

# 1. INTRODUCTION

Geberit's sustainability reporting is fully integrated in the online Annual Report, as it has been for some years. The company's systematic and transparent communication on the subject of sustainability is addressed to a range of target groups, including customers and partners, investors, the general public and company employees. Overall, Geberit thus wishes to demonstrate to its stakeholders the many and sustainable ways in which it creates added value. To this end, information is made available at different levels:

- → **CEO statement on sustainability**
- → **Current Highlights sustainability**
- → **Business and financial review**, as part of the Annual Report integrated into the chapters → **Employees**, → **Customers**, → **Innovation**, → **Production**, → **Logistic and procurement**, → **Sustainability**, → **Compliance** and → **Social Responsibility**
- → **Sustainability strategy** with objectives, measures and results
- → **Materiality analysis**
- → **SDG Reporting**
- → **Key figures sustainability**
- → **Communication on Progress UN Global Compact**

Since 2006, a sustainability performance review has been presented annually in accordance with the guidelines of the Global Reporting Initiative (GRI). In this reporting year, Geberit has implemented the GRI Standards: option "Comprehensive" for the first time. For the Materiality Disclosures Service, GRI inspected whether the GRI Content Index is clearly presented and the references for disclosures GRI 102-40 to GRI 102-49 match the corresponding parts of the report. For details on the successful inspection, see GRI label in the → **formal GRI Content Index**. The Report is available in German and English. The German version is binding.

As prescribed by the GRI, a → **Materiality analysis** based on the aspects defined by the GRI was the strategic starting point. As in 2012, 2014 and 2016, an external stakeholder panel was also consulted in 2018. Its mandate consisted of scrutinising the results of the internal materiality analysis and providing feedback on the sustainability strategy and sustainability communication. The external panel summarised the results in a panel statement. The response from Geberit to the panel statement illustrates how the recommendations are being taken into consideration in the further development of the sustainability strategy and reporting. The next stakeholder panel is planned for 2020.

- → **Introduction to the Stakeholder Panel**
- → **Members of the Stakeholder Panel**
- → **Panel Statement**
- → **Response from Geberit to the Panel Statement**

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## 2. STRATEGY AND ANALYSIS

### GRI 102-14 CEO STATEMENT ON SUSTAINABILITY

For the statement of Christian Buhl (CEO), see → [CEO statement on sustainability](#).

### GRI 102-15 KEY IMPACTS, RISKS AND OPPORTUNITIES

For Geberit, sustainability means bringing about a sustained improvement in the quality of people's lives through innovative sanitary products and thereby generating long-term added value for customers, society and investors. This means striking a balance in decision-making processes between economic, environmental and social aspects. One focal point of Geberit involves identifying important technological and social trends in good time in dialogue with stakeholders and developing suitable products and services for customers that also provide added value for other stakeholders. The long-term orientation minimises risks for business development that are not only of a purely financial nature but arise from social developments and environmental challenges, such as climate change and water scarcity. Geberit has a decades-long commitment to sustainability and is a leader in this area, setting standards for customers, employees, suppliers and other partners. Various awards and rankings serve to confirm Geberit's role as a leader in sustainability in various stakeholder groups' perceptions.

Supplementary to the established → **Sustainability strategy** based on the GRI Standards, the → **Materiality analysis** carried out prioritises the key topics for Geberit and simultaneously highlights the areas in which added value for stakeholders is created: resource-efficient and sustainable systems for water management in buildings, water-saving and sustainable products, environmentally friendly and resource-efficient production, procurement and logistics with high environmental and ethical standards as well as good and safe working conditions for the 11,630 employees worldwide. Social responsibility is realised among other things within the scope of global social projects relating to the core competencies of water and sanitary facilities, and is intensified through memberships such as that with the non-profit organisation Swiss Water Partnership aimed at promoting international dialogue on water. There is also a long-term partnership with the Swiss development organisation Helvetas.

The UN Sustainable Development Goals (SDGs) define concrete targets for 17 different themes, which the states are required to implement by 2030. Integration of the economy plays a pivotal role in implementing these targets and indicators. As a result, major opportunities with growth potential are also arising for companies geared towards sustainable products and services – such as Geberit. In accordance with the → **external Stakeholder Panel** which was conducted for the fourth time in September 2018, Geberit sees its contribution above all in four UN Sustainable Development Goals. The contributions to goal number 6 "Ensure the availability and sustainable management of water and sanitation for all", number 8 "Promote sustainable economic growth, employment and decent work for all", number 9 "Build resilient infrastructure, promote sustainable industrialisation and foster innovation" and number 11 "Make cities safe, resilient and sustainable" are included in the → **SDG Reporting**. The major economic, social and environmental effects of Geberit's operations also lie in these four areas.

Geberit combats risks posed by increasing regulation and changing framework conditions with an effective → **compliance system** that focuses on compliance in the six key topic areas of antitrust legislation, corruption, product liability, data protection, employee rights and environmental protection.

## 3. ORGANISATIONAL PROFILE

### GRI 102-1 NAME OF THE ORGANISATION

Geberit Group.

### GRI 102-2 ACTIVITIES, BRANDS, PRODUCTS AND SERVICES

Geberit offers customers high-quality sanitary products for applications in private residential construction and public buildings. The systems are used in both renovation projects and new buildings.

The product area Sanitary Systems comprises all sanitary installation technology plus the broad range of flushing systems for toilets and is divided into the four product lines Installation Systems, Cisterns and Mechanisms, Faucets and Flushing Systems, and Waste Fittings and Traps. The product area Piping Systems comprises all piping technology found in buildings for drinking water, heating, gas and other media and is divided into the product lines Building Drainage Systems and Supply Systems. The product area Sanitary Ceramics comprises the product lines Bathroom Ceramics and Ceramics Complementary Products.

For further information on the product range, see → [www.geberit.com](http://www.geberit.com) > Products > Product range.

For 2018 sales by product area and product line, see → [Business Report > Business and financial year > Financial Year 2018 > Sales](#).

### GRI 102-3 LOCATION OF HEADQUARTERS

The Geberit Group has its headquarters in Rapperswil-Jona (CH).

### GRI 102-4 COUNTRIES WITH BUSINESS OPERATIONS

Geberit has its own representatives in 49 countries. The products are sold in 117 countries throughout the world. The company has 30 specialised production companies in 14 different countries close to the most important sales markets and a central logistics centre in Pfullendorf (DE), as well as a network of 13 European distribution sites for the ceramics business.

For a list of the countries in which Geberit operates, see → [Financials > Consolidated financial statements Geberit Group > Notes > Note 33](#).

### GRI 102-5 OWNERSHIP AND LEGAL FORM

Geberit AG, the parent company of the Geberit Group, is a stock corporation (AG) under Swiss law.

### GRI 102-6 MARKETS SERVED

In terms of market cultivation, Geberit relies on a three-stage distribution channel. The vast majority of products are distributed via the wholesale trade. Dealerships then sell them to plumbers and present them at exhibitions and other events where end customers can gain information. At the same time, Geberit provides plumbers and sanitary engineers with intensive support through training and advice. This leads to increased demand for Geberit products from wholesalers.

For sales by markets and regions as well as by product areas and product lines, see → [Business Report > Business and financial review > Financial Year 2018 > Sales](#).

### GRI 102-7 SCALE OF THE REPORTING ORGANISATION

The Geberit Group's market capitalisation reached CHF 14.2 billion at the end of 2018 (previous year CHF 16.3 billion). For the consolidated balance sheet with details of current assets, non-current assets, equity and liabilities, see → [Financials > Consolidated financial statements Geberit Group > Balance Sheet](#). In 2018, sales amounted to CHF 3,081 million (previous year CHF 2,908 million).

At the end of 2018, the Group had 11,630 employees (previous year 11,709 employees). For the number of business sites, see → [GRI 102-4](#).

### GRI 102-8 COMPOSITION OF THE WORKFORCE

At the end of 2018, the Geberit Group employed 11,630 staff worldwide, which is 79 employees or 0.7% fewer than in the previous year. The drop is due to a cut in production. In addition to synergies and efficiency-enhancing measures, the main reason for this was the termination of individual employment relationships – which mostly took place in the final quarter of 2018 – as part of the closure of two ceramics plants in France in the previous year. Specific activities at various sales companies had the reverse effect, however.

For key figures on the workforce by employment type, employment contract, region and gender, see → [Key figures sustainability > Employees and society](#).

### GRI 102-10 STRUCTURAL CHANGES

There were no major structural changes in the reporting year, see also → [Financials > Consolidated financial statements Geberit Group > Notes > Note 2](#).

## GRI 102-11 CONSIDERATION OF THE PRECAUTIONARY APPROACH

The precautionary approach plays an important role for Geberit as a production company. This approach is described in the → **Geberit Code of Conduct**.

The Geberit Group has a → **Group certificate** in accordance with ISO 9001 (quality), ISO 14001 (environment) and OHSAS 18001 (occupational health and safety) that is valid until the end of 2021. At the end of the reporting year, all production plants were certified in accordance with ISO 9001 (quality) and ISO 14001 (environment). The Geberit Safety System was implemented worldwide in 2018 and all of our production plants will be certified according to the new occupational safety standard ISO 45001 by the end of 2019. Five German plants are also certified according to ISO 50001 (energy).

In the environmental area, the company remains committed to its ambitious goals of improving the relative environmental impact and relative CO<sub>2</sub> emissions by 5% annually. In addition, a long-term CO<sub>2</sub> target was developed in 2016 that is compatible with the two-degree target set out in the Paris Agreement (science-based). It comprises a reduction of absolute CO<sub>2</sub> emissions (Scopes 1 and 2) by 6% between 2015 and 2021 to under 240,000 tonnes (based on organic growth).

In the area of occupational safety, the aim is to halve the frequency and severity of accidents by 2025 based on the reference year 2015.

The Geberit Production System (GPS) is implemented at all plants. Best-practice standards in production are uniformly implemented using methods such as SMED (Single Minute Exchange of Dies), TPM (Total Production Maintenance), 5S (Workplace Organisation Methodology) and CIP (Continuous Improvement Process).

An extensive system for the control and management of all risks involved in business activities is in place throughout the Group. For further information, see → **Business Report > Corporate Governance > Board of Directors > Information and control instruments vis-à-vis the Group Executive Board**.

## GRI 102-12 EXTERNAL INITIATIVES

In 2017, Geberit played a key role in establishing a new platform for the European sanitary industry – the European Bathroom Forum (EBF). One of the first tasks was the launch of a new European water label as a voluntary and flexible instrument to support customers in the selection of resource-efficient products. This aims to help achieve the EU goals for resource efficiency.

## GRI 102-13 MEMBERSHIP OF ASSOCIATIONS

Geberit is involved in various associations and organisations that make a contribution toward sustainability. In addition, various Geberit companies are members of national associations on topics such as green building, environmentally friendly production, energy, waste management and employee protection.

The company has been a member of the Transparency International organisation since June 2000 and supports its objectives for combating corruption. Since 2007, Geberit has voluntarily applied the comprehensive guidelines of the Global Reporting Initiative (GRI) for sustainability reporting and has thereby made an active contribution towards ensuring transparency and comparability in this reporting. Geberit has also been a formal member of the UN Global Compact since October 2008 and was a founding member of the local Swiss network in 2011.

Geberit has been a member of the non-profit organisation Swiss Water Partnership since 2012. This platform seeks to bring together all those involved in the topic of water supply (from academic, economic as well as public and private spheres) to collectively address future challenges and promote international dialogue on water.

For major commitments, see → **www.geberit.com > Company > Sustainability > UN Global Compact and Memberships**.

## 4. ETHICS AND INTEGRITY

### GRI 102-16 VALUES, DIRECTIVES, STANDARDS AND CODES OF CONDUCT

Geberit aims to act as a role model for ethically unimpeachable, environmentally friendly and socially responsible operations. The → **Geberit Compass** (what we do, what motivates us, how we work together, what is responsible for our success), which was updated in 2015, and the → **Geberit Code of Conduct for Employees**, updated in 2014 and implemented in 2015, serve as the applicable guidelines.

Other specific guidelines that are important to Geberit are:

- → **Geberit policy on occupational health and safety, environment and energy**
- → **Geberit Code of Conduct for Suppliers**
- → **Geberit Code of Conduct for Business Partners**
- → **Geberit antitrust legislation guidelines**
- → **Geberit compliance commitment for contractors**
- UN Guiding Principles on Business and Human Rights

Geberit responded to the introduction of the EU's General Data Protection Regulation (GDPR) in the reporting year and incorporated the topic of data protection into its Compliance Programme. Numerous measures for implementation of the GDPR were carried out under the leadership of the legal department, see → **GRI 418**.

### GRI 102-17 ETHICAL ADVICE AND CONCERNS

Geberit has established an effective compliance system to ensure that its conduct is both ethical and legally compliant. Action on compliance focuses on the following six key topics: antitrust legislation, corruption, product liability, data protection, employee rights and environmental protection, see → **Business Report > Business and financial review > Financial Year 2018 > Compliance**.

Conformity with the Code of Conduct for Employees is subject to controls each year. All companies receive over 50 questions on the above-mentioned key topics. In addition, on-site audits are performed by the Internal Audit Department and corrective measures taken in the event of misconduct. The audits also comprise special interviews with the managing directors of the individual companies on the topics mentioned in the Code of Conduct. The respective information is verified. The findings from the survey and audits form the basis for the annual Compliance Report submitted to the Group Executive Board and are published in accordance with the guidelines of the Global Reporting Initiative (GRI) in this report.

The Board of Directors and Group Executive Board are available at any time to address the concerns of stakeholders.

Employees who openly address irregularities which represent breaches of applicable law, ethical standards or the Code of Conduct are acting correctly and in accordance with the Geberit Code of Conduct. As a general rule, employees should seek a personal meeting with their supervisor. The Geberit Integrity Line is available to all employees as a whistleblower hotline. The service is intended to enable employees to anonymously report cases such as sexual harassment or when a corrupt payment is being covered up. The Integrity Line is operated by an external company with experience in this area, and is available around the clock seven days a week. In the reporting year, the Integrity Line recorded one significant incident, which was subsequently investigated. Since 2017, an Integrity Line has also been available to suppliers for anonymously reporting irregularities in the procurement process. There were no reports from suppliers in the reporting year.

## 5. GOVERNANCE

### GRI 102-18 GOVERNANCE STRUCTURE

The Board of Directors determines the strategic objectives and the general resources for achieving these, and decides on major business transactions. For details about the internal organisation of the Board of Directors and its committees, see → **Business Report > Corporate Governance > Board of Directors > Internal organisational structure.**

The operating management structure of Geberit is broken down into seven Group divisions:

- CEO Division
- Sales Europe
- Sales International
- Marketing & Brands
- Operations
- Product Management & Innovation
- Finance

The assignment of clearly distinguished responsibilities minimises the number of interfaces. For more details about the organisational structure, see → **Business Report > Management structure.**

### GRI 102-19 DELEGATION OF AUTHORITY ON ECONOMIC, SOCIAL AND ENVIRONMENTAL MATTERS

The Board of Directors determines the strategy. This includes the corporate strategy, see → **Business Report > Business and financial review > Strategy and goals > Strategy** and the → **Sustainability strategy**. To the extent legally permissible and in accordance with the Organisational Regulations, the Board of Directors has assigned the operational management and the implementation of the strategy to the Chief Executive Officer. Within the operational management structure, responsibility for specific economic, environmental and social issues is delegated further, see → **Business Report > Management structure.**

At every meeting, members of the Group Executive Board inform the Board of Directors of current business developments and major business transactions of the Group or Group companies. Between meetings, the Board of Directors is comprehensively informed in writing about current business developments and the company's financial situation on a monthly basis.

### GRI 102-20 RESPONSIBILITY FOR ECONOMIC, SOCIAL AND ENVIRONMENTAL MATTERS

The Board of Directors determines the strategic objectives and the general resources for achieving these, and decides on major business transactions. Within the operational management structure, responsibility is determined for specific economic, environmental and social issues, see → **Business Report > Management structure.** The responsible individuals report either directly to the CEO (including Corporate Human Resources, Corporate Communications and Investor Relations, Strategic Planning), or to other members of the Group Executive Board.

The way in which the topic of sustainability is approached has been further developed regularly within the company. For over 20 years, Geberit has had an Environment and Sustainability department, which has been reporting directly to the CEO for around 15 years. In recent years, this department has coordinated the further development of the sustainability strategy and related activities, although the responsibility for planning and implementation lies within the individual areas themselves.

### GRI 102-21 CONSULTATION PROCESS BETWEEN STAKEHOLDERS AND THE BOARD

For the participatory rights of the shareholders, see → **Business Report > Corporate Governance > Participatory rights of the shareholders.**

There is no employee representative on the Board of Directors. The employee representatives of the European sites meet regularly with a member of the Group Executive Board and the Head Corporate Human Resources. Selected concerns can be addressed to the Board of Directors through this channel.

### GRI 102-22 COMPOSITION OF THE HIGHEST GOVERNANCE BODY AND ITS COMMITTEES

At the end of 2018, the Board of Directors comprised six non-executive members – one woman and five men. Albert M. Baehny is Chairman of the Board of Directors. All of the committees formed by the Board of Directors are comprised exclusively of independent members. For further details, see → **Business Report > Corporate Governance > Board of Directors.**

### GRI 102-23 SEPARATION OF CHAIR OF BOARD OF DIRECTORS AND EXECUTIVE MANAGEMENT

Christian Buhl is Chief Executive Officer (CEO) and Chairman of the Board of Directors is Albert M. Baehny. For further details, see → **Business Report > Corporate Governance > Board of Directors.**



## GRI 102-24 NOMINATION AND SELECTION PROCESS OF THE BOARD OF DIRECTORS

With regard to the election and terms of office of members of the Board of Directors, see → **Business Report > Corporate Governance > Board of Directors > Elections and terms of office.**

## GRI 102-25 PROCESSES IN PLACE FOR THE BOARD OF DIRECTORS TO AVOID CONFLICTS OF INTEREST

Detailed information on all members of the Board of Directors, including their memberships in other organisations, can be found in → **Business Report > Corporate Governance > Board of Directors.**

The Articles of Incorporation and → **Organisational Regulations of the Board of Directors** stipulate how conflicts of interest of members of the Board of Directors are avoided. The members of the Board of Directors are obliged to refrain from involvement in the handling of matters affecting either their personal interests or those of a company with which they have an affiliation. This obligation to refrain from involvement has no influence on the requirements for a quorum when passing resolutions. Business dealings between the company and governing bodies or related parties are subject to the principle of conclusion at conditions as with independent third parties.

