

## Sustainability Report 2012

### GRI Content Index

#### 1. STRATEGY AND ANALYSIS














This section is intended to provide a high-level, strategic view of the company's relationship to sustainability in order to provide context for subsequent and more detailed reporting against other sections of the Guidelines.

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
1.1	Statement of the CEO	Foreword	1	●
		Interview with Dr Carsten Voigtländer	18	
1.2	Description of key impacts, risks, and opportunities	Sustainable Corporate Governance	8-9	●
		Interview with Dr Carsten Voigtländer	18	
		Sustainability strategy	10-17	

#### 2. ORGANISATIONAL PROFILE

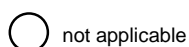
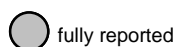
NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
2.1	Name of the company	The Vaillant Group introduces itself	2-3	●
2.2	Primary brands, products, and/or services	The Vaillant Group introduces itself	2-3	●
		The Vaillant Group brands	4-5	
2.3	Structure of the company	The Vaillant Group introduces itself	2-3	●
2.4	Location of the company's headquarters	The Vaillant Group introduces itself	2-3	●
2.5	Number of countries where the company operates	The Vaillant Group introduces itself	2-3	●
		Production sites	6-7	
2.6	Nature of ownership and legal form	The Vaillant Group introduces itself	2-3	●
2.7	Markets	Production Sites	6-7	●
		Sustainability key figures	62	
2.8	Scale of the company	The Vaillant Group introduces itself	2-3	◐
		Development and products	24-25	
		Sustainability key figures	58-63	
2.9	Significant changes during the reporting period regarding size, structure or ownership	Sustainable Corporate Governance	8-9	●
		Sustainability strategy	10-17	
2.10	Received awards	Development and products	28-29	●









**3. REPORT PARAMETERS**

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
3.1	Reporting period	Principles of reporting	56-57	
3.2	Date of most recent previous report	Principles of reporting	56-57	
3.3	Reporting cycle	Principles of reporting	56-57	
3.4	Contact point	Imprint Sustainability in action	U4 21	
3.5	Definition reported topics and Stakeholder	Sustainability strategy Principles of reporting	10-19 56-57	
3.6	Boundary of the report	Principles of reporting	56-57	
3.7	Specific limitations on the scope or boundary of the report	Principles of reporting	56-57	
3.8	Subsidiaries, leased facilities, outsourced operations	Principles of reporting	56-57	
3.9	Date measurement	Principles of reporting	56-57	
3.10	Explanation of the effect of any re-statements of information and the reasons for such re-statement	Principles of reporting	56-57	
3.11	Significant changes from previous reporting	Principles of reporting	56-57	
3.12	GRI Content Index	Principles of reporting	56-57	
3.13	External audit report	Principles of reporting	56-57	

**4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT**

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
4.1	Governance structure of the company	The Vaillant Group introduces itself Sustainable Corporate Governance	2-3 8-9	
4.2	Independence of the Supervisory Board Chairman	The Vaillant Group introduces itself	2	
4.3	Independence of corporate management			
4.4	Mechanisms for shareholders and employees to provide recommendations	<i>See 2012 Vaillant Group Report</i>	8-9	
4.5	Executive compensation and corporate performance	<i>Confidential information</i>		
4.6	Avoiding conflicts of interest on the Board	<i>See 2012 Vaillant Group Report</i>	8-9	
4.7	Qualifications of the managing directors in sustainability issues	Sustainable Corporate Governance Employees	8-9 38-45	
4.8	Mission or values, codes of conduct, and principles	Sustainable Corporate Governance Sustainability strategy Employees Society	8-9 10-19 40-41 46-49	
4.9	Management of sustainability performance by CEO	Sustainable Corporate Governance Sustainability strategy	8-9 10-19	












NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
4.10	Processes for evaluating the managing directors own performance	<i>Confidential information</i>		
4.11	Implementation of the precautionary principle	Foreword	1	
		Sustainable Corporate Governance	8-9	
		Interview with Dr Carsten Voigtländer	18	
4.12	Support for external agreements, principles or initiatives	Environment	30-37	
		Foreword	1	
		Sustainable Corporate Governance	8-9	
		Interview with Dr Carsten Voigtländer	18	
4.13	Memberships in associations and/or national/international advocacy organizations	Society	48-51	
		Principles of reporting	56-57	
		Sustainable Corporate Governance	8-9	
4.14	Engaged Stakeholder groups	Sustainability strategy	14-15	
		Principles of reporting	56-57	
4.15	Basis for identification and selection of stakeholders	Sustainability strategy	14-15	
		Principles of reporting	56-57	
4.16	Approaches to stakeholder engagement	Sustainability strategy	14-15	
		Principles of reporting	56-57	
4.17	Key topics and concerns that have been raised through stakeholder engagement	Sustainability strategy	14-15	
		Principles of reporting	56-57	

**5. MANAGEMENT APPROACH**

The section on sustainability Performance Indicators is organized by economic, environmental, and social categories. Social Indicators are further categorized by Labor, Human Rights, Society, and Product Responsibility.





















**Economic**

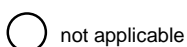
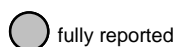
The economic dimension of sustainability concerns the company's impacts on the economic conditions of its stakeholders and on economic systems at local, national and global levels.











NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
<b>Economic Performance</b>				
EC1	Direct economic value generated and distributed	Sustainability key figures	63	
EC2	Financial implications and other risks due to climate change	Development and products	23	
EC3	Coverage of the company's defined benefit plan obligations	Employees	44-45	
EC4	Significant financial assistance received from government			
<b>Market Presence</b>				
EC5	Ratio of standard entry level wage compared to local minimum wage	At the main sites of the Vaillant Group, we are bound by collective agreements. Where minimum wages exist, they are not undercut by us in remuneration.		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation			
EC7	Procedures for local hiring and proportion			
<b>Indirect Economic Impacts</b>				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit	Employees Society	44-45 46-53	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts			

**Environmental**

The environmental dimension of sustainability concerns the Vaillant Group's impacts on living and non-living natural systems, including ecosystems, land, air and water. Environmental Indicators cover performance related to inputs (e.g., material, energy, water) and outputs (e.g., emissions, effluents, waste).




















NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
<b>Materials</b>				
EN1	Materials used by weight or volume			
EN2	Percentage of materials used that are recycled input materials	Sustainability key figures	58	
<b>Energy</b>				
EN3	Direct energy consumption by primary energy source	Sustainability key figures	59-60	
EN4	Indirect energy consumption by primary source	Environment Sustainability key figures	30-37 59-60	
EN5	Energy saving	Environment Sustainability key figures	30-37 59-60	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services	Development and Products Environment Sustainability key figures	22-29 30-37 59-62	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Development and Products Environment	22-29 30-37	
<b>Water</b>				
EN8	Total water withdrawal by source	Sustainability key figures	59	
EN9	Water sources significantly affected by withdrawal of water	Sustainability key figures	59	
EN10	Percentage and total volume of water recycled and reused			
<b>Biodiversity</b>				
EN11	Land in or adjacent to protected areas	Vaillant Group site Nantes borders on a protected forest, distance from areas with high biodiversity is one kilometer.		
EN12	Impacts on biodiversity	Product and service portfolio is not relevant for this indicator.		
EN13	Habitats protected or restored	No activities		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	Sustainability strategy	16	
EN15	Endangered species by the business			
<b>Emissions, Effluents and Waste</b>				
EN16	Total direct and indirect greenhouse gas emissions by weight	Sustainability strategy	16	
EN17	Other relevant indirect greenhouse gas emissions by weight			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Development and Products Environment	22-29 30-37	
EN19	Emissions of ozone-depleting substances by weight			
EN20	NO, SO, and other significant air emissions by type and weight			



NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
EN21	Total water discharge by quality and destination	Sustainability key figures	59	
EN22	Total weight of waste by type and disposal method	Sustainability key figures	58	
EN23	Total number and volume of significant spills			
EN24	Hazardous waste according to the Basel Convention			
EN25	Impact of wastewater on biodiversity			
<b>Products and Services</b>				
EN26	Initiatives to mitigate environmental impacts	Development and Products Environment	22-29 30-37	
EN27	Packaging materials	Participation in collection schemes in countries in which redemption is common.		
<b>Compliance</b>				
EN28	Total number of non-monetary sanctions for noncompliance with environmental laws and regulations			
<b>Transport</b>				
EN29	Significant environmental impacts of transporting			
<b>Overall</b>				
EN30	Total environmental protection expenditures and investments			

**Social Performance**

The social dimension of sustainability concerns the Vaillant Group's impacts an organization has on the social systems within which it operates. The GRI Social Performance Indicators identify key Performance Aspects surrounding labor practices, human rights, society and product responsibility.

