

Motorola CR Report 2008:

Index of conformance with the GRI G3 Guidelines

GRI guideline		Inclusion	Location/Motorola response
Strategy and analysis			
1.1	Core	Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy.	Yes Message from our CEOs
1.2	Core	Description of key impacts, risks and opportunities.	Yes CR governance Message from our CEOs
Profile			
2.1		Name of reporting organization.	Yes Motorola
2.2		Primary brands, products and or services.	Yes Phones and consumer products Business products and services Business solutions
2.3		Operational structure of the organization including main divisions, operating companies, subsidiaries and joint ventures.	Yes Corporate profile
2.4		Location of organization's headquarters.	Yes Corporate profile
2.5		Number of countries where organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Yes Office locations
2.6		Nature of ownership and legal form.	Yes Corporate profile
2.7		Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	Yes Corporate profile

2.8		Scale of the reporting organization including: <ul style="list-style-type: none"> • Number of employees • Net sales • Total capitalization broken down in terms of debt and equity; and • Quantity of products or services provided 	Yes	Annual report 2008
2.9		Significant changes during the reporting period regarding size, structure or ownership, including: <ul style="list-style-type: none"> • Location of, or changes in operations, including facility operations, closings, and expansions; and • Changes in the share capital structure and other capital formation, maintenance, and alteration operations. 	No	
2.10		Awards received in the reporting period.	Yes	Corporate responsibility home
Report Parameters				
3.1		Reporting period for information provided.	Yes	Year ending 31 December 2008
3.2		Date of most recent previous report.	Yes	April 2008
3.3		Reporting cycle.	Yes	Annual
3.4		Contact point for questions regarding the report or its contents	Yes	Corporate responsibility home
3.5		Process for defining report content, including: <ul style="list-style-type: none"> • Determining materiality. • Prioritizing topics within the report; and • Identifying stakeholders the organization expects to use the report. 	Yes	CR governance Stakeholder engagement
3.6		Boundary of the report	Yes	All Motorola operations unless otherwise stated

3.7		State any specific limitations on the scope or boundary of the report.	Yes	EHS data Our carbon footprint
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.	Yes	EHS data Supply chain monitoring
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.	Yes	Supply chain monitoring Our carbon footprint
3.10		Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	Yes	No such re-statements
3.11		Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.	Yes	EHS data Our carbon footprint
GRI content index				
3.12		Table identifying the location of the Standard disclosures in the report.	Yes	This table
Assurance				
3.13		Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider.	No	Environmental management systems
Governance, Commitments and Engagement				
Governance				
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.	Yes	Corporate governance
4.2		Indicate whether the Chair of the highest governance body is also an executive officer (and if so, their function within the organization's management and the reasons for this arrangement).	Yes	Board of Directors

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.	Yes	2009 Definitive Proxy Statement
4.4		Mechanisms for stakeholders and employees to provide recommendations or direction to the highest governance body.	Yes	How to report ethical concerns
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 & environmental performance).	Partial	2009 Definitive Proxy Statement
4.6		Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Yes	Motorola Code of Business Conduct Director independence guidelines
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.	Partial	Governance and Nominating Committee Charter
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.	Yes	Motorola Code of Business Conduct CR Business Principles
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.	Partial	2008 Annual Report
4.10		Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Partial	Governance and Nominating Committee Charter
Commitments to external initiatives				
4.11		Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Yes	Products: Material content Wireless communications and health

4.12		Externally developed economic, environmental, and social charters, principles or other initiatives to which the organization subscribes or endorses.	Yes	Suppliers: Industry collaboration Climate change: Industry programs Environment: Management systems
4.13		Members in associations and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Has positions in governance bodies • Participates in projects or committees • Provides substantive funding beyond routine membership dues; or • Views membership as strategic 	Yes	Suppliers: Industry collaboration
Stakeholder engagement				
4.14		List of stakeholder groups engaged by the organization.	Yes	Stakeholder engagement
4.15		Basis for identification and selection of stakeholders with whom to engage. Includes process for defining stakeholder groups and for determining the groups with which to engage.	No	
4.16		Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Yes	Stakeholder engagement
4.17		Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Yes	Stakeholder engagement

