

# SWAROVSKI

## SWAROVSKI SUSTAINABILITY REPORT 2015 GRI INDEX

This report has been guided by Global Reporting Initiative (GRI) G4 standards and reporting criteria. This GRI index contains some supplementary information and performance data, beyond what is included in the main report factsheets. Unless otherwise stated, data is

from the nine main locations covered by the report: Wattens, Austria; Triesen Liechtenstein; Plattsburgh, USA; Marigot Jewelry Thailand (Ayutthaya & Bangpoo); Swarovski Gemstones Thailand (Bangplee); Männedorf, Switzerland; Pune, India; and Vietnam.

GENERAL STANDARD DISCLOSURES				
Indicator	Description	Principal Location	Additional information	UN Global Compact Principles

STRATEGY AND ANALYSIS				
G4-1	Statement from the most senior decision-maker of the organization	<a href="#">Welcome</a>		
G4-2	Description of key impacts, risks, and opportunities	<a href="#">Our approach to Corporate Social Responsibility</a>	<a href="#">Welcome, Stakeholder Engagement and Materiality</a>	

ORGANIZATIONAL PROFILE				
G4-3	Name of the organization	<a href="#">Our Business</a>	<a href="#">Our Company</a>	
G4-4	Primary brands, products, and/or services	<a href="#">Our Business</a>		
G4-5	Location of the organization's headquarters	<a href="#">Our Business</a>		
G4-6	Operating countries	<a href="#">Our Business</a>		
G4-7	Nature of ownership and legal form	<a href="#">Our Business</a>		
G4-8	Markets served	<a href="#">Our Business</a>		
G4-9	Scale of the organization	<a href="#">Our Business</a>		
G4-10	Workforce	<a href="#">Employees</a>	<a href="#">Our Business</a> See chart 1 in this GRI Index appendix, 'Total SCB employees'.	
G4-11	Percentage of workforce covered by collective bargaining agreements	<a href="#">Employees</a>	There are 14,674 employees in the nine main locations covered by the Swarovski Sustainability Report 2015. All employees from Triesen and Wattens are covered by collective bargaining agreements. This represents 37% of all employees from the nine locations.	Principle 3
G4-12	The supply chain	<a href="#">Our Business</a>	<a href="#">Supply Chain</a>	Principles 4 & 5
G4-13	Significant changes related to the organization's size, structure, ownership or supply chain during the reporting period	<a href="#">Our Business</a>	No significant changes during 2013-2014.	
G4-14	Use of precautionary principle	<a href="#">Our approach to Corporate Social Responsibility</a>	<a href="#">Energy and Emissions, Water and Waste, Welcome, Stakeholder Engagement</a>	
G4-15	Economic, environmental and social charters and principles endorsed	<a href="#">Stakeholder Engagement and Materiality</a>	UN Global Compact, the Women's Empowerment Principles and the Responsible Jewellery Council (Gemstones Business and Chamilia).	
G4-16	Memberships and advocacy organizations	<a href="#">Stakeholder Engagement and Materiality</a>	In addition to those noted in the factsheet, Swarovski is actively engaged in the European Domestic Glass Association, the Austrian Industry Association, as well as the US Fashion Jewelry and Accessories Trade Association (FJATA). Swarovski is furthermore a member of the Austrian Chamber of Commerce, and several national jewelry associations.	

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GENERAL STANDARD DISCLOSURES				
Indicator	Description	Principle Location	Additional information	UN Global Compact Principles

## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in financial statements or equivalent documents, and coverage in the sustainability report	<a href="#">About this Report</a>	<a href="#">Facts and Figures</a> <a href="#">Our Business</a> As a privately held company, Swarovski does not report financial information.	
G4-18	Process for defining report content	<a href="#">Stakeholder Engagement and Materiality</a>		
G4-19	Material aspects	<a href="#">Stakeholder Engagement and Materiality</a>		
G4-20	Aspect Boundaries with the organization	<a href="#">Stakeholder Engagement and Materiality</a>		
G4-21	Aspect Boundaries outside of the organization	<a href="#">Stakeholder Engagement and Materiality</a>		
G4-22	Restatements of information provided in previous reports	<a href="#">Energy and Emissions</a>	It came to our attention while preparing this report that the GHG emissions charts included in our previous two sustainability reports were incorrectly labeled as covering both direct and indirect GHG emissions, when in fact the data only covered direct emissions. This is noted in our Energy and Emissions factsheet and the correct historic data is provided here and in accompanying charts.	
G4-23	Significant changes in Scope and Aspect Boundaries from previous reports	<a href="#">About this Report</a>	We have increased the scope of our reporting in 2013-14, expanding the number of major sites we report on from seven to nine. These are Wattens, Austria; Triesen Liechtenstein; Plattsburgh, USA; Marigot Jewelry Thailand (Ayutthaya & Bangpoo); Swarovski Gemstones Thailand (Bangplee); Männedorf, Switzerland; Pune, India; and Vietnam.  This year we followed the GRI G4 process to defining Aspect Boundaries as explained in the Stakeholder engagement and materiality factsheet.	

GENERAL STANDARD DISCLOSURES				
Indicator	Description	Principal Location	Additional information	UN Global Compact Principles

## STAKEHOLDER ENGAGEMENT

G4-24	Stakeholders engaged by the organization	<a href="#">Stakeholder Engagement and Materiality</a>		
G4-25	Basis for identifying stakeholders	<a href="#">Stakeholder Engagement and Materiality</a>		
G4-26	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement and Materiality</a>		
G4-27	Key topics and concerns raised through stakeholder engagement, and response	<a href="#">Stakeholder Engagement and Materiality</a>		

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### REPORT PROFILE

<b>G4-28</b>	Reporting period	<a href="#">About this Report</a>		
<b>G4-29</b>	Date of previous report	<a href="#">About this Report</a>		
<b>G4-30</b>	Reporting cycle	<a href="#">About this Report</a>		
<b>G4-31</b>	Contact point	<a href="#">About this Report</a>		
<b>G4-32</b>	In accordance option	<a href="#">About this Report</a>	GRI Index	
<b>G4-33</b>	Assurance policy	N/A	We do not currently seek assurance for our sustainability reporting.	

### GOVERNANCE

<b>G4-34</b>	Governance structure of the organization	<a href="#">Our Business</a>		
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### ETHICS AND INTEGRITY

<b>G4-56</b>	The organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<a href="#">Our approach to Corporate Social Responsibility</a>		Principle 10
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### SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Principal Location	Additional information	UN Global Compact Principles
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### CATEGORY: ENVIRONMENTAL

#### ASPECT: ENERGY

<b>G4-DMA</b>	Generic Disclosures on Management Approach	<a href="#">Energy and Emissions</a>		Principles 7, 8 & 9
<b>G4-EN3</b>	Energy consumption within the organization	<a href="#">Energy and Emissions</a>	See chart 2 in this GRI Index appendix, 'Renewables vs. Non-Renewables'.	Principles 8 & 9

#### ASPECT: WATER

<b>G4-DMA</b>	Generic Disclosures on Management Approach	<a href="#">Water and Waste</a>		Principles 7, 8 & 9
<b>G4-EN8</b>	Total water withdrawal by source	<a href="#">Water and Waste</a>	See chart 3 in this GRI Index appendix, 'Water withdrawal 2014 by source'.	Principle 8
<b>G4-EN10</b>	Percentage and total volume of water recycled and reused	<a href="#">Water and Waste</a>	See chart 3 in this GRI Index appendix, 'Water withdrawal 2014 by source'.	Principles 8 & 9

#### ASPECT: EMISSIONS

<b>G4-DMA</b>	Generic Disclosures on Management Approach	<a href="#">Energy and Emissions</a>		Principles 7, 8 & 9
<b>G4-EN15</b>	Direct greenhouse gas (GHG) emissions (Scope 1)	<a href="#">Energy and Emissions</a>	See chart 4 in this GRI Index appendix, 'GHG emissions (scope 1 and 2)'.	Principle 8
<b>G4-EN16</b>	Energy indirect GHG emissions (Scope 2)	<a href="#">Energy and Emissions</a>	See chart 4 in this GRI Index appendix, 'GHG emissions (scope 1 and 2)'.	Principle 8