## GRI 102-26 ROLE OF TOP MANAGEMENT AND BOARD OF DIRECTORS IN DEVELOPMENT OF GUIDING PRINCIPLES AND STRATEGIES

Geberit's long-standing success is based on the fact that, together with the Board of Directors, the Group Executive Board pursues a long-term perspective. The Board of Directors and Group Executive Board have defined and adopted key mission statements and principles such as the Geberit Compass and the Geberit Code of Conduct, see → **GRI 102-16**. The → **Sustainability strategy** is examined and approved by the Group Executive Board and the Board of Directors, see → **GRI 102-29**.

## GRI 102-27 ENHANCEMENT OF THE TOP MANAGEMENT'S AND BOARD OF DIRECTORS' RELATED KNOW-HOW ON ECONOMIC, ENVIRONMENTAL AND SOCIAL ISSUES

Internal business processes are designed to ensure continuous improvement and innovation. These values are closely associated with the Geberit brand. At the same time, stakeholder concerns are taken seriously, and the Group Executive Board and Board of Directors receive feedback and input for the continued development of the sustainability strategy as part of the → **external Stakeholder Panel**, for example.

Every year, the Board of Directors undertakes at least one assessment of the way in which it works together. This includes an assessment of how well-informed the members of the Board of Directors are about the Group and its business performance, see → **Organisational Regulations of the Board of Directors.**

## GRI 102-28 PROCESSES FOR EVALUATION OF THE SUSTAINABILITY PERFORMANCE OF THE BOARD OF DIRECTORS

Geberit's long-standing success is based on the fact that, together with the Board of Directors, the Group Executive Board pursues a long-term perspective, thus enabling the company to demonstrate its performance clearly in areas including sustainability. There is no formal procedure for assessing the performance of the Board of Directors from an integrated sustainability perspective. As part of the annual review of the sustainability strategy, findings are discussed and areas where action is needed are determined, see → **GRI 102-29**.

Geberit's remuneration policy states that remuneration programmes must be balanced between the reward of short-term success and long-term value creation. For information about the remuneration of the management bodies, see → **Business Report > Remuneration Report.**

## GRI 102-29 BOARD LEVEL PROCEDURES FOR OVERSEEING SUSTAINABILITY PERFORMANCE

The → **Sustainability strategy** is examined and approved by the Group Executive Board and the Board of Directors. Results and the achievement of objectives are submitted to the Group Executive Board for verification at least once annually. This also comprises the → **Communication on Progress UN Global Compact** and the Geberit Compliance Report, including the audit results with respect to the Code of Conduct. Key figures on occupational safety are presented quarterly to the Group Executive Board and on a regular basis to the Board of Directors.

In 2018, Geberit consulted an → **external Stakeholder Panel** for the fourth time. Its mandate consisted of providing feedback on the sustainability strategy and sustainability communication, as well as the associated risks and opportunities. This input is used for the strategic review and continued development of the company. The next stakeholder panel is planned for 2020.

## GRI 102-30 EFFECTIVENESS OF THE RISK MANAGEMENT PROCESS

Based on the Organisational Regulations of the Board of Directors, the Audit Committee has implemented a comprehensive system for monitoring and controlling the risks linked to the business activities. This process includes risk identification, analysis, control and reporting.

Operationally, the Group Executive Board is responsible for controlling risk management. In addition, responsible persons are designated in the company for significant individual risks. These responsible parties decide on specific actions for risk mitigation and monitor their implementation. Every other year, the Internal Audit Department issues a risk report for the attention of the Board of Directors. Significant risks are also constantly discussed in the meetings of the Group Executive Board and Board of Directors, which take place on a regular basis.

For an overview of the Geberit compliance topics, see → **Business Report > Business and financial review > Financial Year 2018 > Compliance.**

### **GRI 102-31 FREQUENCY OF REVIEW OF IMPACTS, RISKS AND CHANCES IN THE AREA OF SUSTAINABILITY**

The impacts, risks and opportunities are discussed and reviewed by the Group Executive Board and Board of Directors annually in connection with the sustainability reporting and the sustainability strategy.

### **GRI 102-32 REVIEW AND APPROVAL OF SUSTAINABILITY REPORTING**

Sustainability reporting is examined and approved by the Board of Directors and Group Executive Board as part of the integrated annual report.

### **GRI 102-33 PROCEDURE FOR COMMUNICATING CRITICAL CONCERNS TO THE BOARD**

The Board of Directors is available at any time to address the concerns of stakeholders and shareholders.

### **GRI 102-34 NATURE AND TOTAL NUMBER OF CRITICAL CONCERNS COMMUNICATED TO THE BOARD**

Matters brought forward by shareholders within the context of the General Meeting are dealt with in accordance with the Articles of Incorporation. Only a very small number of matters were submitted directly to the Board of Directors outside the General Meeting in 2018. It proved possible to discuss and to settle these matters directly with the individuals concerned. There are no significant matters outstanding at the present time.

### **GRI 102-35 REMUNERATION POLICIES FOR THE HIGHEST GOVERNANCE BODIES**

Geberit publishes a detailed annual Remuneration Report, which discloses the precise points of its remuneration policy, see → **Business Report > Remuneration Report**.

### **GRI 102-36 PROCESS FOR DETERMINING REMUNERATION**

Geberit publishes a detailed annual Remuneration Report, which discloses the precise points of remuneration paid to the Board of Directors and Group Executive Board, see → **Business Report > Remuneration Report**.

### **GRI 102-37 STAKEHOLDERS' INVOLVEMENT IN DECISIONS REGARDING REMUNERATION**

The remuneration to the Board of Directors and Group Executive Board disclosed in the detailed remuneration report addresses the concerns of stakeholders and shareholders, see → **Business Report > Remuneration Report**.

### **GRI 102-38 RATIO OF ANNUAL REMUNERATION PAID**

The ratio of the annual remuneration paid to the highest-paid employee to the average annual remuneration of all employees (excluding the highest-paid employee) was 22.0 in Switzerland, 7.1 in Germany, 5.0 in Austria and 4.9 in Italy.

### **GRI 102-39 RATIO OF PERCENTAGE INCREASE IN ANNUAL REMUNERATION PAID**

The ratio of the percentage increase in annual remuneration paid to the highest-paid employee to the level of the percentage increase in annual remuneration for all employees (excluding the highest-paid employee) was 3.6 in Switzerland, 6.0 in Germany, 0.3 in Austria and 0.5 in Italy.

## 6. STAKEHOLDER ENGAGEMENT

### GRI 102-40 RELEVANT STAKEHOLDER GROUPS

Significant stakeholder groups for Geberit are customers, shareholders and analysts, the media, employees and trade unions, neighbours, municipalities and authorities, research institutes, suppliers, transport companies, competitors, associations, non-government organisations and the general public. Details on stakeholder engagement can be found under → **GRI 102-43**.

### GRI 102-41 COLLECTIVE BARGAINING AGREEMENTS

There are currently 9,008 employees (corresponding to 75% of the workforce) who are covered by collective agreements (e.g. collective labour agreements, wage agreements). In Germany, Austria, Switzerland, France, Italy, Ukraine, Finland and Sweden, over 90% of employees are subject to a collective labour or wage agreement. There are no collective agreements with employees in place in the USA and China.

### GRI 102-42 IDENTIFICATION AND SELECTION OF STAKEHOLDERS

A systematic guided dialogue with stakeholders helps Geberit to identify possible conflict issues and opportunities for further development and to respond to these in good time. On national and international levels, the Geberit Group and its local companies maintain relations with organisations and institutions in the respective countries that direct requests and suggestions to the company. The stakeholders listed under → **GRI 102-40** have been identified as important for systematic stakeholder dialogue as they fulfil at least one of two criteria: either the stakeholder group exerts a strong influence on the economic, environmental or social performance of Geberit and/or the stakeholder group is strongly affected by the economic, environmental or social performance of Geberit. An → **external Stakeholder Panel** helps Geberit to review its assessment of important stakeholder groups and their concerns.

### GRI 102-43 APPROACHES TO STAKEHOLDER ENGAGEMENT

Geberit consulted an → **external Stakeholder Panel** for the fourth time in September 2018. Its mandate consisted of providing feedback on the sustainability strategy and sustainability communication and also discussing the materiality analysis. The results are presented in the → **Panel Statement**. The external review and the recommendations contained therein are dealt with in detail in the → **Response from Geberit to the Panel Statement**. The next stakeholder panel is planned for 2020.

Based on the stakeholder analysis, Geberit identifies both potential for conflict and opportunities, and pursues a cooperative approach when it comes to discussing and further developing possible measures with the stakeholders concerned.

Engagement of stakeholders according to stakeholder group:

#### CUSTOMERS:

- More than 800 technical advisors working in the field are in daily contact with plumbers, sanitary engineers and architects.
- During the reporting year, around 35,000 professionals were provided with basic and further training in products, tools and software tools at the 29 Geberit Information Centres in Europe and overseas.
- Invitation of around 700 architects, interior designers and other market partners to visit an exhibition on the design pioneer Victor Papanek and the presentation of innovative Geberit bathroom solutions at the prestigious Vitra Design Museum in Weil am Rhein (DE).
- Around 90,000 additional customers became more familiar with Geberit know-how and products at external training events, many of which were organised in cooperation with local trading partners.
- The mobile AquaClean lounges offer the opportunity for end users to try out a shower toilet for themselves.
- The Geberit On Tour mobile exhibition was held for the eighth time in 2018, with specially fitted-out mobile showrooms visiting local and regional wholesalers and offering plumbers the opportunity to assess Geberit innovations and solutions directly on site.
- For trade fairs and customer surveys, see → **Business Report > Business and financial review > Financial Year 2018 > Customers**.

#### SHAREHOLDERS AND ANALYSTS:

- For the participatory rights of the shareholders, see → **Business Report > Corporate Governance > Participatory rights of shareholders**.
- Regular conference calls, bilateral meetings, conferences and roadshows by the CEO, CFO and Head Corporate Communications and Investor Relations.

#### MEDIA:

- Regular conference calls, bilateral meetings and interviews with the relevant media for Geberit.
- Sustainability topics and in particular Geberit's performance in this area play an important role in the media activities of Geberit.

#### EMPLOYEES AND TRADE UNIONS:

- Geberit Europe Forum with employee representatives from all European countries, during which a member of the Group Executive Board and the Head Corporate HR meet with the delegates.
- Training and feedback opportunities on topics regarding the Code of Conduct.
- Group-wide Geberit Integrity Line to enable all employees across the world to report irregularities anonymously.
- Regular employee survey with all employees of the Geberit Group.

#### **NEIGHBOURS, MUNICIPALITIES AND AUTHORITIES:**

- Consultation with and inclusion of the neighbours of production plants in larger construction projects.
- Open days at various production sites.

#### **RESEARCH INSTITUTES:**

- Partner of the → **research platform NEST** (Next Evolution in Sustainable Building Technologies) at Empa in Dübendorf (CH).
- Cooperation on technological trends and developments directly related to sanitary technology with EAWAG Dübendorf, HSR Rapperswil, ZHAW Winterthur, ETH Zurich, Empa (CH), HFT Stuttgart, University of Applied Sciences Düsseldorf (DE), Tongji University (CN) and others.

#### **SUPPLIERS:**

- Initial contact within the scope of the assessment procedure and implementation of the Code of Conduct for Suppliers, see → **Chapter 10.2 Operations > Procurement**.
- Regular discussions between buyers and suppliers on site.
- On-site audits (quality, environment, occupational safety) carried out by Geberit and external partners.
- Since 2017, Integrity Line for suppliers for anonymously reporting irregularities in the procurement process.
- Cooperation with manufacturers of infrastructure facilities, e.g. for the retrofitting of tunnel kilns for ceramic production.

#### **TRANSPORT COMPANIES:**

- Discussions with transport service providers based on the results of the environmental monitoring.

#### **ASSOCIATIONS:**

- Significant participation in the founding of a new platform for the European sanitary industry – the European Bathroom Forum (EBF) – and launch of a new European water label for sanitary products.
- Collaboration with FECS (European Sanitaryware Producers Federation) on a new voluntary European standard for assessing the sustainability of ceramic sanitary appliances (EN 16578).
- Involvement in various → **associations and organisations** with participation in corresponding management bodies and programmes.

#### **NON-GOVERNMENT ORGANISATIONS AND THE GENERAL PUBLIC:**

- Partnership with the Swiss development organisation Helvetas.
- Membership of the charitable organisation Swiss Water Partnership.

Feedback from stakeholder dialogues is incorporated into the → **Materiality analysis** and into the → **Sustainability strategy**.

### **GRI 102-44 RESPONSE TO AND DEALING WITH KEY TOPICS AND CONCERNS OF STAKEHOLDERS**

The topics introduced by the → **external Stakeholder Panel** have been integrated into the updated sustainability strategy and reporting by Geberit, see → **Panel Statement** and the → **Response from Geberit to the Panel Statement**.

Examples of important current topics that were introduced by stakeholders and have been implemented by Geberit include:

- Education and further training of employees as an important success factor, see → **Business Report > Business and financial review > Financial Year 2018 > Employees**.
- Best-in-class approach to occupational health and safety, see → **GRI 403**.
- Implementation of social projects, see → **Business Report > Business and financial review > Financial Year 2018 > Social Responsibility**.
- Expansion of the portfolio of water-saving products, see → **Water footprint**.
- Circular economy, see → **GRI 301**.
- Long-term CO<sub>2</sub> target compatible with the two-degree target set out in the Paris Agreement (science-based), see → **Management approach CO<sub>2</sub> and other emissions**.
- Holistic solutions for products and systems in front of and behind the wall, see → **Business Report > Business and financial review > Financial Year 2018 > Innovation**.
- Customer training, see → **Business Report > Business and financial review > Financial Year 2018 > Customers**.
- Transparency of the remuneration system, see → **Business Report > Remuneration Report**.

# 7. REPORTING PRACTICE

## GRI 102-45 BASIS OF CONSOLIDATION

In general, the report covers the entire Geberit Group and the 2018 financial year. If only part of the company is meant as an example or due to the availability of data, this is clearly indicated.

For the reporting limits in the consolidated financial statements, see → **Financials > Consolidated financial statements Geberit Group > Notes > Note 33.**

## GRI 102-46 REPORT CONTENT AND TOPIC BOUNDARIES

Since 2006, Geberit has been reporting in accordance with the guidelines of the Global Reporting Initiative (GRI). For the present report, Geberit is implementing the GRI Standards for the first time. The starting point is a comprehensive → **Materiality analysis** based on the procedure described in the GRI Standards and the topics dealt with in the GRI Standards.

Material sustainability topics and related measures are already presented in compact form within the → **Sustainability strategy**. Also of a material nature are the principles of the UN Global Compact that Geberit has committed itself to uphold and that are presented in the → **Communication on Progress UN Global Compact**.

An initial internal materiality analysis was developed in 2014 as part of workshops with members of the Group Executive Board and later approved by the Group Executive Board. The results were then reviewed and amended slightly by an external stakeholder panel. As part of the integration of Sanitec, an initial review was carried out in 2015. There were no major changes in the material topics. A further review was carried out as part of the switchover to the GRI Standards. Some topics were aggregated (as required by the GRI Standards) and further relevant topics added. This enabled a high degree of consensus on the selection of material topics with the key approaches in the corporate and sustainability strategy to be achieved.

The updated materiality analysis was again discussed by an external stakeholder panel in 2018. It became clear that a high degree of consensus existed between the internal standpoint of the company and the assessment of the stakeholder panel, see → **Panel Statement** and → **Response from Geberit to the Panel Statement**.

## GRI 102-47 LIST OF MATERIAL TOPICS

Material aspects are deemed material if they are significant for Geberit from the internal perspective of the company and/or the external perspective of stakeholders and/or have significant economic, environmental or social effects. A differentiated assessment according to these different dimensions was not carried out. Instead, it was determined which topics were ultimately judged to be material following consultation with stakeholders, experts and management. The topics that Geberit identified as material in the social, environmental and economic dimensions can be seen in a → **dynamic chart**.

The following topics were identified as not material or as not requiring any action:

### GRI aspects that are not material or not requiring any action

### Reason

Procurement practices (in the narrower sense in connection with local suppliers)	Collaboration with local suppliers has no strategic significance for Geberit. Criteria such as reliability and price, quality and sustainability etc. are material, whereas the supplier's proximity to the production site is not (except in a handful of individual cases). As a result, there is no preferential treatment of local suppliers or special criteria for them.
Biodiversity	Geberit production sites do not endanger biodiversity in protected areas. Biodiversity plays a role when procuring mineral raw materials for ceramic production. This subject was addressed and examined as part of supplier audits. During these audits, it was found that the suppliers in this sector actively address the topic of biodiversity and take appropriate measures within the context of their licence to operate.
Labour/management relations (in the narrower sense of formal notice periods)	Geberit cultivates transparent internal communication and a close dialogue between management and employees. There are no formally binding agreements on communication in case of severe measures.
Security practices	Geberit is not active in any countries where special security precautions have to be taken.
Indigenous rights	Geberit cultivates transparent internal communication and a close dialogue between management and employees. There are no formally binding agreements on communication in case of severe measures.
Local communities	The production sites do not entail special risks for local communities or adverse effects on the neighbourhood. Geberit attaches great importance to maintaining good relations with its neighbours in the vicinity of its production sites. Continuous exchanges with authorities and the local community are part of this process.
Politics	No support is given to political parties or politicians. Participation in the political process is confined to membership in certain associations and is therefore limited.