Performance: Economic				
Disclosure on Management Approach - Provide a concise disclosure on the Management Approach items outlined below with reference to the following economic aspects; economic performance, market presence and indirect economic impacts.				
Goals and performance				
		Organization-wide goals regarding performance relevant to Economic Aspects.	Yes	CR Business principles Socio-economic impact
Policy				
		Brief, organization-wide policy (or policies) that defines the organization's overall commitment relating to the economic aspects listed above, or state where this can be found in public domain.	Yes	CR Business principles
Economic Performance indicators				
Aspect: Economic Performance				
EC1	Core	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.	Yes	Annual report 2008
EC2	Core	Financial implications and other risks and opportunities for the organizations activities due to climate change.	Yes	Climate change
EC3	Core	Coverage of the organization's defined benefit plan obligations.	Yes	Financial rewards
EC4	Core	Significant financial assistance received from government.	No	
EC5	Additional	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	No	
EC6	Core	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	No	
EC7	Core	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	Partial	Diversity and inclusion
Aspect: Indirect economic impacts				
EC8	Core	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro-bono engagement.	Yes	Socio-economic impact Connecting the unconnected
EC9	Additional	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Yes	Society

Performance: Environmental				
Disclosure on Management approach Provide a concise disclosure on the management approach items outlined below with reference to the following environmental aspects: materials, energy, water, biodiversity, emissions, effluents and waste, products and services, compliance, transport and overall.				
Goals and performance				
		Organization-wide goals regarding performance relevant to the environmental aspects.	Yes	CR business principles Environment (Our Vision) Climate change Products: Material content Other environmental impacts Recycling: performance and goals
Policy				
		Brief, organization-wide policy (or policies) that defines the organization's overall commitment relating to the environmental aspects listed above, or state where this can be found in public domain.	Yes	EHS policy
Environmental Performance indicators				
Aspect: Materials				
EN1	Core	Materials used by weight or volume.	No	
EN2	Core	Percentage of materials used that are recycled input materials.	No	
Aspect: Energy				
EN3	Core	Direct energy consumption by primary energy source.	Yes	Energy management
EN4	Core	Indirect energy consumption by primary source.	Yes	Energy management
EN5	Additional	Energy saved due to conservation and efficiency improvements.	Yes	Energy management
EN6	Additional	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Yes	Products: Energy
EN7	Additional	Initiatives to reduce indirect energy consumption and reductions achieved.	No	Energy management
Aspect: Water				
EN8	Core	Total water withdrawal by source.	Partial	Water: performance and goals
EN9	Additional	Water sources significantly affected by withdrawal of water.	Not material	

EN10	Additional	Percentage and total water volume of water recycled and reused.	Not material	
Aspect: Biodiversity				
EN11	Core	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity outside protected areas.	Not material	
EN12	Core	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not material	
EN13	Additional	Habitats protected or restored.	Not material	
EN14	Additional	Strategies, current actions and future plans for managing impacts on biodiversity.	Not material	
EN15	Additional	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not material	
Aspect: Emissions, effluents and waste				
EN16	Core	Total direct and indirect greenhouse gas emissions by weight.	Yes	Carbon footprint
EN17	Core	Other relevant indirect greenhouse gas emissions by weight.	Partial	Climate change: Products
EN18	Additional	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Yes	Operations: Energy management
EN19	Core	Emissions of ozone-depleting substances by weight.	Not material	
EN20	Core	NO _x , SO _x , and other significant air emissions by type and weight.	Not material	
EN21	Core	Total water discharged by quality and destination.	No	
EN22	Core	Total weight of waste by type and disposal method.	Yes	Waste: performance and goals
EN23	Core	Total number and volume of significant spills.	Not material	
EN24	Additional	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.	No	
EN25	Additional	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected but the reporting organization's discharges of water and runoff.	Not material	
Aspect: Products and services				
EN26	Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Yes	Products
EN27	Core	Percentage of products sold and their packaging materials that are reclaimed by category.	Yes	Recycling

Aspect: Compliance				
EN28	Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Partial	Environment: Audits and compliance
Aspect: Transport				
EN29	Additional	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Yes	Carbon footprint
Aspect: Overall				
EN30	Additional	Total environmental protection expenditures and investments by type.	No	

Performance: Labor Practices and Decent work

Disclosure on management approach Provide a concise disclosure on the management approach items outlined below with reference to the following labor aspects; employment, labor/management relations, occupational health and safety, training and education and diversity and equal opportunity.

