

# SWAROVSKI

## SWAROVSKI GRI STANDARD INDEX 2019

This index has been guided by Global Reporting Initiative (GRI) Standards and reporting criteria. This GRI index contains some supplementary information and performance data, beyond what is included in the main Sustainability Report 2019. Unless otherwise stated, data is from the ten main locations covered by the report: Wattens, Austria; Triesen Liechtenstein; Plattsburgh, USA; Marigot Jewelry Thailand (Ayutthaya & Bangpoo); Swarovski Gemstones Thailand (Bangplee); Männedorf, Switzerland; Pune, India; Subotica, Serbia and Bien Hoa, Vietnam.

GENERAL STANDARD DISCLOSURES				
Indicator / Disclosure Number	Description	Principal Location	Additional information	UN Global Compact Principles
ORGANIZATIONAL PROFILE				
102-1	Name of the organization	Cover page		
102-2	Activities, brands, products and services	P9: Our Business		
102-3	Location of HQ	P9: Our Business		
102-4	Location of operations	P9: Our Business		
102-5	Ownership and legal form	P9: Our Business		
102-6	Markets served	P9: Our Business		
102-7	Scale of the organization	P9: Our Business	See group website for 2018 data: <a href="https://www.swarovskigroup.com/S/aboutus/Facts.en.html">https://www.swarovskigroup.com/S/aboutus/Facts.en.html</a>	
102-8	Information on employees and other workers	P9: Our Business	See Chart 1 in this GRI Index	
102-9	Supply chain	P11: Our Value Chain		Principles 4 & 5

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102-10	Significant changes to the organization and its supply chain	P9: Our Business	No significant changes during 2017-2018
102-11	Precautionary Principle or approach	P5: Executive Board Letter P15: Our Strategy	P55: Our Management Approach
102-12	External initiatives	P5: Executive Board Letter	UN Global Compact, UN Sustainable Development Goals, the UN Women's Empowerment Principles, Davos Compact and Responsible Jewellery Council (Gemstones Business, Swarovski Professional and Chamilia)
102-13	Membership of associations	P5: Executive Board Letter	In addition to those noted in the report, Swarovski is actively engaged in the European Domestic Glass Association, the Austrian Industry Association, as well as the US Fashion Jewelry and Accessories Trade Association (FJATA). Swarovski is furthermore a member of the Austrian Chamber of Commerce, and several national jewelry associations.

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STRATEGY				
102-14	Statement from senior decision-maker	P5: Executive Board Letter		
102-15	Key impacts, risks and opportunities	P5: Executive Board Letter P15: Our Strategy	P55: Our Management Approach	
ETHICS AND INTEGRITY				
102-16	The organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	P5: Executive Board Letter	P55: Our Management Approach  <b>Swarovski Integrity Charter:</b> Endorsed by the Executive Board in 2016, the Charter defines how Swarovski can act responsibly to meet global business opportunities and challenges. It confirms our values, principles and commitment to responsible business.	Principle 10
GOVERNANCE				
102-18	Governance Structure	P10: Our Governance	P55: Our Management Approach	
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	P10: Our Governance	Stakeholder Engagement and Materiality (Report 2015)	
102-41	Collective bargaining agreements		There over 19200 employees across the ten major locations in focus. All employees from Wattens are covered by collective bargaining agreements. This represents 27.5% of all employees from the ten locations.	Principle 3
102-42	The basis for identifying and selecting stakeholders		Stakeholder Engagement and Materiality (Report 2015), factsheet accessible here: <a href="https://www.swarovskigroup.com/S/aboutus/CSR-Stakeholder-Engagement-Materiality.pdf">https://www.swarovskigroup.com/S/aboutus/CSR-Stakeholder-Engagement-Materiality.pdf</a> Swarovski Sustainability Report 2015, accessible here: <a href="https://www.swarovskigroup.com/S/aboutus/Sustainability_Report_2015_English.pdf">https://www.swarovskigroup.com/S/aboutus/Sustainability_Report_2015_English.pdf</a>	
102-43	Approach to stakeholder engagement		Stakeholder Engagement and Materiality (Report 2015). factsheet accessible here: <a href="https://www.swarovskigroup.com/S/aboutus/CSR-Stakeholder-Engagement-Materiality.pdf">https://www.swarovskigroup.com/S/aboutus/CSR-Stakeholder-Engagement-Materiality.pdf</a> Swarovski Sustainability Report 2015, accessible here: <a href="https://www.swarovskigroup.com/S/aboutus/Sustainability_Report_2015_English.pdf">https://www.swarovskigroup.com/S/aboutus/Sustainability_Report_2015_English.pdf</a>	

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102-44	Key topics and concerns raised		Stakeholder Engagement and Materiality (Report 2015). factsheet accessible here: <a href="https://www.swarovskigroup.com/S/aboutus/CSR-Stakeholder-Engagement-Materiality.pdf">https://www.swarovskigroup.com/S/aboutus/CSR-Stakeholder-Engagement-Materiality.pdf</a> Swarovski Sustainability Report 2015, accessible here: <a href="https://www.swarovskigroup.com/S/aboutus/Sustainability_Report_2015_English.pdf">https://www.swarovskigroup.com/S/aboutus/Sustainability_Report_2015_English.pdf</a>	
<b>REPORTING PRACTICE</b>				
102-45	Entities included in the consolidated financial statements	P80: About this report	See group website for 2018 data: <a href="https://www.swarovskigroup.com/S/aboutus/Facts.en.html">https://www.swarovskigroup.com/S/aboutus/Facts.en.html</a> As a privately held company. Swarovski does not report financial information	
102-46	Defining report content and topic Boundaries	P80: About this report	P55: Our Management Approach Stakeholder Engagement and Materiality (Report 2015)	
102-47	List of material topics	P15: Our Strategy and P55: Our Management Approach	As reported in our Sustainability Report 2015 (Stakeholder Engagement and Materiality) we undertook a detailed assessment to identify our most material issues. Since then, we have continued to engage with our stakeholders to help define our key issues and evolve our strategy; we have carried out a periodic materiality assessment by consulting with our colleagues across the value chain, discussions with our B2B customers, external conversations with a number of NGOs and gathering industry intelligence. As a result, our strategy is now defined by five themes that represent the areas in which we believe Swarovski can have the greatest positive impact.	
102-48	Restatements of information			
102-49	Changes in reporting	P80: About this report		
102-50	Reporting period	2017- 2018		
102-51	Date of most recent report	2017	Accessible here: <a href="https://www.swarovskigroup.com/S/aboutus/Sustainability_report_2017_final.pdf">https://www.swarovskigroup.com/S/aboutus/Sustainability_report_2017_final.pdf</a>	
102-52	Reporting cycle	Biennial		
102-53	Contact point for questions regarding the report	P80: About this report		

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102-54	Claims of reporting in accordance with the GRI Standards	P80: About this report	This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines	
102-55	GRI content index	This document		
102-56	External Assurance	N/A	We do not currently seek assurance for our sustainability reporting	

### SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Principal Location	Additional Information	UN Global Compact
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### CATEGORY: ENVIRONMENTAL

#### ASPECT: ENERGY

103	Management Approach	P55: Our Management Approach	P70: Operational Sustainability	Principles 7, 8 & 9
302-1	Energy consumption within the organization	See Chart 2 in this GRI Index		Principles 8 & 9

