

GRI Index

Legend

light grey Indicators marked in light grey are additional indicators where reporting is optional.

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Cross references:

24, 38 Page numbers refer to information in the current Zumtobel Group Sustainability Report.

R profile Report Profile

F/F Facts and Figures

FAR Further information can be found in the Zumtobel Group's current Financial and Annual Reports.

CGR Further information can be found in the Zumtobel Group's current Corporate Governance Report.

n. r. This indicator is not relevant to the Zumtobel Group.

www Further information is available at the website
www.zumtobelgroup.com

Level of reporting:

- • • This indicator is reported in full
- • This indicator is partly reported
- This indicator is not currently reported



Organisation and Report Profile

No.	Profile	Comments	Level of reporting	Page/reference
1.	Strategy and Analysis			
1.1	Statement from the Chief Executive Officer about the relevance of sustainability		...	P.3
1.2	Description of key impacts, risks and opportunities		...	P.7, 12–13, 46–48
2.	Organisational Profile			
2.1	Name		...	FGB, inside cover, P.21
2.2	Primary brands, products and services		...	FGB, inside cover
2.3	Operational structure		...	FGB, inside cover
2.4	Headquarters		...	FGB, inside cover
2.5	Countries where the organisation operates		...	FGB, inside cover
2.6	Nature of ownership and legal form		...	FGB, inside cover
2.7	Markets served		...	FGB, inside cover, P.46
2.8	Scale of the organisation		...	FGB, inside cover, P.46
2.9	Significant changes during the reporting period regarding size, structure or ownership		...	FGB, inside cover, P.54
2.10	Awards		...	P.9, 25, 31, 43, 53, 55, 66
3.	Report Parameters			
3.1	Reporting period		...	Inside cover
3.2	Date of most recent previous report	July 29, 2010	...	
3.3	Reporting cycle		...	Inside cover
3.4	Contact point for questions regarding the report		...	Imprint
3.5	Process for defining report content		...	Inside cover
3.6	Scope of the report		...	Inside cover
3.7	Specific limitations on the scope or boundary of the report		...	Inside cover
3.8	Basis for reporting on enterprise units		...	Inside cover
3.9	Data measurement techniques and bases of calculations		...	Inside cover, P.57
3.10	Explanation of the effect of any re-statements of information	The facts and figures in this report cover the financial years 2008/09, 2009/10 and 2010/11.	...	Inside cover
3.11	Significant changes from previous reporting periods		...	Inside cover
3.12	GRN content index		...	Present
3.13	External assurance for the report	There is no external assurance of the report.	...	
4.	Corporate Governance, Commitments and Engagement			
4.1	Governance structure		...	FGB, CGB, www
4.2	Indicate whether the Chairman of the Supervisory Board is also an executive officer		...	FGB, CGB
4.3	Number of independent members of the highest governance body		...	FGB, CGB
4.4	Mechanisms for shareholders and employees to provide recommendations	The legal requirements are met.	...	P.10
4.5	Linkage between compensation for members of the highest governance body		...	FGB, CGB, P.46–48
4.6	Ensure conflicts of interest are avoided		...	P.14, 48
4.7	Qualifications and experience of members of the highest governance body		...	P.2, 3, 9
4.8	Internal mission or value statements, codes of conduct, and principles		...	P.9
4.9	Procedures of the highest governance body for overseeing the organisation's sustainability performance	The sustainability programme is monitored by the CEO in the context of the sustainability committee.	...	P.9
4.10	Evaluating the highest governance body's own sustainability performance	The legal requirements are met.	...	FGB
4.11	Whether and how the precautionary approach or principle is addressed by the organisation		...	P.7, 12–13, 22, 28, 34, 40, 48
4.12	Externally developed sustainability charters, principles or other initiatives		...	P.48
4.13	Memberships in associations and advocacy organisations		...	www, P.10
4.14	List of stakeholder groups engaged		...	P.10–11
4.15	Basis for identification and selection of stakeholders		...	www, P.10–11
4.16	Approaches to stakeholder engagement		...	P.10–11
4.17	Topics and concerns raised through stakeholder dialogue		...	www, P.10–11

