



## G3.1 Content Index

Application Level		A+	Self-declared
STANDARD DISCLOSURES PART I: Profile Disclosures			
<b>1. Strategy and Analysis</b>			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
1.1	Statement from the most senior decision-maker of the organization.	Fully	CSR Report 2013 page 3 "Introduction"
1.2	Description of key impacts, risks, and opportunities.	Fully	CSR Report 2013 page 3 "Introduction"
<b>2. Organizational Profile</b>			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2.1	Name of the organization.	Fully	Front cover / Back cover
2.2	Primary brands, products, and/or services.	Fully	<a href="http://www.wavin.com/web/solutions.htm">http://www.wavin.com/web/solutions.htm</a>
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	<a href="http://www.wavin.com/web/about/organisation.htm">http://www.wavin.com/web/about/organisation.htm</a>
2.4	Location of organization's headquarters.	Fully	<a href="http://www.wavin.com/web/contact.htm">http://www.wavin.com/web/contact.htm</a>
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	<a href="http://www.wavin.com/web/countries.htm">http://www.wavin.com/web/countries.htm</a>
2.6	Nature of ownership and legal form.	Fully	Wavin is a wholly owned subsidiary of Mexichem which is listed on the Mexico Stock Exchange.
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	<a href="http://www.wavin.com/web/solutions.htm">http://www.wavin.com/web/solutions.htm</a>
2.8	Scale of the reporting organization.	Fully	<a href="http://www.wavin.com/web/about/organisation.htm">http://www.wavin.com/web/about/organisation.htm</a>
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	CSR Report 'About this report'
2.10	Awards received in the reporting period.	Fully	none
<b>3. Report Parameters</b>			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	2013
3.2	Date of most recent previous report (if any).	Fully	2012
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Annual
3.4	Contact point for questions regarding the report or its contents.	Fully	Back cover
3.5	Process for defining report content.	Fully	We used the Guidance on Defining Report Content to determine materiality, prioritize the issues and topics, and identifying the stakeholders who will read this report. To determine materiality, we addressed the issues that are currently being discussed in our industry, by our customers and by our employees concerning sustainability topics, the business environment, market conditions, and our organization. We prioritized the issues to be aligned with our progress with respect to the implementation of our sustainability plan to ensure continuity.
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	CSR Report 'About this report'
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	CSR Report 'About this report'
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 organizations.	Fully	CSR Report 'About this report'

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3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	CSR Report 'About this report'
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	CSR Report 'About this report'
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	CSR Report 'About this report'
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	This GRI tabel
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	CSR Report 2013 page 29 Report is externally assured by Deloitte
<b>4. Governance, Commitments, and Engagement</b>			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	<a href="http://www.wavin.com/web/about/governance.htm">http://www.wavin.com/web/about/governance.htm</a> <a href="http://www.wavin.com/web/about/organisation/supervisory-board.htm">http://www.wavin.com/web/about/organisation/supervisory-board.htm</a>
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Maarten Roef is CEO & President of Wavin. <a href="http://www.wavin.com/web/about/governance.htm">http://www.wavin.com/web/about/governance.htm</a> <a href="http://www.wavin.com/web/about/organisation/supervisory-board.htm">http://www.wavin.com/web/about/organisation/supervisory-board.htm</a>
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	Wavin has a two-tier structure: Management Board and supervisory board <a href="http://www.wavin.com/com/Governance.html">http://www.wavin.com/com/Governance.html</a>
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Mexichem is the only shareholder of Wavin. The Supervisory board includes the chairman of the board of Mexichem and the president of the executive committee of Mexichem. Employees can contact board members directly or, if direct communication does not suffice, make us of the whistle blowers procedures. Wavin N.V. has issued a Whistle-Blowers procedure, which was originally established in 2004. The procedure provides instructions for Wavin employees wanting to report a suspicion of a wrong within the company. Wavin also employs a Confidential Counsellor The Confidential Councillor as identified in the document is Mr. Jos Kruisman.
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	CSR Report 2013 p. 12
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	<a href="http://www.wavin.com/web/about/organisation/supervisory-board.htm">http://www.wavin.com/web/about/organisation/supervisory-board.htm</a> " Rules for the Supervisory Board of Wavin N.V. " p.8 -> Conflicts of Interest
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	<a href="http://www.wavin.com/web/about/organisation/supervisory-board.htm">http://www.wavin.com/web/about/organisation/supervisory-board.htm</a> " Rules for the Remuneration, Appointment and Corporate Governance Committee "
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	<a href="http://www.wavin.com/com/Governance.html">http://www.wavin.com/com/Governance.html</a> Wavin Code of Conduct/Whistle-Blower's procedure
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	Maarten Roef is CEO & President of Wavin. <a href="http://www.wavin.com/web/about/governance.htm">http://www.wavin.com/web/about/governance.htm</a> <a href="http://www.wavin.com/web/about/organisation/supervisory-board.htm">http://www.wavin.com/web/about/organisation/supervisory-board.htm</a>