#### ASPECT: WATER

103	Management Approach	P55: Our Management Approach	P71: Water Use	Principles 7, 8 & 9
303-3	Total water withdrawal by source	See chart 3 in this GRI Index		Principle 8
303	Percentage and total volume of water recycled and used	See Chart 4 in this GRI Index		Principles 8 & 9

#### ASPECT: EMISSIONS

103	Management Approach	P55: Our Management Approach	P70: Operational Sustainability	Principles 7,8 & 9
305-1	Direct (Scope 1) GHG emissions	See Chart 5 in this GRI Index		Principle 8

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305-2	Energy indirect (Scope 2) GHG emissions	See Chart 5 in this GRI Index		Principle 8
<b>ASPECT: EFFLUENTS AND WASTE</b>				
103	Management Approach	P55: Our Management Approach		Principles 7,8 & 9
306-2	Waste by type and disposal method	See Chart 6 in this GRI Index		Principles 8 & 9
<b>CATEGORY: SOCIAL</b>				
Sub- Category: Labour Practices and Decent Work				
<b>ASPECT: EMPLOYMENT</b>				
103	Management Approach	P55: Our Management Approach		Principle 6
401-1	New employee hires and employee turnover by age group, gender and region	See Chart 7 in this GRI Index		Principle 6
401-3	Parental leave	See Chart 8 in this GRI Index		Principle 6
Indicator	Description	Principal Location	Additional Information	UN Global Compact
<b>ASPECT: ANTI-CORRUPTION</b>				
103	Management Approach	P55: Our Management Approach		Principle 10
205-3	Confirmed incidents of corruption and actions taken	N/A	No incidents of corruption were identified	
<b>ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>				

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103	Management Approach	P55: Our Management Approach		
403-8	Workers covered by an occupational health and safety management system		Joint management-worker health and safety committees typically operate at the facility level. This is the case at all our manufacturing and production locations where 100% of the workforce is represented by local health and safety committees.	
<b>ASPECT: TRAINING AND EDUCATION</b>				
103	Management Approach	P55: Our Management Approach		
404-2	Programs for upgrading employee skills and transition assistance programs	P55: Our Management Approach	Transitions due to termination of employment are addressed on a local basis in line with the applicable local laws and with due consideration of the context within which the decision to terminate has been taken	
<b>ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>				
103	Management Approach	P55: Our Management Approach	Strategy	
405-1	Diversity of governance bodies and employees	See Chart 9 in this GRI Index		Principle 6
<b>ASPECT: SUPPLIER SOCIAL ASSESSMENT</b>				
103	Management Approach	P55: Our Management Approach		
414-2	Negative social impacts in the supply chain and actions taken	P55: Our Management Approach	Supply Chain (Sustainability Report 2015)	
<b>ASPECT: LOCAL COMMUNITIES</b>				

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103	Management Approach	P55: Our Management Approach		
413-1	Operations with local community engagement, impact assessments, and development programs		All of the locations in the report (the ten manufacturing facilities that we have included in the report) have implemented local community engagement initiatives	
<b>ASPECT: CUSTOMER HEALTH AND SAFETY</b>				
103	Management Approach	P55: Our Management Approach		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	N/A	There have been no cases of non-compliance with laws or regulations that would have a material adverse impact on our operations	
<b>ASPECT: MARKETING COMMUNICATIONS</b>				
103	Management Approach	P55: Our Management Approach		
102-2	Activities, brands, products and services: a description of the organization's activities and primary brands, products and services, including an explanation of any products or services that are	Activities: P9 Our Business  Sale of banned products or services: N/A	Swarovski do not sell any banned or disputed products	



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	banned in certain markets			
417-3	Incidents of non-compliance concerning marketing communications	N/A	There have been no cases of non-compliance with laws or regulations that would have a material adverse impact on our operations	
<b>ASPECT: COMPLIANCE</b>				
103	Management Approach	P55: Our Management Approach		
419-1	Non-compliance with laws and regulations in the social and economic area	N/A	There have been no cases of non-compliance with laws or regulations that would have a material adverse impact on our operations	

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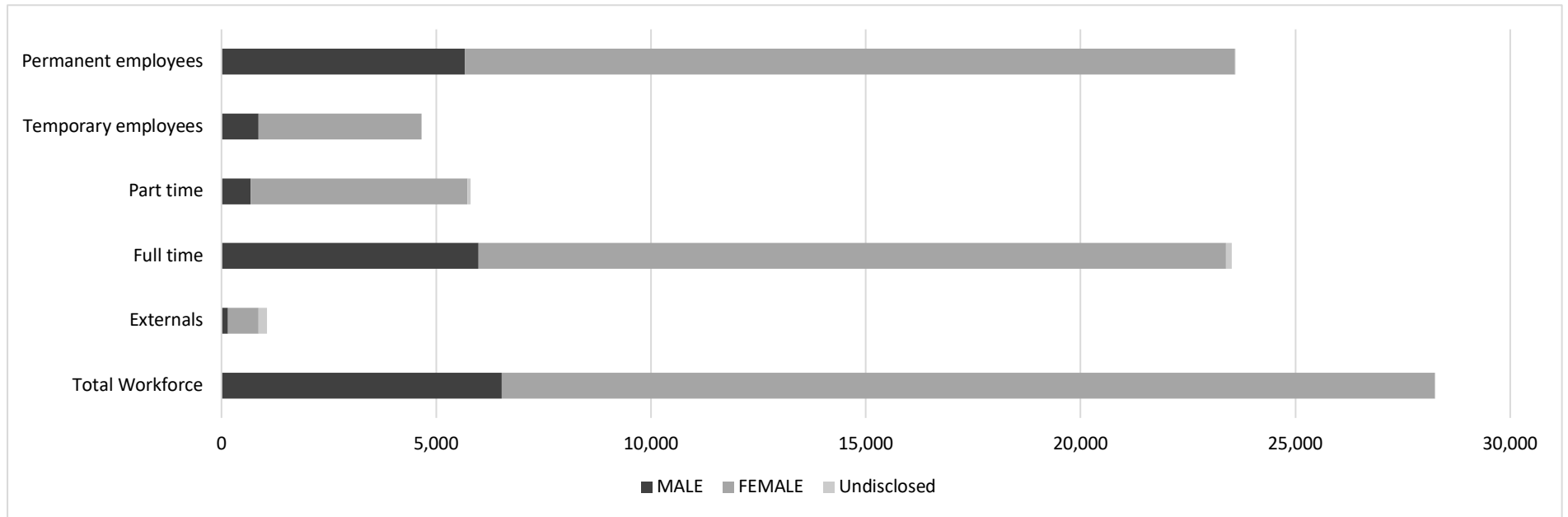
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## Chart 1

