



## **Sustainability Report 2010**

*Extracted from Lindab's Annual Report 2010*

# Think Less.

## — About simplifying construction and about why less is more

We believe it is entirely possible to simplify construction for our customers while also working towards a better environment. In 2011, we are launching a new communication concept to inform about steel from a sustainability perspective.

The theme of the campaign is Think Less – because less is more. The arguments for using steel products from Lindab:

The environmental benefits of steel are:

- Less material used
- Less waste
- Less energy consumed
- Less CO<sub>2</sub> emitted

Our smart solutions give customers the following advantages:

- Less effort when planning and optimising
- Less time on the building site
- Less energy to run the building
- Less maintenance work

In other words, Think Less is a concept that goes hand-in-hand with our business concept to simplify construction. With our smart, well-conceived and recyclable systems and solutions, we offer a range of valuable benefits to customers, employees, shareholders and other stakeholders.

## Lindab – We simplify construction



Social responsibility (SR) is fundamental to Lindab's entire business. The current priorities for this work are based on a dialogue with the company's stakeholders. Guidelines regarding Lindab's responsibility for daily conduct within the field are combined under the concept Lindab Life.



## Lindab Life

The work to create sustainable development has always been a part of Lindab's values. The basis for Lindab's work with social responsibility is to achieve positive outcomes for the business and its employees as well as for the environment and society. Lindab sees its sustainability efforts as a value-creating cycle, in which the initiatives that favour the external environment and stakeholders also benefit the company.

Lindab's Code of Ethics and core values play a central role in the governance of Lindab's organisation and its operations. Together with the UN's Global Compact, the sustainability reporting in accordance with GRI and ISO 26000 comprise the cornerstones necessary for building confidence and the basis for a strong brand.

Lindab's Code of Ethics is implemented in several languages throughout the Group and is monitored continuously. The Code is based on the UN Convention on Human Rights and describes the principles regarding how every employee should behave in their relations with other employees, shareholders, business partners and other stakeholders. The Code is also used to ensure that the company's suppliers operate in a way that is consistent with the Code.

The Lindab Life concept summarises how Lindab should act on a daily basis, and how the company should behave towards its customers, suppliers and other partners. Lindab Life also governs its behaviour towards employees and the communities in which the company is present. Furthermore, it covers every significant environmental issue, both from a process and a product perspective.

Lindab Life consists of four areas – Business, Environment, Employees and Society, which also act as a framework for the reporting of the company's sustainability work.

The CEO and senior management are responsible for Lindab's work regarding SR, which is implemented by Group Staff Legal. The work is executed by a group of employees representing the Legal, Finance, Purchasing and HR functions.

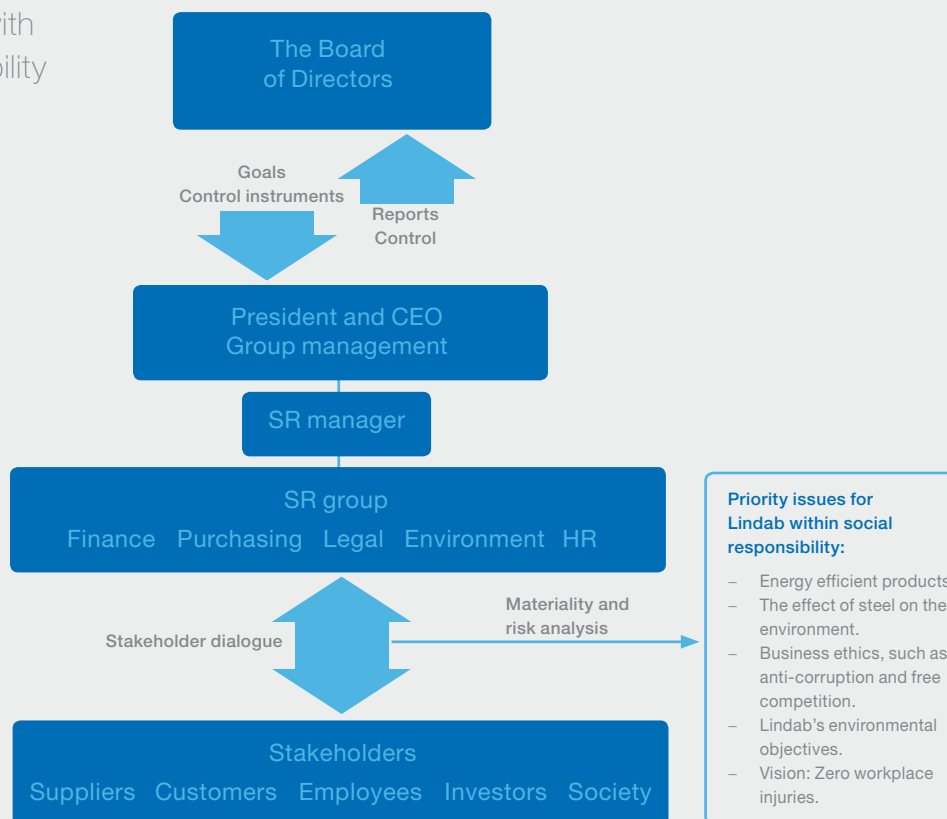
The data presented refers to the calendar year for 2010 and, unless otherwise specified, includes all Lindab Group operating subsidiaries that were included from the start of the year. Those companies that were divested or ceased operations report the data for the time that they were active. The previous sustainability report was published in April 2010.



