



BY SLEPOVA SOFYA
GROUP 156

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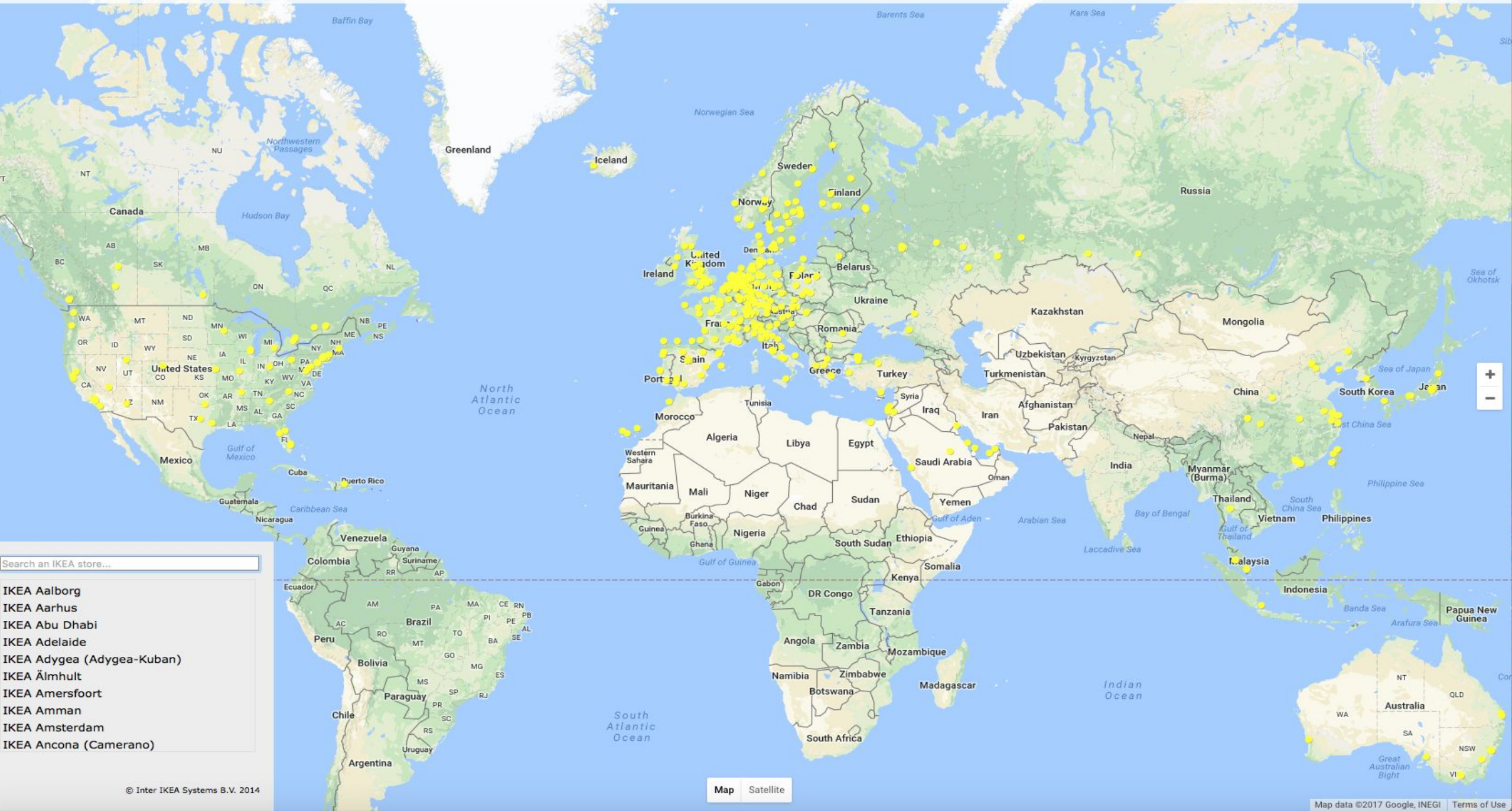
- Company's description
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- IKEA CSR case in Saudi Arabia

COMPANY'S DESCRIPTION

Vision: “To create a better everyday life for the many people”

Business idea: “to offer a wide range of well-designed, functional home furnishing products at prices so low that as many people as possible will be able to afford them”





Search an IKEA store...

