

Dean Foods – December 2008 Corporate Responsibility Report Global Reporting Initiative (GRI) Index

This report was prepared using the Global Reporting Initiative's G3 Reporting Guidelines. The GRI provides guidance for reporting on financial, social, and environmental programs and progress. The GRI has not verified the contents of this report, nor does it take a position on the reliability of information reported.

Key: F = Full; P = Partial; NA = Not available (including areas that are not relevant)

Source: CR = December 2008 Corporate Responsibility Report; AR/10-K = 2007 Dean Foods Annual Report and Form 10-K; Proxy = Dean Foods Proxy Statement for FY 2007; DF Website = www.deanfoods.com; CDP6 = Carbon Disclosure Project 2008 response available at: www.cdproject.net/responding-companies.asp

GRI G3 requirements	Level of reporting	Source
Strategy & analysis		
1.1 Statement from CEO	P	CR p. 1
1.2 Description of key risks and opportunities	F	CDP6
Organizational profile		
2.1 Name of the organization	F	CR p. 5
2.2 Primary brands products and/or services	F	CR pp. 6-7, AR/10-K p. 1-2
2.3 Operational structure of the organization	F	CR pp. 5-7
2.4 Location of organization's headquarters	F	CR p. 7
2.5 Number and name of countries where the organization operates	F	CR p. 6
2.6 Nature of ownership and legal form	F	CR p. 2
2.7 Markets served	F	CR p. 7
2.8 Scale of reporting organization	F	CR pp. 5-7
2.9 Significant changes during the reporting period regarding size, structure or ownership	NA	
2.10 Awards received in the reporting period	NA	
Report parameters		
3.1 Reporting period for information provided	F	CR p. 2
3.2 Date of most recent report	NA	
3.3 Reporting cycle	F	CR p. 28
3.4 Contact point for questions regarding the report or its contents	F	DF Website
3.5 Process for defining report content	F	CR p. 2
3.6 Boundary of the report	F	CR p. 2
3.7 State any specific limitations on the scope of the report	F	CR p. 2
3.8 Basis for reporting	F	CR p. 2
3.9 Data measurement techniques and the bases of calculations	F	CR p. 2
3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such restatement	NA	
3.11 Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report	NA	
3.12 Table identifying the location of the Standard Disclosures in the report	F	DF Website
3.13 Policy and current practice with regard to seeking independent assurance for the report	N/A	
Governance, Commitments & Engagement		
4.1 Governance structure of the organization including committees under the highest governance body responsible for specific tasks such as setting strategy or oversight for the organization	F	CR pp. 26-27; DF Website
4.2 Indicate if 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	F	Proxy p. 8
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 directors	F	DF Website
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	F	DF Website
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 and environmental performance)	NA	
4.6 Processes of the highest governance body to ensure conflicts of interest are avoided	F	DF Website
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	F	DF Website
4.8 Internally developed mission and values statements, codes of conduct, and principles relevant to economic, environmental and social performance and the status of their implementation	F	CR pp. 26-27
4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance, including the identification and management of relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles	F	AR/10-K pp. 12-17
4.10 Processes for evaluating the performance of the highest governance body, particularly with respect to economic, environmental and social performance	F	DF Website
4.11 Explanation of whether and how the precautionary approach or principle is addressed by the organization	F	AR/10-K pp. 12-17, CDP6
4.12 Externally developed, economic, environmental and social charters, sets of principles, or other initiatives to which the organization subscribes or which it endorses	NA	
4.13 Significant memberships	F	CR p. 9
4.14 List of stakeholder groups engaged by organization	P	CR p. 14
4.15 Basis for identification and selection of stakeholders to engage	NA	
4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	NA	
4.17 Key topics and concerns that have been raised through stakeholder engagement and how the organization has responded to those key issues and concerns, including through its reporting	NA	
Economic Performance		
EC1 Direct economic value generated and distributed	F	CR p. 7
EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change	F	CDP6
EC3 Coverage of organization's defined benefit plan obligations	F	AR/10-K pp. F35-F36
EC4 Significant financial assistance received from government	NA	
EC6 Policy, practices and proportion of spending on locally based suppliers at significant locations of operation	P	CR pp. 12-15
EC7 Procedures for local hiring, and proportion of senior management in locations of significant operation from local community	F	CR pp. 22-23.
EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro-bono engagement	P	CR pp. 24-25