### LINDAB'S SOCIAL RESPONSIBILITY AND LINDAB LIFE ARE BASED ON THE FOLLOWING GUIDELINES AND CONTROL INSTRUMENTS:

- **ISO 26000** – guidelines for social responsibility.
- **Global Compact** – Guidelines on human rights, environment etc.
- **Global Reporting Initiative, GRI** – Sustainability reporting guidelines. Lindab reports under GRI level C.
- **Greenhouse Gas Protocol** – guidelines for calculating greenhouse gas emissions.
- **Lindab Code of Ethics** – comprehensive internal policy document dictating approaches towards the outside world in matters relating to social responsibility within each relevant area, based upon for example the UN's Declaration on Human Rights.

Lindab's work with social responsibility (SR)

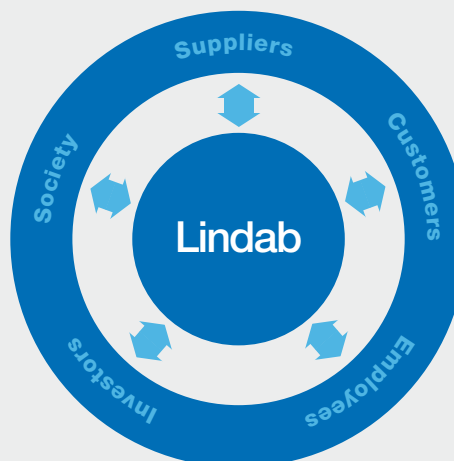


### WHISTLEBLOWER

It is vitally important that all employees respond and act when deviations occur from the principles of Lindab Life. A key point in Lindab's Code of Ethics therefore describes the "whistleblower" function, i.e. the opportunity for all employees to anonymously report abuses that are contrary to Lindab Life. Notifications have been received in 2010 resulting in investigations and disciplinary action in some cases.

### STAKEHOLDER DIALOGUE

Lindab's stakeholders primarily consist of customers, suppliers, investors, employees and society. During the year, dialogues have been held with representatives for these groups aimed at discussing the issues deemed most important for the company. Based upon the exchanges in these stakeholder dialogues, a materiality analysis has been completed in which Lindab's priorities have been decided. Issues that emerged as most important relate to, for example, ethical matters such as anti-corruption and free competition and environmental aspects such as the effect of steel on the environment, energy-efficient products, as well as the Group's energy consumption and climate impact.





Lindab's business is based on energy-efficient products and services that simplify construction. Together with sound business ethics, this contributes to healthy and long-term relationships with the company's customers and to social responsibility.

# Business

Simplifying construction for the company's customers is fundamental to the development of new products and services. This is being reinforced in 2011 with the launch of the new "Think Less" concept, which puts an even greater focus on developing solutions that require fewer resources to achieve the same outcome.

## Energy efficient products

### Steel – the benefits and environmental issues

Steel and sheet metal are the common denominator for the majority of Lindab's products. The global steel industry is investing billions to improve treatment and other measures to reduce the environmental impact.

