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Guidelines & Principles Index

Guidelines and Principles Index

NOTES: This index is organized using the G3 (3rd Generation) Global Reporting Initiative (GRI) Guidelines. The Apparel and Footwear Sector Supplement Indicators, in draft/pilot form, have also been considered. The United Nations Global Compact (UNGC) Principles are also referenced below.

Key

(A)	Information not reported due to a lack of access to appropriate data.
(B)	The information is partially reported, in accordance with systems currently in place and access to data.
(C)	The indicator is determined to be not material due to Nike's lack of impact on this issue.
AF/Comm	Denotes Apparel & Footwear Sector Supplement indicator (draft).
COC/COE	Information Available in Nike's Code of Conduct (COC) or Nike's Code of Ethics (COE) .
Form 10-K	Indicates that this information is presented in the 2006 Form 10-K (filed with the US Securities and Exchange Commission and can be accessed at www.nikebiz.com).

GRI Indicator	Indicator Description	Chapter/Page(s)	Reference/Notes	UNGC Principle
Strategy and Analysis				
1.1	Executive Management Statement	Letter from Mark Parker, CEO/3-5		
1.2, Comm1.2	Description of Key Impacts, Risks, and Opportunities (including Supply Chain Performance)	Strategy/6-14	Also, see Form 10-K.	8
Organizational Profile				
2.1	Name of the Organization	Business Overview/117-121	Also, see Form 10-K.	
2.2	Primary Brands, Products, Services	Business Overview/117-121	Also, see Form 10-K.	
2.3	Operational Structure	Business Overview/117-121	Also, see Form 10-K.	
2.4	Location of Headquarters	Business Overview/117-121	Also, see Form 10-K.	
2.5	Country Operations	Business Overview/117-121	Also, see Form 10-K.	
2.6	Nature of Ownership / Legal Form	Business Overview/117-121	Also, see Form 10-K.	
2.7	Markets Served	Business Overview/117-121	Also, see Form 10-K.	
2.8	Scale of Reporting Organization	Business Overview/117-121	Also, see Form 10-K.	
2.9	Significant Changes During Reporting Period	Business Overview/117-121	Also, see Form 10-K.	
2.10	Awards Received	Governance/130	Also, see Form 10-K.	
Report Parameters				
3.1	Reporting Period	Governance/133		
3.2	Date of Most Recent Report	April 2005		
3.3	Reporting Cycle	Governance/133		
3.4	Contact Point for Questions About Report	nikeresponsibility@nike.com		
3.5	Process for Defining Report Content	Governance/131-133		
3.6	Boundary of the Report	Governance/133		
3.7	Limitations on Report Scope	Governance/133		
3.8	Basis for Reporting on Subsidiaries and Partially/Non-Owned Entities	Governance/122-133		
3.9	Data Measurement Techniques	Governance/122-133		
3.10	Restatements from Previous Reports	None		
3.11	Significant Changes from Previous Years	None		
3.12	GRI Content Index	Guidlines & Principles Index/139-145		

