

GRI Index and UN Global Compact Communication on Progress

Our reporting is aligned with the G3 guidelines of the Global Reporting Initiative (GRI), including the “Food Processing” Sector Supplement. The application level “A” has been evaluated and confirmed by the GRI. This report also constitutes our second progress report (Communication on Progress – COP) as part of the UN Global Compact. The following index comprises references to places in this corporate report, the financial report as well as in the online report that provide information on our commitment to implementing the ten principles of the Global Compact.

NO.	INDICATOR AND DESCRIPTION	STAT.	REFERENCE / NOTE	UNGC
Standard Disclosures				
1.	Strategy and Analysis			
1.1	Statement from the most senior decision maker of the organization	●	Corporate Report 2013 p. 10-11, 40-43	1-10
1.2	Description of the most important effects, risks and opportunities	●	Corporate Report 2013 p. 17-21, 74-75; Financial Report 2013 p. 26-31	
2.	Organizational Profile			
2.1	Name of the organization	●	Corporate Report 2013 U3	
2.2	Primary brands, products and/or services	●	Corporate Report 2013 p. 12-15	
2.3	Operational structure of the organization	●	Corporate Report 2013 p. 13-14; Financial Report 2013 p. 4-7, 113-114	
2.4	Location of organization’s headquarters	●	Corporate Report 2013 p. 87	
2.5	Number of countries where the organization operates	●	Corporate Report 2013 p. 13-15	
2.6	Nature of ownership and legal form	●	Financial Report 2013 p. 5-6	
2.7	Markets served	●	Financial Report 2013 p. 6-9	
2.8	Scale of the reporting organization	●	Financial Report 2013 p. 4-6, 12, 44-45	
2.9	Significant changes regarding size, structure or ownership	●	Financial Report 2013 p. 12, 23	
2.10	Awards received in the reporting period	●	Corporate Report 2013 p. 41, 65, 78, 80-81, 94-95	
3.	Report Parameters			
3.1	Reporting period for information provided	●	Corporate Report 2013 p. 96	
3.2	Date of most recent previous report	●	Corporate Report 2013 p. 96	
3.3	Reporting cycle	●	Corporate Report 2013 p. 96	
3.4	Contact point for questions regarding the report or its contents	●	Corporate Report 2013 U3	
3.5	Process for defining report content	●	Corporate Report 2013 p. 74-75; 96; ➡	
3.6	Boundary of the report	●	Corporate Report 2013 p. 96	
3.7	Any specific limitations on the scope or boundary of the report	●	Corporate Report 2013 p. 96	
3.8	Basis for reporting on joint ventures, subsidiaries, etc.	●	Corporate Report 2013 p. 96	
3.9	Data measurement techniques and the bases of calculations	●	Corporate Report 2013 p. 84-86, 96	
3.10	Re-statements of information provided in earlier reports	●	Corporate Report 2013 p. 84, 86, U2	
3.11	Significant changes from previous reporting periods	●	Corporate Report 2013 p. 84-86	
3.12	GRI Content Index	●	➡	
3.13	External audit and certification	●	No external verification took place.	
4.	Governance, Commitments and Engagement			
4.1	Corporate Governance and governance structure of the organization	●	Financial Report 2013 p. 39, 120, 125-127	1-10
4.2	Independence of the highest governance body	●	Financial Report 2013 p. 6, 126	1-10
4.3	Structure of governance bodies in organizations without Supervisory Board	●	Not applicable. A Supervisory Board exists.	
4.4	Employee and shareholder participation possibilities	●	Corporate Report 2013 p. 74-75, 88; Financial Report 2013 p. 6, 124	
4.5	The link between compensation for members of the highest governance body, senior managers and executives and the organization’s performance	●	Corporate Report 2013 p. 73, 89; Financial Report 2013 p. 33-37	1-10
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	●	Financial Report 2013 p. 123, 129	1-10
4.7	Expertise of the members of the highest governance body and its committees relevant to economic, environmental and social performance	●	Financial Report 2013 p. 39, 126-127, 129-130	1-10
4.8	Mission statements, codes of conduct and principles relevant to sustainability	●	Corporate Report 2013 p. 16-19, 72-74	1-10
4.9	Method for monitoring sustainability performance	●	Corporate Report 2013 p. 72-73; Financial Report 2013 p. 26-28, 31, 121	1-10
4.10	Assessment of the highest managing body’s performance regarding sustainability	●	Corporate Report 2013 p. 72-74; Financial Report 2013 p. 39, 128-133	
4.11	Accounting for the precautionary approach	●	Corporate Report 2013 p. 72-73; Financial Report 2013 p. 26-31	7
4.12	External agreements, principles or initiatives	●	Corporate Report 2013 p. 72-73, 78-79, 82-83; ➡	1-10
4.13	Membership in associations and advocacy groups	●	Corporate Report 2013 p. 74, 79	1-10
4.14	List of stakeholder groups engaged by the organization	●	Corporate Report 2013 p. 74-75	
4.15	Basis for the identification and selection of stakeholders with whom to engage	●	Corporate Report 2013 p. 74-75	
4.16	Approaches for the engagement of stakeholders	●	Corporate Report 2013 p. 74-75	
4.17	Central themes for stakeholders	●	Corporate Report 2013 p. 74-75	

