87. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button.
 Please press "save+next" to proceed to the next question.

Comment:

References:

Corporate Citizenship/Philanthropy

88. Does your company have a system in place to systematically measure the impact of your company's contributions in order to further improve/re-align the company's philanthropic/social investment strategy:
- Business outcomes and impact (e.g. product innovation)
 - Social outcomes and impact
 - Impact on corporate reputation and stakeholder satisfaction
 - Other, please specify: _____
 - No system in place
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

89. Please estimate the monetary value of your company's philanthropic contributions/voluntary social investments in the following categories in the last fiscal year. Please note that marketing and advertising budgets should not be considered for the calculation of the contributions.

in currency: _____

Type of contributions	Amount
Cash contributions	
In-kind giving: Employee volunteering during paid working hours	
In-kind giving: Product or service donations Projects/partnerships or similar	Cost or tax valuation
Total	In % of pre-tax profit/EBIT:%

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

Social Reporting

90. In this section we evaluate the content, context and coverage of the social reporting included in other reports or on your website (e.g. social report, part of a sustainability/CSR report or of annual report). The evaluation will be filled in by the responsible analyst of your industry. Please press "save+next" to proceed to the next question.

Comment:

References:

Standards for Suppliers

91. For which of the following areas has your company established standards for suppliers across all countries of operation? Please refer to the relevant documents using the reference button below

- Environmental standards/requirements
 - Environmental management systems for the suppliers' operations
 - Environmental standards for products and services delivered by suppliers
 - Other environmental standards, please specify: _____

- Environmental standards of suppliers under development. Roll out planned within _____ months

- Labor standards/requirements
 - Non-Discrimination (based on race, sex, etc.)
 - OHS (Occupational Health & Safety)
 - Layoff practices
 - Forced or slave labor
 - Child labor
 - Freedom of association
 - Wages
 - Working hours and overtime
 - Disciplinary practice
 - Guidance regarding sub-contracting
 - Other labor standards, please specify:

- Labor standards of suppliers under development. Roll out planned within _____ months
- No standards
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

92. Please indicate which of the following elements your company has established to assure effective implementation of its standards for suppliers.

- IMPLEMENTATION OF GUIDELINES/REQUIREMENTS
 - Internal audits/spot-checks conducted for _____% of first line suppliers during 2005
 - External (third party) audits/spot-checks conducted for _____% of first line suppliers during 2005
 - Implementation: no policy/process established
- MANAGEMENT OF NON-COMPLIANCE
 - Policies and procedures for management of non-compliance in place
 - Defined categories of non-compliance and defined categories of remediation actions
 - Joint company-supplier corrective action plan coupled to reaudits
 - Organisational learning build into non-compliance management (e.g. change in reporting lines)
 - Management non-compliance: no policy/process established
- Standards are in development and to be implemented within the next _____ months
- No guidelines existing
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

93. Please describe the way your company reacts in the case of suppliers not being compliant with your company's standard for suppliers. Please refer to documents using the reference button below.

- Policies and procedures for management of non-compliance to standards for suppliers are in place
 - Defined categories of non-compliance and defined categories of remediation actions
 - Joint company-supplier corrective action plan coupled to reaudits
 - Organizational learning for your company's sourcing system build into non-compliance management (e.g. change in reporting lines)
 - Effects of termination on worker's and local community's social fabric taken into account
- No formal non-compliance management in place
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

94. On which of the following elements of your supply chain does your company report on? Please refer to documents using the reference button below.
- Standards for suppliers publicly available.
 - Number and locations of production sites listed on the web.
 - Level of audit activity during the reported period
 - Degree of compliance of your supply chain with regard to standards for suppliers reported regularly.
 - Approach to non-compliance management public.
 - Reporting on (anecdotal or systematic) prominent cases of non-compliance and remediation activities
 - Other, please specify: _____
 - No reporting
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

95. In this section a performance score on the Corporate Sustainability Monitoring is given. The objective is to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button. Please press "save+next" to proceed to the next question.

Comment:

References:

Occupational Health & Safety

96. Please complete the following table with lost-time injuries frequency rate (lost-time injuries per 200,000 hours worked) for employees and contractors.