GRI Indicator	Indicator Description	Chapter/Page(s)	Reference/Notes	UNGC Principle
3.13	External Assurance	Governance/126-128, 135-136		
Governance, Commitments and Engagement				
4.1	Governance Structure	Governance/124, Strategy/9	Also, see Form 10-K.	
4.2	Executive Officer and Chair of Governance Body	Governance/124	Also, see Form 10-K.	
4.3	Independent and/or Non-Executive Board Members	Governance/124	Also, see Form 10-K.	
4.4	Shareholder/Employee Mechanisms for Board Direction	Not Reported	See Form 10-K.	
4.5	Compensation and Organizational Performance	Not Reported	See Form 10-K.	
4.6	Conflict of Interest Avoidance	Not Reported	COE	
4.7	Qualifications/Expertise of Board Members	Governance/124	See Form 10-K.	
4.8	Mission and Values Statements	Letter from Mark Parker, CEO/3-5 Strategy/6-14	Also, see nikebiz.com.	
4.9	Board Oversight of Sustainability Performance	Governance/124	Also, see Form 10-K.	
4.10	Performance Evaluation of Board of Directors	Not Reported	See Form 10-K.	
4.11	Precautionary Approach/Principle	Strategy/6-14		7
4.12	Endorsements of External Sustainability Charters/Initiatives	Governance/131		
4.13	Significant Memberships in Associations	Throughout report	(B)	
4.14	Listing of Stakeholder Groups	Throughout report	(B)	
4.15	Basis for Stakeholder Identification/Selection	Governance/126-128		
4.16	Stakeholder Engagement Approaches	Governance/126-128		
4.17	Key Stakeholder Issues and Concerns	Governance/128, RRC Letter/134-136		
Disclosure of Management Approach (DMA)				
Sector Supplement	Supply Chain Standards and Practices	Workers in Contract Factories/15-50	(B)	
G3 Guidelines	Economic	Business Overview/117-121	(B)	
G3 Guidelines	Environmental	Considered Design/51-73	(B)	7,8,9
G3 Guidelines	Social: Labor Practices and Decent Work	Workers in Contract Factories/15-50, Diversity and Inclusion/91-107	(B)	3,6
G3 Guidelines	Social: Human Rights	Workers in Contract Factories/15-50	(B)	1,2,4,5,6
G3 Guidelines	Social: Society	Let Me Play/74-90, Public Policy/108-116	(B)	10
G3 Guidelines	Social: Product Responsibility	Considered Design/51-73	(B)	
Supply Chain Standards and Practices				
AF1	Code of Conduct Content and Coverage	Workers in Contract Factories/29	COC	
AF2	Parties and Personnel Engaged in Code of Conduct Compliance	Workers in Contract Factories/26-29		
AF3	Compliance Audit Process	Workers in Contract Factories/26-29		
AF4	Policy and Procedures for Receiving, Investigating, and Responding to Grievances and Complaints	Workers in Contract Factories/29-30; 33-34		
AF5	Strategy and Scope of Efforts to Strengthen Capacity of Management, Workers, Staff	Workers in Contract Factories/15-50		
AF6	Policies for Supplier Selection, Management, Termination	Workers in Contract Factories/28, 39-42		

Business Overview/119				
GRI Indicator	Indicator Description	Chapter/Page(s)	Reference/Notes	UNGC Principle
AF7	Number and Location of Workplaces Covered by Code of Conduct	Workers in Contract Factories/25		
AF8	Audits Conducted and Percentage of Workplaces Audited	Workers in Contract Factories/30-38		
AF9	Incidents of Non-Compliance with Legal Requirements or Collective Bargaining on Wages	Workers in Contract Factories/30-38; 47-48	COC, see AF14	
AF10	Incidents of Non-Compliance with Overtime Standards	Workers in Contract Factories/30-38; 45-46	COC, see AF14	
AF11	Incidents of Non-Compliance with Standards on Pregnancy and Maternity Rights	Workers in Contract Factories/30-38	COC, see AF14	
AF12	Incidents of the Use of Child Labor	Workers in Contract Factories/30-38	COC, see AF14	
AF13	Incidents of Non-Compliance with Standards on Gender Discrimination	Workers in Contract Factories/30-38	COC, see AF14	
AF14	Incidents of Non-Compliance with Code of Conduct	Workers in Contract Factories/30-38	COC	
AF15	Analysis of Data from Code Compliance Audits	Workers in Contract Factories/30-38		
AF16	Remediation Practices to Address Non-Compliance Findings	Workers in Contract Factories/15-50		
AF17	Actions to Identify and Mitigate Business Practices that Affect Code Compliance	Workers in Contract Factories/15-50		
Economic Performance				
EC1	Economic Value Generated and Distributed	Business Overview/121		
EC2	Financial Implications, Risks and Opportunities Due to Climate Change	Considered Design/67-73		7,8
EC3	Defined Benefit Pension Plan Obligations	Not Reported	See Form 10-K.	
EC4	Financial Assistance Received from Government	Not Reported	(A)	
EC5	Wages Comparison	Not Reported	(A)	6
EC6	Spending on Locally Based Suppliers	Not Reported	(A)	
EC7	Local Hiring	Not Reported	(A)	6
EC8	Infrastructure Investments and Public Benefit	Not Reported	(B)	
EC9	Indirect Economic Impacts	Not Reported	(B)	
Environmental Performance				
AF18	Programs to Replace Organic-Based Adhesives and Primers with Water-Based Alternatives	Considered Design/58		
AF19	Practices to Source Safer Alternative Substances to Those on the Restricted Substances List	Considered Design/59-60		
EN1, CommEN1	Weight of Materials Used	Considered Design/62		8
EN2	Percentage of Materials Used that are Recycled	Considered Design/63-64		8,9
AF20	Environmentally Preferable Materials Used in Apparel and Footwear Products	Considered Design/56-57		
EN3	Direct Energy Consumption Broken Down by Primary Source	Not Reported	(A)	8
EN4	Indirect Energy Consumption Broken Down by Primary Source	Considered Design/72		8
AF21	Amount of Energy Consumed and Percentage of Energy From Renewable Source	Considered Design/70-73		
EN5	Conservation/Energy Efficiency	Considered Design/70-73		8,9
EN6	Initiatives to Provide Energy-Efficient Products/ Services and Energy Saved	Considered Design/51-73	(B)	8,9