Goals and performance

		<p>Organization-wide goals regarding performance relevant to the labor aspects, indicating their linkage to international recognized universal standards.</p> <p>Use organization-specific indicators (as needed) in addition to the GRI performance indicators to demonstrate the results of performance against goals.</p>	Yes	CR Business Principles Diversity and inclusion: performance and goals Safety programs: Performance, training and goals
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Policy

		Brief, organization-wide policy (or policies) that defines the organization's overall commitment relating to the labor aspects listed above, or state where this can be found in the public domain.	Yes	CR Business Principles EHS Policy
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Labour Practices and Decent Work Performance Indicators

Aspect: Employment

LA1	Core	Total workforce by employment type, employment contract and region.	No	
LA2	Core	Total number and rate of employee turnover by age group, gender and region.	No	

LA3	Additional	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Partial	Financial rewards
Aspect: Labour/management relations				
LA4	Core	Percentage of employees covered by collective bargaining agreements.	No	
LA5	Core	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	No	
Aspect: Occupational health and safety				
LA6	Additional	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.	No	
LA7	Core	Rates of injury, occupational diseases, lost days, absenteeism, and number of work related fatalities by region.	Yes	Safety programs: Performance, training and goals
LA8	Core	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	No	
LA9	Additional	Health and safety topics covered in formal agreements with trade unions.	No	
Aspect: Training and education				
LA10	Core	Average hours of training per year per employee by employee category.	Yes	Training and development: Performance and goals
LA11	Additional	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing their careers.	Yes	Training and development
LA12	Additional	Percentage of employees receiving regular performance and career development reviews.	Yes	Training and development
Aspect: Diversity and equal opportunity				
LA13	Core	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.	Partial	Diversity and inclusion: Performance and goals
LA14	Core	Ratio of basic salary of men to women by employee category.	No	

Performance: Human rights				
Disclosure on management approach Provide a concise disclosure on the management approach items outlined below with reference to the following human rights; investment and procurement practices, non-discrimination, freedom of association and collective bargaining, abolition of child labor, prevention of forced and compulsory labor, complaints and grievance practices, security practices and indigenous rights.				
Goals and performance				
		Organization-wide goals regarding performance relevant to the human rights aspects, indicating their linkage to international recognized universal standards.	Yes	Diversity and inclusion: Performance and goals Supplier monitoring: Performance and goals
Policy				
		Brief, organization-wide policy (or policies) that defines the organization's overall commitment relating to the human rights aspects listed above.		Code of Business Conduct Human Rights Policy Supplier Code of Conduct
Human rights indicators				
Aspect: Investment and procurement activities				
HR1	Core	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Yes	Supplier monitoring: Performance and goals
HR2	Core	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Yes	Supplier monitoring: Performance and goals
HR3	Additional	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees that are trained.	Partial	Business conduct: Employee training
Aspect: Non- discrimination				
HR4	Core	Total number of incidents of discrimination and actions taken.	Yes	Supplier monitoring: audit findings Business conduct: Monitoring

Aspect: Freedom of Association and Collective bargaining				
HR5	Core	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.	Not material	
Aspect: Child Labor				
HR6	Core	Operations identified as having a significant risk for incidents of child labor, and measures taken to contribute to the elimination of forced or compulsory labor.	Not material	
Aspect: Forced and compulsory labor				
HR7	Core	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.	Not material	
Aspect: Security practices				
HR8	Additional	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not material	
Aspect: Indigenous rights				
HR9	Additional	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not material	

Performance: Society				
Provide a concise disclosure on the management approach items outlined below with reference to the following society aspects; community, corruption, public policy, anti-competitive behavior and compliance.				
Goals and performance				
		Organization-wide goals regarding performance relevant to the society aspects.	Yes	Community investment: Goals
Policy				
		Brief, organization-wide policy (or policies) that defines the organization's overall commitment relating to the society aspects listed above or state where this can be found in public domain.	Yes	CR Business Principles Motorola Code of Business Conduct
Society performance indicators				
Aspect: Community				
SO1	Core	Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.	No	

Aspect: Corruption				
SO2	Core	Percentage and total number of business units analyzed for risks related to corruption.	Yes	Business conduct
SO3	Core	Percentage of employees trained in organization's anti-corruption policies and procedures.	Yes	Business conduct: Employee training
SO4	Core	Actions taken in response to incidents of corruption.	Yes	Business conduct: Monitoring
Aspect: Public policy				
SO5	Core	Public policy positions and participation in public policy development and lobbying.	Yes	Public policy
SO6	Additional	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.	Yes	Public policy
Aspect: Anti-competitive behavior				
SO7	Additional	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes.	No	
Aspect: Compliance				
SO8	Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	No	