Total SCB Employees 2018

GRI Indicator reference: GRI 102-8

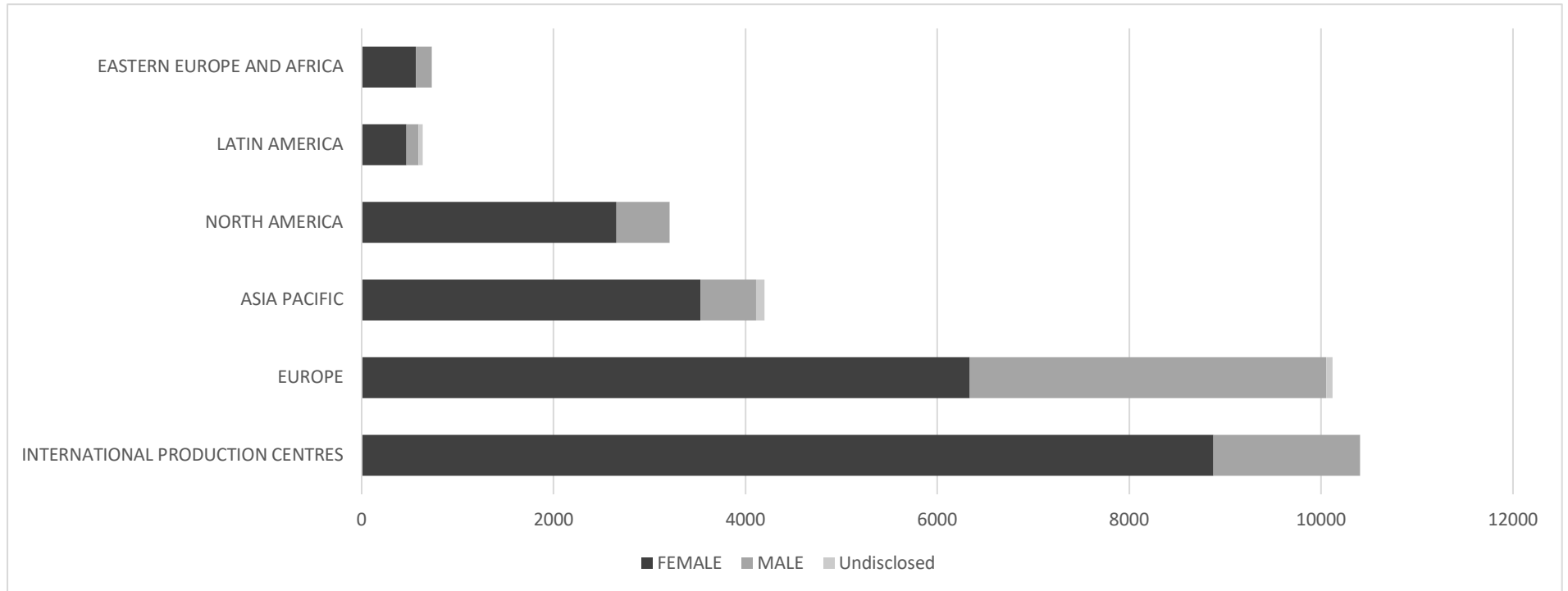
### 1A) SCB-wide



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## 1B) HR Region



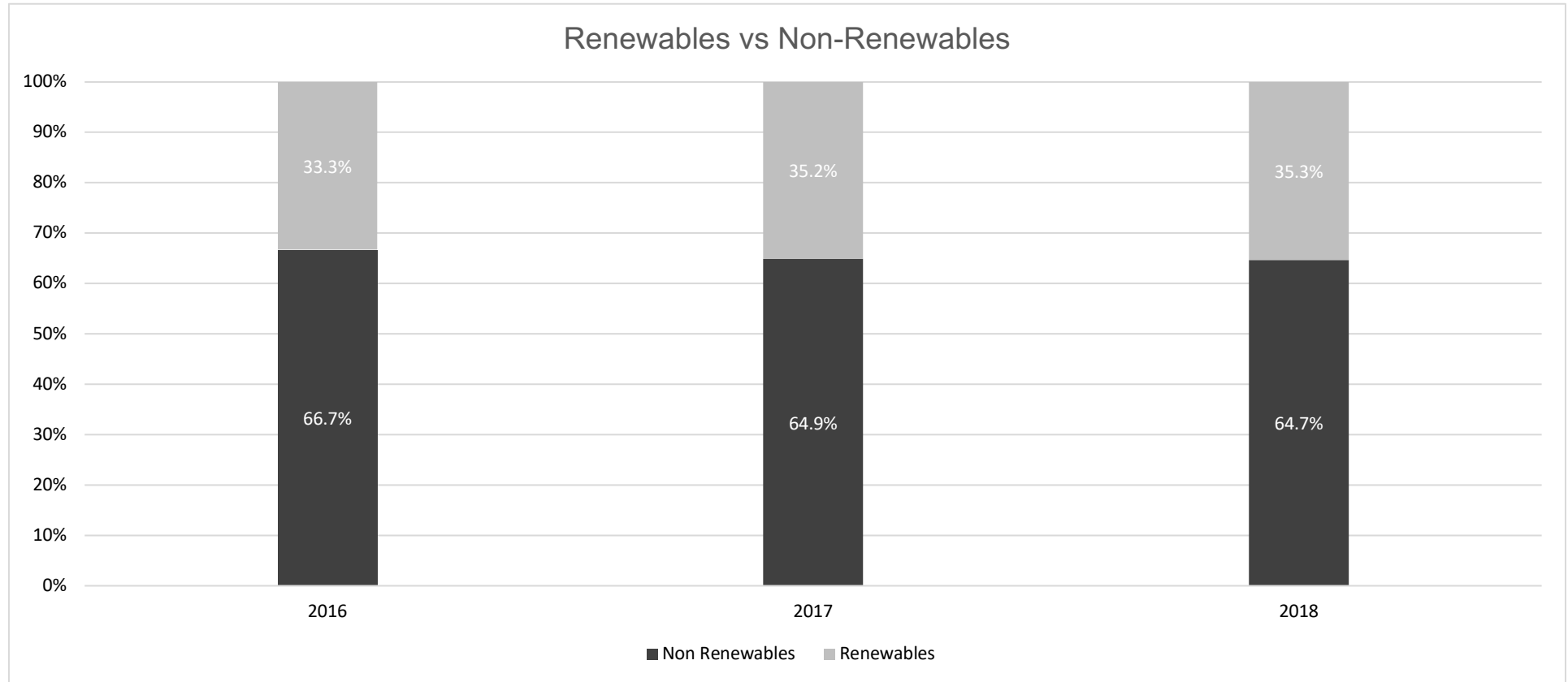
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## Chart 2