GRI Indicator	Indicator Description	Chapter/Page(s)	Reference/Notes	UNGC Principle
EN7	Initiatives to Reduce Indirect Energy Consumption	Considered Design/70-73		8,9
EN8	Total Water Withdrawal By Source	Considered Design/66	(B)	8
EN9	Water Sources/Habitats Significantly Affected by Withdrawal of Water	Not Reported	(A)	8
EN10	Percentage and Total Volume of Water Recycled and Reused	Not Reported	(A)	8,9
EN11	Location/Size of Land-Owned/Leased/Managed in Protected Areas	Not Reported	(C)	8
EN12	Description of Significant Impacts of Activities on Protected Areas	Not Reported	(C)	8
EN13	Area of Habitats Protected/Restored	Not Reported	(C)	8
EN14	Programs for Managing Impacts on Biodiversity	Not Reported	(C)	8
EN15	IUCN Red List Species Affected by Operations	Not Reported	(C)	8
EN16	Greenhouse Gas Emissions	Considered Design/67-73		8
EN17	Other Relevant Greenhouse Gas Emissions	Considered Design/67-73		8
EN18	Initiatives to Reduce Greenhouse Gas Emissions	Considered Design/67-73		8,9
EN19	Emissions of Ozone-Depleting Substances	Not Reported	(C)	8
EN20	NOx, SOx and Other Significant Air Emissions	Not Reported	(C)	8
EN21, CommEN21	Water Discharge and Quality	Considered Design/66	(B)	8
EN22, CommEN22	Amount of Waste by Type/Destination	Considered Design/61-64		8
EN23	Number/Volume of Significant Spills	Not Reported	(C)	8
EN24	Weight of Hazardous Waste	Not Reported	(A)	8
EN25	Water Sources/Habitats Significantly Affected by Water and Runoff	Not Reported	(A)	8
EN26, CommEN26	Initiatives to Manage the Environmental Impacts of Products/ Services Across Product Lifecycle	Considered Design/51-73		8,9
EN27	Reclaimed Products	Considered Design/63		8,9
EN28	Incidents/Fines for Non-Compliance with Environmental Regulations	Not Reported	(C)	8
EN29	Significant Environmental Impacts of Transportation for Logistics	Considered Design/65, 70-73		8
EN30	Environmental Protection Expenditures	Not Reported	(A)	8
Social Performance: Labor Practices and Decent Work				
AF22	Policy and Practices Regarding Use of Employees with Non-Permanent/Fulltime status	Workers in Contract Factories, Code of Conduct	COC	
AF23	Policy Regarding the Use of Homeworking	Workers in Contract Factories, Code of Conduct	COC	
AF24	Policy on the Use and Selection of Labor Brokers, Including Adherence to Relevant ILO Conventions	Workers in Contract Factories, Code of Conduct	COC	
AF25	Policy and Practices on Wage Deductions that are Not Mandated by Law	Workers in Contract Factories Code of Conduct	COC	
AF26	Policy on Working Hours, Including Definition of Overtime, and Actions to Prevent Excessive/Forced OT	Workers in Contract Factories/45-46 Code of Conduct	COC	
AF27	Policy and Actions to Protect the Pregnancy and Maternity Rights of Women Workers	Code of Conduct	COC	
LA1	Workforce, by Employment Type/Region	Diversity and Inclusion/96-97	(B)	