Performance: Product responsibility				
Disclosure on management approach Provide a concise disclosure on the management approach items outlined below with reference to the following society aspects; customer health and safety, product and service labeling, marketing communications, customer privacy and compliance				
Goals and performance				
		Organization-wide goals regarding performance relevant to the product responsibility aspects.	Yes	Motorola and privacy: performance and goals
Policy				
		Brief, organization-wide policy (or policies) that defines the organization's overall commitment relating to the product responsibility aspects listed above or state where this can be found in the public domain.	Yes	Privacy policy

Product responsibility Performance indicators				
Aspect: Customer Health and safety				
PR1	Core	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.	Yes	Safety standards
PR1	Additional	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and service during their life cycle, by type of outcomes.	No	
Aspect: Product and service labeling				
PR3	Core	Type of product and service information required by procedures, and percentage of significant products and service subject to such information requirements.	No	
PR4	Additional	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	No	
PR5	Additional	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	No	
Aspect: Marketing communications				
PR6	Core	Programs for adherence to laws, standards and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship.	No	
PR7	Additional	Total number of incidents of non-compliance with regulations and voluntary codes of concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	No	
Aspect: Customer privacy				
PR8	Additional	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Yes	Privacy: performance and goals
Aspect: Compliance				
PR9	Core	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	No	

Telecommunications sector specific guidelines

GRI guideline		Inclusion	Location/Motorola response
Investment			
IO1	Capital investment in telecommunication network infrastructure broken down by country/region.	No	
IO2	Net costs for service providers under the Universal Service Obligation when extending service to geographic locations and low-income groups, which are not profitable. Describe relevant legislative and regulatory mechanisms.	No	
Health and Safety			
IO3	Practices to ensure health and safety of field personnel involved in the installation, operation and maintenance of masts, base stations, laying cables and other outside plant. Related health and safety issues include working at heights, electric shock, exposure to EMF and radio frequency (RF) fields, and exposure to hazardous chemicals.	Not material	
IO4	Compliance with ICNIRP (International Commission on Non-Ionizing Radiation Protection) standards on exposure to RF emissions from handsets	Yes	Safety standards
IO5	Compliance with ICNIRP guidelines on exposure to RF emissions from base stations.	Yes	Safety standards
IO6	Policies and practices with respect to Specific Absorption Rate (SAR) of handsets.	Yes	SAR information
Infrastructure			
IO7	Policies and practices on the siting of masts and transmission sites including stakeholder consultation, site sharing, and initiatives to reduce visual impacts. Describe approach to evaluate consultations and quantify where possible.	Not material	

IO8	Number and percentage of stand-alone sites, shared sites, and sites on existing structures.	Not material	
Access to Telecommunications Products and Services: Bridging the Digital Divide			
PA1	Policies and practices to enable the deployment of telecommunications infrastructure and access to telecommunications products and services in remote and low population density areas.	Yes	Socio-economic impacts
PA2	Policies and practices to overcome barriers for access and use of telecommunication products and services, including: language, culture, illiteracy, and lack of education, income, disabilities, and age. Include an explanation of business models applied.	Partial	Accessibility
PA3	Policies and practices to ensure availability and reliability of telecommunications products and services and quantify, where possible, for specified time periods and locations of down time.	No	
PA4	Quantify the level of availability of telecommunications products and services in areas where the organization operates.	No	
PA5	Number and types of telecommunication products and services provided to and used by low and no income sectors of the population. Provide definitions selected.	Yes	Socio-economic impacts
PA6	Programs to provide and maintain telecommunication products and services in emergency situations and for disaster relief.	Yes	Community needs
Resource Efficiency			
TA1	Provide examples of the resource efficiency of telecommunication products and services delivered.	Yes	Products

TA2	Provide examples of telecommunication products, services and applications that have the potential to replace physical objects (e.g. a telephone book by a database on the web or travel by videoconferencing)	Yes	Climate change: industry programs and rankings
TA3	Disclose any measures of transport and/or resource changes of customer use of the telecommunication products and services listed above. Provide some indication of scale, market size, or potential savings.	Yes	Climate change: industry programs and rankings
TA4	Disclose any estimates of the rebound effect (indirect consequences) of customer use of the products and services listed above, and lessons learned for future development. This may include social consequences as well as environmental.	No	
TA5	Description of practices relating to intellectual property rights and open source technologies.	No	