Apart from emissions during the production process, steel has a relatively small environmental impact. Steel's most important properties that help to conserve natural resources are its light weight, high strength and good recyclability.

The high strength of steel and constant development allow for lighter buildings that use

less material. Since steel is a very strong material, a smaller amount of steel is required to perform the same function as concrete or wood. This also contributes to fewer shipments when steel is used for construction.

The properties of steel do not change during the building's life span. Steel possesses a long service life, reducing the need for maintenance and repair, and the energy consumption during the building's life cycle.

Steel does not require pesticides or other chemicals to protect against pests, mould or rot since steel is an inorganic material that does not absorb liquids. For that reason, buildings incorporating a steel frame do not provide a breeding ground for mould or other allergens. Steel gives off no emissions that can give rise to hypersensitivity or allergies.

Virtually all steel can be recycled and steel is today one of the most recycled materials in the world.

## Product development and quality

Lindab's strives to contribute to simplifying

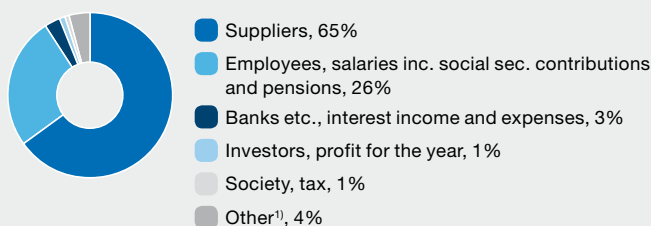
construction in all phases of the construction process: in the design phase, of the product itself, its installation and delivery. This forms the basis for the company's product development. The goal is to continue to develop sustainable and energy-efficient products.

Since people spend a large proportion of their time indoors, it is important that the indoor environment is healthy and that the components used in the building present no health risks. Lindab works actively to identify and replace anything that can be considered to be a hazard to the environment or to health. Material research and development projects are also conducted together with suppliers, notably into surface treatment, corrosion problems, strength as well as health and environmental aspects.

Resources are also being dedicated to the development of products in order to optimise the manufacturing process, and to reduce costs and the environmental impact. Lindab tests and documents the products that are developed to ensure quality and functionality. Quality management systems are ap-

## DISTRIBUTION OF REVENUE BY STAKEHOLDER

Lindab's revenue in 2010 amounted to SEK 6,527 m, comprising the sale of the company's products and services. Most of this is distributed among the company's stakeholders.



<sup>1)</sup> Other consists of items that cannot be attributed to individual stakeholders. This item mainly comprises depreciation, the write-down of goodwill, exchange rate differences and capital gains on the sale of assets.



plied throughout the business. Almost all of Lindab's larger production units have quality systems certified to ISO 9001. The products are supplied with the documentation requested by the various markets such as user manuals, certificates and environmental product declarations.

The high quality and functionality of Lindab's products help to lower the risk of adverse effects on health and safety. No breaches have been identified during the year in the Group's provision of products or in the health and safety impacts of the products.

#### **Carbon Footprint studies for Lindab's products**

The construction industry is increasingly demanding access to information about products' carbon emissions during their lifetime, referred to as the Carbon Footprint. Buildings account for 36 percent of the EU's total greenhouse gas emissions. Building materials constitute a part of this. To reduce a building's impact on the climate, it is important to be able to manage and to know the material's carbon footprint.

Lindab is working to develop Carbon Footprint studies for a large proportion of the Group's products. The studies, which include the products' impact on the environment, are presented notably in environmental product declarations and other product information. The calculations are performed by an external party, WSP, and are made from "cradle to grave", i.e. from the extraction of raw materials until the product leaves Lindab's factories. In 2011, all of Lindab's product groups will be covered by Carbon Footprint studies.

So far, outcomes from the studies have shown positive results for Lindab's products and the materials used. The material accounts for much of the Carbon Footprint, i.e. the production of steel. Manufacturing, transportation and packaging materials comprise less than 10 percent of the products' total Carbon Footprint.