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4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully <a href="http://www.wavin.com/com/Governance.html">http://www.wavin.com/com/Governance.html</a> <a href="http://www.wavin.com/com/Supervisory_Board_2.html">http://www.wavin.com/com/Supervisory_Board_2.html</a>
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully P8 - Introduction P22 - Social performance P16 - Environmental performance
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully None specific. Community involvement and social initiatives are embedded with Wavin's approach to sustainability & stakeholders. Please refer to "CSR Governance" & 'Engaging stakeholders'
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully CSR Report 2013 page 13 "Engaging Stakeholders" Wavin is one of seven company members of The European Plastic Pipe & Fittings Association, working together on enhancing Safety & Sustainability in our industry. Wavin has partnered with Unicef to bring drinking water & sanitation facilities to tens of thousands of children in Mali, Papua New Guinea, Nepal and Bhutan. UNICEF project (Aqua for all and UNICEF Project ( <a href="http://www.unicef.nl/wat-kun-jij-doen/betrokken-ondernemen/unicef-partnership/wavin-unicef/">http://www.unicef.nl/wat-kun-jij-doen/betrokken-ondernemen/unicef-partnership/wavin-unicef/</a> )), ILO convention, UN Human Rights, GRI. Wavin is sponsor of Polymer Science Park and member of Advanced Materials Manufacturing Oost-Nederland
4.14	List of stakeholder groups engaged by the organization.	Fully CSR Report 2013 page 13 "Engaging Stakeholders"
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully Stakeholder mapping and identification is conducted in line with meeting Wavin's Strategy and Goals and is reviewed annually. In order to better spread the sustainability initiatives within and outside the Wavin Group we have identified the key stakeholders to help us in this venture. These are our employees, our customers, our suppliers and industry level organizations. We believe engaging these groups will help us grow our sustainability agenda. Based on the feedback and market trends we align our plans to reflect these changes and trends.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully CSR Report 2013 page 13 "Engaging Stakeholders"
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully CSR Report 2013 page 13 "Engaging Stakeholders" Concerns received from stakeholders are in line with previous years. These concerns relate mainly to health & safety, environment and the take-over by Mexichem in 2012. For our response, please refer to our CSR report. From Customers, we continue to see enthusiasm and commitment to our recycling program and overall sustainability policies such as our goal to reduce our Carbon Footprint. We also see certain customers such as Architects and Developers providing encouraging feedback to our LEED/BREEAM product information and training. The feedback we receive from our industry partners is continued support and commitment to the LCA and Recycling program where Wavin plays very key roles. Last but not least, we see our Suppliers being positively engaged by our Supplier code of conduct as we continue to reach out to them to be part of our program.

### STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3.1 DMAs	Description	Reported	Cross-reference/Direct answer
<b>DMA EC</b>	<b>Disclosure on Management Approach EC</b>		
<b>Aspects</b>	Economic performance	Fully	Ultimate responsible for Wavin's economic performance is the Wavin management Board (CEO & CFO) Wavin CSR report p. 5
	Market presence	Fully	Ultimate responsible for Wavin's Market Presence is our CEO <a href="http://www.wavin.com/web/about/organisation.htm">http://www.wavin.com/web/about/organisation.htm</a>
	Indirect economic impacts	Fully	Ultimate Responsible for addressing our indirect economic impacts is our Management Board. Wavin Unicef Project p. 23
<b>DMA EN</b>	<b>Disclosure on Management Approach EN</b>		
<b>Aspects</b>	Materials	Fully	Ultimate responsible for materials use is the SCOPEX Director. CSR Report p. 16 "Environmental Performance"
	Energy	Fully	Ultimate responsible for materials use is the SCOPEX Director. CSR Report p. 16 "Environmental Performance"
	Water	Fully	Ultimate responsible for materials use is the SCOPEX Director. CSR Report p. 16 "Environmental Performance"



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Application Level		A+	Self-declared
Aspects	Biodiversity	Fully	Ultimate responsible for investigating our impact on Biodiversity is the Sustainability Manager Internal investigations have shown that sites has no sites on or within 500 meters of a protected area or area with high biodiversity. However, we continue to monitor our activities and remain vigilant about their impact on natural resources. In 2013 we had no significant environmental incidents resulting in a spill or uncontrolled release of pollutants/effluents into the air, water or land. All wavin manufacturing sites are ISO 14001 or equivalent certified and we regularly conduct environmental reviews and audits at our sites.
	Emissions, effluents and waste	Fully	Ultimate responsible for materials use is the SCOPEX Director. CSR Report p. 16 "Environmental Performance"
	Products and services	Fully	Ultimate responsible for our Products and Services is the Marketing and Technology Director. CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education"
	Compliance	Fully	Ultimate responsible for our Compliance is our Director of Legal and Governance CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education"
	Transport	Fully	Ultimate responsible for materials use is the SCOPEX Director. CSR Report p. 16 "Environmental Performance"
	Overall	Fully	Ultimate responsible for the overall environmental impact of Wavin is the CEO. CSR report p. 5 "Wavin's organizational structure and Governance" CSR Report p. 16 "Environmental Performance" CSR report p. 26 "Training & Education"
DMA LA Disclosure on Management Approach LA			
Aspects	Employment	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 26 "Training & Education" CSR Report p. 221 "Social Performance"
	Labor/management relations	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education" CSR Report p. 22 "Social Performance"
	Occupational health and safety	Fully	Ultimate responsible for the overall environmental impact of Wavin is the CEO. CSR report p. 5 "Wavin's organizational structure and Governance" CSR Report p. 221 "Social Performance"
	Training and education	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education" CSR Report p. 22 "Social Performance"
	Diversity and equal opportunity	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education" CSR Report p. 22 "Social Performance"
	Equal remuneration for women and men	Partially	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education" CSR Report p. 22 "Social Performance"
DMA HR Disclosure on Management Approach HR			
Aspects	Investment and procurement practices	Partially	Ultimate Responsible for Investment and Procurement practices is the SCOPEX Director
	Non-discrimination	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education" CSR Report p. 22 "Social Performance"
	Freedom of association and collective bargaining	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education" CSR Report p. 22 "Social Performance"



