

# SWAROVSKI

## SWAROVSKI GRI INDEX 2017

This index 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 Sustainability Report 2017. Unless otherwise stated, data is from the ten 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; Serbia and Vietnam.

GENERAL STANDARD DISCLOSURES				
Indicator	Description	Principal Location	Additional Information	UN Global Compact Principles
<b>STRATEGY AND ANALYSIS</b>				
G4-1	Statement from the most senior decision-maker of the organization	<a href="#">ExB Letter</a>		
G4-2	Description of key impacts, risks, and opportunities	<a href="#">Strategy</a>	Management Approach	
<b>ORGANIZATIONAL PROFILE</b>				
G4-3	Name of the organization	<a href="#">Our Business</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="#">Our Business</a>	See Chart 1 in this GRI Index	
G4-11	Percentage of workforce covered by collective bargaining agreements		There are 15993 employees across the ten major locations in focus. All employees from Wattens are covered by collective bargaining agreements. This represents 31% of all employees from the ten locations.	Principle 3
G4-12	The supply chain	<a href="#">Our Business</a> and <a href="#">Management Approach</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 2015-2016	
G4-14	Use of precautionary principle	<a href="#">ExB Letter</a> and <a href="#">Strategy</a>	Management Approach	
G4-15	Economic, environmental and social charters and principles endorsed	<a href="#">ExB Letter</a>	UN Global Compact, UN Sustainable Development Goals, the Women's Empowerment Principles, Davos Compact and Responsible Jewellery Council (Gemstones Business, Atelier Swarovski, Swarovski Professional and Chamillia)	
G4-16	Memberships and advocacy organizations	<a href="#">ExB Letter</a>	In addition to those noted in the report, 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.	

GENERAL STANDARD DISCLOSURES				
Indicator	Description	Principal Location	Additional Information	UN Global Compact
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>				
G4-17	Entities included in financial statements or equivalent documents, and coverage in the sustainability report	<a href="#">About this Report</a>	Corporate Factsheet / website As a private held company, Swarovski does not report financial information.	
G4-18	Process for defining report content	<a href="#">About this Report</a>	<a href="#">Management Approach, Stakeholder Engagement and Materiality (Sustainability Report 2015)</a>	
G4-19	Material aspects	<a href="#">Strategy and Management Approach</a>	As reported in our Sustainability Report 2015 (Stakeholder Engagement and Materiality) we undertook a detailed assessment to identify our most material issues. Since then, we have continued to engage with our stakeholders to help define our key issues and evolve our strategy: we have carried out a periodic materiality assessment by consulting with our colleagues across the value chain, discussions with our B2B customers, external conversations with a number of NGOs and gathering industry intelligence. As a result, our strategy is now defined by five themes that represent the areas in which we believe Swarovski can have the greatest positive impact.	
G4-20	Aspect Boundaries with the organization	<a href="#">Strategy and Management Approach</a>		
G4-21	Aspect Boundaries outside of the organization	<a href="#">Strategy and Management Approach</a>		
G4-22	Restatements of information provided in previous reports			
G4-23	Significant changes in Scope and Aspect Boundaries from previous reports	<a href="#">About this Report</a>		
<b>STAKEHOLDER ENGAGEMENT</b>				
G4-24	Stakeholders engaged by the organization	<a href="#">Strategy</a>	<a href="#">Stakeholder Engagement and Materiality (Report 2015)</a>	
G4-25	Basis for identifying stakeholders	<a href="#">Strategy</a>	<a href="#">Stakeholder Engagement and Materiality (Report 2015)</a>	
G4-26	Approach to stakeholder engagement	<a href="#">Strategy</a>	<a href="#">Stakeholder Engagement and Materiality (Report 2015)</a>	
G4-27	Key topics and concerns raised through stakeholder engagement, and response	<a href="#">Strategy</a>	<a href="#">Stakeholder Engagement and Materiality (Report 2015)</a>	
<b>REPORT PROFILE</b>				
G4-28	Reporting period	<a href="#">2015-16</a>		
G4-29	Date of previous report	<a href="#">2015</a>		
G4-30	Reporting cycle	<a href="#">Biennial</a>		
G4-31	Contact point	<a href="#">About this Report</a>		
G4-32	In accordance option	<a href="#">About this Report</a>	GRI Index	
G4-33	Assurance policy	<a href="#">N/A</a>	We do not currently seek assurance for our sustainability reporting.	

GENERAL STANDARD DISCLOSURES				
Indicator	Description	Principal Location	Additional Information	UN Global Compact
<b>GOVERNANCE</b>				
G4-34	Governance structure of the organization	<a href="#">Our Business</a>	<a href="#">Management Approach</a>	
<b>ETHICS AND INTEGRITY</b>				
G4-56	The organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<a href="#">ExB Letter</a>	<a href="#">Management Approach</a>  <b>Swarovski Integrity Charter:</b> Endorsed by the Executive Board in 2016, the Charter defines how Swarovski can act responsibly to meet global business opportunities and challenges. It confirms our values, principles and commitment to responsible business.	Principle 10
SPECIFIC STANDARD DISCLOSURES				
Indicator	Description	Principal Location	Additional Information	UN Global Compact
<b>CATEGORY: ENVIRONMENTAL</b>				
<b>ASPECT: ENERGY</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		Principles 7, 8 & 9
G4-EN3	Energy consumption within the organization	<a href="#">See Chart 2 in this GRI Index</a>		Principles 8 & 9
<b>ASPECT: WATER</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>	<a href="#">Strategy</a>	Principles 7, 8 & 9
G4-EN8	Total water withdrawal by source	<a href="#">See Chart 3 in this GRI Index</a>		Principle 8
G4-EN10	Percentage and total volume of water recycled and reused	<a href="#">See Chart 4 in this GRI Index</a>		Principles 8 & 9
<b>ASPECT: EMISSIONS</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		Principles 7, 8 & 9
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	<a href="#">See Chart 5 in this GRI Index</a>		Principle 8
G4-EN16	Energy indirect GHG emissions (Scope 2)	<a href="#">See Chart 5 in this GRI Index</a>		Principle 8
<b>ASPECT: EFFLUENTS AND WASTE</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		Principles 7, 8 & 9
G4-EN23	Total weight of waste by type and disposal method	<a href="#">See Chart 6 in this GRI Index</a>		Principles 8 & 9
<b>CATEGORY: SOCIAL</b>				
<b>SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK</b>				
<b>ASPECT: EMPLOYMENT</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		Principle 6
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	<a href="#">See Chart 7 in this GRI Index</a>		Principle 6
G4-LA3	Return to work and retention rates after parental leave, by gender	<a href="#">See Chart 8 in this GRI Index</a>		Principle 6
<b>ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		
G4-LA5	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		Joint management-worker health and safety committees typically operate at the facility level. This is the case at all our manufacturing and production locations where 100% of the workforce is represented by local health and safety committees.	
<b>ASPECT: TRAINING AND EDUCATION</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		

G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<a href="#">Management Approach</a>	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**

G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>	Strategy	
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<a href="#">See Chart 9 in this GRI Index</a>		Principle 6

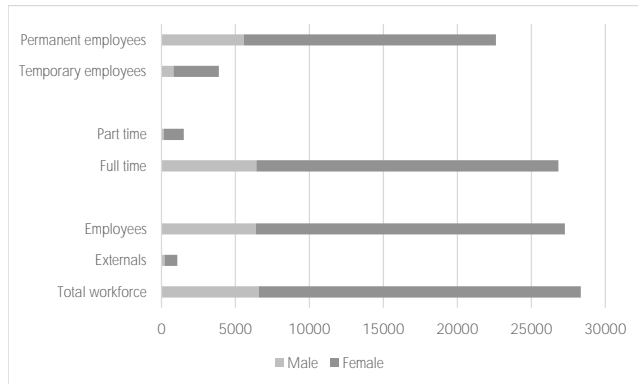
**ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES**

G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	<a href="#">Management Approach</a>	Supply Chain (Sustainability Report 2015)	Principles 4 & 5