Renewables vs Non-Renewables

GRI Indicator reference: GRI 302-1



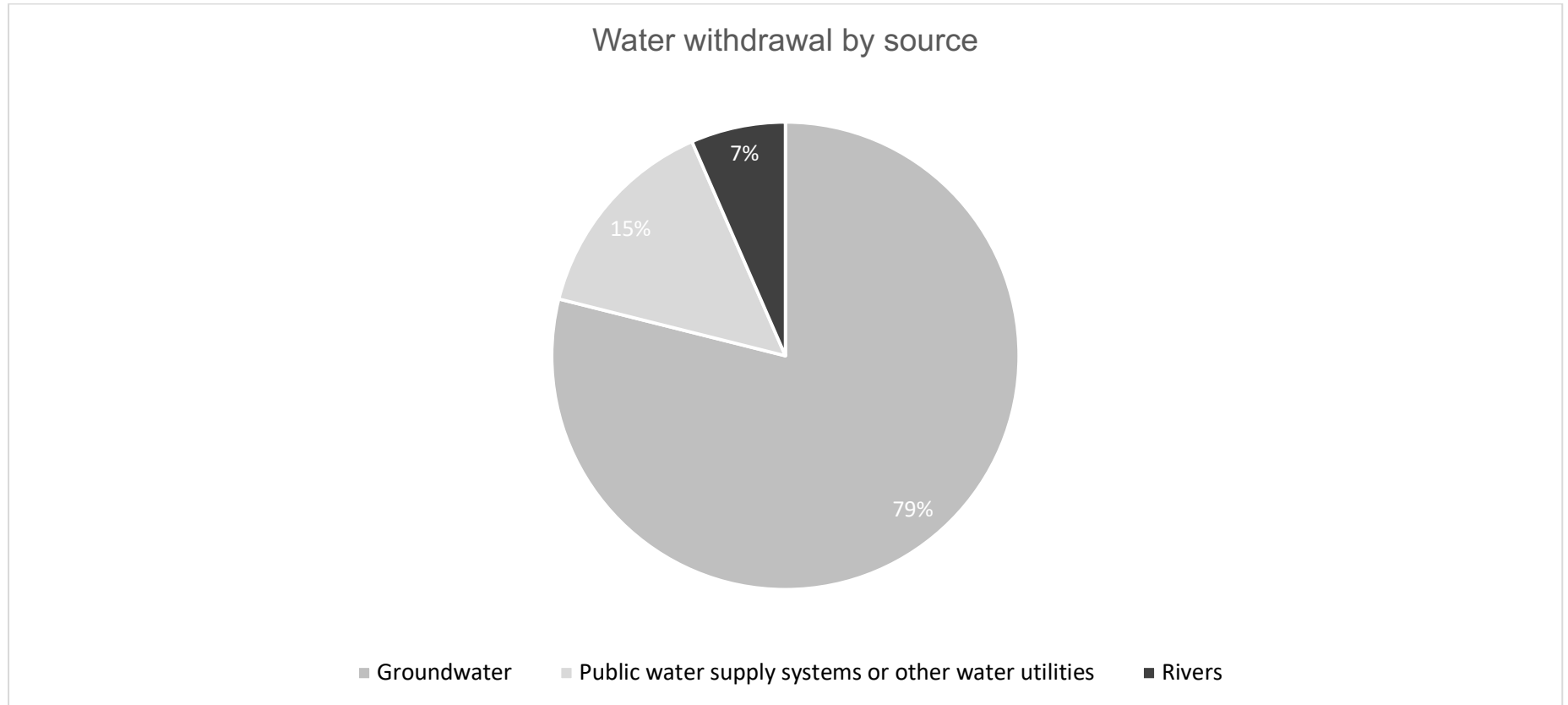
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## Chart 3

Water Withdrawal by Source

GRI Indicator reference: G4-EN8



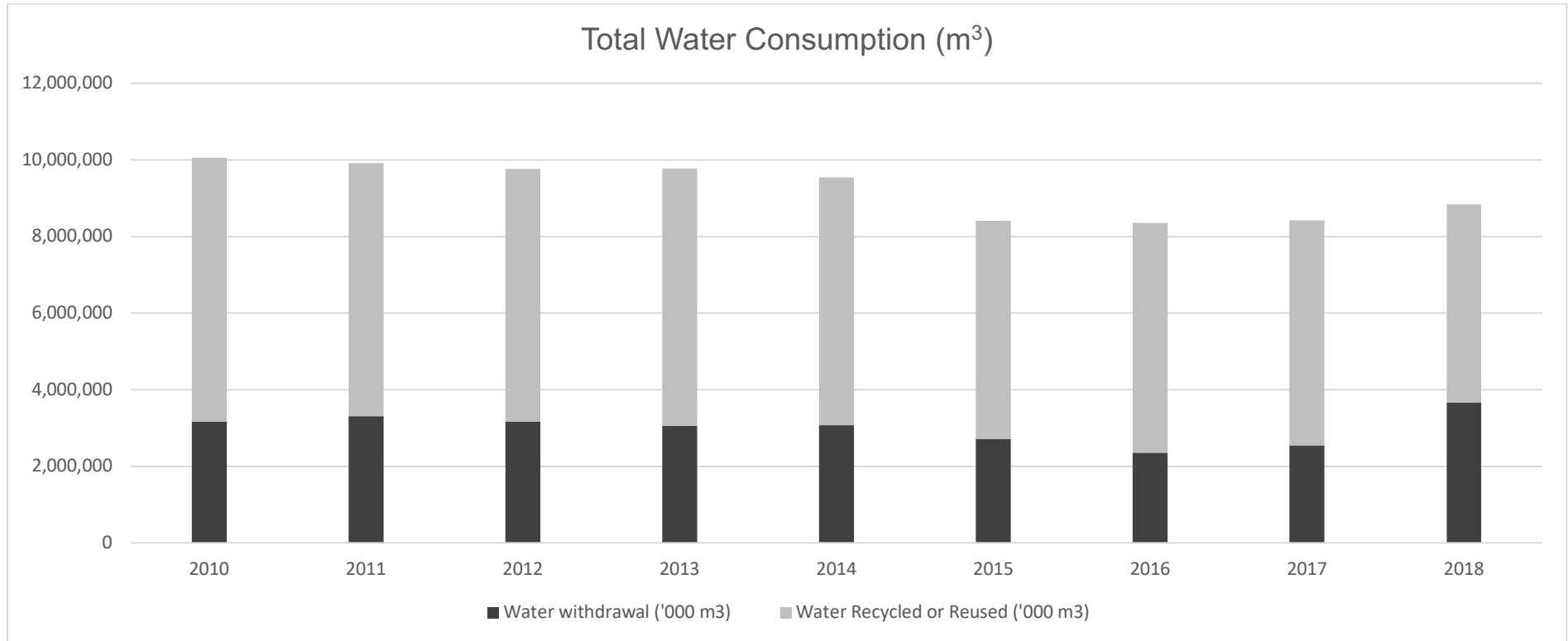
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## Chart 4