## GRI 102-48 RESTATEMENTS OF INFORMATION

For the sake of simplicity, the term “sales” is used in this report even when net sales are meant.

If, in individual cases, a new form of presentation, calculation method or optimised data collection has led to other results for the previous years, then this is noted under the respective statements.

## GRI 102-49 CHANGES IN REPORTING

Geberit published extensive, magazine-like Sustainability Reports in 2004, 2007 and 2010. The subsequent annual sustainability reports were based on the GRI G3 guidelines for the 2006 to 2013 financial years and on the GRI G4 guidelines from 2014 to 2017, and were switched to the GRI Standards as of 2018. In this way, Geberit has developed a consistent reporting system in which individual statements are further developed each year.

There were no significant changes during the reporting period for topics identified as material. If, in individual cases, a new measuring method is used, this is noted under the respective statement.

## GRI 102-50 REPORTING PERIOD

2018 reporting year.

## GRI 102-51 DATE OF MOST RECENT REPORT

The → **last report** for 2017 has been available online since March 2018. For reports from previous years, see → [www.geberit.com](http://www.geberit.com) > **Media > Downloads > Publications**.

## GRI 102-52 REPORTING CYCLE

Annually as part of the integrated online reporting for a given financial year.

## GRI 102-53 CONTACT POINT FOR QUESTIONS REGARDING THE REPORT

Should you have any questions concerning sustainability at Geberit, please contact:

Roland Högger  
Head of Environment and Sustainability  
Geberit International AG  
Schachenstrasse 77, CH-8645 Jona  
Tel: +41 55 221 63 56  
[sustainability@geberit.com](mailto:sustainability@geberit.com)

## GRI 102-54 COMPLIANCE WITH GRI STANDARDS

The report has been compiled in accordance with the GRI Standards: option “Comprehensive”, see → **formal GRI Content Index**.

## GRI 102-56 EXTERNAL ASSURANCE

There is no external review of the sustainability reporting in its entirety. Instead, individual processes, results and statements are inspected in detail by external parties:

- The → **Stakeholder Panel** examined the selection of material aspects (see → **GRI 102-46** and → **GRI 102-47**), see → **Panel Statement** and → **Response from Geberit to the Panel Statement**.
- Financial reporting is audited by an external auditor, see → **Financials > Financial statements Geberit AG > Report of the statutory auditor**.
- Reporting on the energy and greenhouse gas balance sheet is submitted as part of the Carbon Disclosure Project (CDP) and reviewed and assessed as part of the usual evaluation.
- Since 2016, Geberit has also been publishing its detailed water balance as part of the CDP Water Program.
- The Geberit Group has a → **Group certificate** in accordance with ISO 9001 (quality), ISO 14001 (environment) and OHSAS 18001 (occupational health and safety) that is valid until 2021. All Geberit production plants are certified to ISO 9001 and ISO 14001. The Geberit Safety System was implemented worldwide in 2018 and all of our production plants will be certified according to the new occupational safety standard ISO 45001 by the end of 2019.
- In 2015, all Geberit companies implemented the European Energy Efficiency Directive 2012/27/EU, with five German production plants currently certified to ISO 50001. Another review of implementation of the Directive is due in 2019.
- On-site audits (quality, environment, occupational safety) of suppliers are carried out by Geberit and certified third-party specialists, see → **Chapter 10.2 Operations > Procurement**.

# 8. PEOPLE

## 8.1 EMPLOYEES

Geberit's most important ambassadors are its employees. They represent Geberit in their day-to-day contact with customers and many other stakeholders. To do so, they need to be aware of what their company stands for and what its objectives are. Geberit's central corporate and brand values are defined in the → **Geberit Compass**. Geberit aims to act as a role model for ethically unimpeachable, environmentally friendly and socially responsible operations. The → **Geberit Code of Conduct** fills this objective with tangible content and offers an authoritative source of guidance.

Responsibility for all material aspects of the GRI Standards with respect to labour practices at the Geberit Group lies with the Head Corporate Human Resources, who reports directly to the CEO.

Committed, well-trained employees are a key prerequisite to the company's future success. With this in mind, efforts continued in 2018 to position Geberit on the job market as a progressive employer with an open corporate culture and international development opportunities at the interface between craft, engineering and sales. The new look given to the company's employer brand was put into action in job advertisements in print and, above all, digital media. In general, focus is switching more to digital media, with the use of videos and other footage playing an increasingly prominent role. For example, the company launched a new video during the reporting year to promote apprenticeships. Other videos for target groups in the sales and engineering sectors are to follow. In addition, Geberit intensified its campus recruitment activities in 2018 by appearing at trade fairs and increasing its digital presence, working here in close collaboration with a number of renowned universities.

### EMPLOYMENT (GRI 401)

#### MANAGEMENT APPROACH EMPLOYMENT

Geberit's prime objective is to acquire and retain the right employees for the company. Geberit sees itself as an attractive employer with an open corporate culture that offers international development opportunities at the interface between the craft, engineering and sales sectors, see → [www.geberit.com](http://www.geberit.com) > **Career** > **What we offer**.

Employees enjoy attractive employment conditions. In 2018, salaries and social benefits amounted to CHF 744 million (previous year CHF 747 million). The employees can also participate in share participation plans at attractive conditions, see → **Financials** > **Consolidated financial statements Geberit Group** > **Notes** > **Note 17** and → **Remuneration report**.

#### EMPLOYEE FLUCTUATION (GRI 401-1)

The average fluctuation rate (in terms of employees with permanent contracts, without natural departures and long-term leaves of absence) was 9.0% (previous year 9.0%). Including natural departures, it was 10.6% (previous year 10.9%). For key figures on fluctuation by age group, gender and region, see → **Key figures sustainability** > **Employees and society**.

#### BENEFITS PROVIDED TO FULL-TIME EMPLOYEES (GRI 401-2)

Geberit essentially grants the same benefits to full-time and part-time employees. However, employees with temporary contracts are not always entitled to the same benefits as permanent employees. For example, employees in Switzerland with temporary employment contracts of less than three months are not insured in the pension fund. Geberit bases its employee benefits on country-specific standards.

#### PARENTAL LEAVE (GRI 401-3)

Geberit implements the currently applicable legal framework conditions. It also attempts in individual cases to find solutions that are as suitable as possible for the affected person and their team.

100% of all permanently employed women are entitled to paid maternity leave, and 5.6% or 122 women made use of this in 2018. 72 women or around 59% returned to Geberit following their maternity leave.

99% of all permanently employed men are entitled to paid paternity leave, and 3.6% or 254 men made use of this in 2018. 253 men or almost 100% returned to Geberit following their paternity leave.

### OCCUPATIONAL HEALTH AND SAFETY (GRI 403)

#### MANAGEMENT APPROACH OCCUPATIONAL HEALTH AND SAFETY

The occupational health and safety of employees is of major importance. Geberit wants to gradually get nearer to the target of having healthy employees within an accident-free company. Each of the 30 production plants and logistics has a safety manager. The sites Rapperswil-Jona (CH) and Pfullendorf (DE) also have an appointed health manager. Since the beginning of 2017, the Geberit Safety Team – a team of experts from all production areas – has also been playing an active role in addressing the issue of occupational health and safety.

Using 2015 as the reference year, the aim is to halve the number of accidents by 2025. By then, the AFR (Accident Frequency Rate) is to be reduced to a value of 5.5 (accidents per million working hours) and the ASR (Accident Severity Rate) to 90 (number of days lost per million working hours). The key figures are reviewed on a monthly basis at the production plants and are part of the annual appraisal of plant managers. The Group Executive Board is also provided with a compact report on a quarterly basis and a comprehensive report at the end of the year. 29 of the 30 production plants are certified in accordance with OHSAS 18001. All plants will implement the new ISO 45001 standard for occupational health and safety by the end of 2019.

The Geberit Safety System (GSS) defines occupational health and safety principles as well as processes that are applicable throughout the Group for promoting the continuous improvement of work processes and workplaces. Special attention is also paid to elements of changes in behaviour, as the majority of occupational accidents and time lost are still attributable to carelessness. The focus in the reporting year was placed on the consistent implementation of the two processes "Risk assessment of workplaces" and "Safe handling of quartz dust", which

were introduced in 2017. A comprehensive awareness programme was also launched at four of the ten ceramics plants. This includes an extensive analysis of the occupational safety level, workshops with the management and executive staff, and the introduction of awareness-oriented site visits. The software-based solution for capturing and systematically analysing accident data implemented in 2017 was rolled out at nine production sites, the aim being to create a sound, comprehensive stock of data and a more efficient process.

As part of its Group-wide efforts to support employees' health and well-being, Geberit also offers its employees precautionary healthcare opportunities through various offers and activities. These include, for example, sports facilities, anti-smoking trainings, health check-ups, massage services, dietary and health tips, presentations on health-related issues and workshops on targeted and correct relaxation. A comprehensive vitality programme is established at the sites in Jona (CH), Pfullendorf (DE), Pottenbrunn (AT), Ruše (SI), Kolo and Wloclawek (PL), which represent around 40% of the workforce. The focus is placed on promoting personal vitality strategies with an attractive range of offers in the five fields of action exercise, nutrition, mental fitness, energy and vitality. Furthermore, reintegration counselling is offered, which aims to get people back to work as soon as possible in the event of long-term illness. Managers are specifically trained in this respect. Examples of individual support include counselling in Rapperswil-Jona (CH) to assist with problems ranging from on-the-job pressure, partnership and family problems to debt issues, and the telephone helpline created in the USA to discuss problems at work in complete confidentiality. For objectives and measures concerning occupational health and safety, see also → **Sustainability strategy**.

### EMPLOYEE REPRESENTATIVES IN HEALTH AND SAFETY COMMITTEES (GRI 403-1)

84.4% of all employees worldwide are represented through an occupational health and safety panel or safety committee at their site, in which employer and employee representatives can discuss occupational health and safety issues. The occupational health and safety panels are carried out on behalf of the General Management and involve all levels of the organisation as well as various specialist roles and areas (including company physicians, works council, occupational safety specialists, representatives of occupational health and safety unions).

### ACCIDENTS, ILLNESSES AND DAYS LOST (GRI 403-2)

The Group-wide absenteeism rate based on regular working hours for the reporting year was 4.89% (previous year 4.76%). Illness-related absences accounted for 4.77% of this rate (previous year 4.62%) and 0.12% was related to occupational accidents (previous year 0.14%). The statistics show only those occupational accidents that occur during working hours or business travel and lead to lost working time of one working day or more. A total of 191 accidents were recorded (previous year 205 accidents), equivalent to 3,584 lost working days due to occupational accidents (previous year 4,065 lost working days). A standard definition of severe accidents has now been drawn up for the entire Group. Two accidents occurred according to this definition. There were no fatal accidents.

The accident frequency rate (AFR) and the accident severity rate (ASR) are recorded in a standardised manner. These rates are calculated as the number of accidents or the number of lost working days per one million hours worked. The accident frequency rate (AFR) fell by 5.8% to 9.7 in 2018 (previous year 10.3) and the accident severity rate (ASR) by 10.9% to 181.5 (previous year 203.8). Geberit thus moved closer to meeting its target.

All key figures concerning the absenteeism rate by region can be found under → **Key figures sustainability > Employees and society**.

### WORK ACTIVITIES WITH SPECIAL HEALTH RISKS (GRI 403-3)

There are certain operational activities at Geberit, particularly in ceramic production, involving an increased risk of silicosis (dust disease). The risks lie primarily in the handling of raw materials, glazing and further processing (e.g. grinding). Around 50% of employees in ceramic production are regularly exposed to increased levels of quartz dust. Technical, organisational and personal protection measures are implemented for the protection of these employees. The employees also regularly undergo occupational medical examinations (including X-rays and lung checks). Geberit makes substantial efforts towards either avoiding the exposure of employees to these risks (e.g. through the installation of glazing robots) or minimising this exposure (e.g. through the use of special extraction devices, dust masks or the provision of training in correct behaviour at the workplace). This topic is systematically addressed as part of the Geberit Safety System and certification according to ISO 45001. Furthermore, Geberit participates in the NEPSI programme (The European Network on Silica) as a member of FECS, a sub-organisation of Cerame-Unie (European Ceramic Industry Association). This includes monitoring the exposure of employees to quartz dust and the implementation of best practices.

### TRADE UNION AGREEMENTS ON HEALTH AND SAFETY (GRI 403-4)

Geberit attaches great importance to a high level of health and safety for its employees. To this end, it cooperates with authorities, trade unions and employers' liability insurance associations on a country-specific basis. Written agreements exist at the majority of production and sales companies with parties such as trade unions and employee representatives. These normally cover topics such as personal protective equipment, complaints procedures, regular inspections, education and further training and the right to refuse unsafe work.

### TRAINING AND EDUCATION (GRI 404)

#### MANAGEMENT APPROACH TRAINING AND EDUCATION

Qualified and committed employees are essential for the future success of Geberit. The company therefore sets particular store on the solid education and further training of all employees and on equal opportunities.

Young people can start their careers at Geberit with a commercial, industrial or technical apprenticeship. The aim is to impart all the skills that are required for apprentices to pursue their chosen careers in a professional, independent and responsible manner.

New employees are introduced to the company and its products through various job orientation programmes on joining the company. These range from individually designed introduction talks in various departments to the one-week basic course that provides practical knowledge about Geberit in small groups.

A standard Performance assessment, Development and Compensation (PDC) process has been in place since 2012. PDC is about reinforcing the performance culture, increasing transparency, and recognising and promoting talent more effectively in order to make the organisation future-proof. Except for the employees who work directly in production at the plants, all employees have been incorporated into the PDC process.

For further information, see → **Business Report > Business and financial review > Financial Year 2018 > Employees**.



## SCOPE OF TRAINING AND EDUCATION (GRI 404-1)

In the reporting year, employees across the Group attended on average 13.7 hours of internal and external education and further training (previous year 11.1 hours). More training at the ceramics plants was the primary contributor to this increase. The above-average increase among men is attributable to the fact that the share of men at the ceramics plants is very high. For key figures by gender and employee category, see → **Key figures sustainability > Employees and society**.

## PROGRAMMES FOR SKILLS MANAGEMENT AND LIFELONG LEARNING (GRI 404-2)

A two-stage Potentials Management Programme aims to identify talents throughout the company and support them along their path to middle or senior management. The issues investigated in project work as part of the programme are geared towards strategic tasks of relevance to Geberit and provide the decision-makers involved with concrete bases for action. During the reporting year, part of the programme was developed and carried out for the first time in collaboration with the University of St. Gallen (CH). The Potentials programme is intended to help fill at least half of all vacant managerial positions with internal candidates. In 2018, this was achieved for 57% of all Group management vacancies (previous year 76%).

In 2018, the ceramics plants in Germany, Poland and Ukraine saw the implementation of an initiative aimed at improving leadership skills at various hierarchical levels. This initiative was planned at Group level, adapted to local requirements and put into practice in multi-day workshops involving local coaches.

During the reporting year, a programme targeting the development of managerial staff was implemented within the sales organisations in the European countries. The aim of these courses was to strengthen the leadership skills of regional sales managers on one hand and, on the other, to standardise the role of these managers in order to drive sales as a whole.

All apprentices are essentially required to work at several sites during their training. As a global company, Geberit promotes the internationalisation of employees. Experience abroad and the transfer of know-how are an advantage for both employees and the company. Therefore, apprentices have the option of working abroad for a period of six months on completion of their apprenticeship. There were also 101 internships and 27 diploma placements offered in 2018.

For further information, see → **Business Report > Business and financial review > Financial Year 2018 > Employees**.

## PERFORMANCE EVALUATION AND CAREER PLANNING (GRI 404-3)

In everyday working life, the personal and professional development of each individual employee is encouraged in a variety of ways. This covers all areas of work, functions and age groups. Just under 80% of all employees received appraisal interviews in 2018 at which development opportunities were also identified and discussed. As part of the standardised global Performance assessment, Development and Compensation process (PDC), employees receive a performance assessment and/or agreement of objectives at least once a year.

## DIVERSITY AND EQUAL OPPORTUNITY (GRI 405)

### MANAGEMENT APPROACH DIVERSITY AND EQUAL OPPORTUNITY

In its Code of Conduct, Geberit sets store on promoting diversity and creating a culture that enables all employees to contribute their full potential to the company. The company strives for diversity and promotes equal opportunities irrespective of gender, ethnic origin, skin colour, age, religion and nationality.

Geberit pursues a fair and non-discriminatory employment practice in accordance with prevailing national and international law. Recruitment, training courses and promotions depend solely on individual achievements, skills and potential regarding the requirements of the position in question.

Protection of the principles of equality is anchored in the → **Geberit Code of Conduct**. This includes the prohibition of discrimination against any employee on the basis of gender. Fair and equal pay for women and men is guaranteed as follows:

- Job assessment by function in accordance with the proven Hay method on the basis of know-how, thinking ability and accountability. All jobs are pooled in a Group-wide grading system. The resulting grade is the basis for determining an employee's pay. This guarantees gender-neutral, fair salary structures.
- Binding wage agreements with set pay grades at many Geberit sites.

### DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (GRI 405-1)

The proportion of female employees at the end of 2018 was 24% (previous year 23%), and for senior management this figure was 8.6% (previous year 8.4%). The six-member Board of Directors has one female member. No further data on minority group membership is currently being collected as Geberit and its stakeholders do not consider this to be relevant. For key figures on diversity in terms of gender and age structure, see → **Key figures sustainability > Employees and society**.