LTIFR	Unit	2002	2003	2004	2005
Employees					
Contractors					

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

97. Please complete the following table with the number of fatalities for employees and contractors.

Fatalities	Unit	2002	2003	2004	2005
Employees					
Contractors					

- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

98. Please indicate your company's occupational illness frequency rate (OIFR) for employees for the year 2005.

- _____ in 2005 per _____ thousand working hours.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

99. Please indicate what treatment does your company provide to HIV positive and AIDS workers?

- Free consultation
- Hospice treatment
- Free anti-retroviral therapy
- Free anti-retroviral therapy to workers' dependents
- Free anti-retroviral therapy to the community
- No special treatment provided
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

100. Please indicate what types of health & safety audit programs are in place across your organization.

- Corporate audit program in place since _____(year)
- Divisional audit programs for divisions representing ___% of workforce
- Site-based audits conducted by individual operations representing ___% of workforce
- No audit programs in place
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

101. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The score will be filled in by the responsible analyst of your industry. Please press "save+next" to proceed to the next question.

Comment:

References:

Social Impacts on Communities

102. For what project types does your company engage with affected local communities to gain informed consent? Please specify.

- All major projects, for example

- Selected major projects, for example

- Minor projects, for example

- No projects

- Not applicable. Please provide explanations in the comment box below.

- Not known

Comment:

References:

How does your company ensure effective participation of all affected persons (such as elderly people, women, ethnic minorities) in the process of gaining informed consent? Please attach/provide supporting documents or indicate website.

- Please specify

- Effective participation not ensured.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

103. For what project types does your company implement jointly managed grievance mechanisms (allowing local community representatives to submit grievances to an independent body comprising company and external representatives)?

- All major projects, for example

- Selected major projects, for example

- Minor projects, for example

- No grievance mechanisms implemented
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

104. Please report the percentage share of facilities at which translations of corporate policies in local language exist.

- ___% of facilities
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

105. Does your company publicly report on the implementation of labor standards, employment practices and human rights policy/issue statement/paper? Please add references.

- Yes, references indicated
- Yes, no references indicated
- No
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

106. Please indicate the aspects considered in the majority of cases when relocations/resettlements are required due to your company's activities. Please attach/provide supporting documents or indicate website.

- Information of affected people about their options and rights pertaining to resettlement as early as

- possible
- Offering consultation and participation opportunities in planning, implementing and monitoring resettlement
 - Assistance of displaced persons to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher
 - Providing prompt and effective compensation at full replacement cost for losses of assets
 - Informal land users (people having no formal legal rights to land but have a claim to such land) are compensated on the same premises as land users having formal legal rights
 - New agricultural sites are at least equivalent to the old agricultural sites with regard to productive potential, locational advantages, and other factors
 - Offering assistance during relocation
 - Offering support after displacement for a transition period
 - Providing development assistance such as credit facilities, training, or job opportunities
 - Particularly vulnerable groups (such as the poor, the landless, the elderly, women, indigenous peoples or ethnic minorities) are identified and engaged with
- None of our projects has required relocation
- Not applicable. Please provide explanations in the comment box below.
- Not known

Comment:

References:

107. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The score will be filled in by the responsible analyst of your industry. Please press "save+next" to proceed to the next question.

Comment:

References:

Stakeholder engagement

108. Please indicate the principles formulated at corporate level which guide your company's stakeholder engagement at site level. Please attach/provide supporting documents or indicate website.
- A priori examination of costs, opportunities and risks involved in a particular stakeholder engagement
 - Identification of all stakeholders, that can affect or are affected by your company's activities, for input into strategy
 - Development of a common understanding of issues relevant to the underlying problem, such as technical terms
 - Mutual agreement on the type of engagement (type of meetings such as group meetings, one-on-ones,..., frequency of meetings, exchange of information, roles of each party....)
 - Feedback from stakeholders to board/supervisory board and/or senior directors and/or compliance and/or communication department
 - Results of the engagement process are reported to the stakeholders involved
 - Results of the engagement process are publicly available
 - Others, please describe:
 - No principles at corporate level defined, but at more than half of the sites a stakeholder engagement process is implemented
 - Not applicable. Please provide explanations in the comment box below.
 - Not known

Comment:

References:

109. In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company. Please disregard the reference and comment button.

Please press "save+next" to proceed to the next question.

Comment:

References: