Global Compact Communication on Progress and GRI Content Index referencing the Datwyler Annual Report 2013

Message from the CEO
Long-term values

100 years of innovation for the benefit of our customers, employees, shareholders and the community – that is the hallmark of the Datwyler Group. Over this period, Datwyler has evolved from a family-owned Swiss company into an international group. Building on our strong roots, we have developed our own style with high standards and unique values:

We are entrepreneurs.
We bring value to our customers.
We excel in what we do.
We have respect for others.

These values guide the way we run our business over the long term. We strive to deliver sustainable profitable growth for the benefit of our stakeholders as the foundation for adding long-term value and preserving the corporate independence of the Datwyler Group.

In our efforts, we are addressing the challenges of our times. We voluntarily adopted the standards of the Global Reporting Initiative (GRI) for the sustainability section of our 2008 Annual Report, and in 2009 we joined the UN Global Compact. This is an initiative launched by the United Nations which espouses ten principles in the areas of human rights, labour, the environment and combating corruption. As a UN Global Compact participant, Datwyler undertakes to follow the ten principles and to accept its responsibility within society. In the 2013 reporting year the fourth progress report on the ten UN Global Compact principles was published. This endeavour is based on the Datwyler values and the Code of Conduct that lay down globally binding rules for all Datwyler Group employees. The systematic surveys of customers were continued in 2013. The employee satisfaction survey was conducted again in the spring of 2014. In this way we live up to our social responsibility every day as a reliable partner to our stakeholders.

Following the major portfolio changes and growth initiatives of 2012, at the strategic level 2013 was a year of consolidation, integration and strengthening of the existing organisation. The three companies acquired in 2012, Nedis, Zhongding Sealtech and Hankook Sealtech, are now included in the sustainability report.

Dr. Paul J. Hälg, CEO

Integration of the Global Compact Communication on Progress in the sustainability reporting according to the Global Reporting Initiative

Since 2008, the Annual Report published by Dätwyler Holding Inc. has followed the Global Reporting Initiative (GRI) G3 Guidelines. Together with the detailed GRI Content Index, the Annual Report meets the requirements for Application Level C, as checked and confirmed by GRI. Since 9 November 2009, the Datwyler Group has been a member of the UN Global Compact. The table below summarises the significant aspects related to the ten principles of the Global Compact. More information about the specific actions and outcomes can be found on the referenced pages of the Annual Report and this GRI Content Index. All documents are available for downloading at www.datwyler.com.

Global Compact Principles	Summary of Actions and Outcomes	Information in the Annual Report 2013	Information in the GRI Content Index 2013
Human Rights			
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	The Datwyler Group's Code of Conduct clearly stipulates that the companies and employees in the Group respect the human rights, dignity, privacy and personal rights of every individual. Datwyler does not tolerate any form of discrimination, humiliation, oppression, harassment or offence. In the reporting year 2013, the Compliance Officer (currently the CFO) received no complaints of alleged discrimination in Datwyler companies. In its Code of Conduct, the Datwyler Group commits to ensuring a safe and healthy working environment.	Page 22: Long-term values and Sustainability as a strategic direction Page 23: Standardised processes assure quality Page 27: Workforce demographics and Fair employment conditions Page 28: Training promotes competence and safety	Page 10: LA7 Page 11: LA13 Page 13: PR1, PR2
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	In its Code of Conduct, the Datwyler Group commits to open and honest behaviour with integrity. The Datwyler Group gives its suppliers fair contractual terms and reasonable valuable consideration. In return, Datwyler also expects the suppliers to treat their employees and suppliers fairly and honestly. Since 2014, the Datwyler Group also has a supplier Code of Conduct.	Page 27: Fair employment conditions Page 28: Fair and responsible partner	Page 11: HR4
Labour			
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	The Datwyler Group's Code of Conduct explicitly states that employees are free to join trade unions. The Datwyler companies maintain a constructive dialogue with internal employee representatives. Employees of the Sealing Solutions Division in Switzerland are subject to the Collective Bargaining Agreement of the Swiss mechanical and electrical engineering industries. Group wide, 5'362 employees, or 76.1% of the Datwyler Groups workforce, were covered by collective bargaining agreements in 2013.	Page 27: Fair employment conditions	Page 10: LA4
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	In its Code of Conduct, the Datwyler Group commits to protect human rights. It categorically rejects the use of forced and compulsory labour. The systematic sustainability reporting shows that all companies in the Datwyler Group comply with this.	Page 22: Sustainability as a strategic direction	Page 11: HR7
Principle 5: Businesses should uphold the effective abolition of child labour.	In its Code of Conduct, the Datwyler Group commits to protect human rights. It categorically rejects the use of child labour. The systematic sustainability reporting shows that all companies in the Datwyler Group comply with this.	Page 22: Sustainability as a strategic direction	Page 11: HR6
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	The Code of Conduct lays down that Datwyler does not tolerate any form of discrimination, humiliation, oppression, harassment or offence. In the reporting year 2013, the Compliance Officer (currently the CFO) received no complaints of alleged discrimination in Datwyler companies.	Page 27: Workforce demographics and Fair employment conditions	Page 10: LA2 Page 11: LA13, HR4