### RATIO OF REMUNERATION BETWEEN WOMEN AND MEN (GRI 405-2)

According to the annual survey of all Geberit Group companies, no differences between the basic salaries of women and men exist anywhere within the Group.

## NON-DISCRIMINATION (GRI 406)

### MANAGEMENT APPROACH NON-DISCRIMINATION

The → **Geberit Code of Conduct** forbids discrimination as defined in the ILO core labour standards. Geberit does not tolerate either discrimination or workplace bullying on the basis of race, gender, religion, creed, nationality, disability, age, sexual orientation, physical or mental handicap, marital status, political views or other characteristics protected by law. Geberit aims to ensure a safe working environment for its

employees. All forms of workplace violence, including threats, threatening gestures, intimidation, attacks and similar forms of behaviour are forbidden. Compliance with the Code is verified annually as part of a Group-wide survey. The Geberit Integrity Line is available to all employees as a whistleblower hotline, see → **GRI 102-17**.

According to the Geberit Code of Conduct, employees who openly address irregularities which represent breaches of applicable law, ethical standards or the Code of Conduct are acting correctly. The Group Executive Board of Geberit must be informed of problems in the area of integrity in order to be able to manage these swiftly and reliably. By openly addressing such issues, Geberit employees are contributing to their own protection, that of their colleagues and the protection of Geberit's rights and interests.

If issues should occur, employees should seek a personal meeting with their supervisor. The Geberit Integrity Line is available to all employees as a whistleblower hotline. The service is intended to enable employees to anonymously report cases such as sexual harassment or when a corrupt payment is being covered up. The Integrity Line is operated by an external company with experience in this area, and is available around the clock seven days a week.

#### **CASES OF DISCRIMINATION (GRI 406-1)**

According to the annual Group-wide survey, there was one case of discrimination and one case of bullying in 2018, both of which have not yet been settled. There were also two cases of sexual harassment. Both cases have been investigated: one resulted in termination of employment and in the other case an internal commission concluded that the accusation was unjustified.

#### **FREEDOM OF ASSOCIATION (GRI 407)**

##### **MANAGEMENT APPROACH FREEDOM OF ASSOCIATION**

Employees are completely free to join trade unions, associations and similar organisations. No rights with respect to exercising freedom of association or collective bargaining as defined in the ILO core labour standards and the UN Global Compact are subject to restriction at the Geberit Group.

##### **NON-COMPLIANCE WITH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (GRI 407-1)**

According to the annual Group-wide survey, no infringements of the guarantee of freedom of association and collective bargaining were identified in 2018.

## **8.2 SOCIETY**

#### **ANTI-CORRUPTION (GRI 205)**

##### **MANAGEMENT APPROACH ANTI-CORRUPTION**

As a member of Transparency International Switzerland and the UN Global Compact, Geberit is committed to high standards in combating corruption. There are clear guidelines on prevention and employees receive training in this area. Compliance with the guidelines is monitored as part of an annual survey at all Geberit Group companies. The Internal Audit Department conducts additional on-site audits. In the event of misconduct, corrective measures are taken. For further information about the compliance system, see → **GRI 419**.

##### **OPERATIONS SUBJECTED TO REVIEWS ON THE RISK OF CORRUPTION (GRI 205-1)**

An annual survey is carried out at all Geberit Group companies to identify incidents of corruption. The topic of corruption is also a component of the audit programme for the periodic inspections of the production plants, sales and management companies by the Internal Audit Department. The annual audit planning of the Internal Audit Department is oriented to risks. Each company is audited at least every five years, or considerably more frequently if it has a high risk profile. In 2018, the Internal Audit Department audited a total of 27 companies.

##### **COMMUNICATION AND TRAINING ON ANTI-CORRUPTION (GRI 205-2)**

All new employees at Geberit are trained on the Code of Conduct as part of the Welcome events, with specific training films on the topics of corruption, IT misuse, workplace bullying and sexual harassment deployed especially for this. All employees are also provided with information via the intranet about what is permitted and what is not. Guidance on the correct handling of donations (i.e. anti-corruption guidelines) were updated in 2015 and made accessible to the relevant employees (Purchasing, Sales) via the various communication channels.

##### **INCIDENTS OF CORRUPTION (GRI 205-3)**

According to the annual survey carried out at all Geberit Group companies and the audits conducted by the Internal Audit Department, there were no cases of corruption in 2018.

#### **ANTI-COMPETITIVE BEHAVIOUR (GRI 206)**

##### **MANAGEMENT APPROACH ANTI-COMPETITIVE BEHAVIOUR**

The prevention of anti-competitive behaviour is a matter of priority for Geberit. Cartels of any kind and other anti-competitive behaviour are categorically rejected.

E-learning courses represent an efficient way to train staff on antitrust legislation, an issue that is particularly sensitive for Geberit. A training event on antitrust legislation was held in the Polish market. Antitrust legislation audits were carried out by the legal department in cooperation with the Internal Audit Department in the Adriatic sales region as well as in Finland, Norway and Switzerland in the reporting year. No significant breaches were revealed.

##### **LEGAL PROCEEDINGS DUE TO ANTI-COMPETITIVE BEHAVIOUR (GRI 206-1)**

The proceedings with the Swedish competition authorities, which have been ongoing since 2015, were discontinued in early June 2018. There was no evidence of anti-competitive behaviour or the disclosure of sensitive information by the Geberit company.

The appeal proceedings mentioned in last year's report from the former "bathroom antitrust proceedings" were concluded in 2018 with a ruling against Geberit. The resulting fine has already been paid.

Based on the annual survey of all Geberit Group companies, there were no other proceedings due to unlawful conduct.

## REGIONAL EMPLOYER (GRI 202)

### MANAGEMENT APPROACH REGIONAL EMPLOYER

Geberit has grown from a family-run firm into a listed global company that has proven its ability to adapt to a rapidly changing environment. Within its core strategy (see → **GRI 201**) Geberit's aim is to ensure that sales companies, production plants, logistics and management companies function well as units which enjoy a high degree of autonomy. A high level of acceptance among the local workforce is a fundamental part of this, thanks in part to an attractive pay structure and the involvement of local know-how at the management level.

### RATIO OF STANDARD ENTRY LEVEL WAGE COMPARED TO LOCAL MINIMUM WAGE (GRI 202-1)

Geberit pays market-rate wages, taking into account local circumstances and laws. When selecting employees and determining their assignment in the company, Geberit attaches great importance to qualifications appropriate to the task description. In accordance with their qualifications, the majority of Geberit employees at the production sites and sales companies are paid well above the minimum wage range. Stability and a high level of motivation among employees are important to Geberit.

### PROCEDURES FOR LOCAL HIRING OF MANAGEMENT (GRI 202-2)

Geberit has no personnel policy or employment practices providing for the preferential treatment of persons from local vicinities in connection with the hiring of members of management boards for the respective country organisations. However, Geberit would like to establish organisations at its production and sales sites that function on a local basis, which is why it often integrates locally appointed managers. For example, the sales companies in India and China are both headed by managing directors who have been recruited locally.

## INDIRECT ECONOMIC IMPACTS (GRI 203)

### MANAGEMENT APPROACH INDIRECT ECONOMIC IMPACTS

Indirect economic impacts arise primarily due to positive side effects from direct economic action. With its innovative solutions for sanitary products, Geberit aims to achieve sustained improvement in the quality of people's lives. The economy benefits from this in several respects: through the contribution to better sanitary standards, a durable, resource-efficient sanitary infrastructure, through know-how transfer in the sanitary industry, via impetus for the economy in regional economic areas, and through orders with suppliers. There is no management approach to indirect economic impacts in the narrower sense. Instead, the company works with the stakeholders concerned to identify the best solutions in each case.

For further information, see also → **GRI 201**.

### SIGNIFICANT INDIRECT ECONOMIC IMPACTS (GRI 203-2)

Geberit forms part of the value chain in the construction industry. It has significant indirect economic impacts downstream on the customer side at sanitary engineers, plumbers and end users, as well as upstream at suppliers and transport companies. Continuous investment in the production plants in Europe, China, India and the USA, as well as the logistics centre in Germany, will strengthen these individual economic areas.

Geberit know-how and products significantly reduce the burden on water and waste water systems. According to one model calculation, all dual-flush and flush-stop cisterns installed since 1998 have so far saved around 28,100 million cubic metres of water in comparison with traditional flushing systems. In 2018 alone, the water saved amounted to 2,880 million cubic metres. This is more than half of the annual consumption of all German households.

Geberit is committed to sustainable sanitary systems which, as elements in construction, help to shape the infrastructure as a whole. For example, Geberit actively worked on adapting the applicable standard for the dimensioning of waste water piping to smaller diameters. This is important so that the full functionality of the piping system is ensured even with lower quantities of waste water. Similar to its work in the field of waste water hydraulics, Geberit also played a major part in ensuring that topics such as sound insulation and fire protection, as well as hygiene in drinking water and sanitary facilities, have been developed to the benefit of the end user and laid down in standards and recommendations. In 2017, Geberit played a major role in the foundation of a new platform for the European sanitary industry – the European Bathroom Forum (EBF).

Geberit lends impetus to the sanitary industry with → **innovation** and new products that are sold and implemented worldwide by wholesalers, plumbers and sanitary engineers. In 2018 alone, around 35,000 professionals were provided with training on Geberit products, tools and software tools at 29 Geberit information centres in Europe and overseas, see → **Business Report > Business and financial review > Financial Year 2018 > Customers**.

Geberit employed 247 apprentices at the end of 2018 (previous year 235). The transfer rate to a permanent employment relationship was 89%. All apprentices are essentially required to work at several sites during their training. Experience abroad and the transfer of know-how are beneficial, especially for young employees.

The indirect economic impact on suppliers and transport companies is also significant. The Group's cost of materials in 2018 amounted to CHF 920 million (previous year CHF 847 million). The Group has business relations with around 1,830 suppliers here. Geberit does not have its own transport fleet and therefore generates orders for external transport companies.

## CHILD LABOUR (GRI 408)

### MANAGEMENT APPROACH CHILD LABOUR

Geberit's exposure with respect to child labour is considered low because of its industry, business model and the countries in which business activities are carried out, its high level of vertical integration as well as its high quality requirements in the supply chain. Geberit commits itself to the protection of human rights in its Code of Conduct. Child labour is categorically rejected.

The basic principles set out in the → **Geberit Code of Conduct for Suppliers** explicitly include compliance with the ILO core labour standards for the exclusion of child labour.

### CASES OF CHILD LABOUR (GRI 408-1)

According to the annual Group-wide survey there were no cases of child labour revealed in 2018. There were likewise no such cases arising during the audits carried out at suppliers.

## FORCED OR COMPULSORY LABOUR (GRI 409)

### MANAGEMENT APPROACH FORCED OR COMPULSORY LABOUR

Geberit's exposure with respect to forced or compulsory labour is considered low because of its industry, business model and the countries in which business activities are carried out, its high level of vertical integration as well as its high quality requirements. Geberit commits itself to the protection of human rights in its Code of Conduct. Forced or compulsory labour is categorically rejected.

The basic principles set out in the → **Geberit Code of Conduct for Suppliers** explicitly include compliance with the ILO core labour standards for the exclusion of forced or compulsory labour.

### CASES OF FORCED OR COMPULSORY LABOUR (GRI 409-1)

According to the annual Group-wide survey there were no cases of forced or compulsory labour revealed in 2018. There were likewise no such cases arising during the audits carried out at suppliers.

## HUMAN RIGHTS ASSESSMENT (GRI 412)

### MANAGEMENT APPROACH HUMAN RIGHTS ASSESSMENT

The UN Guiding Principles on Business and Human Rights apply to the business activities of Geberit. Geberit is active across the world, including in regions posing a certain degree of risk with regard to the upholding of fundamental employee and human rights. However, all Geberit Group companies throughout the world are integrated in the Geberit Compliance System, which includes the upholding of fundamental employee protection and human rights. In addition, internal audits with compliance reviews take place at all companies of the Geberit Group, see also → **GRI 419**.

### ASSESSMENT OF OPERATIONS REGARDING HUMAN RIGHTS RISKS (GRI 412-1)

The upholding of human rights is subject to a survey at all Geberit Group companies each year as part of reporting on the Code of Conduct. The topic of human rights as part of compliance is also a component of the audit programme for the periodic inspections of the production, sales and management companies by the Internal Audit Department. In 2018, the Internal Audit Department audited a total of 27 companies. In the reporting year, no evidence of human rights violations was found during the various inspections.

### EMPLOYEE TRAINING ON HUMAN RIGHTS (GRI 412-2)

All new employees at Geberit are trained on the Code of Conduct as part of the Welcome events, with specific training films on the topics of corruption, IT misuse, workplace bullying and sexual harassment deployed especially for this.

The subject of compliance is uniformly positioned throughout the Geberit Group. The joint Geberit intranet serves as an important basis for this, presenting and explaining the compliance organisation and Code of Conduct on a dedicated page. In parallel to this, management have been requested by means of a circular letter to ensure that all employees without intranet access receive the same information via a suitable channel.

### HUMAN RIGHTS CRITERIA IN INVESTMENTS AND CONTRACT AGREEMENTS (GRI 412-3)

In 2018, there was no investment agreement in countries or areas that pose a special risk in terms of human rights violations. The Geberit Compliance System was extended to the companies of the former Sanitec in 2015 (only European sites).

Suppliers are fundamentally required by contractual agreement to comply with the special → **Geberit Code of Conduct for Suppliers** that contains provisions for the protection of human rights.

## SOCIAL RESPONSIBILITY

### MANAGEMENT APPROACH SOCIAL RESPONSIBILITY

Social responsibility is exercised both within the scope of long-term partnerships and programmes with partners and in the annual social projects that Geberit has been carrying out for over ten years. These projects exhibit a relationship to the topic of water and sanitary facilities, as well as to Geberit's core competencies and corporate culture. Equally important is the aspect of personal and professional education. By getting actively involved in the social projects in developing regions, apprentices become familiar with other cultures and also acquire new social, linguistic and professional competencies. Furthermore, these social projects make a tangible contribution to the Sustainable Development Goals (SDGs) of the United Nations, which include giving all humans access to clean drinking water and basic sanitation by 2030. A review of what has been achieved is carried out on a regular basis.

## INFRASTRUCTURE INVESTMENTS AND PROMOTED SERVICES (GRI 203-1)

Donations and financial contributions, including product donations, totalling CHF 4.1 million (previous year CHF 3.3 million) were made during the reporting year. In addition, Geberit employees contributed 1,380 hours of charitable work (previous year 2,280 hours). Geberit also supports facilities for disabled persons and long-term unemployed, where simple assembly and packaging work in the amount of around CHF 8.1 million was carried out in 2018 (previous year CHF 6.9 million).

The focus was on the following projects and partnerships in 2018:

- Implementation of a → **social project** in Morocco with apprentices: eight Geberit apprentices and their two coaches renovated the sanitary facilities at several schools near Marrakesh in the autumn of 2018.
- The partnership with Helvetas on projects relating to clean drinking water and sanitary facilities, plus supporting the new Helvetas campaign for clean drinking water and latrines with a substantial contribution.
- Participation in the charitable organisation Swiss Water Partnership to promote international dialogue on the topic of water.
- Implementation of the project Change of Perspective, in which two Swiss plumbers travelled to Nepal and worked together with two Nepalese colleagues for one week. This project is set to continue in 2019.
- Newly launched skill-sharing programme that took two Geberit employees to Mozambique, where they shared their knowledge with future trainers in a Helvetas development project. A further skill-sharing duo travelled to Nepal to develop a simple process enabling the local manufacturers to check the quality of ceramic filters. These are used for treating raw water so that it can subsequently be used as drinking water.
- Various local initiatives and collection campaigns in China, India, the USA, Poland, the UK and Switzerland to round off the Geberit Group's social engagement.

## 9. PLANET

Geberit has long stood for a high level of environmental awareness and been committed to environmentally friendly, resource-efficient production as well as the development of water-saving and sustainable products. Systematic, Group-wide environmental management takes centre stage here. This is the remit of Corporate Environment and Sustainability. Guidelines and measures pertaining to all significant environmental issues are coordinated here. A network of environmental managers practises active environmental protection at the production plants, thus ensuring that the targets and measures laid down in the → **Sustainability strategy** are implemented worldwide. The environmental and occupational safety managers from all production plants meet once a year to discuss best practice and further develop Group-wide standards.

each product more environmentally friendly than its predecessor throughout the entire product life cycle, see → **Chapter 10.1 Products and innovation**. Environmental criteria are considered in all decision-making processes. These processes are continuously being optimised so that a proven high standard is achieved which often greatly exceeds legal requirements. Geberit's environmental principles are defined in the → **Code of Conduct**.

The Geberit Group has a → **Group certificate** in accordance with ISO 9001 (quality), ISO 14001 (environment) and OHSAS 18001 (occupational health and safety) that is valid until the end of 2021. Out of 30 production plants, all were certified to ISO 9001 and ISO 14001, 29 to OHSAS 18001 and five to ISO 50001 (energy) at the end of 2018. The Geberit Safety System was implemented worldwide in 2018 and all production plants will be certified according to the new occupational safety standard ISO 45001 by the end of 2019.

The annual preparation of a corporate eco-balance has been an established part of Geberit's environmental management since 1991. It covers all production plants worldwide, the logistics centre in Pfullendorf (DE), other smaller logistics units and the larger sales companies. The corporate eco-balance permits an overall assessment of environmental impact in terms of eco-points. For the reporting in 2018, as in the previous year, the basic data from the internationally recognised Ecoinvent database (version 3.1) and the latest version of the method of ecological scarcity (version 2013) were used. The calculation was based on the national electricity mix.

The absolute environmental impact fell by 4.4% and CO<sub>2</sub> emissions by 4.7%. The environmental impact per sales (currency-adjusted) dropped by 7.3%. This figure is above the long-term target of 5% per year. This progress is founded largely on continuous improvements in efficiency at the energy-intensive ceramics plants. Since the acquisition of Sanitec in 2015, the absolute environmental impact has been reduced by 11.6% and eco-efficiency improved by more than 20%.

