

Sustainability Report 2013

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	3	●
		Interview with Dr Carsten Voigtländer	21	
1.2	Description of key impacts, risks, and opportunities	Sustainability strategy	10-19	●
		Interview with Dr Carsten Voigtländer	21	











2. ORGANISATIONAL PROFILE

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
2.1	Name of the company	The Vaillant Group introduces itself	4-5	●
2.2	Primary brands, products, and/or services	The Vaillant Group introduces itself	4-9	●
2.3	Structure of the company	The Vaillant Group introduces itself	4-5	●
2.4	Location of the company's headquarters	The Vaillant Group introduces itself	4-5	●
2.5	Number of countries where the company operates	The Vaillant Group introduces itself	4-5	●
2.6	Nature of ownership and legal form	The Vaillant Group introduces itself	4-5	●
2.7	Markets	Production Sites	4-5	●
		Sustainability key figures	72	
2.8	Scale of the company	The Vaillant Group introduces itself	4-9	◐
		Sustainability key figures	73	
2.9	Significant changes during the reporting period regarding size, structure or ownership	The Vaillant Group introduces itself	4-5	●
		Sustainability strategy	10-19	
2.10	Received awards	Foreword	3	●
		Interview with Dr Carsten Voigtländer	21	
		S.E.E.D.S.-Magazine	24	
		Development and Products	39	
		Environment	42-43	
		Employees	56-57	
Received awards	75			

3. REPORT PARAMETERS

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
3.1	Reporting period	Principles of reporting	66-67	
3.2	Date of most recent previous report	Principles of reporting	66-67	
3.3	Reporting cycle	Principles of reporting	66-57	
3.4	Contact point	Imprint	76	
3.5	Definition reported topics and Stakeholder	Sustainability strategy Principles of reporting	10-19 66-67	
3.6	Boundary of the report	Principles of reporting	66-67	
3.7	Specific limitations on the scope or boundary of the report	Principles of reporting	66-67	
3.8	Subsidiaries, leased facilities, outsourced operations	Principles of reporting	66-67	
3.9	Date measurement	Principles of reporting Sustainability key figures	66-67 69	
3.10	Explanation of the effect of any re-statements of information and the reasons for such re-statement	Principles of reporting Sustainability key figures	66-67 69	
3.11	Significant changes from previous reporting	Principles of reporting	66-67	
3.12	GRI Content Index	Principles of reporting	66-67	
3.13	External audit report	Principles of reporting	66-67	

4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
4.1	Governance structure of the company	The Vaillant Group introduces itself Sustainability strategy	4-5 10-11	
4.2	Independence of the Supervisory Board Chairman	The Vaillant Group introduces itself	4-5	
4.3	Independence of corporate management			
4.4	Mechanisms for shareholders and employees to provide recommendations	<i>See 2013 Vaillant Group Annual Magazine</i>	6-7	
4.5	Executive compensation and corporate performance	<i>Confidential information</i>		
4.6	Avoiding conflicts of interest on the Board	<i>See 2013 Vaillant Group Annual Magazine</i>	6-9	
4.7	Qualifications of the managing directors in sustainability issues	Sustainability strategy Employees	10-11 49-57	
4.8	Mission or values, codes of conduct, and principles	Sustainability strategy Employees Society	10-21 54-55 58-65	
4.9	Management of sustainability performance by CEO	Sustainability strategy	10-21	
4.10	Processes for evaluating the managing directors own performance	<i>Confidential information</i>		










NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
4.11	Implementation of the precautionary principle	Foreword	3	●
		Sustainability strategy	10-11	
		Interview with Dr Carsten Voigtländer	21	
		Development and Products	34-35	
4.12	Support for external agreements, principles or initiatives	Environment	40-47	●
		Foreword	3	
		Sustainability strategy	10-11	
		Interview with Dr Carsten Voigtländer	21	
4.13	Memberships in associations and/or national/international advocacy organizations	Society	58-65	●
		Principles of reporting	66-67	
		Sustainability strategy	10-11	
4.14	Engaged Stakeholder groups	Sustainability strategy	16-17	●
4.15	Basis for identification and selection of stakeholders	Principles of reporting	66-67	●
		Sustainability strategy	16-17	
4.16	Approaches to stakeholder engagement	Principles of reporting	66-67	●
		Sustainability strategy	16-17	
		Development and Products	38-39	
4.17	Key topics and concerns that have been raised through stakeholder engagement	Principles of reporting	66-67	●
		Sustainability strategy	16-17	
		Development and Products	38-39	

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

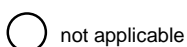
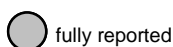
The economic dimension of sustainability concerns the company's impacts on the economic conditions of its stakeholders and on economic systems at local, national and global levels.











NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
Economic Performance				
EC1	Direct economic value generated and distributed	Sustainability key figures	73	
EC2	Financial implications and other risks due to climate change	Development and Products	34-35	
EC3	Coverage of the company's defined benefit plan obligations	Employees	48-57	
EC4	Significant financial assistance received from government			
Market Presence				
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			
Indirect Economic Impacts				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit	Employees Society	48-57 58-65	
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
Materials				
EN1	Materials used by weight or volume			
EN2	Percentage of materials used that are recycled input materials			
Energy				
EN3	Direct energy consumption by primary energy source	Sustainability key figures	68-70	
EN4	Indirect energy consumption by primary source	Environment Sustainability key figures	42-43 68-70	
EN5	Energy saving	Environment Sustainability key figures	42-43 68-70	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services	Development and Products Environment Sustainability key figures	26-39 40-47 68-72	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Development and Products Environment	26-39 40-47	
Water				
EN8	Total water withdrawal by source	Sustainability key figures	68-69	
EN9	Water sources significantly affected by withdrawal of water	Sustainability key figures	68-69	
EN10	Percentage and total volume of water recycled and reused			
Biodiversity				
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	18	
EN15	Endangered species by the business			
Emissions, Effluents and Waste				
EN16	Total direct and indirect greenhouse gas emissions by weight	Sustainability strategy	18	
EN17	Other relevant indirect greenhouse gas emissions by weight			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Development and Products Environment	26-39 40-47	
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	68-69	
EN22	Total weight of waste by type and disposal method	Sustainability key figures	68-69	
EN23	Total number and volume of significant spills			
EN24	Hazardous waste according to the Basel Convention			
EN25	Impact of wastewater on biodiversity			
Products and Services				
EN26	Initiatives to mitigate environmental impacts	Development and Products Environment	26-39 40-47	
EN27	Packaging materials	Participation in collection schemes in countries in which redemption is common.		
Compliance				
EN28	Total number of non-monetary sanctions for non-compliance with environmental laws and regulations			
Transport				
EN29	Significant environmental impacts of transporting	Carbon emission of logistics, the car pool and of business trips are covered in the carbon key figure.		
Overall				
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
Labor Practice & Decent Work Performance				
LA1	Total workforce by employment type, employment contract, and region	Sustainability key figures	71	
LA2	Total number and rate of employee turnover by age group, gender, and region			
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 audit report establishes appropriate corrective measures. At all German sites safety committees are existing, including staff association, company medical officer, managers, safety at work and HR.		
LA7	Rates of injury, occupational diseases, lost days and absenteeism	Sustainability key figures	71	
LA8	Education, training, counseling, prevention, and risk-control programs regarding serious diseases	The Remscheid Health Center offers professional counseling to overcome stress-related illnesses. For that purpose an anonymous and free of charge stress-hotline was established.		
LA9	Health and safety topics covered in formal agreements with trade unions			
LA10	Education and Training	Employees	54-55	
LA11	Programs for skills management and lifelong learning	Employees	54-57	
LA12	Regular performance and career development reviews	Employees	54-55	
LA13	Composition of governance bodies			
LA14	Ratio of basic salary of men to women			
Human Rights				
HR1	Percentage and total number of significant investment agreements	Society	65	
HR2	Suppliers and contractors that have undergone screening on human rights and actions taken	Society	65	
HR3	employee training on policies and procedures concerning aspects of human rights	Society <i>Global Compact Progress Report 2013</i>	65	

NO.	INDICATOR	REPORT SECTION	PAGE	STATUS
HR4	Total number of incidents of discrimination and actions taken			○
HR5	Hazard of freedom of association or collective bargaining			○
HR6	Child labor			○
HR7	Forced and compulsory labor			○
HR8	Security practices			○
HR9	incidents of violations involving rights of indigenous people			○
Society				
SO1	Impact of operations on communities	Society	58-65	●
SO2	Business units analyzed for risks related to corruption			○
SO3	employees trained in anti-corruption policies and procedures	Sustainability strategy <i>Global Compact Progress Report 2013</i>	10-11	●
SO4	Actions taken in response to incidents of corruption			○
SO5	Public policy positions and participation in public policy development and lobbying	Sustainability strategy	10-11	●
SO6	financial and in-kind contributions to political parties, politicians			○
SO7	legal actions for anticompetitive behavior, anti-trust and monopoly practices			○
SO8	non-monetary sanctions for noncompliance with laws and regulations			○
Product Responsibility				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement	Sustainability strategy Development and Products	14-15 26-39	●
PR2	incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts			○
PR3	Type of product and service information required by procedures			○
PR4	incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling	Product information is being provided at www.vaillant.de .		●
PR5	Practices related to customer satisfaction			○
PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications			○
PR7	incidents of non-compliance with regulations, voluntary codes concerning marketing communications			○
PR8	substantiated complaints regarding breaches of customer privacy and losses of customer data			○
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services			○

 fully reported

 partially reported

 not applicable