

Appendix

Data in Numbers

Aspect	Indicator	Detail	Unit	
Market Presence	EC5	Ratios of standard entry level wage vs local minimum wage ¹¹	Ratio	
	EC6	Proportion of senior management from local country ¹¹	%	
Procurement Practices	EC9	Percentage local ¹¹	%	
		Percentage foreign	%	
Energy	EN3	Direct energy consumption ¹⁷	GJ ¹³	
		Indirect energy consumption ¹⁸	GJ ¹⁴	
	EN6	Energy saved	GJ	
Emissions	EN15	Scope 1 GHG - GHG from fuel	Tonnes ¹⁵	
	EN16	Scope 2 GHG - GHG from grid	Tonnes ¹⁶	
	EN19	Reduction of GHG	Tonnes	
Employment		Employees by gender	Male	
			Female	
			Total employee	
		Workforce ¹⁶	Male	
			Female	

¹¹ Ref page 072 for definitions

¹² Dialog is guided by the Shop and Office act, Sri Lanka

¹³ Used referenced conversion rates for Diesel : <http://www.convertunits.com/from/gallon/to/gigajoule> and petrol: [http://www.convertunits.com/from/gallon+\[U.S.\]+of+diesel+oil/to/gigajoule](http://www.convertunits.com/from/gallon+[U.S.]+of+diesel+oil/to/gigajoule)

¹³ Used GRI conversion rates for the National Grid energy

¹⁴ US EPA stats on greenhouse gas emissions from fuel www.epa.gov/otaq/greenhousegases.htm

¹⁵ Most recently concluded CDM project in each country was used to calculate grid GHG emission

¹⁵ http://cdm.greentechmalaysia.my/up_dir/Final%20Report_CDM_Baseline_2012v2.pdf

¹⁶ Employees and all the outsourced personnel engaged in office premises belonging to the Group

¹⁷ Direct Energy consumption - Energy consumed for units/entities owned by the organisation

¹⁸ Energy purchased or acquired and consumed within the organisation

	Celcom	XL	Dialog	Robi	Smart	edotco	Axiata CC	Overall
	629:780	103:95	N/A ¹²	11:48	32:25	629:1385	-	N/A
	80%	-	80%	95%	14%	63%	64%	N/A
	85%	84%	50%	64%	47%	60%	87%	66%
	15%	16%	50%	36%	53%	40%	13%	34%
	2,914.60	377,837.36	34,061.81	231,541.63	58,625.85	8,405.01	-	713,385.25
	817,861.37	2,726,143.01	410,177.13	498,553.71	116,054.64	450,547.49	3,257.22	5,022,594.57
	-	-	2,769.95	4,812.00	-	-	-	-
	200.91	26,045.30	3,000.17	15,960.76	161.95	579.38	-	45,948.47
	168,343.13 ¹⁵	575,873.84	79,676.9	92,786.39	18,167.86	92,737.69 ¹⁵	670.44 ¹⁵	1,028,256.24
	-	-	273.49	331.71	-	-	-	605.19
	2,658	1,527	2,404	1,298	542	32	99	8,560
	1,984	613	592	131	269	17	78	3,684
	4,642	2,140	2,996	1,429	811	49	177	12,244
	2,703	3,599	3,362	1,298	540	32	99	11,633
	2,036		883	131	271	17	78	3,416

Appendix

Aspect	Indicator	Detail	Unit	
Employment	LA1	Joining the group - by gender	Male	
			Female	
		Joining the group - by age group	<20	
			20-29	
			30-39	
			40-49	
			50-59	
			>60	
		Leaving the group - by gender	Male	
			Female	
		Leaving the group - by age group	<20	
			20-29	
			30-39	
			40-49	
			50-59	
			>60	
	LA3	Employees who took maternity leave during the year	Number	
		Employees returning to work after maternity leave	%	
		Retention rate of employees who took maternity leave the year before	%	
Health & Safety	LA5	H&S representation	Number	
	LA6	Injuries (Workforce) ¹¹	Number	
			%	
		Fatalities	Number	
		Lost days	Days	

¹¹ Ref page 072 for definitions

	Celcom	XL	Dialog	Robi	Smart	edotco	Axiata CC	Overall
	158	199	164	213	249	25	32	1,040
	184	88	66	20	109	10	18	495
	0	0	12	0	15	0	0	27
	233	96	183	76	296	10	5	899
	89	119	24	130	44	20	24	450
	15	70	6	22	3	4	18	138
	5	2	5	4	0	1	3	20
	0	0	0	1	0	0	0	1
	237	166	201	178	198	4	9	993
	184	74	80	24	125	1	3	491
	0	0	5	0	1	0	0	6
	188	75	169	19	266	0	1	718
	154	146	89	112	53	0	8	562
	63	17	9	60	3	5	3	160
	16	2	8	9	0	0	0	35
	0	0	1	2	0	0	0	3
	102	25	75	0	13	1	9	225
	93%	100%	95%	N/A	100%	100%	89%	96%
	N/A	N/A	91%	N/A	N/A	N/A	100%	N/A
	361	37	N/A	75	N/A	3	N/A	N/A
	1	1	N/A	2	0	0	N/A	4
	0.6%	0.3%	N/A	0.6%	0	0	N/A	1.1%
	0	0	0	0	0	0	N/A	0
	0	2	N/A	0	0	0	N/A	2

Appendix

Aspect	Indicator	Detail	Unit	
Training	LA9	Average trianing hours per employee	Male	
			Female	
		Percentage employees receiving performance review	Male	
			Female	
Diversity	LA12	Staff diversity: male by age group	<20	
			20-29	
			30-39	
			40-49	
			50-59	
			>60	
		Staff diversity: female by age group	<20	
			20-29	
			30-39	
			40-49	
			50-59	
			>60	
Equal Remuneration for Women and Men	LA13	Ratio of basic salary of women to men by employee category:		
		Middle management	ratio	
		Executive	ratio	
		Non-executive	ratio	

¹⁹ Does not include Senior management

	Celcom	XL	Dialog	Robi	Smart	edotco	Axiata CC	Overall
	29.72 ¹⁹	32.20	22.00	31.39	N/A	16.00	9.44	15.89
	39.97 ¹⁹	27.74	21.00	28.39	N/A	16.00	7.30	14.37
	100%	100%	100%	100%	89%	100%	100%	98%
	100%	100%	100%	100%	89%	100%	100%	98%
	0	0	3	0	4	0	0	7
	404	241	685	325	324	7	10	1,996
	1,021	835	1,307	781	186	20	40	4,190
	1,157	411	374	165	25	6	36	2,174
	197	24	32	27	2	2	13	297
	0	4	3	0	1	0	1	9
	0	0	1	0	11	0	0	12
	394	120	238	49	208	3	8	1,020
	692	344	296	75	48	4	32	1,491
	553	147	54	7	1	4	30	796
	58	14	3	0	0	3	7	85
	0	0	0	0	0	0	0	0
	1:0.92	–	1:0.97	1:0.82	1:0.94	1:1	–	N/A
	1:1	–	1:0.98	1:0.89	1:1	1:1.13	–	N/A
	1:1	–	1:1.1	1:0.98	1:2	1:1.04	–	N/A