#### ASPECT: EFFLUENTS AND WASTE

<b>G4-DMA</b>	Generic Disclosures on Management Approach	<a href="#">Water and Waste</a>		Principles 7, 8 & 9
<b>G4-EN23</b>	Total weight of waste by type and disposal method	<a href="#">Water and Waste</a>		Principles 8 & 9

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CATEGORY: SOCIAL				
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK				
ASPECT: EMPLOYMENT				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Employees</u>		Principle 6
<b>G4-LA1</b>	Total number and rates of new employee hires and employee turnover by age group, gender and region	<u>Employees</u>	See chart 7 'New employees 2013-14'	Principle 6
<b>G4-LA3</b>	Return to work and retention rates after parental leave, by gender	<u>Employees</u>	See chart 6 in this GRI Index appendix, 'Return to work following parental leave'.	Principle 6
ASPECT: OCCUPATIONAL HEALTH AND SAFETY				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Employees</u>		
<b>G4-LA5</b>	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	<u>Employees</u>	Joint management-work health and safety committees typically operate at the facility level within the organization representing 100% of the workforce.	
SPECIFIC STANDARD DISCLOSURES				
Indicator	Description	Principal Location	Additional information	UN Global Compact Principles
ASPECT: TRAINING AND EDUCATION				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Employees</u>		
<b>G4-LA10</b>	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<u>Employees</u>	Transitions due to termination of employment are addressed on a local basis in line with the applicable local laws and with due consideration of the context within which the decision to terminate has been taken.	
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Employees</u>	We are committed to a diverse and inclusive workforce; but we do not publicly report employee information at each level.	
<b>G4-LA12</b>	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<u>Employees</u>	<u>The Executive Board is the decision-making body for SCB</u>	Principle 6
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Supply Chain</u>		
<b>G4-LA15</b>	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	<u>Supply Chain</u>		Principles 4&5
SUB-CATEGORY: HUMAN RIGHTS				
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Supply Chain</u>		Principles 1 & 2
<b>G4-HR11</b>	Significant actual and potential negative human rights impacts in the supply chain and actions taken	<u>Supply Chain</u>		

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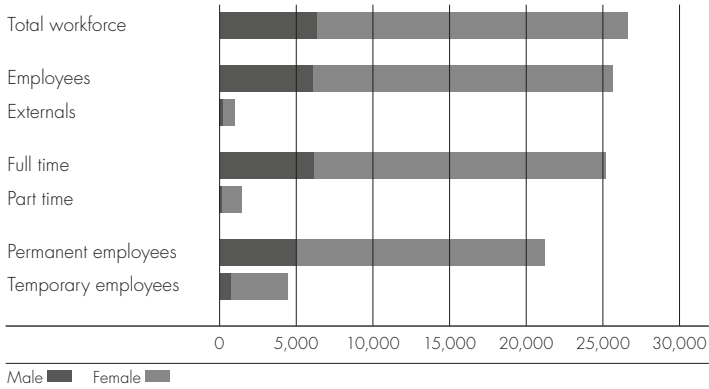
SUB-CATEGORY: SOCIETY				
<b>ASPECT: LOCAL COMMUNITIES</b>				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Local Communities</u>		
<b>G4-SO1</b>	Percentage of operations with implemented local community engagement, impact assessments, and development programs	<u>Local Communities</u>	All of the locations in the report (the nine manufacturing facilities that we have included in the report) have implemented local community engagement initiatives.	
<b>ASPECT: ANTI-CORRUPTION</b>				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Our Business</u>	<u>Our Approach to Corporate Social Responsibility</u>	Principle 10
<b>G4-SO5</b>	Confirmed incidents of corruption and actions taken	N/A	No incidents of corruption were identified.	
<b>ASPECT: COMPLIANCE</b>				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Our Business</u>	<u>Our Approach to Corporate Social Responsibility</u>	
<b>G4-SO8</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	N/A	There have been no cases of non-compliance with laws or regulations.	
<b>SPECIFIC STANDARD DISCLOSURES</b>				
Indicator	Description	Principal Location	Additional information	UN Global Compact Principles
SUB-CATEGORY: PRODUCT RESPONSIBILITY				
<b>ASPECT: CUSTOMER HEALTH AND SAFETY</b>				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Product Safety</u>		
<b>G4-PR2</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	N/A	There have been no cases of non-compliance with laws or regulations.	
<b>ASPECT: PRODUCT AND SERVICE LABELING</b>				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Product Safety</u>		
<b>G4-PR4</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	N/A	There have been no cases of non-compliance with laws or regulations.	
<b>ASPECT: MARKETING COMMUNICATIONS</b>				
<b>G4-DMA</b>	Generic Disclosures on Management Approach	<u>Product Safety</u>		
<b>G4-PR6</b>	Sale of banned or disputed products	N/A	Swarovski do not sell any banned or disputed products.	
<b>G4-PR7</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	N/A	There have been no cases of non-compliance with laws or regulations.	