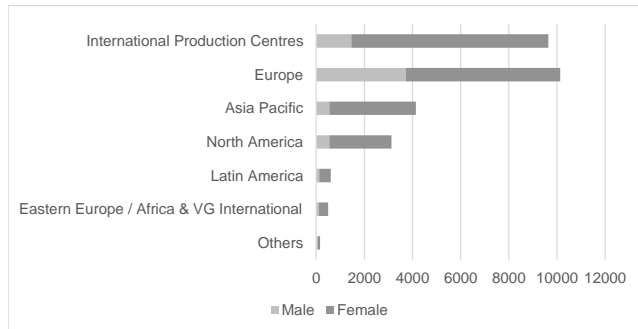
SPECIFIC STANDARD DISCLOSURES				
Indicator	Description	Principal Location	Additional Information	UN Global Compact
<b>SUB-CATEGORY: HUMAN RIGHTS</b>				
<b>ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		Principles 1 & 2
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	<a href="#">Management Approach</a>	Supply Chain (Sustainability Report 2015)	
<b>SUB-CATEGORY: SOCIETY</b>				
<b>ASPECT: LOCAL COMMUNITIES</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs		All of the locations in the report (the ten manufacturing facilities that we have included in the report) have implemented local community engagement initiatives.	
<b>ASPECT: ANTI-CORRUPTION</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		Principle 10
G4-SO5	Confirmed incidents of corruption and actions taken	N/A	No incidents of corruption were identified.	
<b>ASPECT: COMPLIANCE</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		
G4-SO8	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 that would have a material adverse impact on our operations	
<b>SUB-CATEGORY: PRODUCT RESPONSIBILITY</b>				
<b>ASPECT: CUSTOMER HEALTH AND SAFETY</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		
G4-PR2	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 that would have a material adverse impact on our operations	
<b>ASPECT: PRODUCT AND SERVICE LABELING</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		
G4-PR4	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 that would have a material adverse impact on our operations	
<b>ASPECT: MARKETING COMMUNICATIONS</b>				
G4-DMA	Generic Disclosures on Management Approach	<a href="#">Management Approach</a>		
G4-PR6	Sale of banned or disputed products	N/A	Swarovski do not sell any banned or disputed products.	
G4-PR7	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 that would have a material adverse impact on our operations	

**CHART 1**  
**Total SCB employees 2016**  
**GRI Indicator reference: G4-10**

**(A) SCB-wide**

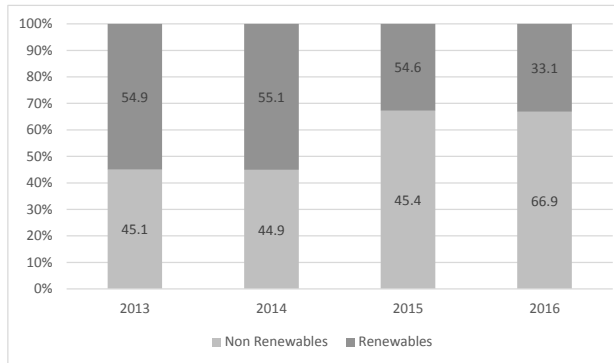


**(B) HR Region**

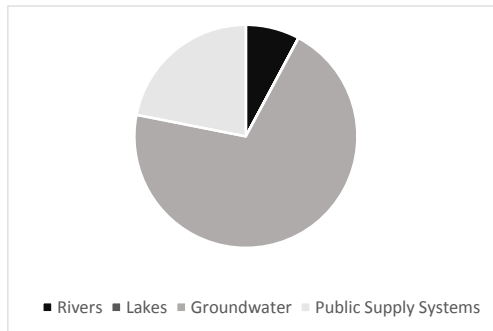


NB - Several categories previously reported as separate regions now incorporated into Europe.

**CHART 2**  
**Renewables VS. Non-Renewables 2015-16**  
**GRI Indicator reference: G4-EN3**



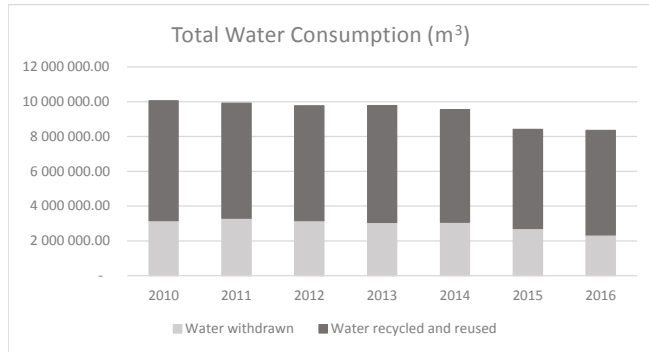
**CHART 3**  
**Water Withdrawal 2016 by Source**  
**GRI Indicator reference: G4-EN8**



NB: Our water consumption and use is monitored at a local level in our operations. Total water withdrawal: 2,347,468

**CHART 4**

Total water consumption: volume of water withdrawn, recycled and reused  
GRI Indicator reference: G4-EN10