Total water consumption: volume of water withdrawn, recycled and reused

GRI Indicator: G4-EN10



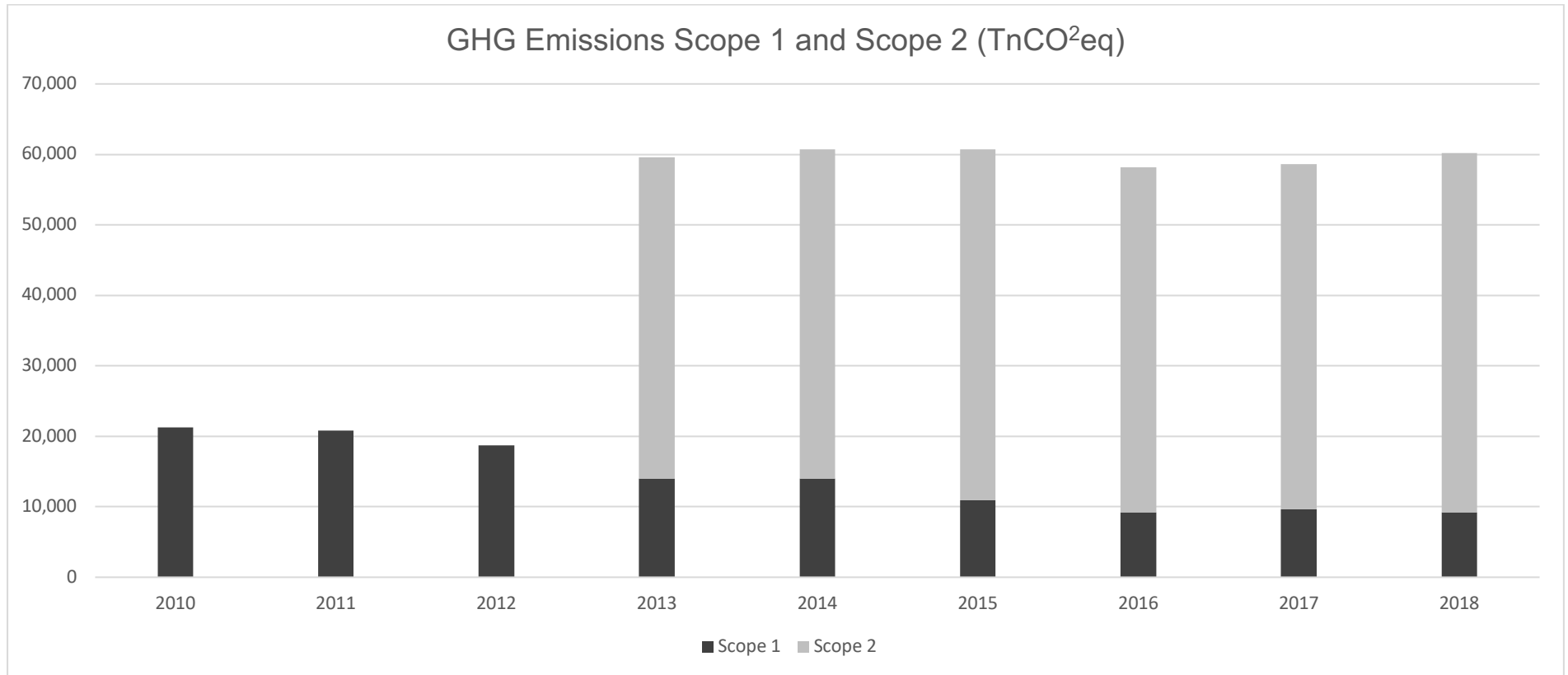
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## Chart 5

Direct greenhouse gas (GHG) emissions (Scope 1) and indirect GHG emissions (scope 2) (TnCO<sub>2</sub>eq)

GRI Indicator reference: GRI 305-1 and 305-2



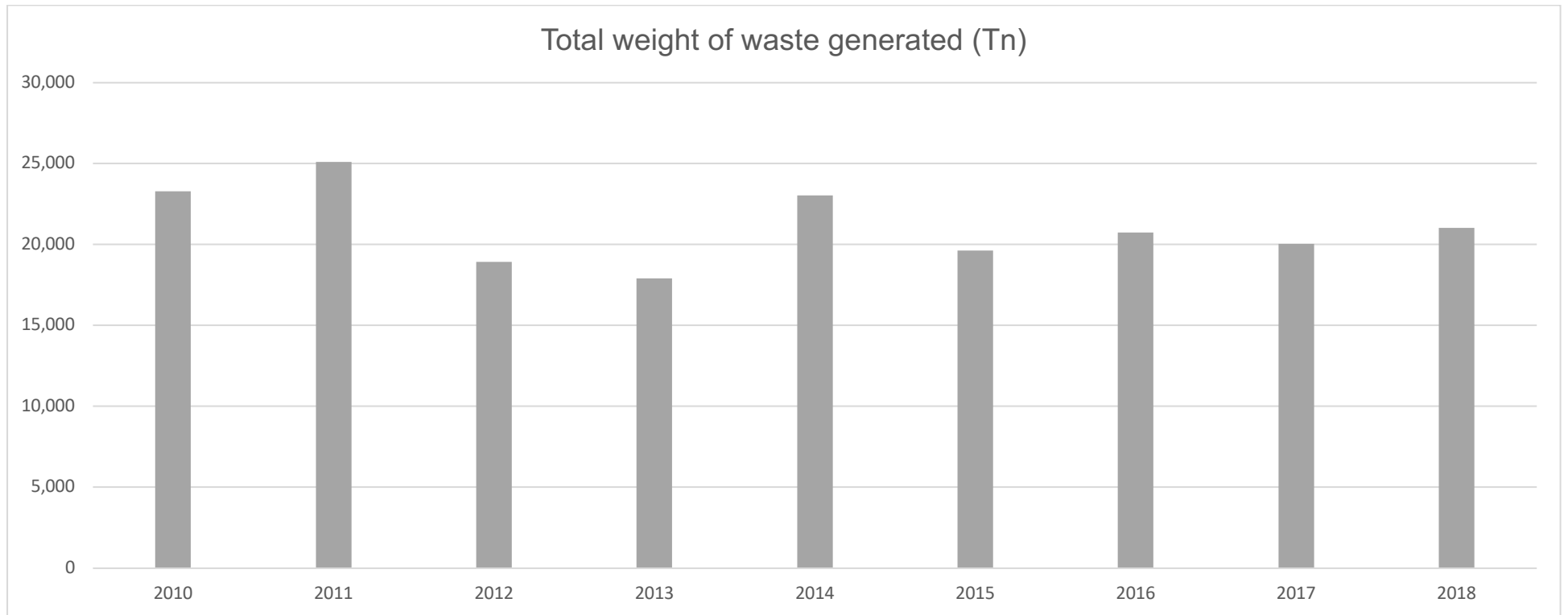
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## Chart 6

Total weight of waste generated

GRI Indicator reference: 306-2





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## Chart 7

Total number and rates of new employee hires, and employee turnover by age group, gender and region  
GRI Indicator reference: GRI 401-1

### GENDER

	2017	2018
Female	2435	4027
Male	588	924
Undisclosed	0	18

### AGE GROUP

	2017	2018
25 and under	1524	2770
26 - 35	1053	1690
36 - 45	214	265
46 - 54	140	126
55 and over	59	86

### REGION

	2017	2018
Marigot, Thailand	630	1894
Plattsburgh, USA	891	978
Bien Hoa, Vietnam	610	800
Wattens, Austria	449	560
Pune, India	220	420
Männedorf, Switzerland	129	173
Subotica, Serbia	57	92
Triesen, Liechtenstein	33	32
SGT, Thailand	4	20

