



Corio N.V.

ISIN code : NL0000288967 . Rating : January 2009

General Information

Corio N.V. is a publicly owned real estate investment company. The firm invests in retail properties in Europe. Its investment portfolio consists of retail, including shops and shopping centres; offices; and industrial centres in the Netherlands, France, Italy, Spain, Turkey, and Germany. Corio is based in Utrecht, the Netherlands.

CSR Profile

Corio shows mixed performances in the six domains of Vigeo model. In the business behaviour domain, Corio demonstrates positive efforts, but the limited disclosure on formal policies and procedures in place affects the final score which remains average compared with the sector. The rating on environment is stable (below the average) in respect of the previous assessment, but it is worthy to mention that Corio started to work, in 2007, to a more structured approach to environmental issues. The assessment on Community Involvement improved, thanks to a better disclosure of the internal organization behind the company's interventions to promote local development. Improvements are evident also in the Human Rights domain, where the company gains a better than the average rating due to the presence of works council's representatives within the Supervisory Board, guaranteeing an ongoing monitoring on HR issues, and the provision of measures to ensure work-life balance to employees and prevent discrimination. Above the average remains Corio's performance in the Corporate Governance domain, where most of Vigeo's standards are met, while in the Human Resources domain, company's efforts are evaluated in line with the average. Corio shows, in fact, sufficient measures in terms of training and career management but disclosure on performance indicators can be improved.

Executive Summary

Human Resources

Corio's transparency regarding HR policies could be improved. The whole workforce is subjected to individual annual performance evaluations. Employees are offered training opportunities and job rotations; however the scope is not clear. The company did not go through any major restructurings during the last three years; therefore the criterion on responsible management of restructurings has been deactivated. As for the previous assessment, Corio's performance in this domain is in line with its peers.

Environment

In 2007, Corio started to develop a more structured approach to environmental issues, as part of the definition of its CSR strategy, setting targets in terms of energy use and efficiency, waste management and personnel's transportation and identifying clear responsibilities. However, the company's commitment is still in progress and the disclosure on programs in place and performance indicators is still limited, the overall performance in this domain remains, therefore, below the sector's average in line with the previous assessment.

Business Behaviour (C&S)

Corio shows positive efforts to manage responsible relations with tenants, but lack of information on ways to ensure they are treated appropriately and are allowed to complain affects the score of this criterion. Relevant measures have been established to deal with corruption prevention, including a

formalised Code of Conduct and a whistleblower system, while except for a general statement, information disclosed on the prevention of money laundering is insufficient. Despite the fact that Corio does not seem to have formulated any environmental or social requirements to which its suppliers should adhere, information disclosed by the company suggest that environmental certifications are taken into considerations when selecting suppliers. The overall performance remains, therefore, in line with the sector's average and with the previous assessment.

Corporate Governance

In line with the previous assessment, Corio's performance in this domain is above the sector's average. The Supervisory Board is composed of a majority of independent members in accordance with Vigeo standards and the Chairman is considered independent. The company also has good internal control systems, and non-audit fees paid to the firm's auditors represent a minor part of total fees. For shareholder rights, Corio is still noteworthy for adhering to the "one share-one vote" principle and no major restrictions are identified for voting rights. One resolution, regarding the re-appointment of external auditors, was approved by 51% of shareholder votes in the past AGM. In terms of executive remuneration, the company does not disclose targets for short-term and long-term incentives.

Community Involvement

Corio discloses a general commitment to promote the social and economic development of local communities and initiatives in this sense. A dedicated department is responsible for this commitment. The company has won awards in the area of community relations and crime prevention. Ratings on community involvement improved from average to above average, due to an improvement in the disclosure of interventions analyzed under this domain.

Human Rights

Corio does not appear to have formalised policies to protect freedom of association, however it recently signed the Global Compact and endorses ILO and OECD principles. In terms of implementation, no formal procedures are in place but an on-going monitoring on HR issues seems to be guaranteed by the presence of works council's representatives within the Supervisory Board. Moreover, the company's limited presence in sensitive countries (Turkey) reduces the risks of exposure to human rights controversies. In terms of equal opportunities, Corio is pro-active in promoting equal treatment through the offer of opportunities to achieve a work-life balance and it also shows sufficient measures to prevent discrimination within its operations. The overall performance of Corio in the Human Rights domain is above the average of its peers and it improved in respect of the previous assessment.

Negative criteria assessment for the company

No involvement in any category related to the negative criteria assessment

Controversies

No serious allegations detected