

Individual Sub-Performance Aspect	Indicator name
Training & Education	
Training and education practices	Training and education practices
Training of employees	Covered aspects in training Employees trained work place related Employees trained non-work place related Average hours of work place related training Average hours of non-work place related training Apprentices
Training of other stakeholders	Educational initiatives for end-consumers Educational initiatives for the community Educational initiatives for farmers
Self-development & Vitality	
Employee involvement and leadership	Practices on employee involvement and leadership Personal development reviews Practices on advancing creativity of employees Practices on workplace beauty
Employee satisfaction	Practices on assuring employee satisfaction Grievance procedures for employees Results on employee satisfaction
Supporting community development	Practices on supporting community development

Cultural Rights	
Cultural Rights	
	Practices on cultural development and indigenous rights
	Incidents of violations involving rights of indigenous people
Research & Development	
Research & Development	
	Practices on research & development
	Own scientific projects
	Supported external scientific projects
	Established and sustained products