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Application Level		A+	Self-declared
Aspects	Child labor	Not	Given the locations of operation child labor is not considered a key risk for Wavin.
	Prevention of forced and compulsory labor	Not	Given the locations of operation forced and compulsory labor are not considered a material topic for Wavin.
	Security practices	Not	Given the locations of operations inappropriate security practices are not considered a material topic for Wavin.
	Indigenous rights	Not	Given the locations of operations threats to indigenous rights are not considered a material topic for Wavin.
	Assessment	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education" CSR Report p. 22 "Social Performance"
	Remediation	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report p. 5 "Wavin's organizational structure and Governance" CSR report p. 26 "Training & Education" CSR Report p. 22 "Social Performance"
<b>DMA SO</b>			
<b>Disclosure on Management Approach SO</b>			
Aspects	Local communities	Fully	CSR Report p. 22 "Social Performance" CSR Report p. 4 "Introduction"
	Corruption	Fully	CSR Report p. 22 "Social Performance" CSR Report p. 4 "Introduction" CSR report p. 5 "Wavin's organizational structure and Governance" Wavin Code of Conduct <a href="http://www.wavin.com/com/Corporate_Documents_1.html">http://www.wavin.com/com/Corporate_Documents_1.html</a>
	Public policy	Fully	CSR Report p. 22 "Social Performance" CSR Report p. 4 "Introduction" CSR report p. 5 "Wavin's organizational structure and Governance" Wavin Code of Conduct <a href="http://www.wavin.com/com/Corporate_Documents_1.html">http://www.wavin.com/com/Corporate_Documents_1.html</a>
	Anti-competitive behavior	Fully	CSR Report p. 22 "Social Performance" CSR Report p. 4 "Introduction" CSR report p. 5 "Wavin's organizational structure and Governance" Wavin Code of Conduct <a href="http://www.wavin.com/com/Corporate_Documents_1.html">http://www.wavin.com/com/Corporate_Documents_1.html</a>
	Compliance	Fully	CSR Report p. 22 "Social Performance" CSR Report p. 4 "Introduction" CSR report p. 5 "Wavin's organizational structure and Governance" Wavin Code of Conduct <a href="http://www.wavin.com/com/Corporate_Documents_1.html">http://www.wavin.com/com/Corporate_Documents_1.html</a>
<b>DMA PR</b>			
<b>Disclosure on Management Approach PR</b>			
Aspects	Customer health and safety	Fully	Ultimate Responsible for for Customer H&S is our Director of Marketing and Technology. Our R&D department is responsible for all (new and current) product safety and testing the products to meet industry standards. All product safety testing is done at the R&D facilities available at various sites. All Wavin products are conforming to industry standards and are tested to ensure quality and safety. !00% of Wavin facilities are ISO9001 certified. Testing of current products is done ad-hoc and upon requirement. Wavin is REACH compliant and we ensure that we are not putting ourselves and our customers at risk by monitoring the chemicals we are using and ensuring we comply to safety regulation and REACH requirements. Where necessary, we may choose to discontinue using a chemical or product when we are not able to ensure safe handling.
	Product and service labelling	Fully	Ultimate Responsible for for this disclosure is our Director of Marketing and Technology. We comply with national and international legislation concerning product labelling.
	Marketing communications	Partially	Ultimate Responsible for for this disclosure is our Director of Marketing and Technology. We comply with national and international legislation concerning marketing practices.
	Customer privacy	Fully	Ultimate Responsible for for this disclosure is our Director of Marketing and Technology. We comply with national and international legislation concerning customer privacy. Given our industry we do not maintain databases with customer data.
	Compliance	Fully	Ultimate Responsible for for this disclosure is our Director of Marketing and Technology. We comply with national and international legislation.
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b>			
<b>Economic</b>			