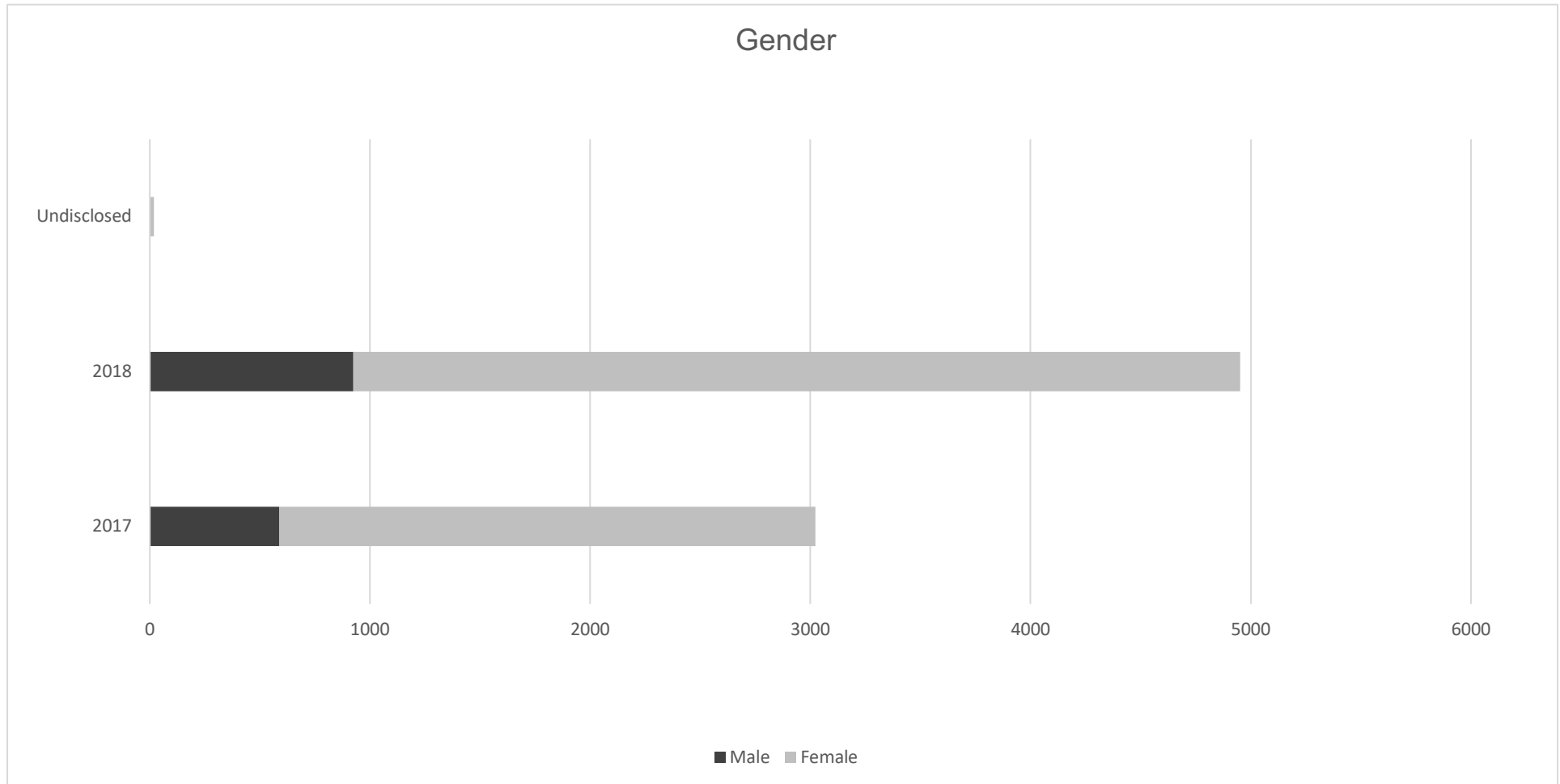
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## Chart 7 continued...

Total number and rates of new employee hires, and employee turnover by age group, gender and region

GRI Indicator reference: GRI 401-1



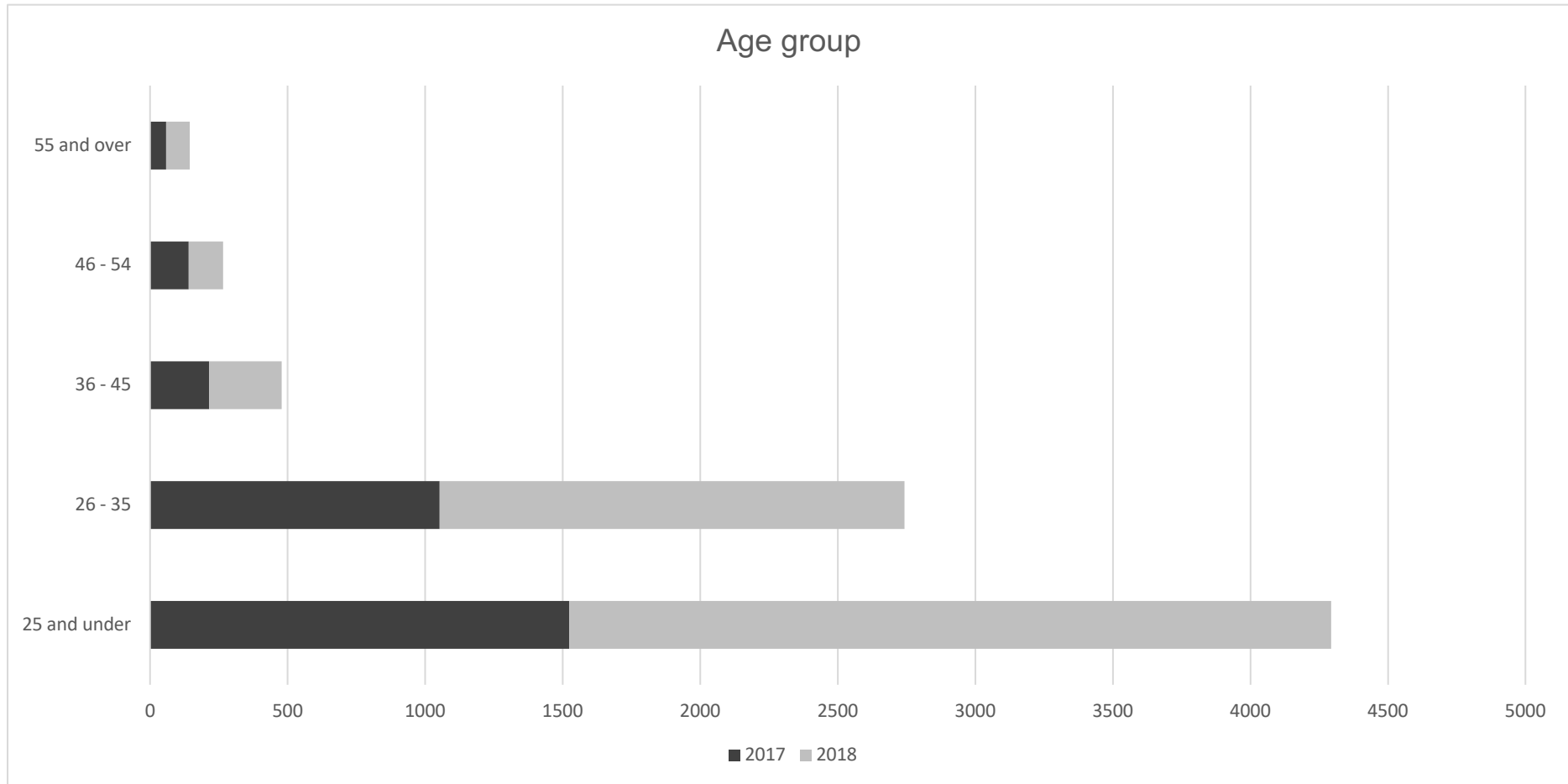
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## Chart 7 continued...