Detailed key figures on the environmental impact are provided at → **Key figures sustainability > Environment**.

### RESOURCES AND CIRCULAR ECONOMY (GRI 301)

#### MANAGEMENT APPROACH RESOURCES AND CIRCULAR ECONOMY

The use of raw materials, semi-finished products and finished products with a global procurement value of CHF 920 million is a significant production factor for Geberit. At around 12,900 TJ (previous year 13,000 TJ) – based on basic data from Ecoinvent (version 3.1) – the consumption of grey energy associated with purchased materials (including mineral raw materials of the ceramic plants and raw materials of the plant in Ozorków (PL)) is 4.5 times the entire energy consumption of the production plants themselves. This emphasises the importance of treating raw materials with care. The resource-efficient use of raw materials is determined as early as the product development process as part of eco-design workshops, see → **Chapter 10.1 Products and innovation > Product management and innovation**.

As part of the European vision for a resource-saving circular economy, efforts are being made to identify and implement options in the area of closed material cycles. The circular concept has played an important role at Geberit for many years. Geberit products have a very long service life thanks to the high-quality materials used, are often backwards-compatible, any plastics used are clearly labelled and spare parts are available for up to 25 years. Other steps include the search for further high-quality plastic regranulates and options for closing internal material cycles and making production waste useful for others as secondary materials. This is particularly relevant in ceramic production, where Geberit's latest objective is to improve resource efficiency (kg ceramic waste/kg ceramic) by 10% by 2021.

#### MATERIALS USED (GRI 301-1)

The use of materials depends on the various manufacturing processes: 17 plants for processing plastic and metal, ten plants for manufacturing sanitary ceramics, and three other plants for processing acrylic as well as aluminium and glass (in the case of shower partition walls). The range of manufacturing technologies used thus includes the areas of injection moulding, blow moulding, extrusion, metal-forming and thermoforming, assembly and ceramic production.

The most important materials for production are plastic and metal raw materials, mineral raw materials and various semi-finished products and finished products. A total of 409,573 tonnes of materials were used in 2018 (previous year 414,637 tonnes). Besides the mineral raw materials from the former Sanitec Group, these amounts include the materials from the plant in Ozorków (PL). Detailed key figures on the use of materials can be found at → **Key figures sustainability > Environment**.

In 2017, the implementation of a software-based solution for managing hazardous substances began. This solution was rolled out at nine production sites in 2018. Roll-out at a further six sites is planned for 2019. The aim here is to implement a standardised process in all production plants, improve efficiency in the management of hazardous operating and auxiliary materials, and scale down the use of hazardous substances in the long term.

#### PERCENTAGE OF RECYCLED MATERIAL (GRI 301-2)

When estimating the share of recycled material in production, a distinction is made between internal and external sources.

Internal sources:

In terms of the raw material plastic, recycled material is primarily generated internally and is ground on site or via a decentralised mill and fed back into the process. The proportion fluctuates depending on the manufacturing process. For blow moulding it is around 35%, for injection moulding around 15%, depending on product class, and for pipe extrusion around 3%. This corresponds to a total of around 9,000 tonnes.

Raw materials are also recycled internally and fed back into the process in ceramic production. The recycling rate for the ceramic slip is around 10%, while this figure is 20 to 40% for the glaze.

#### External sources:

The share of recycled material in purchased metals is relatively high. This data originates from the Wuppertal Institute for Climate, Environment and Energy. Extrapolated, the raw material metal purchased contains around 35,600 tonnes of recycled material.

With plastics, virgin material is primarily used. The search for suitable, high-quality regranulate from external plastic waste is an integral part of Geberit's procurement strategy. In terms of the material ABS, a suitable alternative made of 100% recycled material was found. This alternative is based on high-quality plastic waste from the electronics industry (e.g. used computer cases). According to the supplier, the manufacture of this regranulate consumes over 80% less energy compared to the manufacture of a tonne of new petrochemical-based plastic, while releasing around three tonnes less CO<sub>2</sub> into the atmosphere. In 2018, some 900 tonnes of ABS regranulate were used for various components in exposed and concealed cisterns. Thanks to an intelligent redesign, half of the material used for the flush valve type 240 can be made of high-quality ABS regranulate, for example. The use of plastic regranulate is generally to be increased further and applied to other product areas.

### REUSE OF PRODUCTS AND PACKAGING MATERIALS (GRI 301-3)

In 2018, around 37,500 tonnes of packaging material including the former Sanitec were used, of which over 50% was collected and recycled by Geberit or by financed contractual partners. The rest is disposed of and recycled on a country-specific basis.

### ENERGY (GRI 302)

#### MANAGEMENT APPROACH ENERGY

With a share of 96.6%, the consumption of energy in the form of electricity, combustibles and fuels represents Geberit's greatest environmental impact. A Software introduced in 2012 permits monthly monitoring of water and energy consumption, as well as the Group-wide calculation of environmental impact and CO<sub>2</sub> emissions. In addition, a systematic energy monitoring and an energy master plan are being implemented in the most energy-intensive plants to manage and plan energy consumption. This is based on the three pillars energy saving, increased energy efficiency and the targeted expansion of the share of renewable energy sources. Targets were also defined for the share of renewable energy sources as part of the development of a long-term CO<sub>2</sub> target that is compatible with the two-degree target set out in the Paris Agreement (science-based). By 2021, the share of renewable energy sources should account for 45% for electricity and 10% for combustibles.

At present, the five German plants in Lichtenstein, Pfullendorf, Langenfeld, Wesel and Haldensleben are certified according to the ISO 50001 standard for energy management. Furthermore, all Geberit companies implemented the European Energy Efficiency Directive 2012/27/EU in 2015, and these companies will be reviewed again in 2019.

For the development of energy-efficient products, see → **Chapter 10.1 Products and innovation.**

#### ENERGY CONSUMPTION WITHIN THE ORGANISATION (GRI 302-1)

Geberit generally uses energy purchased externally. The direct energy carriers (Scope 1) include the combustibles natural gas, biogas, liquefied petroleum gas (LPG), diesel for power generation, heating oil extra light and solid combustibles, as well as the fuels diesel, gasoline, liquefied petroleum gas (LPG) and natural gas (CNG). The indirect energy carriers (Scope 2) include electricity and district heating.

Energy consumption decreased by 4.6% in the reporting year and is now 790.3 GWh. Since the acquisition of Sanitec in 2015, it has been possible to reduce energy consumption by 13.3%, making a significant contribution to reductions in the environmental impact.

Combustibles (primarily from ceramic production), including district heating, still account for the greatest share of energy consumption at 67.8%, followed by electricity with 28.4% and fuels with 3.8%.

Renewable sources of energy are to be expanded continuously as part of the sustainability strategy. Since 2012, a block heating station has been in use in Pfullendorf (DE). This plant was fed by 8.1 GWh of regionally produced biogas in 2018. The electricity generated by the plant (3.1 GWh) is fed into the transmission grid and the resulting heat (3.9 GWh) can be used in production, thereby reducing the use of natural gas. In total, renewable energy sources accounted for 5.2% of combustibles.

Since 2013, the roof area at the plant in Givisiez (CH) has been made available to an energy services provider for a 3,050 m<sup>2</sup> photovoltaic installation. It generated 0.5 GWh of electricity in 2018. However, this contribution is not included in the energy balance as the energy produced is managed by the regional energy supplier. Overall, the share of purchased green electricity was increased by 3 GWh to 50 GWh in 2018 – meaning that renewable sources of energy accounted for 40.6% of total electricity consumption.

For detailed key figures on the consumption of combustibles and fuels (Scope 1), as well as electricity and district heating (Scope 2) and the electricity mix, see → **Key figures sustainability > Environment.**

#### ENERGY CONSUMPTION OUTSIDE THE ORGANISATION (GRI 302-2)

Where the energy balance outside the organisation is concerned, Geberit concentrates on purchased materials, intercompany and distribution logistics, and business travel.

In 2018, purchased materials resulted in grey energy consumption of around 12,900 TJ.

Logistics services are provided by external transport service providers. A logistics calculator developed by Geberit is used for monitoring purposes. Compared to the previous year, the logistics calculator was expanded to include three locations from the former Sanitec. In the reporting year, the largest transport service providers handled 505.9 million tonne-kilometres (previous year 415.1 million tonne-kilometres). This gave rise to energy consumption of 917.8 TJ (previous year 854.7 TJ). The increase in transport services and energy consumption was mainly caused by the increase in locations included as well as the rise in sales and the related expansion in transport volumes.

Business flights have been recorded and included in the assessment since 2012. The flight distances are calculated according to the respective departure and arrival airports. Business flights resulted in energy consumption of 22.1 TJ.

#### ENERGY INTENSITY (GRI 302-3)

Energy intensity is an important performance indicator at the production plants, and is monitored monthly in the management cockpit. Those plants which are certified to ISO 50001 have also introduced a more refined system of monitoring. At Group level, sales constitute a key indicator alongside environmental impact and CO<sub>2</sub> emissions. With this in mind, energy consumption per sales improved by 7.5% compared to the previous year.

## ENERGY SAVED (GRI 302-4)

Important energy-saving measures in production include:

- The optimisation of production processes in terms of efficiency, scrap, stability, energy and resource consumption
- The continuous modernisation of the machine fleet and the purchase of energy-efficient equipment
- Increasing the capacity utilisation and efficiency of production equipment
- The optimisation of cooling systems through the use of natural ambient cold (free cooling, ground water)
- The improved use of waste heat available internally (heat recovery)
- The careful use of compressed air
- The insulation of buildings

Concrete examples which show the reduction in energy consumption in production:

- Demolition and safe disposal of plant and infrastructure in Wesel, Haldensleben and Pfullendorf (DE) and Bromölla (SE) that were obsolete and no longer required, as well as handover of the old plant in Slavuta (UA) to the state. A new factory building was completed in Pfullendorf (DE), Langenfeld (DE) and Ozorków (PL), as well as new buildings for logistics and technology in Slavuta (UA).
- Number of injection moulding machines with energy-efficient drive technology increased from 156 to 174.
- Process optimisation for the manufacture of bent Mapress fittings in Langenfeld (DE) with a reduction in electricity and natural gas consumption, reduced use of lubricants and lower quantities of hazardous waste. Implementation of first fully electrically driven production line.
- Three further tunnel kilns for ceramic production were retrofitted with state-of-the-art burner technology. A total of eleven state-of-the-art tunnel kilns have now been retrofitted and the project is now concluded. Savings of more than 20% natural gas per kiln, which corresponds to some 27 GWh of natural gas and approximately 6,500 tonnes of CO<sub>2</sub> every year.

Measures to reduce energy consumption in (outsourced) logistics operations:

- Great importance is attached to central transport management as the interface between plants, markets and transport service providers in order to enable cost- and resource-optimised transport solutions. By integrating the distribution of the Mapress range, customers now receive their entire sanitary technology order in a single truck delivery. This not only reduces the number of empty kilometres, it also increases truck capacity utilisation and reduces CO<sub>2</sub> emissions. The share of transport services handled by Euro 5 trucks was 33% and the share handled by state-of-the-art Euro 6 vehicles 64%.
- Where possible, Geberit takes the opportunity to shift truck traffic to rail. From Pfullendorf, almost 100% of shipments to Hamburg (ocean freight), 80% of shipments to Italy, 67% of shipments to Turkey, and 15% of shipments to Switzerland are conducted by rail. The percentage of rail consignments from Italy to Pfullendorf is 50%.
- With regard to transportation by truck, Geberit continues to look for options for making more efficient use of freight compartments and using bigger shipping containers. As such, the percentage of "high cube swap bodies" (offering around 10% more capacity) deployed from the logistics centre in Pfullendorf is being successively increased. In addition, the use of long trucks (with a length of up to 25 metres and a total weight of up to 60 tonnes) in Scandinavia increased load volumes and the number of transported pallets per truck by around 40%.

## REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES (GRI 302-5)

The biggest environmental contribution by Geberit products lies in the conservation of water, which indirectly also saves on energy. According to the Ecoinvent database (version 3.1), some 10.3 MJ of energy are required and 0.64 kg of CO<sub>2</sub> emissions are released per cubic metre for the conveyance, processing and distribution of water and the subsequent treatment of the unpolluted waste water in a waste water treatment plant. The → **Water footprint** calculated for Geberit shows that nearly 100% of water consumption is attributable to the usage phase. The water volume saved owing to Geberit products is enormous: according to one model calculation, all dual-flush and flush-stop cisterns installed since 1998 have so far saved around 28,100 million cubic metres of water in comparison with traditional flushing systems. These water savings go hand-in-hand with substantial energy savings.

Direct energy savings when using the products are made possible thanks to systematically improved energy efficiency. Current examples include:

- The Geberit energy retaining valve ERV uses a patented magnetic diaphragm system to cap the ventilation pipe for waste water above the roof. This opens only when required and ensures pressure compensation only when this is necessary. This helps avoid unnecessary heat loss and can save up to 50 litres of heating oil a year.
- The → **Geberit AquaClean Sela Comfort** shower toilet stands out due to its sophisticated product concept and elegant design. The innovative WhirlSpray and heating-on-demand technology considerably reduces energy consumption compared to its predecessor.
- The → **Geberit urinal system** comprises urinals with electronic flush controls but also with completely waterless operation. The central elements are the two rimless urinal ceramics Preda and Selva, which were developed by Geberit. Thanks to the low consumption of resources and the option of a control system supplied with electricity by an autonomous energy source, the urinals satisfy the most stringent requirements for green building and economic operation. For this purpose, a proprietary environmental and cost calculator was developed for various sales companies, see → [www.geberit.de](http://www.geberit.de) > **Products > Geberit urinal systems > Urinal system sustainability calculator**.
- The modular → **Geberit tap system** is the ultimate in sophisticated installation technology, different energy concepts and elegant tap housings for wall-mounted and deck-mounted taps. The taps can be mounted quickly and flawlessly. The mixer, valves, electronics and power supply are stored in a function box, which is mounted under the washbasin where it is protected from moisture. The product boasts both optimal user-friendliness and ease of installation as well as minimal water and energy consumption.



## WATER (GRI 303)

### MANAGEMENT APPROACH WATER

The → **Water footprint**, which covers Geberit's entire value chain, shows that nearly 100% of water consumption is attributable to the use of the products, while the manufacture of the products by Geberit accounts for less than 0.1% of water consumption. According to one model calculation, all dual-flush and flush-stop cisterns installed since 1998 have so far saved around 28,100 million cubic metres of water in comparison with traditional flushing systems. In 2018 alone, the water saved amounted to 2,880 million cubic metres. This is more than half of the annual consumption of all German households.

The corporate eco-balance shows a similar picture. Here, the environmental impact caused by water consumption and subsequent waste water treatment also accounts for only a minor share of the company's overall impact (1.1%). Despite this, Geberit also aims to serve as a role model with respect to its own water consumption and to further optimise this every year. This includes measures such as reusing water in laboratories and production processes. Ceramic production accounts for the biggest share of water consumption. Geberit's latest goal in this area is to reduce consumption (l water/kg ceramic) by 5% by 2021.

Since 2016, Geberit has been publishing its detailed water balance as part of the CDP's Water Program.

For the development of water-saving products and Geberit's commitment beyond product development, see → **Chapter 10.1 Products and innovation**.

### WATER CONSUMPTION (GRI 303-1)

Water consumption dropped compared to the previous year by 8.6% to 1,032,501 m<sup>3</sup> (previous year 1,129,893 m<sup>3</sup>). Above all, the manufacture of ceramic sanitary appliances requires a great deal of water, both for preparing the ceramic slip and glaze and for cleaning the moulds and systems. In 2018, it was possible to reduce water consumption in ceramic production by 5.5% to 6.6 l/kg of ceramic.

Water consumption can be categorised into drinking water (26%), well water (50%), lake and river water (23%) and rain water (1%). Key figures concerning water consumption by source can be found at → **Key figures sustainability > Environment**.

### AFFECTED SOURCES OF WATER (GRI 303-2)

The water consumption of Geberit production plants does not place a considerable burden on water sources as defined in the GRI guidelines.

### RECLAIMED AND RECYCLED WATER (GRI 303-3)

Throughout the Group, two processes are primarily responsible for much of the water requirements:

- Relatively large quantities of water are used in ceramic production. Around 5 to 10% of the water used is recycled internally, corresponding to around 81,500 m<sup>3</sup> per year.
- Newly developed products are tested at the Geberit sanitary laboratory in Rapperswil-Jona (CH). The tests required 116,052 m<sup>3</sup> of water. Only around 3% or 3,435 m<sup>3</sup> of this is fresh water. The remaining 97% was reused in a closed-circuit system.

## CO<sub>2</sub> AND OTHER EMISSIONS (GRI 305)

### MANAGEMENT APPROACH CO<sub>2</sub> AND OTHER EMISSIONS

Production emissions are recorded and analysed in detail as part of the corporate eco-balance. CO<sub>2</sub> emissions are particularly important to Geberit → **Other air emissions** (NO<sub>x</sub>, SO<sub>2</sub>, hydrocarbons etc.) are also recorded and calculated, but have a comparatively minor impact on the environment. Under the current → **CO<sub>2</sub> strategy** the aim is to reduce emissions per sales (currency-adjusted) by 5% per year on average. Geberit remains on track here, see → **GRI 305-2**. In 2016, a long-term CO<sub>2</sub> target was established that is compatible with the two-degree target set out in the Paris Agreement (science-based). Within this context, Geberit plans to reduce its absolute CO<sub>2</sub> emissions (Scopes 1 and 2) by 6% between 2015 and 2021 to under 240,000 tonnes (based on organic growth). This target was already achieved at the end of 2018. Specific goals for the share of renewable energy sources were also established: 45% for electricity and 10% for combustibles.