Management Approach and Performance Indicators

No.	Profile	Comments	Level of reporting	Page/reference
	Economic Performance Indicators			
	Management Approach, Economic			
EC 1	Direct economic value generated and distributed		...	FGB, P.12-14, 46-48
EC 2	Financial implications for the organisation's activities due to climate change		...	FGB, P.46-47
EC 3	Organisation's defined benefit plan obligations		...	P.7, 12-14, 22, 28, 34, 40
EC 4	Significant financial assistance received from government		...	FGB
EC 5	Local minimum wage	The Zumtobel Group always pays at least the wages agreed by collective bargaining.	...	P.47
EC 6	Locally-based suppliers		..	P.68
EC 7	Locally-based employees	Altogether, less than 1% of positions are filled by expatriates (international assignments), all other positions are filled by local employees.	...	
EC 8	Infrastructure investments and services provided, primarily for public benefit	The Zumtobel Group is actively engaged in the local municipalities. However, no major investments are made in the infrastructure.	...	P.70
EC 9	Indirect economic impacts		..	Inside cover, P.7, 54, 66
	Environmental Performance Indicators			
	Management Approach			
EN 1	Materials used		...	P.12-14, 55
EN 2	Materials used that are recycled input materials		..	P.56
EN 3	Direct energy consumption		.	P.56
EN 4	Indirect energy consumption		...	P.57
EN 5	Energy saved and energy efficiency		...	P.57
EN 6	Energy-efficient or renewable energy-based products and services		...	P.12-14, 22, 23, 28-29, 34-35, 40-42
EN 7	Initiatives to reduce indirect energy consumption		..	P.57
EN 8	Total water withdrawal		...	P.59
EN 9	Water sources significantly affected by withdrawal of water	Water consumption by the Zumtobel Group does not cause major impact on any springs.	...	
EN 10	Percentage and total volume of water recycled and reused	No process water is treated and reused, as the luminaire industry uses relatively little water.	...	
EN 11	Land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	No risk results from operations.	...	
EN 12	Impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity	No risk results from operations.	...	
EN 13	Habitats protected or restored	No risk results from operations.	...	
EN 14	Strategy, aims and measures for managing impacts on biodiversity	No risk results from operations.	...	
EN 15	Endangered species in areas affected by operations	No risk results from operations.	...	
EN 16	Direct and indirect greenhouse gas emissions	No risk results from operations.	...	P.58
EN 17	Other relevant indirect greenhouse gas emissions	No other relevant greenhouse gas emissions have been defined.	.	
EN 18	Initiatives to reduce greenhouse gas emissions		...	P.58
EN 19	Emissions of ozone-depleting substances	Conversion of the production process has led to reduction of these emissions to an insignificant level.	..	P.58
EN 20	NO _x , SO _x and other significant air emissions	Only occur within the limits of the currently applicable clean air legislation.	..	
EN 21	Total water discharge	Treatment of process water complies at least with requirements specified by the authorities, and the quantity of waste water discharged is equal to the quantity of water withdrawn.	...	P.59
EN 22	Waste by type and disposal method		...	P.59
EN 23	Significant spills	There were no significant incidents in the reporting period.	...	
EN 24	Waste deemed hazardous transported	Hazardous waste is disposed of properly and professionally by an authorised local waste disposal operator.	...	
EN 25	Water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff	There were no significant incidents in the reporting period.	...	
EN 26	Mitigate environmental impacts of products and services		...	P.7, 12-14, 22, 28, 34-40
EN 27	Percentage of products sold and their packaging materials that are reclaimed		...	P.54
EN 28	Significant fines and sanctions for noncompliance with environmental laws and regulations	There were no significant incidents in the reporting period.	...	
EN 29	Environmental impacts of transport activities	Transport is handled by an external service provider.	.	P.59-60
EN 30	Total environmental protection expenditures	Total expenditures are not currently recorded across the Group.	.	