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
<b>Labor Practice &amp; Decent Work Performance</b>				
LA1	Total workforce by employment type, employment contract, and region	Sustainability key figures	61	
LA2	Total number and rate of employee turnover by age group, gender, and region	Sustainability key figures	61	
LA3	Benefits provided to full-time employees			
LA4	Percentage of employees covered by collective bargaining agreements	The Group has about 70% of employees covered by collective bargaining agreements, in Germany about 80%.		
LA5	Minimum notice period(s) regarding operational changes	The notice periods are complied with in accordance with national legislation or agreements.		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees	In the main locations there are health and safety officers. Once a year, the Health & Safety responsables meet and have additional net meetings. An internal audit team regularly visits the major sites, including audits regarding health and safety aspects. The subsequent audit report establishes appropriate corrective measures.		
LA7	Rates of injury, occupational diseases, lost days and absenteeism	Sustainability key figures	61	
LA8	Education, training, counseling, prevention, and risk-control programs regarding serious diseases	Employees	45	
LA9	Health and safety topics covered in formal agreements with trade unions			
LA10	Education and Training	Employees Selected actions	42-45 64	
LA11	Programs for skills management and lifelong learning	Employees	38-45	
LA12	Regular performance and career development reviews	Employees	42-43	
LA13	Composition of governance bodies			
LA14	Ratio of basic salary of men to women			
<b>Human Rights</b>				
HR1	Percentage and total number of significant investment agreements	Society	47	
HR2	Suppliers and contractors that have undergone screening on human rights and actions taken	Society Selected actions	47 64	
HR3	employee training on policies and procedures concerning aspects of human rights	Society Selected actions	47 64	
HR4	Total number of incidents of discrimination and actions taken			
HR5	Hazard of freedom of association or collective bargaining			

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
HR6	Child labor			<input type="radio"/>
HR7	Forced and compulsory labor			<input type="radio"/>
HR8	Security practices			<input type="radio"/>
HR9	incidents of violations involving rights of indigenous people			<input type="radio"/>
<b>Society</b>				
SO1	Impact of operations on communities	Society	46-53	<input checked="" type="radio"/>
SO2	Business units analyzed for risks related to corruption			<input type="radio"/>
SO3	employees trained in anti-corruption policies and procedures	Sustainable Corporate Governance <i>Global Compact CoP 2012</i>	8-9	<input checked="" type="radio"/>
SO4	Actions taken in response to incidents of corruption			<input type="radio"/>
SO5	Public policy positions and participation in public policy development and lobbying	Sustainable Corporate Governance	8-9	<input checked="" type="radio"/>
SO6	financial and in-kind contributions to political parties, politicians			<input type="radio"/>
SO7	legal actions for anticompetitive behavior, anti-trust and monopoly practices			<input type="radio"/>
SO8	non-monetary sanctions for noncompliance with laws and regulations			<input type="radio"/>
<b>Product Responsibility</b>				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement	Sustainability strategy Development and Products	12-13 22-29	<input checked="" type="radio"/>
PR2	incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts			<input type="radio"/>
PR3	Type of product and service information required by procedures			<input type="radio"/>
PR4	incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling			<input type="radio"/>
PR5	Practices related to customer satisfaction			<input type="radio"/>
PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications			<input type="radio"/>
PR7	incidents of non-compliance with regulations, voluntary codes concerning marketing communications			<input type="radio"/>
PR8	substantiated complaints regarding breaches of customer privacy and losses of customer data			<input type="radio"/>
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services			<input type="radio"/>

 fully reported

 partially reported

 not applicable