A CO<sub>2</sub> footprint across the entire value chain has been calculated since 2012. This carbon footprint covers the provision of raw materials, combustibles and fuels, the manufacturing of products at Geberit, logistics, use and disposal. With regard to the former Sanitec, only mineral raw materials and raw materials from the plant in Ozorków (PL) are taken into account. An analysis revealed that product use (69.4%) and the provision of raw materials (16.2%) are by far the largest sources of CO<sub>2</sub> emissions. During product use, the provision of water, treatment of unpolluted waste water and generation of hot water play a central role. Production by Geberit accounts for only 5.6% of total CO<sub>2</sub> emissions. Similarly, transport (1.4%), the provision of combustibles and fuels (1.0%) and the disposal (6.4%) of the products also cause only few emissions.

The measures for implementing the CO<sub>2</sub> strategy are based on the three pillars energy saving, increased energy efficiency and targeted expansion of the share of renewable energy sources, see also → **GRI 302**.

The calculation of greenhouse gas emissions is based on the internationally recognised Ecoinvent database (version 3.1), with the IPCC 2013 factors used, production-related process emissions included and the national electricity mix taken into account. The seven leading substances (CO<sub>2</sub> fossil, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub> and NF<sub>3</sub>) are used for the calculation of the greenhouse gas emissions and shown as a sum parameter according to IPCC (CO<sub>2</sub> equivalents or simply CO<sub>2</sub>).

### DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1) (GRI 305-1) AND INDIRECT, ENERGY-RELATED GREENHOUSE GAS EMISSIONS (SCOPE 2) (GRI 305-2)

In 2018, CO<sub>2</sub> emissions amounted to 231,484 tonnes (previous year 242,796 tonnes), corresponding to a decrease of 4.7%. CO<sub>2</sub> emissions per sales (currency-adjusted) fell by 7.5%, meaning that Geberit exceeded its target of 5% per year.

At 48.4%, combustibles are the largest source of CO<sub>2</sub>, followed by electricity at 48.1% and fuels at 3.4%, as well as process emissions and district heating at 0.1% in total. The purchase of 50 GWh of green electricity in Pfullendorf and Weilheim (DE), Kolo (PL), Bromölla and Mörrum (SE), Givisiez (CH) and Daishan (CN) meant that it was possible to reduce CO<sub>2</sub> emissions by around 24,900 tonnes.

Key figures concerning greenhouse gas emissions can be found at → **Key figures sustainability > Environment**.

## OTHER INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 3) (GRI 305-3)

Where other indirect greenhouse gas emissions (Scope 3) are concerned, Geberit concentrates on the following categories:

- Raw materials used and the resulting CO<sub>2</sub> emissions at 665,087 tonnes (previous year 667,065 tonnes).
- The provision of combustibles and fuels, which accounted for 33,530 tonnes from combustibles and 5,691 tonnes from fuels in 2018.
- CO<sub>2</sub> emissions of power generation from the upstream chain are included in → **GRI 305-1**.
- Logistics (see → **GRI 302-2**) gave rise to CO<sub>2</sub> emissions of 55,802 tonnes in 2018 (previous year 52,075 tonnes). The increase was mainly caused by additional locations included as well as the rise in sales and the related expansion in transport volumes. Since 2015, Geberit has managed to improve the eco-efficiency of its logistics operations (environmental impact per tkm) by more than 30%.
- Business travel by air, at 1,588 tonnes of CO<sub>2</sub> emissions (previous year 1,626 tonnes). These CO<sub>2</sub> emissions comprise direct and indirect emissions and are based on the Ecoinvent database (version 3.1) and the IPCC conversion factors from 2013.

## INTENSITY OF GREENHOUSE GAS EMISSIONS (GRI 305-4)

CO<sub>2</sub> emissions (Scopes 1 and 2) in relation to currency-adjusted sales decreased by 7.5%. This figure is above the target of 5% per year. Since the acquisition of Sanitec in 2015, the CO<sub>2</sub> emissions per sales have fallen by more than 20%.

## REDUCTION OF GREENHOUSE GAS EMISSIONS (GRI 305-5)

In 2018, Geberit purchased another 3 GWh of certified green electricity, bringing the total to 50 GWh. Overall, renewable energy sources thus accounted for 40.6% of electricity (previous year 39.0%). According to the CO<sub>2</sub> strategy, the share of renewable energy sources is to be expanded by 3 GWh annually so that it reaches 45% by 2021.

For combustibles, the share of renewable energy sources should be increased to 10% by 2021. The block heating station in Pfullendorf (DE), which was commissioned in 2012 and which was fed by 8.1 GWh of regionally generated biogas in 2018, makes a key contribution. In addition, 6.4 GWh of wooden pellets were burned and 13.3 GWh of district heating were obtained from a paper mill. This brought the share of renewable energies for district heating and combustibles to 5.2% in total in 2018 (previous year 5.3%).

Fuel consumption is determined primarily by the company's own and leased fleet of cars and delivery vans. Since early 2008, binding guidelines have also applied for the purchase of new vehicles. As of 2019, these guidelines were adjusted to take into account the new Worldwide Harmonised Light Vehicles Test Procedure (WLTP).

Substantial CO<sub>2</sub> emissions can also be saved by consistently applying eco-design principles in new product development. One concrete example is the flush valve type 240 for cisterns. Half of the material used is made of high-quality ABS regranulate. Indirectly, this means that almost 500 tonnes of CO<sub>2</sub> can be saved annually, corresponding to savings of about 1 GWh of average European electricity.

Geberit also promotes awareness among all employees for the promotion of environmentally friendly behaviour. New employees receive training on the subject of sustainability at Geberit as part of their job orientation programme. In the largest plants, this is also tailored to the target group of production employees. There are also local initiatives, e.g. tree planting work, forestry projects, environmental competitions and environmental newsletters.

All targets and measures for improving the carbon footprint are disclosed in detail as part of the company's participation in the Carbon Disclosure Project (CDP).

## EMISSIONS OF OZONE-DEPLETING SUBSTANCES (GRI 305-6)

Emissions of ozone-depleting substances, measured in CFC11 equivalents, can be calculated based on the eco-balance using the base data from the Ecoinvent database (version 3.1). The calculation includes both direct emissions (Scope 1) from the burning of combustibles and fuels and process emissions (solvents), as well as indirect emissions (Scope 2) resulting from electricity consumption and the provision of district heating. Key figures on ozone-depleting substances can be found at → **Key figures sustainability > Environment**.

## NITROGEN OXIDES (NO<sub>x</sub>), SULPHUR OXIDES (SO<sub>x</sub>) AND OTHER AIR EMISSIONS (GRI 305-7)

Emissions of NO<sub>x</sub>, SO<sub>2</sub>, NMVOC (non-methane VOC) and dust (PM10) can be calculated on the basis of the eco-balance using the base data from the Ecoinvent database (version 3.1). The calculation includes both direct emissions (Scope 1) from the burning of combustibles and fuels and process emissions (solvents), as well as indirect emissions (Scope 2) resulting from electricity consumption and the provision of district heating. Key figures concerning emissions can be found at → **Key figures sustainability > Environment**.

## WASTE WATER AND WASTE (GRI 306)

### MANAGEMENT APPROACH WASTE WATER AND WASTE

According to the corporate eco-balance, waste disposal accounted for just 1.8% of the overall environmental impact. The reduction and safe handling of waste water and waste is promoted at the plants within the scope of the environmental management system according to ISO 14001. Waste is sorted so that as much as possible is recycled, and as little as possible has to be incinerated or sent to landfill sites.

As part of a resource-saving circular economy, efforts are being made to generate secondary material for other processes from waste. In both the Kolo and Wloclawek ceramic plants in Poland, for example, gypsum waste from ceramic production, which had previously been disposed of as waste to landfills, is now being used as secondary material in the cement industry since the end of 2016. This reduces waste quantities in landfills by over 6,000 tonnes per year. Geberit's latest goal is to improve resource efficiency (kg ceramic waste/kg ceramic) in ceramic production by 10%.

### DISCHARGE OF WASTE WATER (GRI 306-1)

The 2018 figure for waste water was 808,158 m<sup>3</sup> (previous year 811,769 m<sup>3</sup>). At 72%, process waste water from the production of sanitary ceramics accounted for the largest share of the total. Other important categories are domestic waste water (25%), which passes into the communal waste water treatment plant or is pretreated and fed into receiving waters, and other waste water (3%), which is pretreated and fed to a

communal waste water treatment plant. Waste water was not directly reused by third-party companies. Geberit does not engage in the unplanned discharge of waste water. All resulting process waste water and domestic waste water is treated. Key figures on waste water can be found at → **Key figures sustainability > Environment**.

#### **VOLUME OF WASTE (GRI 306-2)**

The total waste quantity in 2018 was 84,074 tonnes (previous year 81,953 tonnes).

74.8% of waste was channelled to external recycling processes (previous year 72.0%). The measures focused on the further separation of waste and the reduction of mixed waste and hazardous waste, as well as the utilisation as secondary material. Resource efficiency in ceramic production declined slightly by 2% to 0.51 kg ceramic waste/kg ceramic.

Key figures concerning waste by category are provided at → **Key figures sustainability > Environment**.

#### **SPILLS OF HAZARDOUS SUBSTANCES (GRI 306-3)**

There were no spills of chemicals in the reporting period.

#### **TRANSPORT OF HAZARDOUS WASTE (GRI 306-4)**

In 2018, 777 tonnes of hazardous waste (previous year 896 tonnes) were disposed of by incineration and 588 tonnes of hazardous waste (previous year 599 tonnes) were recycled. At Geberit, all waste is disposed of and recycled by licensed disposal companies.

#### **WATER BODIES AFFECTED BY WASTE WATER DISCHARGES (GRI 306-5)**

This indicator is not relevant to Geberit as no bodies of water are affected by significant water discharge from Geberit facilities as defined in the GRI Standards.

#### **ENVIRONMENTAL COMPLIANCE (GRI 307)**

##### **MANAGEMENT APPROACH ENVIRONMENTAL COMPLIANCE**

In its → **Code of Conduct** Geberit states that it will limit the environmental impact of its business activities to a minimum. This is achieved by means of consistent compliance with all applicable laws, internationally recognised guidelines and industry standards. With many of the initiatives that it implements, Geberit goes above and beyond legal and official requirements. Reviewing and ensuring compliance with the law is a mandatory element of ISO 14001 certification, and is monitored as part of the annual Group-wide survey on compliance with the Code of Conduct at all companies, see → **GRI 419**.

##### **SANCTIONS DUE TO NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS (GRI 307-1)**

During the reporting year, a significant incident occurred when historical contamination was discovered at a ceramics plant. In a joint operation with the authorities, Geberit instigated measures to dispose of the contaminated waste fully and correctly.

# 10. PROFIT

## 10.1 PRODUCTS AND INNOVATION

### PRODUCT MANAGEMENT AND INNOVATION

#### MANAGEMENT APPROACH PRODUCT MANAGEMENT AND INNOVATION

Sustainable products play a pivotal role for Geberit in generating added value for customers and society and for contributing to sustainable development as set out by the → **UN Sustainable Development Goals**. With its wide range of products in front of and behind the wall, Geberit spans the entire flow of water within a building and helps to optimise significant aspects of the system as a whole, such as water and energy consumption or sound insulation. In addition to its quality, durability and high degree of water and resource efficiency, the Geberit product range also impresses with its good environmental compatibility and recyclability. The basis for sustainable products is a systematic innovation process in which the most environmentally friendly materials and functional principles possible are chosen, risks are minimised and a high level of resource efficiency is targeted for the production process as well as the product itself.

For an overview of product development topics, see → **Business Report > Business and financial review > Financial Year 2018 > Innovation**.

For an overview of new products, see → **New products**.

Geberit regards eco-design as the key to environmentally friendly products, which is why eco-design has been an integral part of the development process since 2007. Employees from different disciplines take part in eco-design workshops so that each new product outperforms its predecessor in environmental aspects. The workshops involve systematic product analysis that covers the entire life cycle, a review of legal requirements and an analysis of competing products. In addition, they ensure that environmentally relevant data is collected and made available for later use, something which is of particular benefit to digital planning using BIM (Building Information Modelling). Based on the findings of these eco-design workshops, new solutions are developed and, where fit for purpose, adopted into the specifications for that product.

Specially created product life cycle assessments are important decision-making tools for the development process and provide arguments for the use of resource-efficient products. Detailed life cycle assessments have already been prepared for the following products: waste water and drinking water pipes, AquaClean Mera, electronic washbasin taps, concealed cisterns, urinal control systems, urinal systems and sanitary ceramics. The environmental product declarations (EPDs) in accordance with the European standard EN 15804 are becoming increasingly important and can also be used directly for green building standards such as LEED. These show relevant, comparable and verified environmental data on products in a transparent manner. Since the last report, four more Environmental Product Declarations (EPDs) have been created for discharge pipes.

The biggest environmental contribution by Geberit products lies in the conservation of water. An analysis of the entire value chain in the form of a → **Water footprint** shows that nearly 100% of water consumption is attributable to the product use phase.

Geberit also advocates the economical use of water beyond processes and products. In 2017, Geberit played a key role in establishing the European Bathroom Forum (EBF). One of the first tasks was the launch of a new European water label as a voluntary and flexible instrument to support customers in the selection of resource-efficient products. This aims to help achieve the EU goals for resource efficiency. In addition, Geberit collaborated with FECS (European Sanitaryware Producers Federation) to draw up a voluntary European standard for assessing the sustainability of ceramic sanitary appliances (EN 16578).

The environmental impacts of Geberit's products are improved continually through the consistent application of eco-design principles in product development. Current examples that make a particular contribution to reducing environmental impact are as follows:

- Geberit ONE. This comprehensive solution combines Geberit's know-how in sanitary technology and design expertise, offering optimal flush performance (TurboFlush) and a minimum flush volume (4/2 l).
- Ongoing optimisation of the ceramic product range helps reduce the number of different products, while cutting down on resource usage in manufacture, storage and distribution.
- Expansion of the range of rimless WC pans helps to simplify cleaning and cut down on cleaning agents.
- Thanks to an intelligent redesign, the fill valve type 333 for cisterns is both flow-optimised and extremely quiet. It uses 15% less materials in the manufacturing process, with 20% of the plastic in the valve made up of regrunulate.
- Geberit's new SuperTube technology in combination with Geberit Sovent saves both space and resources in discharge systems installed in high-rise buildings. Taking the Lobby 33 reference project (a 30-storey high-rise building in Mexico) as an example, it was calculated that the new technology saved over 2,000 metres of pipes corresponding to more than 3 tonnes of material.

For more examples of Geberit's resource-efficient products, see → **GRI 302**.

### QUALITY

#### MANAGEMENT APPROACH QUALITY

See → **GRI 416**.

### PRODUCT COMPLIANCE

#### MANAGEMENT APPROACH PRODUCT COMPLIANCE

See → **GRI 416** and → **GRI 417**.

## SANCTIONS DUE TO NON-COMPLIANCE WITH PRODUCT LIABILITY REGULATIONS

In 2018, no sanctions were imposed in connection with Geberit products and services due to non-compliance with product liability regulations.

## 10.2 OPERATIONS

### PROCUREMENT

#### SUPPLY CHAIN (GRI 102-9)

Corporate Purchasing is responsible for procurement in all production plants worldwide (except the USA) and manages the procurement organisation through a team of lead buyers who are strategically responsible for various material groups.

Geberit's production processes entail a high in-house production depth, i.e. it largely purchases raw materials and semi-finished products with a high share of raw materials. As such, material costs constitute a relatively low share of Geberit's sales.

The raw materials and semi-finished products primarily come from suppliers in Western Europe (79.1% of procurement value). The share of the procurement volume from Eastern Europe amounts to 10.3%, that from Asia 8.5%, from America 1.8% and from Africa 0.3%. Owing to the upstream purchasing in the supply chain and high level of in-house production as well as the very high share of Western European suppliers, the general risk profile of the supply chain is relatively low. The active pursuit of a dual source strategy – i.e. the procurement of a resource from two providers – serves additionally to reduce dependencies.

In 2018, Geberit procured raw materials (28.5%), semi-finished products (42.6%) and finished products (28.9%) with a procurement value of CHF 920 million (previous year CHF 847 million) from some 1,830 suppliers around the globe.

#### MANAGEMENT APPROACH PROCUREMENT

Geberit's suppliers are obligated to maintain comprehensive standards. The basis for the cooperation is the → **Code of Conduct for Suppliers**, that was amended in 2016 and translated into a further 13 languages. The Code is aligned with the principles of the UN Global Compact and is binding for every new supplier. It comprises specific guidelines on quality and meeting environmental, labour law and social requirements and sets out compliance with human rights. Upon request by Geberit, the supplier must prepare corresponding records in order to demonstrate compliance with the standards of the Code and make these available at any time. Should the supplier fail to comply with the regulations set out in this Code, then corrective measures are taken wherever possible. Failure to comply on the part of the supplier is regarded as a serious obstacle to the continuation of the business relationship. If the supplier does not correct this non-compliance, Geberit can terminate the cooperation.

When evaluating suppliers, Geberit strives to achieve the greatest possible degree of transparency. All new and existing partners are thus assessed by means of standardised processes and according to the same criteria: company as a whole, quality, sustainability, price, procurement chain, delivery reliability, production and technology. As a rule, the selection of suppliers is required to include a quality audit covering clarification on environmental and occupational safety issues. Where an audit reveals inconsistencies in these criteria, an additional, in-depth audit is conducted.

Supplier management has integrated a risk management approach on environmental and occupational safety that is based on the division of suppliers into risk classes – depending on the production location (country) and type of production process. In 2017, material groups that had been added due to the acquisition of Sanitec were subjected to systematic auditing and included in risk management. In addition, the classification of existing material groups into certain risk categories was reviewed. In the reporting year, 179 existing suppliers were identified in the highest risk category which corresponds to around 8% of the procurement value of Geberit. A systematic planning and performance of audits is conducted for these suppliers. To ensure neutrality and the expertise required for the audits, Geberit also works with an external partner. This procedure has been carried out for years and has proven effective, and makes an important contribution towards enhancing credibility in supplier management. Any shortcomings exposed by audits give rise to sanctions. As a rule, a deadline is imposed for remedying the situation.