Total number and rates of new employee hires, and employee turnover by age group, gender and region

GRI Indicator reference: GRI 401-1

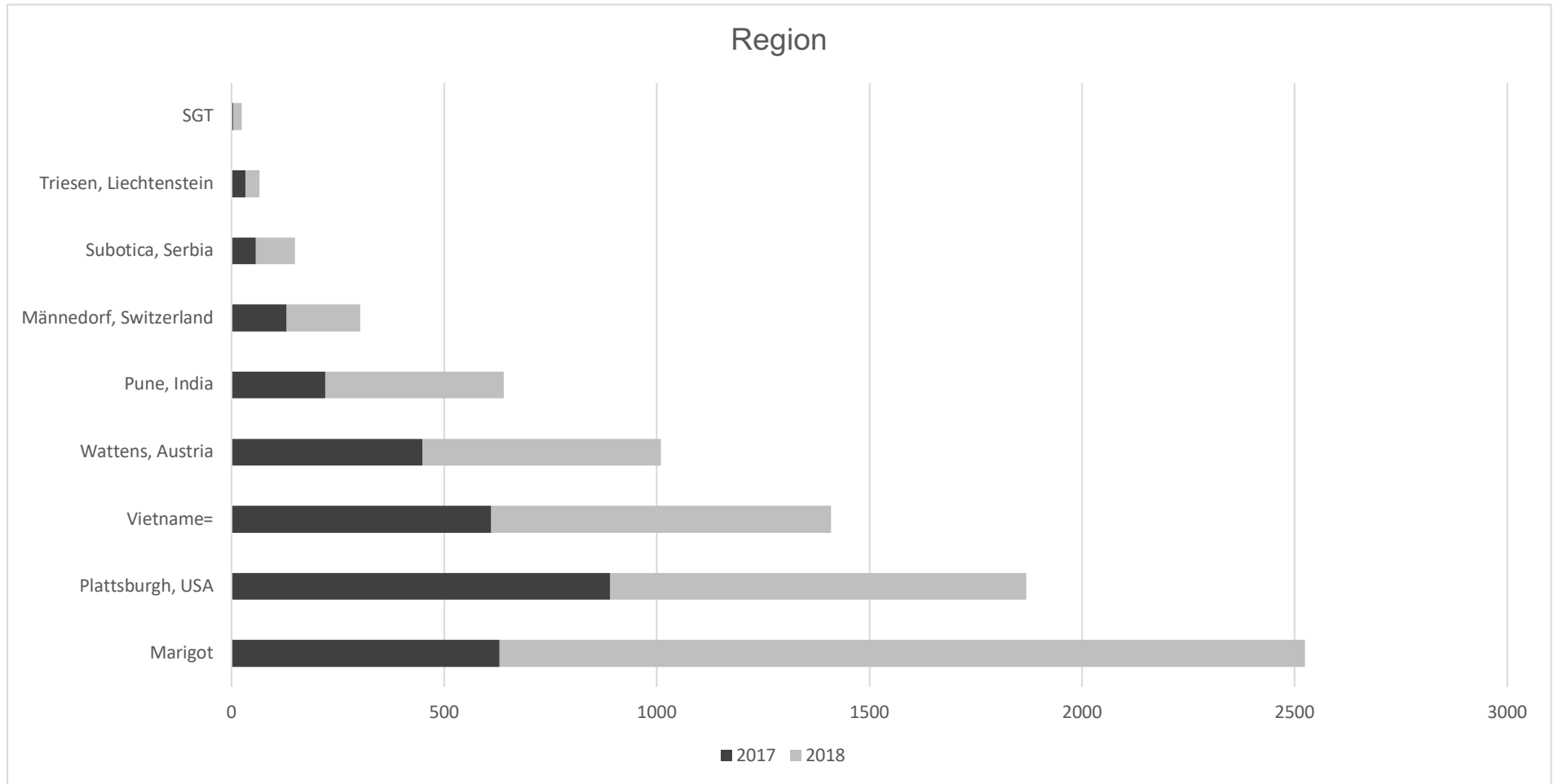


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## Chart 7 continued...

Total number and rates of new employee hires, and employee turnover by age group, gender and region  
GRI Indicator reference: GRI 401-1



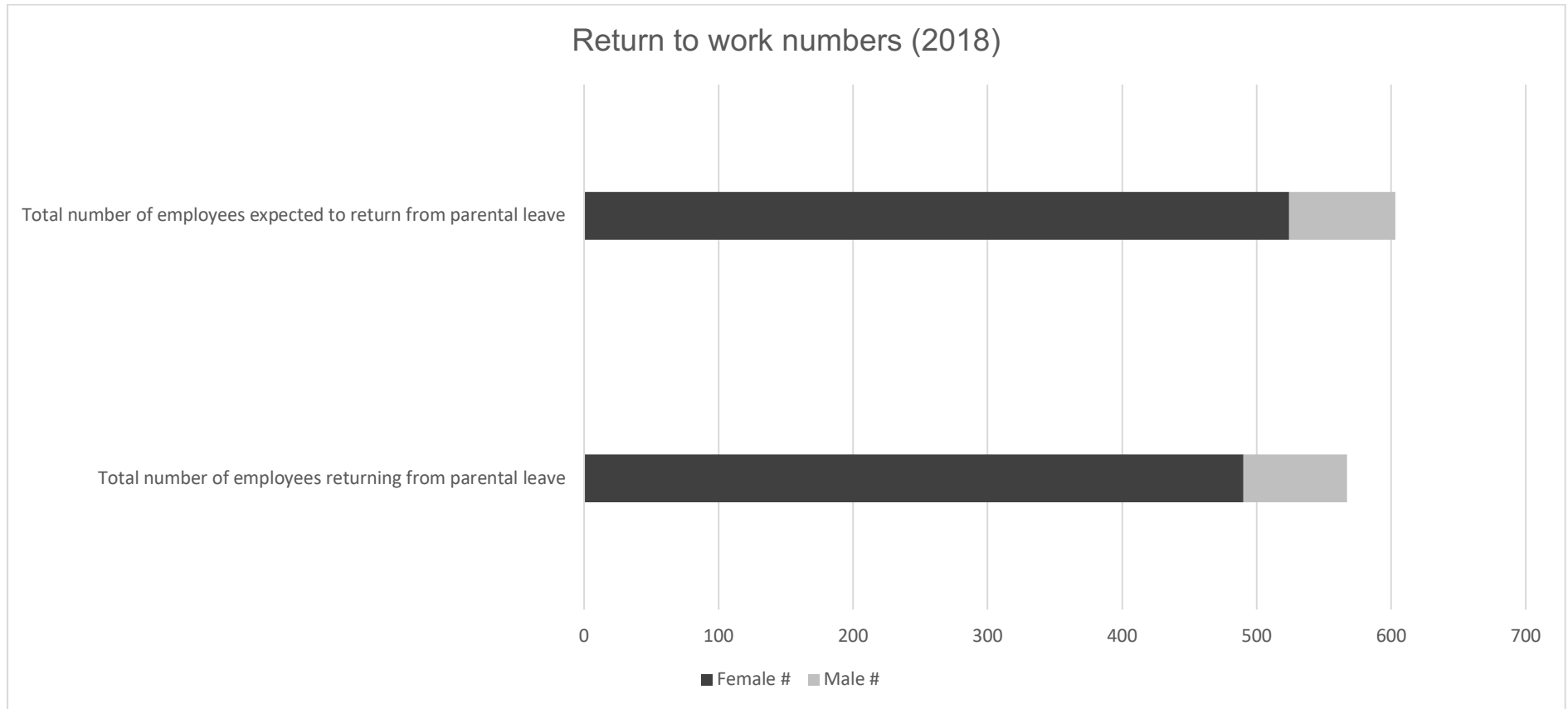
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## Chart 8