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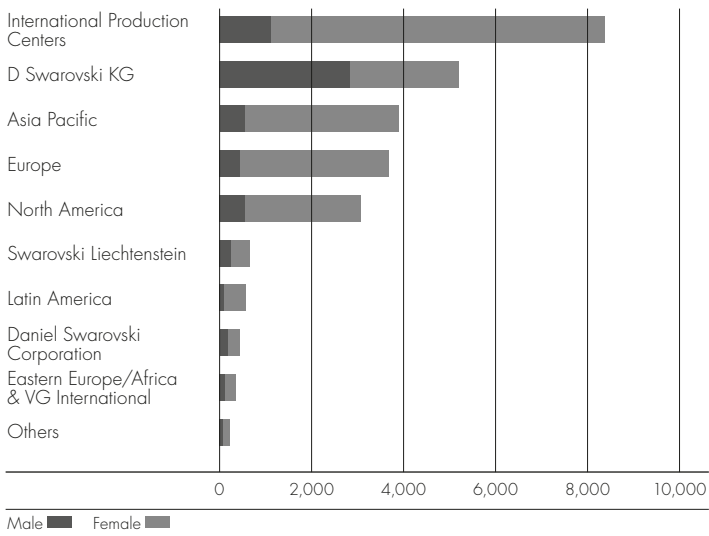
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**CHART 1**  
TOTAL SCB EMPLOYEES  
GRI INDICATOR REFERENCE: G4-10

**(a) SCB-wide**

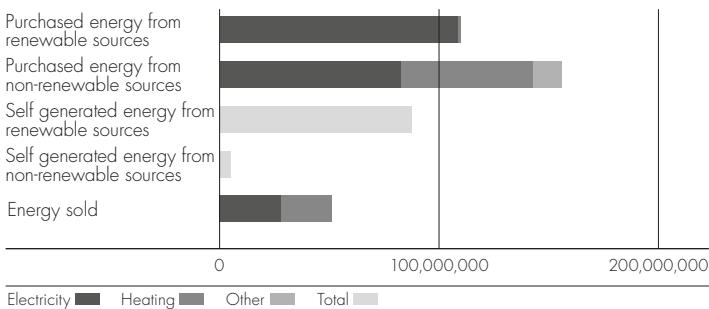


**(b) HR Region**



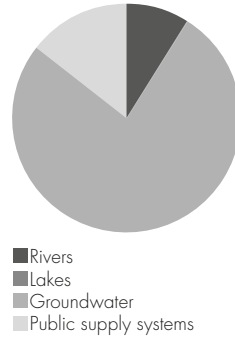
**CHART 2**  
RENEWABLES VS. NON-RENEWABLES 2013-14  
GRI INDICATOR REFERENCE: G4-EN3

**2014 (kWh)**



**CHART 3**  
WATER WITHDRAWAL 2014 BY SOURCE  
GRI INDICATOR REFERENCE: G4-EN8

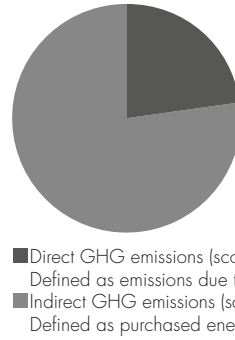
**2014 (m³)**



NB: Our water consumption and use is monitored at a local level in our operations.  
Total water withdrawal: 3,073,317

