

Communication on Progress UN Global Compact (COP) on 2011

Additional information is available in the referenced documents and the GRI indicators of the Sustainability Performance Report.

Human Rights		
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<ul style="list-style-type: none"> When selecting employees and determining their assignment in the company, Geberit attaches great importance to qualifications appropriate to the task description. According to the annual internal survey, no employees anywhere in the world are hired in the minimum-wage segment. This considerably reduces the risk of human rights violations. Geberit has a Code of Conduct in which the company undertakes to be an exemplary, reliable and fair business partner and employer at all times for all of the people with whom it has dealings. As a fair partner, Geberit recognizes local, national and international laws, directives and standards, and complies with them in full. Approximately 98% of all employees were trained in the Code of Conduct in 2008. Since then, new employees receive their training as part of their job orientation. A longer-term communication campaign for further training will be introduced at the beginning of 2012. Adherence to the Code of Conduct is monitored as part of an annual, binding survey of all Geberit Group companies. Verification is supplemented by internal audits on site. No human rights violations of any sort were discovered in the year under review. 	<p>→ EC5</p> <p>→ Code of Conduct</p> <p>→ HR3 → SO3 → Sustainability strategy</p> <p>→ DMA-HR</p>
<p>Principle 2: Make sure the company is not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> With respect to human-rights violations, the greatest risk for Geberit lies with suppliers, who can be influenced only indirectly. Geberit does all it can to minimize this risk and requires that business partners and suppliers comply with comprehensive standards. The Code of Conduct for Suppliers is intended to ensure that Geberit's suppliers act in accordance with internal and external guidelines such as internationally recognized standards concerning human rights and the ILO core labor standards. As of the end of 2011, 603 suppliers (prior year: 563) had signed the Code of Conduct. This equates to 93% of the total procurement value (prior year: 90%). In 2011, the planning of audits that also include questions of human rights was expanded for suppliers with increased sustainability risks. Fifty-four suppliers, which together account for less than 5% of the total procurement value, are affected by this measure. All suppliers in this class will be subjected to targeted audits in the next 3 years. No human rights violations among suppliers became known in 2011. 	<p>→ Code of Conduct for Suppliers</p> <p>→ HR2</p>
Labor practices		
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<ul style="list-style-type: none"> No rights with respect to exercising freedom of assembly or collective bargaining as defined in the ILO core labor standards are subject to restriction at the Geberit Group. This is verified annually as part of a binding Group-wide survey. No restrictions were in effect in 2011. An estimated 4,000 employees, and thus around two-thirds of all employees, are currently covered by collective agreements. Above all in Germany, Austria and Switzerland, over 90% of employees are subject to an overall work contract or tariff agreements. There are no collective agreements with the employees in the USA and China (17% of all employees). 	<p>→ HR5</p> <p>→ LA4</p>
<p>Principle 4: The elimination of all forms of forced and compulsory labor.</p> <p>Principle 5: The effective abolition of child labor.</p>	<ul style="list-style-type: none"> Geberit's exposure with respect to forced and child labor is considered low because of its industry sector and the countries in which business activities are carried out as well as its high quality requirements. Forced and child labor are categorically rejected at Geberit. According to the annual, binding Group-wide survey, no cases of forced or child labor were discovered in 2011. Nor did any cases become known during the course of the audits performed among the suppliers. The basic principles established in the Code of Conduct for Suppliers expressly include compliance with the ILO core labor standards for the exclusion of forced and child labor. 	<p>→ HR6 → HR7</p>
<p>Principle 6: Eliminate discrimination with respect to employment and occupation.</p>	<ul style="list-style-type: none"> The Geberit Code of Conduct clearly specifies how employees are to behave and how Geberit assumes responsibility as an employer in order to counteract discrimination in adherence with the ILO core labor standards. According to the annual, binding Group-wide survey, no cases of discrimination were discovered in 2011. Geberit has no personnel policy or employment practices providing for preferential treatment of persons from local vicinities. 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 men and women is a matter of course at Geberit, as was verified and documented in 2011 as part of the annual, binding survey. The proportion of female employees as of the end of 2011 was 29%; in upper management this figure was 5%. 	<p>→ Code of Conduct → HR4</p> <p>→ EC7</p> <p>→ LA13-14</p>