For further information, see → **Business Report > Business and financial review > Financial Year 2018 > Logistics and procurement.**

#### ASSESSMENT OF NEW SUPPLIERS BASED ON SUSTAINABILITY CRITERIA (GRI 308-1 / GRI 414-1)

All new suppliers undertake to comply with the Code of Conduct for Suppliers and hence also to international standards governing environmental protection, labour practices and human rights. Since 2017, an Integrity Line has also been available to suppliers for anonymously reporting irregularities in the procurement process. No cases were reported in the reporting year.

#### SUSTAINABILITY-RELATED IMPACTS IN THE SUPPLY CHAIN (GRI 308-2 / GRI 414-2)

By the end of 2018, a total of 1,470 suppliers (previous year 1,379) had signed the Code of Conduct for Suppliers. This equates to over 90% of the total procurement value. Among the top 200 suppliers, the share of companies that have signed is 98%.

In 2018, five third-party audits were carried out at suppliers in China and Ukraine. The results showed that the majority of occupational safety and environmental standards are complied with. Appropriate corrective measures are agreed in cases of non-compliance.

Only in a few justified exceptional cases are there plans to impose complete regulations on the second tier and third tier in the supply chain by getting them to sign a Code of Conduct, as this would result in a disproportionately high level of additional administration with little added benefit. Geberit pursues a pragmatic yet effective approach. When auditing suppliers, an analysis of the most important second tier suppliers is included in the risk analysis and the audit investigations on site. At the end of the day, Geberit's goal is modern supplier management, where the relationship with the supplier is actively managed and sustainability risks in the supply chain are jointly analysed.

### PRODUCTION

#### MANAGEMENT APPROACH PRODUCTION

See → **Business Report > Business and financial review > Financial Year 2018 > Production.**

## LOGISTICS

### MANAGEMENT APPROACH LOGISTICS

Group logistics is being further standardised and harmonised. The logistics centre in Pfullendorf is the hub for almost all Geberit sanitary technology products. With a view to future growth and the continued optimisation of existing logistics processes, the decision was made in 2014 to further expand the capacities of this centre. The commissioning of the new buildings and infrastructures, which also include a storage area for long goods (pipes of up to six metres in length), was carried out as planned in the first quarter of 2017. The distribution of the Mapress pipe range, which had been operated separately at the production site in Langenfeld (DE), was subsequently relocated to Pfullendorf in the second quarter of 2017. As a result, the distribution of Geberit's sanitary technology is now coordinated globally in Pfullendorf and handled there for all markets. Man and technology work hand in hand in the new logistics centre. Touchscreens, glove scanners, integrated voice control systems and built-in lift tables as well as lifting devices make the work efficient, safe and ergonomic. The new building brought about a further optimisation of logistics processes.

The logistics infrastructure of the ceramic business comprises 13 distribution sites of varying sizes across Europe. The integration of the ceramics business into Group logistics continued in 2018. The Geberit Logistics Operation System (GLOS) was successfully introduced. GLOS is the standard system for logistics and is used to continuously improve business processes.

Geberit does not have its own transport fleet, having outsourced this to external transport service providers. Intercompany and distribution logistics play a major part in Geberit's environmental impact, amounting to a significant proportion of the total figure. Cooperation with the transport service providers is therefore of key importance. Partners agree to actively support Geberit in its efforts to use energy and packaging material efficiently and to reduce emissions. Furthermore, the partners support Geberit by providing the data needed for the environmental reporting. Developed in 2010 and continuously expanded since then, the logistics calculator facilitates the annual capture of data on the vehicle fleet composition, transportation performance and fuel consumption of all transport service providers, as well as the preparation of the eco-balance.

For further information, see → **Business Report > Business and financial review > Financial Year 2018 > Logistics and procurement.**

For information on the eco-balance of logistics, see → **GRI 302-2.**

## 10.3 ECONOMIC PERFORMANCE

### ECONOMIC PERFORMANCE (GRI 201)

#### MANAGEMENT APPROACH ECONOMIC PERFORMANCE

As a key objective of the company, the economic performance of the Geberit Group is under the strategic control of the Board of Directors and the operational management of the Group Executive Board.

How Geberit implements integrated sustainability and thus creates value is shown in a → **separate graphic**. The vision of achieving sustained improvement in the quality of people's lives with innovative sanitary products represents the starting point. To bring this vision to fruition, Geberit continuously refines its products, systems and services and sets new standards as a market leader in the area of sanitary products. Values such as integrity, team spirit, enthusiasm, modesty and an ability to embrace change are core factors. The long-term core strategy is based on four pillars: Focus on sanitary products, Commitment to design and innovation, Selective geographic expansion and Continuous optimisation of business processes. This strategy is implemented on the basis of six growth and earnings drivers. The sustainability strategy supplements the core strategy and the growth and earnings drivers with twelve concrete modules. These modules strengthen the business model and the added value for various stakeholders in the areas People, Planet and Performance in a targeted manner. The results of Geberit's activities show the diverse added value in the three dimensions of sustainability. At the same time, the results contribute to the UN Sustainable Development Goals (SDGs) set out in the 2030 Agenda for Sustainable Development (see → **SDG-Reporting**). Goal number 6 – "Clean Water and Sanitation" – and goal number 11 – "Sustainable Cities and Communities" – are a key focus for Geberit. However, significant contributions are also made when it comes to "Decent Work and Economic Growth" (goal number 8) and "Industry, Innovation and Infrastructure" (goal number 9).

For detailed explanations of the four strategic pillars and the medium-term goals, see → **Business Report > Business and financial review > Strategy and goals.**

For a description of the economic position of the Geberit Group, see → **Business Report > Business and financial review > Financial Year 2018.**

### VALUE ADDED AND ITS DISTRIBUTION (GRI 201-1)

Significant indicators for the creation and distribution of value in accordance with the GRI requirements can be found in the financial report:

#### Direct Economic Value Added

- Sales and operating profit, see → **Financials > Consolidated financial statements Geberit Group Statements of cashflows.**

#### Economic Values Passed On

- Operating expenses excluding personnel expenses, see → **Financials > Consolidated financial statements Geberit Group > Income statements.**
- Personnel expenses, see → **Key figures sustainability > Employees and society.**
- Payments to providers of capital, see → **Financials > Consolidated financial statements Geberit Group Statements of cashflows.**
- Social engagement, see → **Chapter 8.2 Society > Social responsibility.**

#### Retained Economic Values

- Investments in and divestments of property, see → **Financials > Consolidated financial statements Geberit Group Statements of cashflows.**
- Share buyback, see → **Financials > Consolidated financial statements Geberit Group > Notes > Note 22.**

### OPPORTUNITIES AND RISKS DUE TO CLIMATE CHANGE (GRI 201-2)

One of the visible effects of climate change is the limited local availability of water resources in many places. In the risk analyses periodically published by the World Economic Forum (WEF), water scarcity was classified as one of the four highest risks in terms of impact, according to the 2019 Global Risk Report. This trend has an influence on the development of sanitary technology. Water-saving, resource-efficient products will become increasingly important. Geberit is taking advantage of the opportunity to meet the growing worldwide demand for water-saving products and to contribute towards the diligent handling of water, thus making a name for itself as a leader in sustainability. Products classified as special water-saving products already make a substantial contribution to Group sales.

Compared to these relatively big opportunities, Geberit is exposed to an average risk of natural disasters potentially triggered by climate change, which can fundamentally affect production areas or transport areas. None of the production sites are particularly at risk in this respect, however.

The manufacture of ceramic sanitary appliances is a resource-intensive and energy-intensive process that has become a part of Geberit production. This increases the company's exposure to CO<sub>2</sub> regulations, meaning that their future development must be carefully monitored. However, these risks are currently still low – only one ceramic plant in Sweden pays CO<sub>2</sub> taxes. With the definition of a long-term CO<sub>2</sub> target in 2016 that is compatible with the two-degree target set out in the Paris Agreement (science-based), an increasingly detailed understanding is becoming established within the company regarding CO<sub>2</sub> emissions. The goal is to reduce absolute CO<sub>2</sub> emissions (Scopes 1 and 2) by 6% between 2015 and 2021 to under 240,000 tonnes (based on organic growth). This target was already achieved at the end of 2018.

In addition, Geberit is indirectly affected by higher energy or raw material prices and by generally increasing requirements in terms of energy management. With its internal energy master plan, the targeted introduction of the ISO 50001 energy management system and the measures related to its CO<sub>2</sub> strategy (see → **GRI 305**), Geberit is reacting proactively and working continuously on saving energy, improving its energy efficiency and reducing its CO<sub>2</sub> emissions. For example, Geberit is continuously investing in the infrastructure of ceramic production. By the end of 2018, eleven tunnel kilns for ceramic production had been equipped with state-of-the-art burner technology, bringing the scheduled retrofitting project to a conclusion. Each kiln can bring about energy savings of over 20%.

As far as corporate risks are concerned, the Audit Committee of the Board of Directors introduced a comprehensive system for the monitoring and management of the risks associated with the company's business activities, including the risk category CO<sub>2</sub> emissions, see → **Financials > Consolidated financial statements Geberit Group > Notes > Note 4.**

### BENEFIT PLAN OBLIGATIONS (GRI 201-3)

The Geberit Group sponsors defined benefit plans for its employees, amongst others, in Switzerland and the USA. For further details on pension and benefit plans, see → **Financials > Consolidated financial statements Geberit Group > Notes > Note 3 > Retirement benefit plans** and → **Financials > Consolidated financial statements Geberit Group > Notes > Note 17.**

### FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT (GRI 201-4)

Assistance received from the public sector includes:

- Income taxes, see → **Financials > Consolidated financial statements Geberit Group > Notes > Note 25.**
- Investment subsidies to promote the respective business location and secure jobs: CHF 0.08 million.
- Contributions received to support training and part-time employment prior to retirement: CHF 0.52 million.
- Various other subsidies: CHF 0.2 million.

The public sector is not represented on the Board of Directors of the Geberit Group.

### SOCIOECONOMIC COMPLIANCE (GRI 419)

#### MANAGEMENT APPROACH SOCIOECONOMIC COMPLIANCE

The → **Geberit Code of Conduct** describes the basic principles that have to be met in order for Geberit to be an exemplary, reliable and fair business partner and employer. The → **Geberit Compass**, a key compliance element, describes the cornerstones of the corporate culture, namely the joint mission, the shared values, the operational principles and the success factors to be considered by all employees. This was presented and explained in the Group-wide employee magazine, which is published in six languages.

In order to guarantee compliance with the requirements of the Code of Conduct, Geberit has established an effective compliance system that focuses on the following six key topics: antitrust legislation, corruption, product liability, data protection, employee rights and environmental protection. In practice, the system comprises various elements such as guidelines, continuous training, job orientation for new employees, e-learning campaigns, info circulars, compliance-related audits, annual reporting on the Code of Conduct and the Geberit Integrity Line – a whistleblower hotline for employees. A separate Integrity Line has been available for suppliers since 2017.

As only very few companies work with agents, there is no significant risk exposure in this area. Nevertheless, a → **Code of Conduct for business partners** was drawn up in 2016 based on the Geberit Code of Conduct and communicated to the agents by the managing directors of the local sales companies.

Corporate Legal Services is responsible for implementing the compliance topics of antitrust legislation, corruption, product liability and data protection, while Corporate Human Resources is responsible for employee rights, and environmental protection falls under the remit of Corporate Environment and Sustainability.

As part of the annual reporting on the Code of Conduct for Employees, compliance with the requirements set out there is subject to controls. All companies receive over 50 questions on the above-mentioned key topics. In addition, on-site audits are performed by the Internal Audit Department and corrective measures taken in the event of misconduct. The audits also comprise special interviews with the managing direc-

tors of the individual companies on the topics mentioned in the Code of Conduct. The respective information is verified. The findings from the survey and audits form the basis for the annual Compliance Report submitted to the Group Executive Board and are published in the annual report.

With respect to measures and objectives in the Code of Conduct, see also → **Sustainability strategy**.

#### **SANCTIONS DUE TO NON-COMPLIANCE (GRI 419-1)**

One significant incident relating to historical contamination occurred during the financial year, see also → **GRI 307-1**.

## **10.4 CUSTOMERS**

### **CUSTOMER RELATIONS**

#### **MANAGEMENT APPROACH CUSTOMER RELATIONS**

Geberit provides its customers – notably plumbers and sanitary engineers – with a wide, proven range of training courses. In the reporting year, some 35,000 professionals were provided with education and further training on Geberit products, tools and software tools at 29 Geberit Information Centres in Europe and overseas. Furthermore, Geberit gave support to plumbers, architects and sanitary engineers via webinars on fire protection and sound insulation, drinking water hygiene and other issues. Around 90,000 customers became more familiar with Geberit know-how and products at external events, some of which were organised in cooperation with market partners.

Geberit's product portfolio comprises more than 40,000 sales products, a range that calls for extensive know-how on the procurement, assembly and functionality of each product. This knowledge is essential in order to hone the specialist skills of the employees and prepare them for the challenges posed by the market, as well as to stand out as a company with qualified specialist personnel. In order to ensure that this know-how is kept up-to-date, Geberit has developed the Geberit Campus – an international learning platform for employees that can be used in every market. The Campus enables Geberit to centrally collect and provide know-how. Furthermore, interactive e-learning courses and seminars are offered at the Geberit Information Centres. Geberit products and areas of expertise such as fire protection and sound insulation are focal points of knowledge transfer.

For further information, see → **Business Report > Business and financial review > Financial Year 2018 > Customers**.

#### **CUSTOMER HEALTH AND SAFETY (GRI 416)**

##### **MANAGEMENT APPROACH CUSTOMER HEALTH AND SAFETY**

For Geberit, high quality standards mean fulfilling customers' requirements in terms of functionality, reliability and application safety to the greatest possible extent. Corporate Quality Management is responsible for ensuring that suitable framework conditions promote a quality culture throughout the company, and that all employees act in a quality-conscious and independent manner.

Products undergo a defined quality assurance process from the first draft. Product Development is responsible for ensuring that the products developed are safe and user-friendly, and that they comply with all standards and statutory requirements. As an independent department, Quality Management is responsible for defining, arranging and monitoring all necessary inspections to ensure that these requirements are met. A clear organisational distinction is drawn between Product Development and Quality Management. In addition, many products are also examined by external authorisation bodies.

Following market launch, an efficient handling of complaints with integrated error analysis, the initiation of sustained corrective measures and the continuous development of concepts for customer support takes place in cooperation with Sales, Production and Development. Geberit has achieved a high standard in the processing of complaints, and reacts directly and in a solution-oriented manner in each individual case.

Product Development and Quality Management are responsible for customer health and safety.

##### **CONDUCTED HEALTH AND SAFETY ASSESSMENTS (GRI 416-1)**

Generally speaking, Geberit products and services involve low risks for customers in terms of health and safety. Geberit nevertheless adopts a preventive approach within the scope of its comprehensive quality planning in order to test and ensure the health and safety requirements of all products from development to certification, through manufacture and storage, to use and disposal. Among other things, quality management includes an FMEA (Failure Mode and Effects Analysis) as a precautionary measure to prevent errors and increase the technical reliability of products. Eco-design workshops are held in the course of product development in order to optimise the use of suitable and ecological materials. If products or their use involve an increased risk to health or safety, Geberit's technical editorial staff ensures that this is communicated appropriately to customers, see → **GRI 417**.

##### **NON-COMPLIANCE WITH HEALTH AND SAFETY REQUIREMENTS (GRI 416-2)**

Throughout the Group, there were no court judgements or warnings against Geberit in the reporting period involving contraventions of regulations on the health and safety of products and services or product and service information.

The older shower toilet models Geberit AquaClean 8000plus and Geberit Balena 8000 were liable to develop a leakage if a certain nozzle cleaner was used over a prolonged period. In the worst case, this could have led to a smouldering fire. Three such cases of smouldering fires occurred in 2017 that caused only material damage. Comprehensive measures were implemented in 2018 to rule out this risk for all other owners of the corresponding shower toilet models. Sales of the nozzle cleaner that caused the problem were discontinued immediately. In addition, appropriate market information was promptly drawn up and sent to all wholesalers, plumbers and, to the extent known, potentially affected end users. Owing to the large number of devices concerned, not only the local Geberit companies and their service providers but also external service providers had to be called on for the required service assignments. The assignments were largely concluded by the end of 2018. Apart from the aforementioned incidents, there were no further damage cases.



## MARKETING AND PRODUCT LABELLING (GRI 417)

### MANAGEMENT APPROACH MARKETING AND PRODUCT LABELLING

Most of Geberit's marketing activities continued to target plumbers and planning offices. Besides new or revamped digital tools, proven measures were continued – such as customer visits, training, and the publication of regularly updated technical documents, catalogues, brochures and magazines.

Building Information Modelling (BIM) is an interdisciplinary planning method for optimising the entire planning and building process and enables architects, sanitary engineers and building owners to share information efficiently. This helps them to avoid planning errors and improve productivity. In 2017, a dedicated team of BIM experts was put together to develop BIM tools and prepare BIM data within the Geberit Group.

Corporate Marketing is responsible for the labelling of products and services. Conveying product and application information in accordance with laws, standards and target groups is one of the main tasks of the Technical Documentation department that forms part of Corporate Marketing. A comprehensive portfolio of various document types and publication channels is available for this purpose. In the area of assembly and installation, Geberit focuses on multicultural and generally understandable images comprising detailed illustrations and guiding symbols. On top of this, more far-reaching information is provided for the plumber, architect and engineer target groups via various handbooks and skills brochures. In addition, product and safety data sheets are available for all products and target groups.