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Application Level		A+	Self-declared
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Economic performance</b>			
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.	Fully	Wavin CSR report p. 4 "introduction"
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	Risk of flooding due to over flowing rivers and extensive rainfall is a possibility for most Northern European countries. Southern European counties will face possible increased heat and drier conditions. Commercial opportunities for our water management and surface heating and cooling systems are identified. Wavin CSR report p. 3 Wavin CSR Report P. 16 "Environmental Results 2012 " Mexichem Sustainability Report p. 22
EC3	Coverage of the organization's defined benefit plan obligations.	Partially	Wavin follows Mexichem policy in this matter Mexichem Sustainability report p.29
EC4	Significant financial assistance received from government.	Partially	None
<b>Market presence</b>			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	CSR Report 2012 p.27 "workforce diversity and equal opportunity" Wavin follows Mexichem policy in this matter Mexichem Sustainability report p.29
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Partially	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation are under development. Generally we aim to find suppliers that combine price, quality and adhere to our SCOC and REACH requirements.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	CPolicy, practices, and proportion of spending on locally-based suppliers at significant locations of operation are under development. Generally we aim to find suppliers that combine price, quality and adhere to our SCOC and REACH requirements.
<b>Indirect economic impacts</b>			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Wavin provides 'solutions for essentials'. It is our core business to provide building materials which increase access to clean drinking water or enhance hygiene and comfort. That's in addition to our social efforts in the areas where we are present, Wavin also supports UNICEF with a programme called Providing Essentials for Children. The latest project under the Providing Essentials for Children partnership takes place in Bhutan where UNICEF and Wavin will provide water and sanitation and improve hygiene practices in Bhutanese schools. When completed, the project will have provided sanitation facilities for around 5,000 children at nearly 40 schools. Water facilities will be built at 26 schools and 4 schools will receive rainwater harvesting systems. To safeguard the program's long-term effectiveness various people (including teachers and health coordinators) will receive training to improve knowledge and practices related to health, nutrition and hygiene. Wavin supports the project with products, expertise and money. Wavin and UNICEF expect to achieve the same positive results in Bhutan as it has in the previous projects.  Wavin and UNICEF have been active partners since 2005, providing essentials such as fresh drinking water and sanitation to children all over the world. The first project was carried out in Mali, Africa. In four years Wavin's products, systems and know-how and UNICEF's organisational and educational skills helped improve sanitation for over 43,000 children at 165 schools. In 2008 Wavin and UNICEF embarked on a similar project in Papua New Guinea. The result was access to safe water supply, sanitation and hygiene in 28 primary schools and 21 rural health clinics. All in all 23,000 people, including 13,000 children, benefitted.  More information can be found on <a href="http://www.providingessentialsforchildren.com">www.providingessentialsforchildren.com</a>
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Not	
<b>Environmental</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Materials</b>			
EN1	Materials used by weight or volume.	Partially	CSR report 2013 p. 19



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Application Level		A+	Self-declared
EN2	Percentage of materials used that are recycled input materials.	Fully	CSR report 2013 p. 19
<b>Energy</b>			
EN3	Direct energy consumption by primary energy source.	Fully	CSR report 2013 p. 17
EN4	Indirect energy consumption by primary source.	Fully	CSR report 2013 p. 17
EN5	Energy saved due to conservation and efficiency improvements.	Partially	Wavin has extensive energy efficiency and improvement projects. We only report on actual consumption and emission and not on prevented emissions as we regard these as too ambiguous.
<b>Water</b>			
EN8	Total water withdrawal by source.	Fully	CSR report 2013 p. 21
<b>Biodiversity</b>			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	Wavin does not own land in protected areas and areas with high biodiversity
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	Wavin does not own land in protected areas and areas with high biodiversity
<b>Emissions, effluents and waste</b>			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	CSR report 2013 p. 17
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	CSR report 2013 p. 17
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	CSR report 2013 p. 16 "environmental performance"
EN19	Emissions of ozone-depleting substances by weight.	Not	SO2: 904 Tonnes NOx: 347 Tonnes Other: 28 tonnes
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	SO2: 904 Tonnes NOx: 347 Tonnes Other: 28 tonnes
EN21	Total water discharge by quality and destination.	Fully	CSR report 2013 p. 21
EN22	Total weight of waste by type and disposal method.	Fully	CSR report 2013 p. 21
EN23	Total number and volume of significant spills.	Fully	Our business concerns production of plastic pipe systems. Our core business does not comprise the production, transportation, storage or refinement of (petro)chemicals. As a result, the indicator significant spills is not considered material to Wavin. In addition, we are not aware of any other significant spill involving Wavin.
<b>Products and services</b>			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	CSR report 2013 p. 4 "Introduction" CSR report 2013 p. 16 "Environmental performance"
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Partially	CSR report 2013 p. 16 "environmental performance"
<b>Compliance</b>			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	No significant fines reported for 2013
<b>Overall</b>			
EN30	Total environmental protection expenditures and investments by type.	Partially	CSR Report p. 9 CSR report 2013 p. 16 "environmental performance"
<b>Social: Labor Practices and Decent Work</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Employment</b>			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	CSR Report p. 24 "Human Resources" CSR Report p. 24