- IKEA Aalborg
- IKEA Aarhus
- IKEA Abu Dhabi
- IKEA Adelaide
- IKEA Adygea (Adygea-Kuban)
- IKEA Älmhult
- IKEA Amersfoort
- IKEA Amman
- IKEA Amsterdam
- IKEA Ancona (Camerano)

CSR: THE PEOPLE & PLANET POSITIVE STRATEGY



«...we always strive to promote equality, diversity and respect for human rights in everything

THE YEAR IN BRIEF

RAISING OUR VOICE ON CLIMATE CHANGE

World leaders met in Paris in December 2015 and achieved a historic agreement to tackle climate change. We were there - calling for climate action and lighting up the city with 800,000 Christmas lights, powered by clean energy.



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PHOTO: LUMENTO

SUPPORTING REFUGEES

Around the world, millions of people have had to leave their everyday lives behind. In many IKEA retail countries, co-workers have dedicated time and resources to creating better conditions for newly arrived refugees.

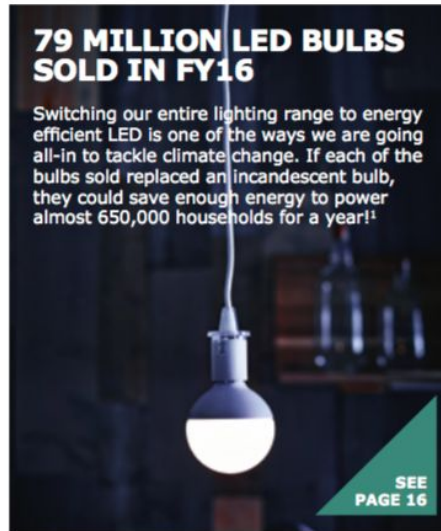


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1 Calculation based on the electricity consumption of an average European household.

79 MILLION LED BULBS SOLD IN FY16

Switching our entire lighting range to energy efficient LED is one of the ways we are going all-in to tackle climate change. If each of the bulbs sold replaced an incandescent bulb, they could save enough energy to power almost 650,000 households for a year!¹



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GOODBYE EPS!

And hello fibre-based, fully recyclable materials! We have replaced the oil-based expanded polystyrene (EPS) in IKEA flat packs with a sustainable alternative. This will save 8,000 tonnes of EPS foam a year - enough to fill more than half of the Empire State Building!



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2 Includes cotton grown to the Better Cotton Standard; by farmers working towards Better Cotton; recycled cotton and more sustainable cotton from the USA (such as the 'e3 Cotton Program').

COTTON AND WOOD FROM MORE SUSTAINABLE SOURCES

All of the cotton we use for our products comes from more sustainable sources.² In FY16, 61% of wood came from more sustainable sources,³ and we aim for 100% by 2020.



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EUR 23.5 MILLION RAISED DURING GOOD CAUSE CAMPAIGNS IN FY16

As a result of the **Soft Toys for Education** and **Brighter Lives for Refugees** campaigns, IKEA Foundation donated EUR 23.5 million. These funds will improve opportunities for children in some of the world's poorest communities.



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3 Currently defined as FSC™-certified or recycled wood.

4 Excluding IKEA Centres, the IKEA Group shopping centre business.

A WORKPLACE FOR EVERYONE

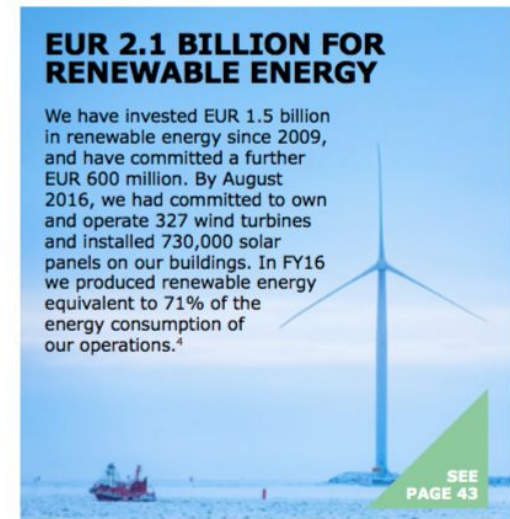
We want to create a fully inclusive work environment where all our co-workers are able to be themselves. In 2015, IKEA Group became a member of the Workplace Pride Foundation, which strives for greater acceptance of LGBT+ people in the workplace and in society.