Global Compact Principles	Summary of Actions and Outcomes	Information in the Annual Report 2013	Information in the GRI Content Index 2013
Environment			
Principle 7: Business should support a precautionary approach to environmental challenges.	For the companies in the Datwyler Group, environmental protection is an important mission and, as such, is embodied in the Group's Code of Conduct. This encompasses both environmentally friendly production with efficient use of resources and the development of products that are made of the most environmentally sound components possible. Since 2010 the environmental data in the sustainability reporting have included all sites in both divisions of the Datwyler Group. For the three companies acquired in the second half of 2012, Datwyler reported environmental figures for the first time for the business year 2013. In 2013, the Group spent around CHF 1.6 million on environmental activities.	Page 26: Focus on the environment, Certified environmental management and Environmental performance at a glance	Page 9: EN18, EN30
Principle 8: Business should undertake initiatives to promote greater environmental responsibility.	At the end of 2013, 14 Datwyler companies were certified to ISO 14001. Other companies are working towards ISO environmental certification. The Sealing Solutions Division and its Swiss affiliate have been members of the Swiss Private Sector Energy Agency since 2002. Acting on behalf of the Federal Office for the Environment, the agency acknowledged fulfilment of the agreed voluntary reduction in CO_2 emissions in 2013. A wood-fired electricity generating plant has been in operation at the Sealing Solutions Division's Swiss site since October 2008 to supply process and heat energy. The use of renewable energy sources enables Datwyler to save around 500,000 litres of heating oil annually and to reduce CO_2 emissions by some 1,300 tonnes. At the same location, Datwyler uses only 100% hydroelectric power from naturemade-basic-certified power stations since October 2012.	Page 23: Quality for customers Page 25: Summary of environmental data by division Page 26: Environmental performance at a glance	Page 8: EN3, EN4, EN6, EN8, EN16 Page 9: EN18, EN22, EN23, EN28, EN30 Page 13: PR3
Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies.	Environmental protection at Datwyler encompasses both environmentally friendly production with efficient use of resources and the development of products that are made of the most environmentally sound components possible and, in many cases, directly help to protect the environment. One example is the new rubber gaskets for environmentally friendly natural gas engines or for technologies to reduce nitrogen-oxide emissions from diesel-powered vehicles in the automotive industry.	Page 26: Focus on the environment	Page 8: EN6 Page 9: EN18
Anti-Corruption			
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	The Datwyler Group's Code of Conduct strictly prohibits collusion, bribery and corruption. The Code of Conduct is reiterated to employees constantly during internal training sessions. Once again, no legal actions for anti-competitive behaviour, anti-trust or monopoly practices were brought against Datwyler during 2013. Nor were any significant fines or non-monetary sanctions imposed on Datwyler for non-compliance with laws and regulations during the reporting year. Since 2014, the Datwyler Group also has a supplier Code of Conduct. The internal auditors regularly monitor compliance with laws and observation of the Code of Conduct in all organisational units of the Datwyler Group. In accordance with the Code of Conduct, the Datwyler Group does not provide financial support to political parties, organisations or office holders.	Page 28: Fair and responsible partner and Social responsibility	Page 12: SO3, SO4, SO6

GRI Content Index referencing the Datwyler Annual Report 2013

Integration of Sustainability Information following the Global Reporting Initiative Guidelines

This year's Annual Report 2013 published by Dätwyler Holding Inc. follows the Global Reporting Initiative (GRI) G3 Guidelines for the sixth time. Together with the information compiled in this detailed GRI Content Index, the Annual Report meets the requirements for Application Level C, as checked and confirmed by GRI.

GRI is the world's leading standard for corporate sustainability reporting (www.globalreporting.org). The GRI Guidelines require disclosures that set the overall context for understanding an organisation's sustainability performance. Furthermore, they cover disclosures on the organisational profile and numerous performance indicators relating to Economic (EC), Environmental (EN), Product Responsibility (PR), Labour Practices (LA), Human Rights (HR) and Society (SO) issues. By adopting these Guidelines, Datwyler is seeking to provide its stakeholders with comprehensive and transparent information on the company's sustainability focus.