#### **Business ethics**

##### **Anti-corruption and free competition**

Good business ethics are pursued throughout Lindab's business. Unfortunately, in the

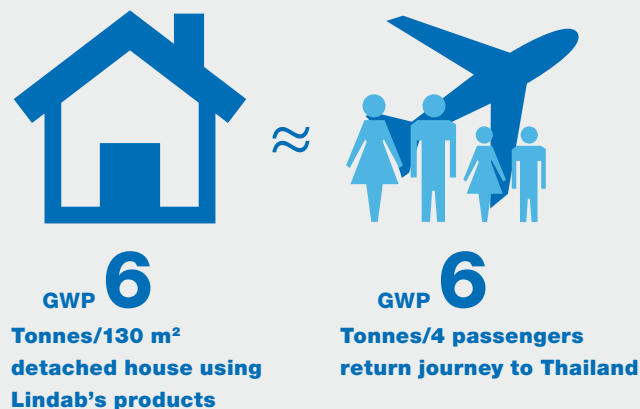
construction industry and in the various geographical markets where Lindab operates, certain operators behave in a manner that is not acceptable. Lindab has long had a competition policy that is continuously reviewed and updated. Conduct that breaches competition rules is unacceptable. Company employees are informed and trained about the content of Lindab's policy in order to avoid violation of these rules.

Lindab has zero tolerance towards corruption, and the anti-corruption policy is designed to ensure that conduct that might be considered as corruption does not take place in the company.

During the year, disciplinary action has been taken against employees for acting in breach of ethical principles.

## **CARBON FOOTPRINT STUDIES**

Based on calculations according to Carbon Footprint studies, the GWP (Global Warming Potential) for a standard home is 6.36 tonnes. This value is based on the approximate consumption of materials for steel components in a detached house measuring 130 m<sup>2</sup> with a ventilation system, frame, roof and roof drainage from Lindab. This can be compared with a return flight between Sweden and Thailand, resulting in emissions of 1.5 tonnes per person. A house built using Lindab's products therefore roughly corresponds to a vacation for a family of four.



Source: SAS Carbon Dioxide calculator, WSP's Carbon Footprint studies for Lindab's products.

The construction industry is seeing an increased interest in environmentally friendly products and production processes, particularly with regard to energy consumption and the chemical content of products.

# Environment

Lindab's continuous environmental work is governed by the environmental policy and agreed environmental objectives.

The direct responsibility for environmental issues within Lindab lies with the local companies, each of which has one person responsible for local environmental work. The Group has a central environmental function with responsibility for the development, coordination and monitoring of the environmental work. A Group-wide environmental council has been appointed with a representative from each business area. Each business unit is continuously monitored and compared with other units within the Group.

## Lindab's energy and climate objectives

Lindab has set three long-term objectives aimed at reducing the Group's impact on the environment and climate. The objectives are based on the EU's objectives for 2020 and mean that taking 2008 values as a starting point:

- energy consumption will decrease by 20 percent

- 20 percent of energy will come from renewable sources
- greenhouse gas emissions will decrease by 20 percent.

The long-term objectives are complemented by shorter, more locally based objectives and activities. In particular, this means better processes and reduced energy consumption. These have not been fully achieved in 2010, primarily because of production cutbacks.

## Environmental management system

Most of Lindab's major production units are certified according to ISO 140001, with more to be certified in future. Non-certified companies are primarily sales companies.

## Localisation

Lindab's production units are generally situated within areas designated for industrial activities, where operations have no direct impact on biodiversity.

## Permits

The permits that are required for Lindab's

operations normally relate to ordinary business permits for the industry, and in certain places permits regarding the size of the factory site and the handling of oils. Reports are submitted to regulatory bodies in each country. No violations of permit conditions or local environmental laws have occurred in 2010 or previously.

## Climate change

Climate change affects Lindab's operations to an ever greater extent. These changes are treated as risks, and assessments are continuously being made to identify and prevent further risks. Identified risks include extreme weather with increased precipitation and flooding, as well as longer and colder winters with the increase in energy costs this entails.