**CHART 4**  
GHG EMISSIONS (SCOPE 1 AND 2)  
GRI INDICATOR REFERENCE: G4-EN15

**2014 (TnCO<sub>2</sub>eq)**

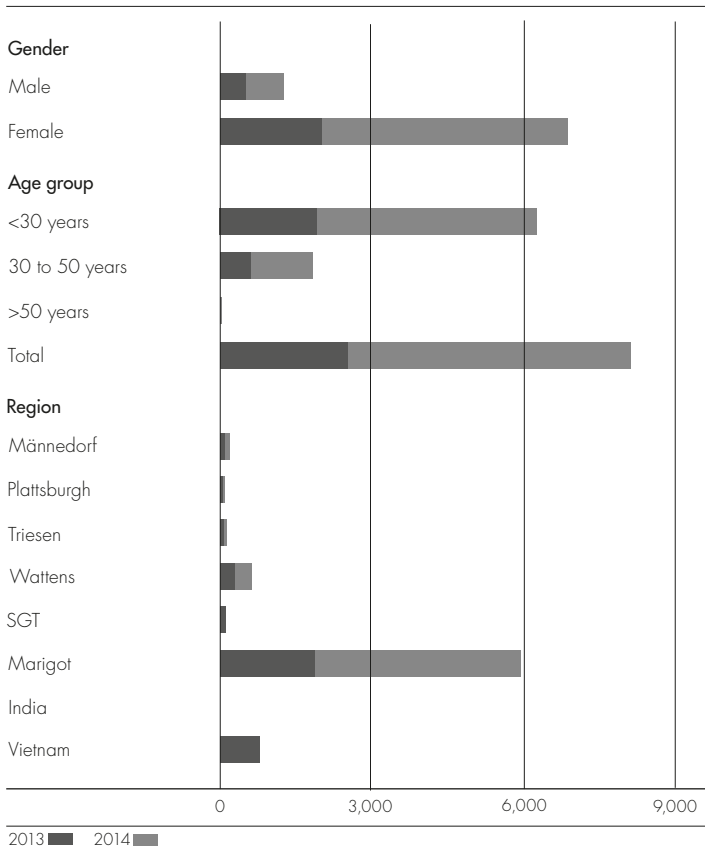


NB: Total GHG emissions: 60,741

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**CHART 5**  
NEW EMPLOYEES 2013 AND 2014  
GRI INDICATOR REFERENCE: G4-LA1

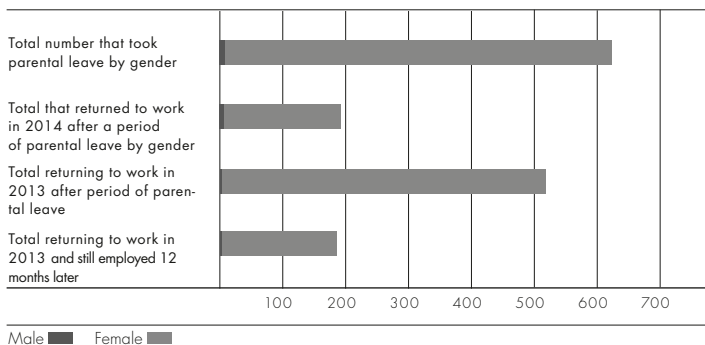


**Rate of new employee hires (%)<sup>1</sup>**

Overall	2013	2014
Overall	21	38
<b>Gender</b>		
Male	12	16
Female	26	48
<b>Age group</b>		
<30 years	19	32
30 to 50 years	6	9
>50 years	0	0.3
<b>Region</b>		
Männedorf	22	21
Plattsburgh	10	23
Triesen	14	18
Wattens	8	7
SGT	86	2
Marigot	40	59
India	4	0
Vietnam		89

<sup>1</sup> Rate is the number of new employees (in each category) as a percentage of the total number of employees at the end of the period.

**CHART 6**  
RETURN TO WORK FOLLOWING PARENTAL LEAVE  
GRI INDICATOR REFERENCE: G4-LA3



**Rate (%)**

	Male	Female
Retention rate <sup>1</sup>	80	33

<sup>1</sup> Employees returning to work in 2013 after a period of parental leave/employees still employed 12 months after returning from work in 2013.