The GRI Content Index below shows where to locate specific information in the Annual Report. GRI requires a number of organisational profile disclosures (see sections 1 to 4 of the table). Core GRI performance indicators are shown in black type, while additional indicators that GRI has identified as possibly being relevant to an organisation's reporting are shown in grey type. Aspects and indicators discussed in the report are highlighted in a green box giving references to the relevant sections and page numbers of the report.

If you have any queries about Datwyler's sustainability reporting, please contact:

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No.	GRI G3 Content Index	Page in Report/Comments
Profile		
1	Strategy and Analysis	
1.1	Statement from the most senior decision-maker of the organisation (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and its strategy.	CEO's Statement, 22, and Letter to Shareholders, 3-5

2	Organisational profile	
2.1	Name of the organisation.	Dätwyler Holding Inc. Back cover
2.2	Primary brands, products, and/or services.	Datwyler Group: a focused industrial supplier, inside front cover Technical Components products and services, 8-9 Sealing Solutions, 14-15
2.3	Operational structure of the organisation.	Group structure, 32 Executive Management, 40 Datwyler Group, 112-114
2.4	Location of organisation's headquarters.	Imprint, back cover
2.5	Number of countries where the organisation operates.	Datwyler Group - a focused industrial supplier, inside front cover Subsidiaries and Investments, 91-93
2.6	Nature of ownership and legal form.	Group structure and shareholders, 32
2.7	Markets served.	Segment information, 70 Net revenue by region, 71 Technical Components markets, 9 Sealing Solutions markets, 15
2.8	Scale of the reporting organisation, including number of employees, net sales, total capitalisation, quantity of products or services provided.	Highlights, 1 Capital structure, 33 Share information, 109 The Datwyler Group employs 7'047 persons.
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Transactions 2013, 69
2.10	Awards received in the reporting period.	

3	Report Parameters	
REPORT PROFILE		
3.1	Reporting period.	2013
3.2	Date of most recent previous report.	15 March 2013
3.3	Reporting cycle.	Annual
3.4	Contact point for questions regarding the report or its contents.	Page 1 of this index
REPORT SCOPE AND BOUNDARY		
3.5	Process for defining report content, including explanation on how prioritiesof topics for inclusion in the report were defined and the stakeholders identified whom the organisation considers to be interested in using this report.	Datwyler takes a responsible attitude towards customers, the environment, employees and the community that reflects the significance of the stakeholder groups as a key element of sustainable corporate management and has structured its reporting accordingly. The “GRI Guidance on Defining Report Content” and the associated Principles have been applied to the extent permitted by data availability to the presentation of the indicators reported for these subjects. Since it is increasingly in stakeholders’ interests to have reliable environmental data on a manufacturing company such as Datwyler, the environmental data system has covered all Group companies since 2010. With a similar eye to current stakeholder interests, CO_2 emissions are now presented as direct (Scope 1) and indirect (Scope 2) emissions in accordance with the Greenhouse Gas Protocol.
3.6	Boundary of the report.	The report relates to the entire Datwyler Group. Where information applies only to part of the organisation as an example or due to data availability, this is indicated.
3.7	State any specific limitations on the scope or boundary of the report.	No particular limitations.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	The report covers all parts of the Datwyler Group’s organisation. This includes the Technical Components and Sealing Solutions Divisions. See also Datwyler Group, 112-114
3.9		Not relevant for Application Level C.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	No re-statements of information provided in earlier reports.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	In the reporting year 2013 the companies Nedis (Netherland), Zhongding Sealtech (China) and Hankook Sealtech (Korea), acquired in the second half of 2012, have been fully consolidated and included in the sustainability reporting for the first time.
GRI CONTENT INDEX		
3.12	Table identifying the location of the Standard Disclosures in the report.	This Content Index.

4	Governance, Commitments, and Engagement	
CORPORATE GOVERNANCE		
4.1	Governance structure of the organisation, including committees and their composition.	Internal organisation, 33 Audit Committee, 34 Human Resources Committee, 44
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, his function within the organisation's management and the reasons for this arrangement).	This is not the case. See Corporate Governance, Members of the Board of Directors (37-38) and Members of Executive Management (39).
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	There is a Board of Directors. None of the members of the Board of Directors is also a member of Executive Management or has any other executive function within the Group. Corporate Governance, 33-34
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Shareholders' participation rights, 40. Employees are not represented on the Board of Directors.
4.5 - 4.13		Not relevant for Application Level C.
STAKEHOLDER ENGAGEMENT		
4.14	Stakeholder groups engaged by the organisation.	Sustainability as a strategic direction, 22
4.15	Basis for identification and selection of stakeholders with whom to engage.	The Datwyler Group engages in close dialogue with all stakeholders that influence its business performance and on whom its business activities have a particular impact.This also includes the following regular processes: – Evaluation of suppliers, 23 – Customer satisfaction surveys, 24 – Employee satisfaction survey, 28
4.16 - 4.17		Not relevant for Application Level C.