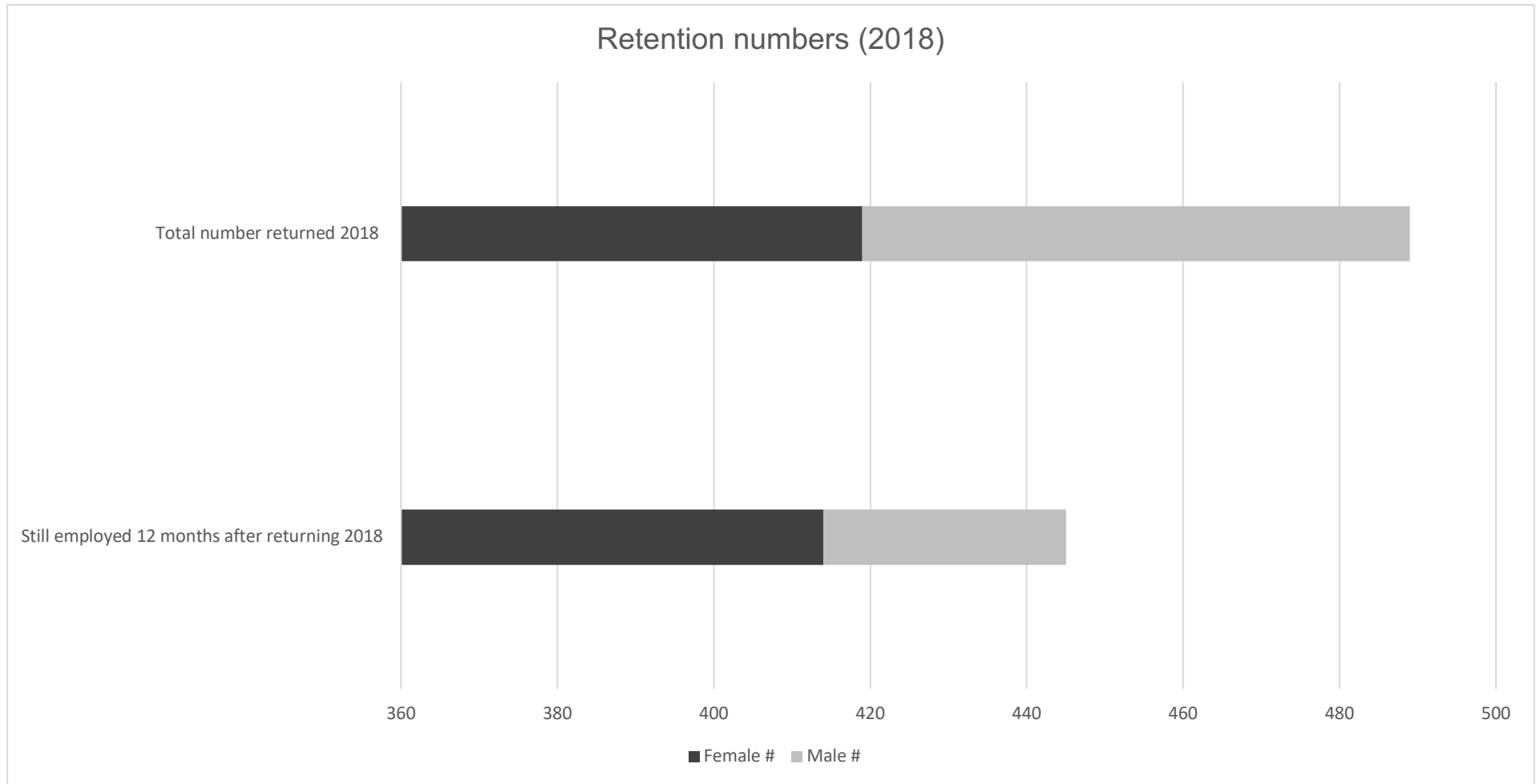
Return to work and retention rate after parental leave, by gender

GRI Indicator reference: GRI 401-3



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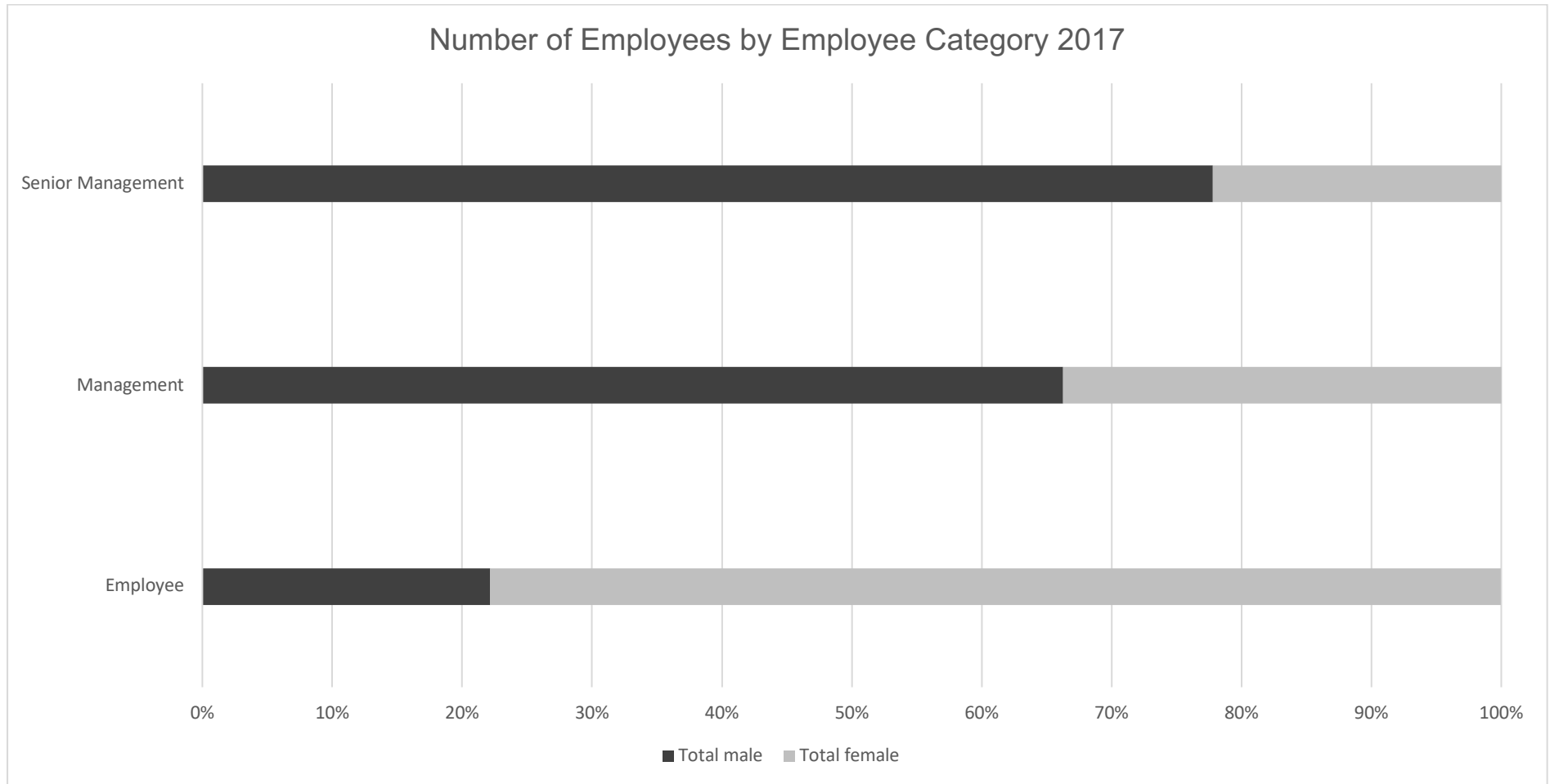
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## Chart 9

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity

GRI Indicator: GRI 405-1



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## Number of Employees by Employee Category 2018