Environmental protection		
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p>	<ul style="list-style-type: none"> • With the precautionary approach in mind, the Audit Committee of the Board of Directors has implemented an extensive system for monitoring and controlling the risks linked to the business activities. • Geberit has long stood for a high level of environmental awareness and been committed to environmentally friendly, resource-efficient production as well as to the development of water-saving and sustainable products. Environmental criteria are considered in all decision-making processes. A demonstrably high standard is achieved thereby which often greatly exceeds statutory requirements. • Climate change is influencing the availability of water resources throughout the world. With its water-saving products in the sanitary industry, Geberit is using opportunities to contribute towards the diligent handling of water and thus to make a name for itself as a leader in sustainability. In addition, saving water also means saving energy. • In 2011, CO₂ emissions fell by 0.8% to 76,903 metric tons. CO₂ emissions per sales (currency adjusted) have even improved by 9.4%. Geberit thus remains on course with respect to its long-term CO₂ strategy. • Approx. CHF 1.2 million was spent on environmental protection and preventative environmental management in 2011. This involved external advising and training, external certification and human resources expenditures. 	<p>→ 4.11</p> <p>→ Code of Conduct</p> <p>→ 1.2 → EC2 → EN6</p> <p>→ EN16 → EN18</p> <p>→ EN30</p>
<p>Principle 8: Undertake initiatives to promote greater environmental responsibility.</p>	<ul style="list-style-type: none"> • Since early 2007, Geberit has had a combined group certificate for quality and environment in accordance with ISO 9001 and ISO 14001, which ensures uniform standards at 15 production sites, including the sites in China and the US. The annual preparation of corporate eco-balances has been an established part of Geberit's environmental strategy since 1991. In 2011, Group-wide absolute environmental impact increased by 0.4% over the prior year. By contrast, environmental impact per sales (currency adjusted) has improved by 8.3%. This means that the target figure of 5% has been considerably exceeded. • Geberit places its faith in energy saving and energy-efficiency: In addition to the insulation of buildings, important measures include the continuous modernization of machines, increasing the efficiency of production installations, the optimization of cooling systems through the use of natural ambient cold (free cooling), improved use of waste heat (heat recovery) as well as the careful use of compressed air. • In 2011, the use of green electricity was increased by 4 GWh to 13 GWh. • Thanks to targeted savings measures, fresh water consumption has been reduced by 40% since 2006 and has now been kept at a low level in 2011. • Geberit regards Eco-design as the key to environmentally friendly products. Beginning with the development process, the most environmentally friendly materials and functional principles are used, risks are minimized and high resource efficiency is pursued. Eco-design is also implemented in product modifications and technology projects. Every new product is to be better than its predecessor with respect to environmental aspects. 	<p>→ DMA-EN</p> <p>→ EN5</p> <p>→ EN18 → EN8</p> <p>→ EN26</p>
<p>Principle 9: Encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> • Geberit has been placing its faith in environmentally friendly products for some time. In 2011, the entire dual-flush and stop-and-go "fleet of cisterns" produced since 1998 saved approximately 1,700 million cubic meters of water. • Geberit's innovative activities are aimed at developing water-saving, low-noise and durable products. Since 2011, a new technological solution has been deployed to simplify the conversion of the large flush volume on nearly all concealed cisterns from 6 or 9 to 4.5 liters. • In 2011, six Geberit products were awarded the water efficiency Label WELL of the European umbrella organization for valve manufacturers (EUnited), five of them in the top Class A. The label enables customers to make a conscious decision for water-saving products. • Green building is a market of the future experiencing strong growth throughout the world. As the leading system provider for sanitation solutions, Geberit is already offering suitable products for this purpose. This is demonstrated by numerous reference buildings, e.g. Le Monolith in Lyon (FR) or the Prime Tower in Zurich (CH). 	<p>→ 1.2</p> <p>→ EN26</p> <p>→ CEO Statement</p>
Anti-corruption		
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> • As a long-time member of Transparency International Switzerland, Geberit is committed to high standards in combating corruption. • The Internal Corporate Audit Department inspected a total of 19 companies in 2011. This is approximately one-third of all Geberit companies. In addition, approximately two in-depth audits are carried out each year. This verification is supplemented by the annual, binding Group-wide survey. No cases of corruption of any kind were discovered in 2011. • Geberit does not make donations to parties or politicians. All donations and related commitments are neutral from a party political point of view. This was verified and documented as part of the annual, binding Group-wide survey. 	<p>→ DMA-SO</p> <p>→ SO2 → SO4</p> <p>→ SO5 → SO6</p>