5	Performance Indicators	
Economic		
ASPECT: ECONOMIC PERFORMANCE		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments (taxes).	Consolidated Income Statement, 58 Fair employment conditions, 27-28 Social responsibility, 328
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	
EC3	Coverage of the organisation's defined benefit plan obligations.	Personnel expenses, 71 Pensions and other benefits, 72
EC4	Significant financial assistance received from government.	
ASPECT: MARKET PRESENCE		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Important contribution to regional development, 28
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	

ASPECT: INDIRECT ECONOMIC IMPACTS		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Partial information on EC8: Social responsibility, 28
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	

Environmental		
ASPECT: MATERIALS		
EN1	Materials used by weight or volume.	
EN2	Percentage of materials used that are recycled input materials.	
ASPECT: ENERGY		
EN3	Direct energy consumption by primary energy source.	Summary table of environmental data by division, 25 Non-renewable sources of energy: 191'859 GJ of which natural gas: 139'872 GJ of which butane, propane, ethane: 108 GJ of which extra light fuel oil: 8'838 of which other fossil sources: 43'042 GJ Renewable sources of energy: 14'126 GJ
EN4	Indirect energy consumption by primary source.	Partial information on EN4: Summary table of environmental data by division, 25 (electricity, district heating)
EN5	Energy saved due to conservation and efficiency improvements.	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Partial information on EN6: Active for environmental protection, 26
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	
ASPECT: WATER		
EN8	Total water withdrawal by source.	Summary table of environmental data by division, 25 Environmental performance at a glance, 26 Drinking water (communal water supply): 1.3 million m^3 or 54.2% Industrial water (river water): 1.1 million m^3 or 45.8% (Swiss production locations Schattdorf in the Sealing Solutions Division)
EN9	Water sources significantly affected by withdrawal of water.	
EN10	Percentage and total volume of water recycled and reused.	
ASPECT: BIODIVERSITY		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	
EN13	Habitats protected or restored.	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	
ASPECT: EMISSIONS, EFFLUENTS, AND WASTE		

EN16	Total direct and indirect greenhouse gas emissions by weight.	Summary table of environmental data by division, 25
EN17	Other relevant indirect greenhouse gas emissions by weight.	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	The Swiss affiliate of the Sealing Solutions Division (former Pharma Packaging and Sealing Technologies Divisions) has been a member of the Swiss Private Sector Energy Agency since 2002. Acting on behalf of the Federal Office for the Environment, the agency acknowledged fulfilment of the agreed voluntary reduction in CO_2 emissions in the reporting year.Due among other things to the commissioning of a wood-fired electricity generating plant and the renovation of façade insulation, Sealing Solutions' Schattdorf location (Switzerland) has reduced its annual CO_2 emissions by more than 1,000 tonnes in recent years..
EN19	Emissions of ozone-depleting substances by weight.	
EN20	NO_x, SO_x, and other significant air emissions by type and weight.	
EN21	Total water discharge by quality and destination.	
EN22	Total weight of waste by type and disposal method.	For data on waste by type and Division, see the summary table of environmental data by division, 25. In total, the Datwyler Group recycles more than 60% of the waste it generates. The remaining waste is either sent for incineration or to landfill.
EN23	Total number and volume of significant spills.	There were no significant spills during the reporting period.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	
ASPECT: PRODUCTS AND SERVICES		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	
ASPECT: COMPLIANCE		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	In the reporting year 2013 there were no significant fines or non-monetary sanctions.
ASPECT: TRANSPORT		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	
ASPECT: OVERALL		
EN30	Total environmental protection expenditures and investments by type.	Partial information on EN30: Certified environmental management, 26