GRI Indicator	Indicator Description	Chapter/Page(s)	Reference/Notes	UNGC Principle
LA2	Employee Turnover by Age/Gender/Region	Not Reported	(A)	6
LA3	Benefits Provided to Full-Time Employees	Not Reported	(A)	6
AF28	Percentage of Foreign Migrant Workers as a Portion of Total Workforce	Not Reported	(A)	
LA4	Employees Covered by Collective Bargaining Agreements	Not Reported	See Form 10-K.	1,3
LA5	Notice Period Regarding Operational Changes	Not Reported	(C)	3
AF29	Percentage of Workplaces with Independent Trade Unions	Not Reported	(A)	
AF30	Percentage of Workplaces with Worker-Management Committees	Not Reported	(A)	
LA6	Management-Worker Health and Safety Committees	Not Reported		
LA7, CommLA7	Injury, Occupational Diseases, Lost Days, Absenteeism, Fatalities (Health and Safety)	Not Reported	(B)	
AF31	Initiatives and Programs for Musculoskeletal Disorders (Health and Safety)	Not Reported	(B)	
LA8	Education for Families Affected by HIV/AIDS and other Diseases	Not Reported	(C)	
LA9	Health and Safety Topics Covered in Formal Agreements	Not Reported	COC	
LA10	Average Hours of Training	Not Reported	(A)	
LA11	Programs for Skills Management/Lifelong Learning	Diversity and Inclusion/102-103	(B)	
LA12	Performance and Career Evaluations	Diversity and Inclusion/102-103	(B)	
LA13	Employee and Governance Body Demographics	Diversity and Inclusion/98-101	(B)	1,6
LA14	Remuneration	Not Reported	(A)	1,6
AF32	Actions to Address Gender Discrimination and to Provide Opportunities for Advanced Placement	Diversity and Inclusion/102-106	(B)	6
Social Performance: Human Rights				
HR1	Investment Agreements with Human Rights Clauses	Workers in Contract Factories/26-29		1,2,4,5,6
HR2	Human Rights Screening of Major Suppliers/Contractors	Workers in Contract Factories/26-29		1,2,4,5,6
HR3	Employee Training on Human Rights Policies and Procedures	Workers in Contract Factories/26-29		1,4,5
HR4	Discrimination	Workers in Contract Factories/30-38	COC	1,6
HR5	Freedom of Association	Workers in Contract Factories/30-38	COC	1,3
HR6	Child Labor	Workers in Contract Factories/30-38	COC	1,5
HR7	Forced and Compulsory Labor	Workers in Contract Factories/30-38	COC	1,4
HR8	Security Practices (security personnel training)	Workers in Contract Factories/30-38	(A), COC	1,2
HR9	Indigenous Rights	Workers in Contract Factories/30-38	COC	1
Social Performance: Society				
SO1	Impacts of Operations on Communities	Let Me Play/74-86, Nike Foundation/87-90		1
AF33	Priorities in Community Investment Strategy	Let Me Play/74-86, Nike Foundation/87-90		
AF34	Investment in Worker Communities	Let Me Play/74-86, Nike Foundation/87-90		
SO2	Business Units Analyzed for Risks Related to Corruption	Not Reported; See Code of Ethics	COE	10
SO3	Extent of Training and Risk Analysis to Prevent Corruption	Not Reported; See Code of Ethics	COE	10

GRI Indicator	Indicator Description	Chapter/Page(s)	Reference/Notes	UNGC Principle
SO4	Actions Taken in Response to Instances of Corruption	Not Reported; See Code of Ethics	COE	10
SO5, CommsSO5	Participation in Public Policy Development and Lobbying	Public Policy/108-116		10
SO6	Political Contributions	Public Policy/108-116		10
SO7	Anti-Competitive Behavior, Anti-Trust, Monopoly Practices	Not Reported; See Code of Ethics	COE	
SO8	Monetary Value of Significant Fines/Sanctions for Non-Compliance with Laws/Regulations	Not Reported	(A)	
Social Performance: Product Responsibility				
PR1	Health and Safety Across the Life Cycle of Products and Services	Considered Design/56-60	B)	
PR2	Instances of Non-Compliance with Health and Safety Regulations	Not Reported	(C)	
PR3	Product and Service Information and Labeling	Not Reported	(A)	8
PR4	Product and Service Information and Labeling Regulations	Not Reported	(A)	8
PR5	Procedures Relating to Customer Satisfaction	Not Reported	(A)	
PR6	Marketing Communications Adherence to Regulations	Not Reported	(C)	
PR7	Non-Compliance with Marketing Communications Regulations	Not Reported	(C)	
PR8	Complaints Regarding Breaches of Customer Privacy	Not Reported	(A)	
PR9	Monetary Value of Significant Fines for Non-Compliance with Laws/Regulations Regarding Provision/Use of Products/Services	Not Reported	(A)	