Lindab's impact on the environment arises from energy consumption as well as from the consumption of raw materials. Several projects focusing on energy efficiency and reduced volumes of scrap are being conducted within the Group. The Group reports to the Carbon Disclosure Project, which measures

## CONSUMPTION OF RAW MATERIALS

	2010	2009
Steel, tonnes	182,000	180,000
Other metals, tonnes	20,200	-
Oils, m <sup>3</sup>	210	100
Paint, tonnes	640	750
Solvents, m <sup>3</sup>	20	30
Rubber, tonnes	1,280	1,400

## CONSUMPTION OF PACKAGING MATERIALS

	2010	2009
Cardboard, tonnes	2,130	2,000
Plastic, tonnes	730	1,700
Wood, tonnes	11,580	6,900

## WASTE & SCRAP METAL

	2010	2009
Steel scrap, tonnes	11,000	36,000*
Other scrap metals, tonnes	2,590	-
Hazardous waste, tonnes	490	700
Total other waste, tonnes	6,340	8,600
Recycling rate, %	90	93

\*) A large amount of material was scrapped in connection with the closure of a production unit.

## ENERGY

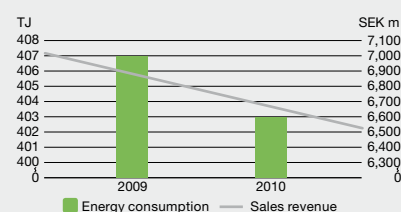
	2010	2009
Total, TJ	403	407
Direct energy, TJ	170	166
Indirect energy, TJ	232	241

## GREENHOUSE GAS EMISSIONS

	2010	2009
Total, tonnes	52,366	83,629
Direct emissions, tonnes	10,392	10,400
Indirect emissions, tonnes	19,798	18,800
Other sources*, tonnes	22,176	51,215

\*) Climate calculations now also include travel and scrap, 2009 has been adjusted to include these.

## ENERGY CONSUMPTION





greenhouse gases and awards points based on emissions. Lindab's measured results have improved every year.

### Resource use

Lindab's main raw material is steel, of which 20 percent is estimated to come from recycled sources. Additive materials are also used such as paint, rubber seals, plus lubricants and oils for metal processing. Furthermore, the production requires certain chemicals and fuels for the operation of furnaces, vehicles, trucks and heating.

Water is used in production primarily for cooling and cleaning. In 2010, 193,000 m<sup>3</sup> (187,000) of water was used, mainly from the company's own wells. Measures to reduce water consumption include the installation of water saving taps, as well as recycling process water.

Energy conservation is an important area for Lindab. In 2010, the Group consumed approximately 403 TJ (407 TJ) of energy, of which 15 (15) percent came from renewable sources. Several projects are under way to reduce overall energy consumption.

### Emissions

#### Transport

Environmental demands are made in the central procurement of transportation. Consolidation and logistical planning also reduce the environmental impact of transport. The majority of packaging consists of renewable materials, which are recycled.

Lindab's Carbon Footprint studies show

that transport accounts for a small part of the product's overall climate impact.

### Production

Lindab's operations, with the manufacture of steel products, have a relatively small environmental impact. This can be small emissions of dust, solvents from paint and metals into waste water. The processes that can result in emissions into water use closed systems, and air containing dust is filtered continually prior to being emitted. No unintended emissions have occurred during the year.

In connection with a major environmental review conducted in 2006, traces of the degreaser trichloroethylene were discovered in groundwater at the factories in Greve and Förlöv. The product was used during the period 1969–76 for degreasing metal. In order to monitor the pollution, Lindab has taken regular samples over a three year period. The samples have shown that the levels fall well below the limit for drinking water and discussions are being held with the country administrative board regarding how inspections should continue.

Most of the Group's production facilities are connected to municipal drainage. Water that is discharged over land surfaces is runoff and coolant water. This is usually clean but small traces of metal deposits may be present. To protect against accidental discharges there are degreasers and sediment traps.

Leakage checks on cooling/heating pump equipment are carried out to avoid ozone-de-

pleting substances from leaking out. No emissions have been recorded to date.

Independent inspections of the business have been made showing that no pollution has occurred that may require the decontamination of soil or water.

### Waste

Lindab's products are recyclable since they are easy to separate in the event of reconstruction or demolition.

The waste products generated during production comprise mainly scrap metal, but other types of waste are also generated. The recovery rate is high. Scrap metal is recycled completely along with about 92 percent of other waste. Some incoming and surplus packaging materials are reused on site. Anything not used is sorted and dealt with according to existing laws.