Product Responsibility Performance Indicators			
	Management Approach		...
PR 1	Life cycle stages in which health and safety impacts of products are assessed	The legal requirements are met.	P. 7, 14–16, 52–54
PR 2	Incidents of non-compliance with regulations concerning health and safety impacts of products and services		P. 50–51, 57
PR 3	Product and service information required by procedures		P. 54
PR 4	Incidents of non-compliance with regulations concerning product and service information	There were no significant incidents except for the case noted.	P. 54
PR 5	Practices related to customer satisfaction	In the financial year 2010/11, 2,700 customers of the Lighting Segment were asked about their level of satisfaction.	..
PR 6	Responsible advertising	Not relevant, as no business-to-consumer advertising is conducted.	...
PR 7	Incidents of non-compliance with regulations and voluntary codes concerning advertising	Not relevant, as no business-to-consumer advertising is conducted.	...
PR 8	Substantiated complaints regarding breaches of customer privacy and losses of customer data	There were no significant incidents in the reporting period.	...
PR 9	Fines for non-compliance with laws and regulations concerning the provision and use of products	There were no significant incidents in the reporting period.	...
	Labor Practices and Decent Work Performance Indicators		
	Management Approach		...
LA 1	Total workforce		P. 62–63
LA 2	Total number and rate of employee turnover		P. 62
LA 3	Benefits provided to full-time employees only		..
LA 4	Percentage of employees covered by collective bargaining agreements	All employees are employed in accordance with the legal provisions. Wherever collective bargaining agreements are provided for, these are applied.	..
LA 5	Minimum notice period(s) regarding operational changes	The legal requirements are met.	...
LA 6	Percentage of total workforce represented in management–worker health and safety committees	The legal requirements are met.	...
LA 7	Injuries, occupational diseases, lost days and absenteeism		P. 66
LA 8	Health care and consulting		P. 66
LA 9	Health and safety agreements with trade unions	At several production facilities, health and safety regulations agreed with employee representatives apply.	..
LA 10	Average hours of training per year per employee		P. 63–65
LA 11	Programmes for skills management and lifelong learning		P. 63–65, 23–24, 30, 36
LA 12	Percentage of employees receiving regular performance and career development reviews		P. 63
LA 13	Diversity in the workforce and governance bodies		..
LA 14	Ratio of basic salary of men to women	At the Zumtobel Group and its brands, salaries are governed by the duties performed and not by gender.	P. 65–67
	Human Rights Performance Indicators		
	Management Approach, Human Rights		...
HR 1	Investment agreements that include human rights clauses		P. 68–69
HR 2	Suppliers and contractors that have undergone screening on human rights		P. 69
HR 3	Employee training on aspects of human rights		P. 69
HR 4	Total number of incidents of discrimination and actions taken	An ethics hotline has been in place since 2006. To date no incidents have been reported.	..
HR 5	Right to exercise freedom of association and collective bargaining may be at risk		P. 69
HR 6	Child labor		P. 69
HR 7	Compulsory labor		P. 69
HR 8	Security personnel trained in aspects of human rights		..
HR 9	Incidents of violations of the rights of indigenous people	No risks ensue from the operations of the Zumtobel Group and its brands.	...
	Society Performance Indicators		
	Management Approach, Society		...
SO 1	Programmes and practices that assess and manage the impacts of operations on communities		P. 2–3, 7, 12–14
SO 2	Business units analysed for risks related to corruption	Within the scope of the institutionalised and regular risk assessment process, risks are identified and evaluated at almost all European plants as well as in the USA and in some cases in China. The risks identified are subject to regular monitoring by Corporate Audit and Corporate Controlling.	...
SO 3	Employees trained in anti-corruption policies/procedures		..
SO 4	Actions taken in response to incidents of corruption		..
SO 5	Participation in public policy development and lobbying		...
SO 6	Contributions to political parties and politicians	As a matter of principle, the company does not make donations to politicians and/or political parties.	...
SO 7	Number of legal actions for anticompetitive behaviour	There were no significant incidents in the financial year 2010/11.	...
SO 8	Fines and sanctions for non-compliance with laws and regulations		..