Environmental Performance

EN1 Materials used by weight or volume	P	CR pp. 16-21
EN2 Percentage of materials used that are re-cycled input materials	P	CR pp. 16-21
EN3 Direct energy consumption by primary energy source	F	CDP6
EN4 Indirect energy consumption by primary source	F	CDP6
EN5 Energy saved due to conservation and efficiency improvements	F	CR pp. 16-21
EN6 Initiatives to provide energy-efficient or renewable energy based products and services	P	CR pp. 16-21
EN7 Initiatives to reduce indirect energy consumption and reductions achieved	F	CR pp. 16-21
EN8 Total water withdrawn by source	P	CR pp. 16-21
EN11 Location and size of land owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	NA	Not tracking
EN12 Description of significant impact of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	NA	Not tracking
EN16 Total direct and indirect greenhouse gas emissions by weight	F	CDP6
EN17 Other relevant indirect greenhouse gas emissions by weight	P	CDP6
EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved	F	CR pp. 16-21
EN19 Emissions of ozone depleting substances by weight	NA	
EN20 NO SO and other significant air emissions by type and weight	NA	
EN21 Total water discharge by quality and destination	NA	
EN22 Total amount of waste by type and disposal method	NA	
EN23 Total number and volume of significant spills	NA	
EN26 Initiatives to mitigate environmental impacts of products and services and extent of impact mitigation	F	CR pp. 16-21
EN27 Percentage of products sold and their packaging materials that are reclaimed by category	P	CR pp. 12-21
EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	P	CR pp. 16-21
EN29 Significant environmental impacts of transporting goods and materials used for organization's operations, and transporting members of the workforce	F	CR pp. 16-21

Logistics and Transportation Impact

LT2 Breakdown of fleet composition	F	CR pp. 16-21
LT3 Description of policies and programs on the management of environmental impacts	F	CR pp. 16-21
LT4 Description of initiatives to use renewable energy sources and to increase energy efficiency	F	CR pp. 16-21
LT5 Description of initiatives to control urban air emissions in relation to road transport	F	CR pp. 16-21
LT6 Description of policies and programs implemented to manage the impacts of traffic congestion	P	CR pp. 16-21

Labor Practices & Decent Work Performance

LA1 Total workforce by employment type, employment contract and region	F	CR pp. 22-23
LA2 Total number and rate of employee turnover broken down by age, gender and region	P	CR pp. 22-23
LA4 Percentage of employees covered by collective bargaining agreements	F	CR pp. 22-23
LA5 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	P	CR pp. 22-23
LA7 Rates of injury, occupational diseases, lost days and absenteeism and number of work related fatalities by region	F	CR pp. 22-23
LA8 Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases	F	CR pp. 22-23
LA10 Average hours of training per year per employee by employee category	P	CR p. 26
LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	F	CR pp. 22-23
LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	P	CR pp. 22-23
LA14 Ratio of average remuneration of men and women broken down by employee category	NA	

Human Rights Performance

HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	NA	
HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and action taken	NA	
HR4 Total number of incidents of discrimination and actions taken	NA	
HR5 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	NA	
HR6 Operations identified as having significant risk for incidents of child labor and measures taken to contribute to the elimination of child labor	NA	
HR7 Operations identified as having significant risk of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	NA	

Society Performance

S01 Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	F	CR pp. 22-23
S02 Percentage and total number of business units analyzed for risks related to corruption	P	CR p. 27
S03 Percentage of employees trained in organization's anti-corruption policies and procedures	F	CR pp. 26-27
S04 Actions taken in response to incidents of corruption	NA	
S05 Public policy positions and participation in public policy development and lobbying	P	CR p. 27
S06 Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	P	CR pp. 24-25
S08 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	P	CR p. 21

Product Responsibility Performance

PR1 Life cycle stages in which the health and safety impacts of products and services are assessed for improvement	F	CR pp. 12-15
PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	P	CR pp. 12-15
PR6 Programs for adherence to laws, standards and voluntary codes related to marketing communications including advertising, promotion and sponsorship	P	CR pp. 12-15
PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	NA	