The end user target group is becoming more and more important in the conveying of product information, as Geberit is addressing end users with more and more products. Geberit ensures safe handling and correct labelling by means of detailed operating documentation based on the prevailing standards and laws.

### REQUIREMENTS FOR PRODUCT INFORMATION AND LABELLING (GRI 417-1)

Products involving the use of electricity, gas or dangerous substances – or those containing such substances – need to be appropriately labelled in accordance with the prevailing standards and laws. This includes providing information about the target group and its qualifications as well as the intended use and the existence of substances subject to labelling requirements. The distributor/supplier must publish this information in a national language of the target market in accordance with the prevailing laws and regulations. Whenever possible, plastic components must feature material labelling in order to facilitate recycling.

Geberit has joined forces with the European Bathroom Forum (EBF) founded in 2017 to work on a new European water label that is to be used for a wide range of sanitary products. This is an all-encompassing, voluntary and flexible instrument launched by the sanitary industry to support EU goals on resource efficiency.

### NON-COMPLIANCE WITH PRODUCT INFORMATION AND LABELLING REQUIREMENTS (GRI 417-2)

In 2018, there were no significant violations of applicable laws or voluntary codes.

### NON-COMPLIANCE WITH MARKETING COMMUNICATIONS REQUIREMENTS (GRI 417-3)

In the reporting year, there were no known violations of marketing communications requirements.

## DIGITALISATION/BIM

### MANAGEMENT APPROACH DIGITALISATION/BIM

A significant share of the company's varied marketing activities is targeted at plumbers and sanitary engineers. This especially applies to the ongoing, personalised and frequently project-related support given to installation companies and planning offices by Geberit sales representatives. Digital tools are playing an increasingly important role here. Geberit further expanded personnel and skills within the Digital team at Group level, with the aim of developing and launching digital tools more efficiently in future according to the needs of the respective target groups.

The reporting year saw the launch and further development of various digital tools designed to respond to the needs of end users as effectively as possible. An "inspiration app" for end users, which was already piloted in the previous year, is now in use in Switzerland and France. A 3D planning tool was also developed, providing a creative platform for end users to design their future bathroom. Meanwhile, a new CRM system piloted in the United Kingdom allows Geberit to tailor its offer to the requirements of potential end users who are interested in sanitary products.

Geberit set up its online catalogue for craftsmen on a new high-performance platform. Information relating to products and spare parts will now be available from a single source and can be displayed on various devices. Information searches are intuitive, also enabling easy navigation on mobile devices at the building site.

Building Information Modelling (BIM) is an interdisciplinary planning method for optimising the entire planning and building process. Architects, sanitary engineers and building owners use BIM to share information efficiently. This helps them to avoid planning errors and improve productivity. For a number of years now, Geberit has been providing BIM users with support in the form of product data and calculation modules. During the reporting year, a specialised in-house team of BIM experts that was established in the previous year laid the groundwork for future BIM data processing.

## DATA PROTECTION (GRI 418)

### MANAGEMENT APPROACH DATA PROTECTION

When the EU's General Data Protection Regulation (GDPR) came into force in 2018, data protection also became a more important issue for Geberit, with the topic incorporated into the Geberit Compliance Programme.

Comprehensive measures for implementation of the GDPR were carried out in the reporting year under the leadership of the Group's legal department. As well as ensuring that appropriate technical and organisational measures were in place to safeguard personal data and properly document the processes in which such data is processed, Geberit also issued data privacy policies and established processes. In addition, an

external data protection officer was appointed for the entire Group, and has already conducted audits at numerous Group companies in Switzerland, Austria, Poland, the Benelux Countries, the United Kingdom and Sweden. From now on, these audits will take place on a continuous basis. Moreover, internal data protection coordinators were nominated and trained in all companies subject to the GDPR. Data privacy statements were produced or revised for websites, apps, and other such media.

#### **COMPLAINTS CONCERNING VIOLATIONS OF CUSTOMER DATA PRIVACY (GRI 418-1)**

In the reporting year, there were no known justified complaints concerning violations of customer data privacy.

# KEY FIGURES ENVIRONMENT

## ENVIRONMENTAL IMPACT

Environmental impact	2017 UBP	2018 UBP	Deviation %
Electricity	101,507	97,762	-3.7
Combustibles	104,971	98,070	-6.6
Fuels	15,580	16,532	6.1
Disposal	4,156	3,844	-7.5
Solvents	1,288	1,165	-9.5
Water and waste water	2,521	2,489	-1.3
<b>Total environmental impact</b>	<b>230,023</b>	<b>219,862</b>	<b>-4.4</b>

UBP = Ecopoints in million UBP in accordance with the Swiss Ecological Scarcity Method (version 2013)

## MATERIAL USAGE

Material usage	2017 Metric tons	2018 Metric tons	Deviation %
Raw material plastics	72,776	73,276	0.7
Raw material metal	62,816	66,010	5.1
Raw material mineral	182,047	176,211	-3.2
Other raw materials	3,918	3,457	-11.8
Semi-finished products	46,140	43,168	-6.4
Finished products	46,940	47,451	1.1
<b>Total material usage</b>	<b>414,637</b>	<b>409,573</b>	<b>-1.2</b>

## ENERGY CONSUMPTION

Energy consumption	Unit	2017	2018	Deviation %
<b>Electricity</b>	GWh	227.4	224.1	-1.5
<b>District heating</b>	GWh	13.2	13.3	1.4
<b>Combustibles</b>				
Natural gas	m <sup>3</sup>	45,589,538	43,076,216	-5.5
Biogas	m <sup>3</sup>	869,343	809,171	-6.9
Liquified petroleum gas (LPG)	Metric tons	6,209.0	5,635.0	-9.2
Diesel for electricity generation	l	49,993	36,019	-28.0
Heating oil extra light	Metric tons	16.1	7.6	-53.0
Solid fuels	Metric tons	1,958.7	1,307.1	-33.3
<b>Fuels</b>				
Gasoline	l	169,288	242,845	43.5
Diesel	l	2,454,316	2,557,879	4.2
Liquified petroleum gas (LPG)	kg	160,568	165,684	3.2
Natural gas (CNG)	kg	8,005	4,847	-39.4

	2017 TJ	2018 TJ	Deviation %
<b>Energy consumption</b>			
<b>Electricity</b>	818.6	806.7	-1.5
<b>District heating</b>	47.3	48.0	1.4
<b>Combustibles</b>	2,015.3	1,882.9	-6.4
Natural gas	1,659.5	1,567.9	-5.5
Biogas	31.6	29.5	-6.9
Liquified petroleum gas (LPG)	287.5	260.9	-9.2
Diesel for electricity generation	1.8	1.3	-28.0
Heating oil extra light	0.7	0.3	-53.0
Solid fuels	34.2	23.0	-33.3
<b>Fuels (gasoline, diesel, LPG, CNG)</b>	101.4	107.4	6.0
<b>Total energy consumption</b>	<b>2,982.6</b>	<b>2,845.0</b>	<b>-4.6</b>

## ELECTRICITY MIX

Electricity mix 2018	GWh	Renewable %	Fossil %	Nuclear %	Others %
Europe	159.7	24.3	54.8	19.5	1.4
USA	6.6	9.6	70.3	19.4	0.7
China	5.9	19.1	78.8	2.1	0.0
India	1.8	16.4	81.8	1.8	0.0
Green electricity	50.1	100.0	0.0	0.0	0.0
<b>Total electricity mix</b>	<b>224.1</b>	<b>40.6</b>	<b>43.8</b>	<b>14.6</b>	<b>1.0</b>

Electricity mix 2017	GWh	Renewable %	Fossil %	Nuclear %	Others %
Europe	166.0	23.8	54.7	20.2	1.3
USA	6.7	9.7	70.2	19.4	0.7
China	5.9	19.1	78.8	2.1	0.0
India	1.7	16.4	81.8	1.8	0.0
Green electricity	47.1	100.0	0.0	0.0	0.0
<b>Total electricity mix</b>	<b>227.4</b>	<b>39.0</b>	<b>44.6</b>	<b>15.4</b>	<b>1.0</b>

## WATER AND WASTE WATER

Water	2017 m <sup>3</sup>	2018 m <sup>3</sup>	Deviation %
Drinking water	313,114	271,311	-13.4
Well water	539,477	517,658	-4.0
River and lake water	267,948	232,096	-13.4
Rain water	9,354	11,436	22.3
<b>Total water</b>	<b>1,129,893</b>	<b>1,032,501</b>	<b>-8.6</b>

Waste water	2017 m <sup>3</sup>	2018 m <sup>3</sup>	Deviation %
Domestic waste water	201,903	201,427	-0.2
Process water ceramic	585,566	583,883	-0.3
Other waste water	24,300	22,846	-6.0
<b>Total waste water</b>	<b>811,769</b>	<b>808,156</b>	<b>-0.4</b>

## EMISSIONS

<b>CO<sub>2</sub> emissions</b>	<b>2017 Metric tons</b>	<b>2018 Metric tons</b>	<b>Deviation %</b>
from combustibles (Scope 1)	118,975	111,291	-6.5
from fuels (Scope 1)	7,466	7,927	6.2
from process emissions (Scope 1)	542	229	-57.8
from electricity (Scope 2)	115,752	111,973	-3.3
from district heating (Scope 2)	61	64	3.9
<b>Total CO<sub>2</sub> emissions</b>	<b>242,796</b>	<b>231,484</b>	<b>-4.7</b>

Calculation of CO<sub>2</sub> emissions according to IPCC 2013

<b>Air emissions</b>		<b>2017 Kilogram</b>	<b>2018 Kilogram</b>	<b>Deviation %</b>
NO <sub>x</sub>	direct	59,751	55,858	-6.5
	indirect	156,009	151,373	-3.0
	<b>Total NO<sub>x</sub></b>	<b>215,760</b>	<b>207,231</b>	<b>-4.0</b>
SO <sub>2</sub>	direct	1,549	1,468	-5.2
	indirect	302,954	293,364	-3.2
	<b>Total SO<sub>2</sub></b>	<b>304,503</b>	<b>294,832</b>	<b>-3.2</b>
NMVOC	direct	83,151	84,086	1.1
	indirect	20,135	19,471	-3.3
	<b>Total NMVOC</b>	<b>103,286</b>	<b>103,557</b>	<b>0.3</b>
Dust (PM10)	direct	2,142	1,578	-26.4
	indirect	32,685	31,720	-3.0
	<b>Total dust</b>	<b>34,827</b>	<b>33,298</b>	<b>-4.4</b>
CFC11 equivalents	direct	0.4	0.4	5.4
	indirect	9.3	9.0	-3.7
	<b>Total CFC11 equivalents</b>	<b>9.7</b>	<b>9.4</b>	<b>-3.1</b>

Calculation based on Ecoinvent data version 3.1

## WASTE

<b>Waste</b>	<b>2017 Metric tons</b>	<b>2018 Metric tons</b>	<b>Deviation %</b>
to incineration	1,432	1,434	0.2
to inert waste landfill	19,726	18,082	-8.3
to mixed waste landfill	882	933	5.8
to external recycling	58,418	62,260	6.6
to hazardous waste incineration	896	777	-13.4
to hazardous waste recycling	599	588	-1.8
<b>Total waste</b>	<b>81,953</b>	<b>84,074</b>	<b>2.6</b>

# KEY FIGURES EMPLOYEES AND SOCIETY

## WORKFORCE

Workforce as of December 31, 2018	2017	Share %	2018	Share %
Germany	3,329	28.4	3,282	28.2
Poland	1,603	13.7	1,655	14.2
Switzerland	1,362	11.6	1,395	12.0
Ukraine	638	5.4	660	5.7
Austria	551	4.7	557	4.8
China	565	4.8	530	4.6
Italy	509	4.4	520	4.5
France	539	4.6	431	3.7
Others	2,613	22.4	2,600	22.3
<b>Total</b>	<b>11,709</b>	<b>100.0</b>	<b>11,630</b>	<b>100.0</b>
Production	7,291	62.3	7,103	61.1
Marketing and sales	2,844	24.3	2,928	25.2
Administration	936	8.0	932	8.0
Research and development	403	3.4	420	3.6
Apprentices	235	2.0	247	2.1
<b>Total</b>	<b>11,709</b>	<b>100.0</b>	<b>11,630</b>	<b>100.0</b>
Permanent	9,181	78.4	9,625	82.8
Temporary	2,528	21.6	2,005	17.2
<b>Total</b>	<b>11,709</b>	<b>100.0</b>	<b>11,630</b>	<b>100.0</b>
Full-time	11,146	95.2	11,071	95.2
Part-time	563	4.8	559	4.8
<b>Total</b>	<b>11,709</b>	<b>100.0</b>	<b>11,630</b>	<b>100.0</b>
Management	202	1.7	207	1.8
Employees	11,507	98.3	11,423	98.2
<b>Total</b>	<b>11,709</b>	<b>100.0</b>	<b>11,630</b>	<b>100.0</b>

Information in full-time equivalents

## DIVERSITY

Diversity as of December 31, 2018		Management %	Employees %	Total %
Proportion of female employees		8.6	24	24
Age structure	> 45 years	80.2	40	41
	30 - 45 years	19.8	43	42
	< 30 years	0.0	17	17

Diversity as of December 31, 2017		Management %	Employees %	Total %
Proportion of female employees		8.4	24	23
Age structure	> 45 years	78.2	40	40
	30 - 45 years	21.3	42	42
	< 30 years	0.5	18	18

## FLUCTUATION

Fluctuation excl. natural departures		2016	Rate %	2017	Rate %	2018	Rate %
Age group	> 45 years	432	9.7	240	5.6	259	6.0
	30 - 45 years	504	12.5	379	9.8	393	9.9
	< 30 years	135	14.0	203	21.6	190	18.7
Gender	Male	670	9.4	631	9.1	634	8.9
	Female	401	17.4	191	8.8	208	9.5
Region	Germany	70	2.6	97	3.6	153	5.7
	Poland	100	14.6	183	25.5	73	8.1
	Switzerland	81	6.6	71	5.7	113	8.9
	Ukraine	512	57.9	160	26.2	116	18.9
	Austria	35	6.9	48	9.5	44	8.3
	China	18	7.3	20	7.9	21	8.7
	Italy	12	2.9	13	3.0	2	0.4
	France	50	7.9	60	11.2	121	25.9
	Others	193	9.1	170	7.9	199	9.1
	<b>Total fluctuation excl. natural departures</b>		<b>1,071</b>	<b>11.3</b>	<b>822</b>	<b>9.0</b>	<b>842</b>

Fluctuation incl. natural departures		2016	Rate %	2017	Rate %	2018	Rate %
Age group	> 45 years	558	12.5	402	9.4	404	9.3
	30 - 45 years	507	12.5	380	9.8	396	9.9
	< 30 years	137	14.2	204	21.7	190	18.7
Gender	Male	758	10.6	757	10.9	732	10.2
	Female	444	19.2	231	10.7	258	11.8
Region	Germany	129	4.7	155	5.8	220	8.2
	Poland	103	15.0	195	27.2	76	8.4
	Switzerland	100	8.2	88	7.1	133	10.5
	Ukraine	515	58.2	160	26.2	116	18.9
	Austria	37	7.3	51	10.1	54	10.2
	China	20	8.1	23	9.1	32	13.2
	Italy	14	3.4	14	3.3	2	0.4
	France	67	10.6	90	16.8	139	29.8
	Others	217	10.2	212	9.9	218	10.0
	<b>Total fluctuation incl. natural departures</b>		<b>1,202</b>	<b>12.7</b>	<b>988</b>	<b>10.9</b>	<b>990</b>

Information in headcounts  
Natural departures includes retirements

## TRAINING AND EDUCATION

Training and education	Hours per employee	2017	2018	Deviation %
Women		11.2	11.8	5.4
Men		11.1	14.3	28.8
Management		8.9	9.0	1.1
Other employees		11.1	13.8	24.3
<b>Training and education group</b>		<b>11.1</b>	<b>13.7</b>	<b>23.4</b>

## PERSONNEL EXPENSES

Personnel expenses	2017 MCHF	2018 MCHF	Deviation %
Wages and salaries	537.2	561.3	4.5
Pension contributions	30.1	36.9	22.6
Other social benefits	97.8	107.6	10.0
Other personnel expenses	81.7	38.2	-53.2
<b>Total personnel expenses</b>	<b>746.8</b>	<b>744.0</b>	<b>-0.4</b>

## SOCIAL ENGAGEMENT

Social engagement	Unit	2017	2018	Deviation %
Donations and contributions	MCHF	3.3	4.1	24.2
Orders to social institutions	MCHF	6.9	8.1	17.4
Charitable work	Hours	2,260	1,380	-38.9

## HEALTH AND SAFETY

Health and safety	2017	2018	Deviation %
Number of occupational accidents	205	191	-6.8
Accident frequency rate (AFR)	10.3	9.7	-5.8
Lost days due to occupational accidents	4,065	3,584	-11.8
Accident severity rate (ASR)	203.8	181.5	-10.9

Accident frequency rate (AFR) = Number of occupational accidents per million working hours performed

Accident severity rate (ASR) = Number of lost working days due to accidents per million working hours performed

Absenteeism rate per region 2018	Illness %	Accident %	Total %
Europe	5.07	0.11	5.18
Asia	1.46	0.05	1.51
USA	4.31	0.77	5.08
Others	0.86	0.00	0.86
<b>Absenteeism rate group</b>	<b>4.77</b>	<b>0.12</b>	<b>4.89</b>

Absenteeism rate per region 2017	Illness %	Accident %	Total %
Europe	4.88	0.15	5.02
Asia	2.44	0.05	2.49
USA	2.26	0.08	2.34
Others	0.61	0.00	0.61
<b>Absenteeism rate group</b>	<b>4.62</b>	<b>0.14</b>	<b>4.76</b>

Absenteeism rate based on regular working hours