Labour Practices and Decent Work		
ASPECT: EMPLOYMENT		
LA1	Total workforce by employment type, employment contract, and region.	Workforce demographics, 27 Chart of employees by division, 27 Chart of employees by region, 27
LA2	Total number and rate of employee turnover by age group, gender, and region.	Partial information on LA2: Workforce demographics, 31 At present only data on Group level fluctuations are available.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	
ASPECT: LABOUR/MANAGEMENT RELATIONS		
LA4	Percentage of employees covered by collective bargaining agreements.	5'362 employees, or 76.1% of the Datwyler Group's workforce, are covered by collective bargaining agreements.
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	
ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
LA6	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programmes.	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Partial information on LA7: Training promotes competence and safety, 38. Days lost to illness: 45'200 working days or 2.51% Days lost to work-related accidents: 2'631 working days or 0.15% Days lost to non-work-related accidents: 1'469 working days or 0.08% It is currently not possible to subdivide these figures by region.
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	
LA9	Health and safety topics covered in formal agreements with trade unions.	
ASPECT: TRAINING AND EDUCATION		
LA10	Average hours of training per year per employee by employee category.	Partial information on LA10: For information on investments in training and education, see Training promotes competence and safety, 28 Group-wide data on average hours of training are currently unavailable due to the decentralised structure of the company. By attending the Young Managers Program, 25 up-and-coming managers (high potentials) received some 40 hours of intensive advanced training during four days involving external specialists.
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	
LA12	Percentage of employees receiving regular performance and career development reviews.	
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		

LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Partial information on LA13: Workforce demographics, 27 It is currently not possible to subdivide the figures by age group.
LA14	Ratio of basic salary of men to women by employee category.	Fair employment conditions, 27-28

Human Rights		
ASPECT: INVESTMENT AND PROCUREMENT PRACTICES		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	
ASPECT: NON-DISCRIMINATION		
HR4	Total number of incidents of discrimination and actions taken.	Fair employment conditions, 27-28
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	
ASPECT: CHILD LABOR		
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	In its Code of Conduct established in 2008 and with its participation in the UN Global Compact, the Datwyler Group has committed itself to protect human rights. This means that all legal entities categorically reject the use of child labour.
ASPECT: FORCED AND COMPULSORY LABOR		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	In its Code of Conduct established in 2008 and with its participation in the UN Global Compact, the Datwyler Group has committed itself to protect human rights. This includes the categoric rejection by all legal entities of forced and compulsory labour.
ASPECT: SECURITY PRACTICES		
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	
ASPECT: INDIGENOUS RIGHTS		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	

Society		
ASPECT: COMMUNITY		
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	
ASPECT: CORRUPTION		
SO2	Percentage and total number of business units analysed for risks related to corruption.	
SO3	Percentage of employees trained in the organisation's anti-corruption policies and procedures.	Fair and responsible partner, 28 All employees undergo in-house training to familiarise themselves with the Group's Code of Conduct.
SO4	Actions taken in response to incidents of corruption.	No cases of corruption became known in 2013.
ASPECT: PUBLIC POLICY		
SO5	Public policy positions and participation in public policy development and lobbying.	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Social responsibility, 28 In accordance with the Code of Conduct we do not provide financial support to political parties, organisations or office holders.
ASPECT: ANTI-COMPETITIVE BEHAVIOUR		
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fair and responsible partner, 28
ASPECT: COMPLIANCE		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fair and responsible partner, 28

Product Responsibility		
ASPECT: CUSTOMER HEALTH AND SAFETY		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Impacts on health and safety and possible potential for improvement are assessed primarily in the following life cycle stages of all products: development, certification, production and application. Standardised processes assure quality, 23
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Standardised processes assure quality, 23
ASPECT: PRODUCT AND SERVICE LABELING		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Regulatory information requirements as minimum standards, 24
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Partial information on PR5: Systematic customer surveys, 24
ASPECT: MARKETING COMMUNICATIONS		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	
ASPECT: CUSTOMER PRIVACY		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	
ASPECT: COMPLIANCE		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	

Appendix: summary of the Global Reporting Initiative framework

The G3 version of the GRI Guidelines has been in effect since October 2006. To allow companies to expand their sustainability reporting over time, an Application Levels system was launched, as shown in the table below. Application Level C, which has been achieved by Datwyler and checked by GRI, already covers a large number of disclosure requirements. The highest level of coverage is A, for which all the required elements must be reported on.

Report Applicaiton Level	C	C+	B	B+	A	A+
Standard Disclosures: G3 Profile Disclosures (OUTPUT)	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4 , 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
Standard Disclosures: G3 Management Approach Disclosures (OUTPUT)	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach disclosed for each Indicator Category	
Standard Disclosures: G3 Performance Indicators & Sector Supplement Performance Indicators (OUTPUT)	Report on a minimum of 10 Performance Indicators, including at least one from each of: social, economic, and environment.		Report on a minimum of 20 Performance Indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.		Respond on each core G3 and Sector Supplement* indicator with due regard to the materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	

*Sector supplement in final version

Datwyler's Annual Report 2013 meets the requirements set out in the GRI G3 Guidelines for "Application Level C: GRI checked".