Hazardous waste that is produced includes paint and solvent waste, absorbent materials and other oily waste. The waste is collected by local waste management companies, and there is no information as to whether any has been exported.

### Chemicals

Lindab uses chemicals in production and is therefore affected by the EU's chemical legislation, REACH. The business is classed as a downstream user, since Lindab neither produces nor imports chemical products to the European market. Lindab's work in this area is mainly focused on communication with suppliers and customers about REACH related issues.

## REDUCED CLIMATE IMPACT THROUGH LESS SCRAP

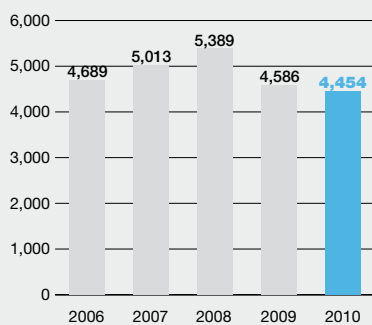
More efficient use of raw materials in production has economic as well as environmental benefits. Within Lindab, a Group-wide project is taking place to reduce the proportion of scrap and waste during production of the company's products. The goal is to use material more effectively, thereby achieving a saving in raw materials of at least SEK 6 m.

Reduced waste in the manufacturing process also decreases the Lindab's total CO<sub>2</sub> emissions. According to Lindab's Carbon Footprint studies, 1 kg of galvanized scrap equates to about 1.32 kg in CO<sub>2</sub> emissions. The project is cutting approximately 615 tonnes of scrap, equivalent to around 810 tonnes of greenhouse gas (CO<sub>2</sub>).

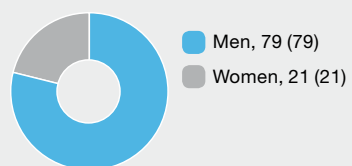




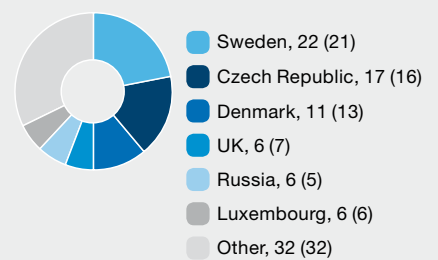
AVERAGE NO. OF EMPLOYEES



GENDER DISTRIBUTION, %



GEOGRAPHICAL DISTRIBUTION OF EMPLOYEES, %



The HR department strives to support Lindab's vision, strategy, core values and organisation by attracting, developing and retaining competent employees. The goal is that Lindab will continue to develop as an attractive employer.

# Employees

The cornerstones of this work are the efforts already being made regarding the corporate culture, employee and organisational development, and preventive health care.

## Central initiatives

At Group level, a couple of joint initiatives have been developed in 2010 that will gradually be launched in 2011. The first relates to the Performance and Development Talk, which is an important tool for the meaningful development of employees and the organisation. To some extent, these are based on the harmonisation of previously central and local initiatives. The aim is to coordinate individual targets, to develop and monitor the organisation's overall goals, and to increase employee motivation. The work is being introduced with a focus on senior executives and will then be applied to further employees.

Related to this initiative is the Talent Review and Succession Planning process, which supports the identification and development of potential employees and the remuneration of key employees in both the short and long-term.

## Local initiatives

There are a large number of local initiatives concerning everything from training to team activities at Lindab's various units. Many units have a Lindab Academy with training resources and premises, where sales and production staff, as well as customers, are given training about Lindab's products, technologies and systems. Longer-term initiatives to further strengthen leadership skills can be found at several units. Strong team-building activities are available at most of the company's plants, including joint activities outside the workplace, family days, employee awards plus the official recognition of achievement and celebrations.

## Preventative health care

Lindab is actively working with preventive health care in most of its markets. The goal of improving health and safety rather than curing illness can be seen to good effect in Sweden and Denmark, for example. A number of proactive initiatives are being undertaken at individual and team level, as well as at corporate level. To support a healthy and safe working environment, employees are for example offered health profiles, ergonomic aids and health checks. Great emphasis is placed on encouraging employees to lead an active and healthy lifestyle. This is supported with coaching and small financial contributions and includes physical activity, balanced diet and balance between work and leisure.