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LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partially	CSR Report p. 24 "Human Resources" CSR Report p. 26
LA15	Return to work and retention rates after parental leave, by gender.	Partially	Wavin encourages new fathers and mothers to remain with the company after completion of parental leave.
<b>Labor/management relations</b>			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	CSR Report p. 24 "Human Resources" CSR Report p. 25
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Partially	CSR Report p. 24 "Human Resources"
<b>Occupational health and safety</b>			
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	CSR report p. 22 "Social Performance"
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	CSR Report p. 24 "Human Resources" CSR Report p. 26
<b>Training and education</b>			
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	CSR Report p. 24 "Human Resources" CSR Report P. 27 "training and education"
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	CSR Report p. 24 "Human Resources" CSR Report P. 27 "training and education"
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	CSR Report p. 24 "Human Resources" CSR Report P. 27 "training and education"
<b>Diversity and equal opportunity</b>			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	Wavin is a wholly owned subsidiary of Mexichem. In addition, the members of the Supervisory Board can be found on the Organisational Structure page in the About Wavin section. Please refer to <a href="http://www.wavin.com/web/about/governance.htm">http://www.wavin.com/web/about/governance.htm</a> & <a href="http://www.wavin.com/web/about/organisation/supervisory-board.htm">http://www.wavin.com/web/about/organisation/supervisory-board.htm</a> More information can be read throughout the Human Resources paragraph starting on page 24
<b>Equal remuneration for women and men</b>			
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Partially	Wavin is an equal opportunity employer Wavin Code of Conduct
<b>Social: Human Rights</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Investment and procurement practices</b>			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Partially	The Wavin Code of Conduct provides clear policy guidelines regarding sound business ethics. As part of Wavin's approach to sustainability we have setup guidelines for sustainable procurement practices. These include a supplier code of conduct and a questionnaire to facilitate review. Local Wavin companies are encouraged to use these tools and engage their suppliers on the subject of human rights issues in the supply chain. "engaging our suppliers:" P14





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Application Level	A+	Self-declared
HR2	Partially	The Wavin Code of Conduct provides clear policy guidelines regarding sound business ethics. As part of Wavin's approach to sustainability we have setup guidelines for sustainable procurement practices. These include a supplier code of conduct and a questionnaire to facilitate review. Local Wavin companies are encouraged to use these tools and engage their suppliers on the subject of human rights issues in the supply chain. "engaging our suppliers:" P14
HR3	Fully	Given the nature and location of our business we believe that threats to human rights do not constitute a material risk.
<b>Non-discrimination</b>		
HR4	Fully	We are not aware of any incidents of discrimination,
<b>Freedom of association and collective bargaining</b>		
HR5	Fully	Given the nature and location of our business we believe that HR5 constitutes a material risk.
<b>Child labor</b>		