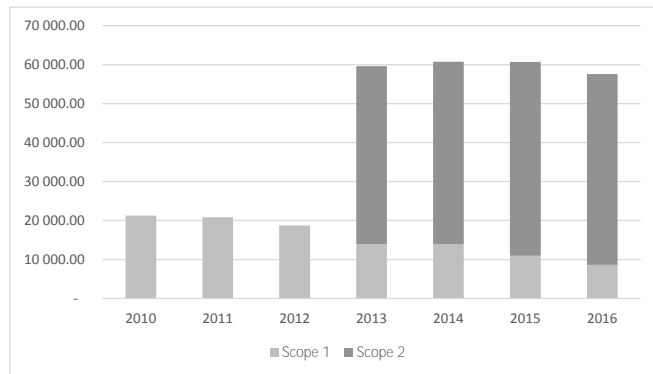
**CHART 6**

Total weight of waste generated  
GRI Indicator reference: G4-EN23



**CHART 5**

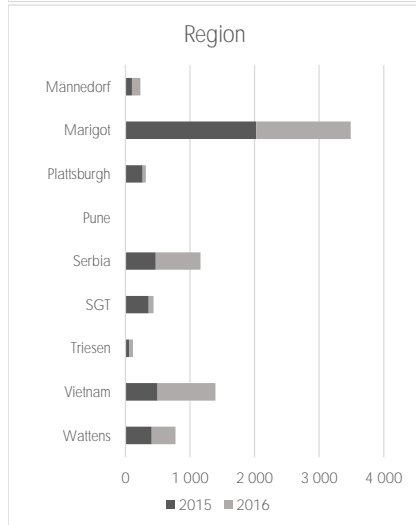
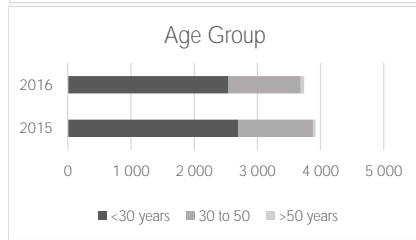
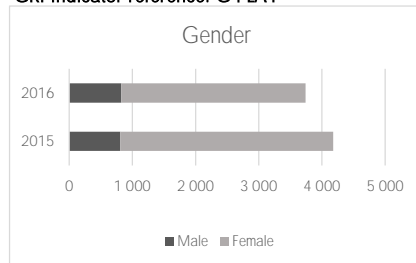
Direct greenhouse gas (GHG) emissions (Scope 1) and Indirect GHG emissions (Scope 2)  
GRI Indicator reference: G4-EN15 and G4-EN16



**CHART 7**

Total number and rates of new employee hires and employee turnover by age group, gender and region

GRI Indicator reference: G4-LA1



Total number and rates of new employee hires and employee turnover by age group, gender and region

**GENDER**

	2015	2016
Male	807	825
Female	3370	2917

**AGE GROUP**

	2015	2016
<30 years	2700	2544
30 to 50	1184	1142
>50 years	39	56

**REGION**

	2015	2016
Mannedorf	99	132
Marigot	2024	1465
Plattsburgh	265	51
Pune	1	1
Serbia	468	694
SGT	358	78
Triesen	58	58
Vietnam	497	895
Wattens	407	368

**OVERALL RATE OF NEW EMPLOYEE HIRES**

	2015	2016
	27%	47%



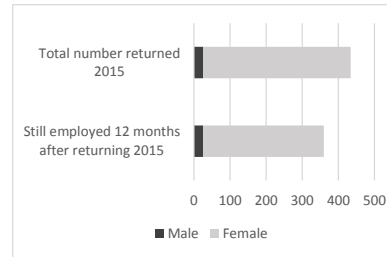
**CHART 8**

Return to work and retention rates after parental leave, by gender  
 GRI Indicator reference: G4-LA3

Return to Work Numbers (2016)



Retention Numbers (2016)



	Male	Female
Return to work rate <sup>1</sup>	100%	90%
Retention rate <sup>2</sup>	96%	82%

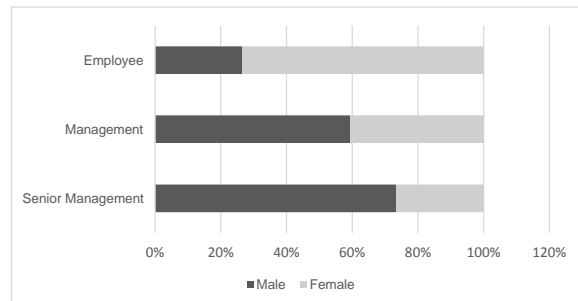
1 - Employees returning from parental leave in 2016 / Employees expected to return from parental leave in 2016

2 - Employees returning to work in 2015 / Employees still employed 12 months after returning from work in 2015

**CHART 9**

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.  
 GRI Indicator reference: G4-LA12

Number of Employees by Employee Category 2015



Number of Employees by Employee Category 2016