## Vision: zero workplace injuries

Lindab is working to minimise the number of workplace injuries. Each business unit is responsible ensuring that laws and regulations are followed and that all staff undergo training for the tasks that they are to perform. All employees must also be informed about and trained in the legislation and regulations that apply to the workplace.

Some incidents have still occurred despite a long-term effort to minimise workplace injuries. Therefore, in 2010 efforts to prevent occupational injuries were intensified. An internal group has been appointed to establish a structure regarding how to work towards implementing the agreed vision of zero workplace injuries.

## Diversity

Lindab encourages diversity and treats employees without discrimination with regard to gender, race, religion, age, disability, sexual orientation, nationality, political opinion,

union affiliation, social or ethnic origin. Many units submit positive reports regarding diversity. No cases of discrimination were reported in 2010.

## Human rights

All activities within the Group must respect human rights. Every employee has the right to form, join or refrain from participation in trade unions or other organisations that engage in collective bargaining. Lindab makes risk assessments of its geographic markets concerning factors such as oppression, child labour and forced labour. The risk of such violations is considered to be low within the Lindab Group and during the year no violations were recorded.





Lindab recognises the importance of assuming the social responsibility expected of a large company and aims to contribute towards local development.

## Society

Lindab has operations in 31 countries. In several of these regions, Lindab is among the leading companies and employers, especially in those locations where the Group's largest production units are situated. It is important for Lindab to have good and close relations with local authorities and organisations, as well as local initiatives that support and contribute towards positive development in the local community.

Dedicated employees and entrepreneurial thinking have always been of central importance for Lindab. There is also a willingness to adapt the entrepreneurial culture to local conditions since the company is active in many different markets.

### **Communicating fundamental values**

Lindab's social responsibility work includes encouraging its suppliers and other business partners to strengthen their own endeavours regarding these issues. All major suppliers must adopt Lindab's Code of Ethics and thereby commit to meeting the associated requirements. Local suppliers are chosen whenever possible. In most places where

the Group is present, cooperation also takes place with various organisations and authorities in order to strengthen the business climate and the local community development. Through such collaborations, Lindab endeavours to contribute to a generally positive development and to the long-term strengthening of the region's attractiveness and competitiveness, something that benefits both the society and Lindab.

An important factor for Lindab's commitment is that the majority of the recruitment of new employees, both managers and other employees, occurs largely in the communities where the Group's units are located and where Lindab is, in many cases, a large and important employer.

### **Community involvement**

Support for schools, universities and other educational institutions and students is widespread throughout Lindab. For instance, employees from Lindab participate as guest lecturers at various university conferences and research is sponsored relating to developments within building systems and ventilation. Lindab also participates in programmes

that provide students with work experience, by offering internships and assistance with thesis work. In 2010 for example, two students from Chalmers University of Technology were offered internships with Lindab, Inc. in Portsmouth, USA.

Lindab is involved in a number of activities in support of local communities. In 2010, the Lindab Group has contributed around SEK 7 m in the form of sponsorship and donations. Lindab also lends its support to smaller local sports clubs in areas where the company is established. The company also sponsors events such as the Swedish Open tennis tournament in Båstad, and the Lindab Arena which is home to the Rögle ice hockey team.

### **Government Assistance**

Received contributions amounted to approximately SEK 27 m in 2010. The majority, 85 percent, was national support for reduced working hours, primarily in Luxembourg. The support payments were intended to reduce the impact of the recession and to secure jobs in the country. The remainder consisted mostly of training and freight support.

## **PARTNERSHIP PROJECT REGARDING PASSIVE HOUSING**

In the past year, an EU-sponsored two-year partnership project got under way for high school students in France, Germany, Ireland and Sweden. Three students from each land are participating in the project, with the aim of learning how passive housing is built. In May of 2011, all of the participants are gathering at Lindab in Förslöv outside Båstad, for practical work regarding the construction of passive houses. The idea behind the project is to learn about energy efficient and environmentally friendly construction. Participants learned for example how property owners can utilise rainwater through functional gutters and quality metal roofing.