● fully disclosed ○ partially disclosed ○ not disclosed Corporate Report 2013 Financial Report 2013 ➡ Online Report 2013

NO.	INDICATOR	STAT.	REFERENCE / NOTE	UNGC
Disclosures on Management Approach				
DMA SC	Disclosures on management approach to procurement	●	📄 p. 76-79	1-10
DMA EC	Disclosures on management approach to the economy	●	📄 p. 12, 77-78, 92-93	1, 4, 6, 7
DMA EN	Disclosures on management approach to the environment	●	📄 p. 20, 73-74, 76-79, 84-87	7-9
DMA LA	Disclosures on management approach to labor practices and decent employment	●	📄 p. 21, 88-91	1, 3, 6
DMA HR	Disclosures on management approach to human rights	●	📄 p. 21, 76-78, 89-91	1-6
DMA SO	Disclosures on management approach to society	●	📄 p. 73-74, 82-83, 92-93; ➡	10
DMA PR	Disclosures on management approach to product stewardship	●	📄 p. 82-83; ➡	1, 8
DMA AW	Disclosures on management approach to animal treatment	○	➡ Symrise does not keep any animals.	
Performance Indicators				
Performance Indicators: Economic				
EC1	Direct economic value generated and distributed	●	📄 p. 72, 93; 📄 p. 42, 76	
EC2	Financial implications and other risks and opportunities due to climate change	●	📄 p. 72, 86; 📄 p. 26-29	7-9
EC3	Coverage of defined benefit plan obligations	●	📄 p. 92-97	
EC4	Significant financial assistance received from government	●	📄 p. 82; 📄 p. 11, 22, 42, 60, 75-76	
EC6	Business policies and practices regarding local suppliers	●	📄 p. 77-79	
EC7	Procedure for hiring local employees	●	📄 p. 90; ➡	6
EC8	Services provided primarily for public benefit	●	📄 p. 64, 67, 92-93	
Performance Indicators: Environment				
EN1	Materials used by weight or volume	○	📄 p. 76-79; Exact weight and volume figures are viewed as confidential information.	8
EN2	Ratio of recyclable material to total input materials	●	📄 p. 77; ➡	8, 9
EN3	Direct energy consumption by primary energy sources	●	📄 p. 84, 86-87; ➡	8
EN4	Indirect energy consumption by primary sources	●	📄 p. 84, 86-87; ➡	8
EN5	Energy saved due to conservation and efficiency improvements	●	📄 p. 85-87	8, 9
EN7	Initiatives to reduce indirect energy consumption	●	📄 p. 85-87	8, 9
EN8	Total water withdrawal by source	●	📄 p. 87; ➡	8
EN11	Land use in protected areas	●	📄 p. 87; ➡	8
EN12	Significant impacts of operations on the biodiversity of protected areas	●	📄 p. 87; ➡	8
EN16	Direct and indirect greenhouse gas emissions by weight	●	📄 p. 84, 86; ➡	8
EN17	Other relevant greenhouse gas emissions by weight	●	📄 p. 85-86	8
EN18	Initiatives to reduce greenhouse gas emissions	●	📄 p. 84-87	7-9
EN19	Emissions of ozone-depleting substances by weight	●	➡	8
EN20	NOx, SOx and other significant air emissions by type and weight	○	This data is not relevant for Symrise's business operations.	8
EN21	Total wastewater discharges by type and location of discharge	●	📄 p. 87; ➡	8
EN22	Total weight of waste by type and disposal method	●	📄 p. 87; ➡	8
EN23	Total number and volume of significant pollutant spills	●	📄 p. 87	8
EN26	Minimization of environmental impacts stemming from products and services	●	📄 p. 78-79, 81, 84-87	7-9
EN27	Returned packaging material	●	➡	8, 9
EN28	Sanctions and monetary fines arising from non-compliance with environmental regulations	●	There were no significant fines from legal violations in 2013.	8
Performance Indicators: Labor Practices and Decent Employment				
LA1	Total workforce by employment type and region	●	📄 p. 12-13; ➡	
LA2	Employee turnover	○	📄 p. 88; ➡ Based on internal investigations, we believe that a further breakdown does not provide any additional benefits relevant to sustainability.	
LA4	Percentage of employees covered by collective bargaining agreements	●	📄 p. 89	1, 3
LA5	Minimum notice period(s) for significant operational changes	●	➡	3
LA7	Work-related rates of injury, occupational diseases, lost days, absenteeism and work-related fatalities	○	📄 p. 91; ➡ Occupational diseases and lost days are not reported as this information is viewed as confidential.	1