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EUR 2.1 BILLION FOR RENEWABLE ENERGY

We have invested EUR 1.5 billion in renewable energy since 2009, and have committed a further EUR 600 million. By August 2016, we had committed to own and operate 327 wind turbines and installed 730,000 solar panels on our buildings. In FY16 we produced renewable energy equivalent to 71% of the energy consumption of our operations.⁴



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2016 SUSTAINABILITY REPORT

IKEA & GENDER EQUALITY?

GOAL: TO ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

A GLOBAL CALL TO ACTION FOR GENDER EQUALITY

Inclusive and sustainable growth is the overarching vision of the United Nations' 2030 Agenda for Sustainable Development. Gender equality and women's economic empowerment are central to this vision, which is why the UN Secretary-General's High-Level Panel on Women's Economic Empowerment was launched in January 2016.

Co-chaired by Simona Scarpaeggia, Country Retail Manager, IKEA Retail Switzerland, the panel released its first report during the United Nations General Assembly week in September, emphasising drivers to unlock potential for women to fully participate in the economy and achieve financial independence.

"Empowerment is about rights, justice and creating a movement that will leave no women behind. This report is concrete and shows good examples of how society can come together to accelerate women's economic empowerment. Closing the gender gap is everyone's responsibility – governments, businesses and every single individual", says Simona Scarpaeggia.

So what are our commitments in being part of this High-Level Panel? We will continue to work to achieve gender equality, promote equal opportunities and provide equal pay. But we will also keep joining forces with governmental and non-governmental organisations to contribute to a positive change in society.



SECURING NEW EMPLOYMENT STANDARDS

In FY16, we introduced our new Approach to Employment Standards, set to form part of our employment offer to all co-workers. It's one of a number of elements that impact the everyday experience of our co-workers, and contribute to making IKEA a great place to work.

We know that attracting, developing and inspiring co-workers requires more than salary and benefits alone. Our approach to these standards addresses everything from employment relationships, contracts and scheduling to ensuring development opportunities

Our new Employment Standards consist of a consistent experience for the co-workers

Gender equality

Our wished position is for gender equality in all levels of leadership, in all functions and in all IKEA organisations. Equality is a human right and everyone has the right to be treated fairly and provided with equal opportunities. It is also a business necessity – mixed teams bring better profitability and creative solutions. Our focus is on creating equality beyond the numbers, where both women and men feel included and appreciated for their unique contributions.



REDUCED INEQUALITIES –
Reduce inequality within and among countries

48% FEMALE MANAGERS

We want a workplace where 50% of leadership positions are held by women and 50% by men. Today, more than half of our co-workers are women, as are 48% of our managers and 33%* of Group Management.



GENDER EQUALITY –
Achieve gender equality and empower all women and girls



"To close the gender gap, we must all join together – governments, businesses and individuals. There is a lot we can do in IKEA to boost women's empowerment. And every step we take contributes to a better society. In September 2015, IKEA Switzerland became the first company in the world to reach the highest level of EDGE – the leading global standard for gender equality. This reinforces our commitment to ensuring a company structure and culture that prevents pay gaps and underrepresentation of women in management positions, and that offers different career paths for women."

SIMONA SCARPALEGGIA
IKEA Retail Switzerland
Country Retail Manager and
co-chair of the UN High Level Panel on
Women's Economic empowerment

IKEA provides different content for the catalogues of different countries





IKEA IN SAUDI ARABIA

A Swedish newspaper compared the Swedish and Saudi versions of the manual, and found that in the latter women had been very skillfully airbrushed out...

**"WE ARE NOW REVIEWING OUR ROUTINES TO SAFEGUARD A CORRECT
CONTENT PRESENTATION FROM A VALUES POINT-OF-VIEW IN THE
DIFFERENT VERSIONS OF THE IKEA CATALOGUE WORLDWIDE"**



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