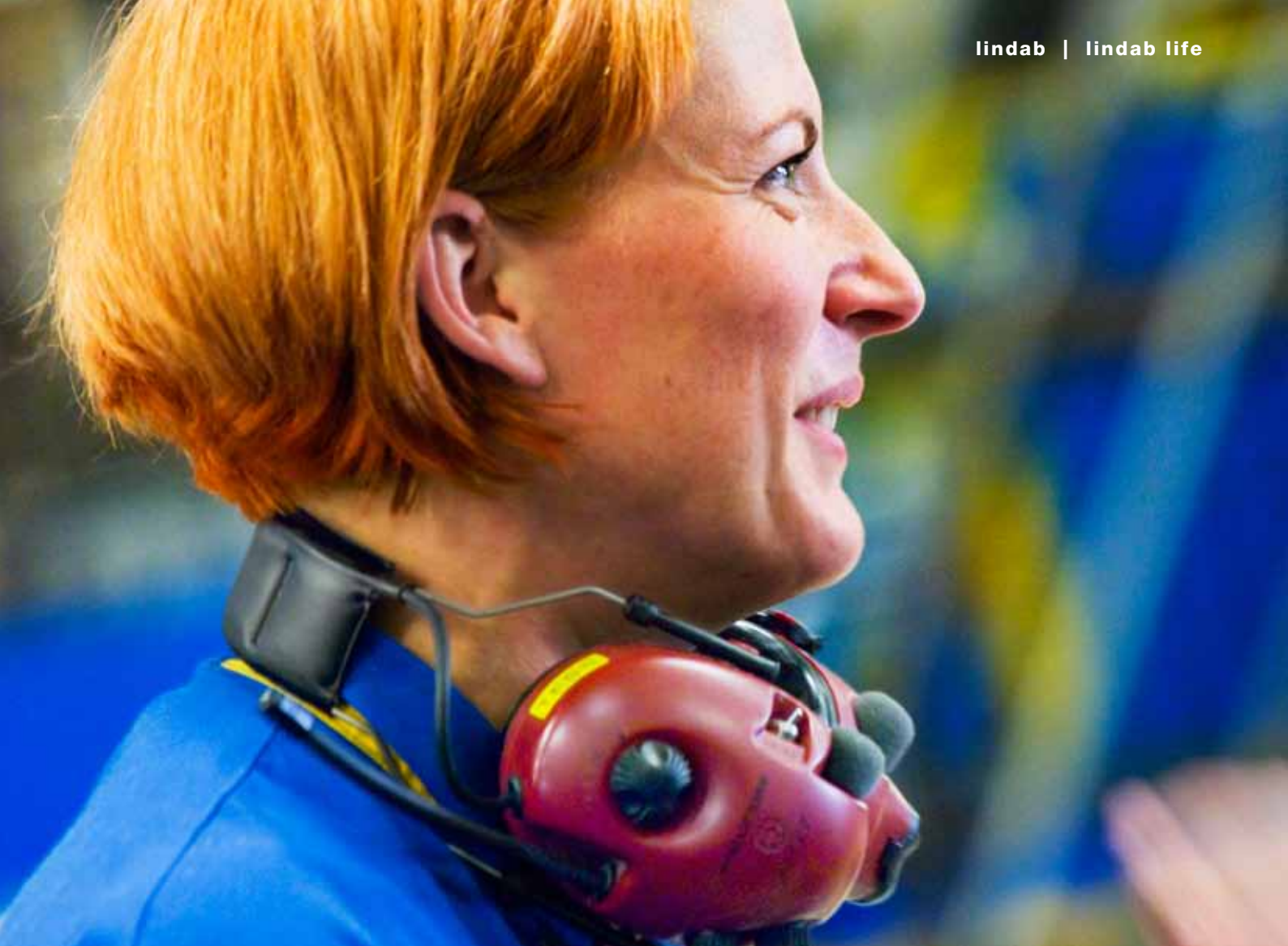
*Frame using Lindab's energy beams, ideal for passive houses.*



# GRI Index

Lindab follows GRI guidelines for sustainability reporting, and reports through self-assessment in accordance with GRI level C.

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#### *Performance indicators for labor practices and decent work*

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F = Full  
P = Partial