NO.	INDICATOR	STAT.	REFERENCE / NOTE	UNGC
Performance Indicators: Labor Practices and Decent Employment				
LA8	Precautionary measures regarding serious illnesses	●	§§ p. 91	1
LA10	Education and training per employee and employee category	○	§§ p. 89-90; A systematic data collection system is currently being developed	
LA12	Percentage of employees receiving regular performance and development reviews	●	§§ p. 90	
LA13	Diversity of employees and governance bodies	○	§§ p. 90-91; ➡ Disclosures on minorities are not reported as this information is considered confidential.	1, 6
LA14	Wage differences according to gender	○	➡ Remuneration system is not gender-based. There is currently no evidence to suggest further analysis.	1, 6
Performance Indicators: Human Rights				
HR1	Investment agreements with human rights clauses	●	§§ p. 78	1 - 6
HR2	Supplier checks regarding compliance with human rights	●	§§ p. 78; ➡	1 - 6
HR4	Total number of incidents of discrimination and actions taken	●	Discrimination on the basis of personal characteristics is not tolerated at Symrise. No incidences of discrimination came to light in the reporting period.	1, 2, 6
HR5	Right to freedom of association and collective bargaining	●	§§ p. 78, 89	1, 2, 3
HR6	Operational activities with the risk of child labor	●	§§ p. 78, 89	1, 2, 5
HR7	Operational activities with the risk of forced labor	●	§§ p. 78, 89	1, 2, 4
Performance Indicators: Society				
SO1	Impact on community and society from operational activities	●	§§ p. 92-93; §§ p. 121-122; ➡	
SO2	Investigations regarding corruption risks	●	§§ p. 73-74; §§ p. 121-122	10
SO3	Employees trained in organization's anti-corruption policies and procedures	●	§§ p. 73-74; §§ p. 121-122	10
SO4	Actions taken in response to incidents of corruption	●	§§ p. 73-74; §§ p. 121-122	10
SO5	Political positions, participation in political processes and lobbying	●	§§ p. 74-75, 93; §§ p. 16-17	1-10
SO8	Sanctions and monetary fines from legal violations	●	At present, only a few Group companies are affected by ongoing legal proceedings. There were no significant fines from legal violations in 2013.	
Performance Indicators: Product Responsibility				
PR1	Health impacts stemming from products along the product life cycle	●	§§ p. 78, 83	1
PR2	Total number of incidents of non-compliance with regulations or voluntary codes concerning the impacts of products	●	§§ p. 83	1
PR3	Legally required product labeling	●	§§ p. 83	8
PR6	Legal conformity in advertising	○	We do not market our products to end consumers. Our products are custom-tailored to the needs of our customers. We therefore do not advertise directly to consumers.	
PR9	Monetary fines related to product condition violations	●	There were no significant fines from legal violations during the reporting period.	
Sector Indicators: Food Processing				
FP1	Suppliers that conform with procurement policy	●	§§ p. 78	1-10
FP2	Percentage of products purchased according to sustainability standards	●	§§ p. 78-79	
FP3	Strike-related down-times	●	§§ p. 89	
FP4	Programs for promoting a healthy lifestyle	●	§§ p. 82, 92-93	
FP5	Products from safety certified production plants	●	§§ p. 82-83; ➡	
FP6	Products with reduced fat, sodium and sugar levels	●	§§ p. 82; ➡	
FP7	Products with an increased level of fiber, vitamins, minerals, herbal or health-promoting additives	●	§§ p. 82; ➡	
FP8	Nutritional information beyond the legal requirements	○	We do not market our products to end consumers.	
FP9	Number of animals according to species	●	Symrise does not keep any animals.	
FP10	Bodily changes and use of narcotics	○	Symrise does not keep any animals.	
FP11	Livestock breeding	○	Symrise does not keep any animals.	
FP12	Use of antibiotics, anti-inflammatory agents, hormones and/or growth enhancers	○	Symrise does not keep any animals.	
FP13	Regulatory violations and non-compliance with voluntary standards regarding the treatment of animals, their transport or slaughter	○	Symrise does not keep any animals.	