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Application Level		A+	Self-declared
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	Given the nature and location of our business we believe that HR6 constitutes a material risk.
<b>Prevention of forced and compulsory labor</b>			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Fully	Given the nature and location of our business we believe that HR7 constitutes a material risk.
<b>Assessment</b>			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	None
<b>Remediation</b>			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully	None
<b>Social: Society</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Local communities</b>			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Partially	Our sites concern production facilities in which low risk material is transformed in complex piping systems. A new factory directly impacts a local community as it creates jobs and career opportunities for the local community. We operate under stringent environmental laws & under our own environmental policies. In addition, we do not store large quantities of high-risk chemicals on our sites. As a result, new Wavin factories are generally welcomed by the local community. If we close or move a construction site, this will impact the job opportunities in the community. Most sites have an established Employee Works councils which ensure that the interests of the employees and in extension, their families, are taken into account during the transition. Apart from the worker councils, there is no group standard available on this.
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	No communities negatively impacted
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	none, but several countries have in place a complaint mechanism "Human rights" p.21
<b>Corruption</b>			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Partially	Wavin employs a Legal Control Framework which consists of the Wavin Integrity Policy, Commercial liability Policy and Competition Policy. These policies are derived from the Wavin Code of Conduct. The Code of Conduct provides clear policy guidelines regarding anti-corruption and sound business ethics. Clear policy is available with respect to travel, expenses claim and gift giving/receiving.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	Wavin employs a Legal Control Framework which consists of the Wavin Integrity Policy, Commercial liability Policy and Competition Policy. These policies are derived from the Wavin Code of Conduct. The Code of Conduct provides clear policy guidelines regarding anti-corruption and sound business ethics. Clear policy is available with respect to travel, expenses claim and gift giving/receiving. Upon entering the service of Wavin, employees are requested to read the legal control framework and to sign off that they have read and understand it.
SO4	Actions taken in response to incidents of corruption.	Fully	none reported in 2013
<b>Public policy</b>			
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	CSR report P. 13 "Engaging stakeholders"
<b>Anti-competitive behavior</b>			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	none reported in 2013
<b>Compliance</b>			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Partially	none reported in 2013
<b>Social: Product Responsibility</b>			



## G3.1 Content Index

Application Level		A+	Self-declared
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Customer health and safety</b>			
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.	Fully	Our R&D department is responsible for all (new and current) product safety and testing the products to meet industry standards. All product safety testing is done at the R&D facilities available at various sites. All Wavin products are conforming to industry standards and are tested to ensure quality and safety. 100% of Wavin facilities are ISO9001 certified. Testing of current products is done ad-hoc and upon requirement. Wavin is REACH compliant and we ensure that we are not putting ourselves and our customers at risk by monitoring the chemicals we are using and ensuring we comply to safety regulation and REACH requirements. Where necessary, we may choose to discontinue using a chemical or product when we are not able to ensure safe handling.
<b>Product and service labelling</b>			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	All our products follow technical requirement and standards and are labelled accordingly. We are a Vinyl Plus partner and can refer to the partnership when communicating about our recycling activities (Vinyl Plus certificate available at <a href="http://www.wavin.com/com/Industry.html">http://www.wavin.com/com/Industry.html</a> ). In order to comply to REACH, we also communicate to our customers our compliance.
<b>Marketing communications</b>			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Partially	<p>All major suppliers have been contacted and contracted and all contracts contain CoC clauses. Refer to sheet Code of Conduct suppliers. Activities with risk of damages (such as environmental, chance of injury, racism) are explicitly excluded from sponsoring</p> <ul style="list-style-type: none"> <li>· The requester and the activity to be sponsored must be neutral, i.e. it should be independent of politics and religion</li> <li>· No individual activities but group</li> <li>· When sponsoring educational institutions, it should be for a (Wavin) relevant major</li> <li>· Sponsoring of labour market activities should be focused on educational institutions, not sporting events</li> <li>· Study trips (individual or groups) will be excluded from sponsoring</li> <li>· Student unions as such will not be sponsored, activities from the unions can be</li> <li>· Precedent should be prevented, no automatic repetition</li> </ul>
<b>Compliance</b>			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Partially	No significant fines reported for 2013