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Application Level

A+

Self-declared

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
1.1	Statement from the most senior decision-maker of the organization.	Fully	CSR Report 2014 page 3 'Introduction'
1.2	Description of key impacts, risks, and opportunities.	Fully	CSR Report 2014 page 3 'Introduction'

2. Organizational Profile

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	http://www.wavin.com/web/solutions.htm CSR Report 2014 page 16-17 'Delivering sustainable solutions through our businesses'
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	http://www.wavin.com/web/about/organisation.htm
2.4	Location of organization's headquarters.	Fully	http://www.wavin.com/web/contact.htm
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	http://www.wavin.com/web/countries.htm
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	http://www.wavin.com/web/solutions.htm CSR Report 2014 page 16-17 'Delivering sustainable solutions through our businesses'
2.8	Scale of the reporting organization.	Fully	http://www.wavin.com/web/about/organisation.htm
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	CSR Report 2014 page 31-34 'About this report'
2.10	Awards received in the reporting period.	Fully	CSR Report 2014 page 25 "Wavin Poland and the municipality of Poznan"

3. Report Parameters

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	2014
3.2	Date of most recent previous report (if any).	Fully	2013
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	CSR Report 2014 page 31-34 'About this report'
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 2014 page 31-34 '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 2014 page 31-34 '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 2014 page 31-34 'About this report'
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 2014 page 31-34 'About this report'

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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 2014 page 31-34 '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 2014 page 31-34 '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 2014 page 35 'Assurance Statement' Report is externally assured by Deloitte
4. Governance, Commitments, and Engagement			
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	http://www.wavin.com/web/about/governance.htm http://www.wavin.com/web/about/organisation/supervisory-board.htm
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Maarten Roef is CEO & President of Wavin. http://www.wavin.com/web/about/governance.htm http://www.wavin.com/web/about/organisation/supervisory-board.htm
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 http://www.wavin.com/com/Governance.html
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	Members of the Management Board, the Executive Committee and employees within the Group have, in addition to their operational development and career goals, quantified CSR targets linked to their individual objectives and bonus schemes. Pay-out of CSR related bonuses will only occur if the quantified thresholds in the table are met in a given year.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	http://www.wavin.com/web/about/organisation/supervisory-board.htm 'Rules for Wavin Supervisory Board' page 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	http://www.wavin.com/web/about/organisation/supervisory-board.htm '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	http://www.wavin.com/com/Governance.html 'Wavin Code of Ethics' and 'Whistle-Blowers 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. http://www.wavin.com/web/about/governance.htm http://www.wavin.com/web/about/organisation/supervisory-board.htm
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	http://www.wavin.com/com/Governance.html http://www.wavin.com/web/about/organisation/supervisory-board.htm

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4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	CSR Report 2014 page 5, 'Wavin and Sustainability' CSR Report 2014 page 18 - 22 'Environmental Performance' CSR Report 2014 page 23-24, 'Social 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 Report 2014 page 8 - 12 'Our 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 2014 page 8 - 12 'Our 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 (http://www.unicef.nl/wat-kun-jij-doen/betrokken-ondernemen/unicef-partnership/wavin-unicef/)), 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 2014 page 8 - 12 'Our Stakeholders'
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Stakeholder mapping and identification is conducted 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 2014 page 8 - 12 'Our 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 2014 page 8 - 12 'Our 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
DMA EC Disclosure on Management Approach EC			
Aspects	Economic performance	Fully	Ultimate responsible for Wavin's economic performance is the Wavin management Board (CEO & CFO) CSR Report 2014 page 4-7 'About Wavin'
	Market presence	Fully	Ultimate responsible for Wavin's Market Presence is our CEO http://www.wavin.com/web/about/organisation.htm
	Indirect economic impacts	Fully	Ultimate Responsible for addressing our indirect economic impacts is our Management Board. CSR Report 2014 page 24 'The Wavin-Unicef Partnership'
DMA EN Disclosure on Management Approach EN			
	Materials	Fully	Ultimate responsible for materials use is the SCOPEX Director. CSR Report 2014 page 18 - 22 'Environmental Performance'

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Aspects	Energy	Fully	Ultimate responsible for energy use is the SCOPEX Director. CSR Report 2014 page 18 - 22 'Environmental Performance'
	Water	Fully	Ultimate responsible for water use is the SCOPEX Director. CSR Report 2014 page 18 - 22 'Environmental Performance'
	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 emissions, effluents and waste is the SCOPEX Director. CSR Report 2014 page 18 - 22 'Environmental Performance'
	Products and services	Fully	Ultimate responsible for our Products and Services is the Marketing and Technology Director. CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education'
	Compliance	Fully	Ultimate responsible for our Compliance is our Director of Legal and Governance CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education'
	Transport	Fully	Ultimate responsible for materials use is the SCOPEX Director. CSR Report 2014 page 18 - 22 'Environmental Performance'
	Overall	Fully	Ultimate responsible for the overall environmental impact of Wavin is the CEO. CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR Report 2014 page 18 - 22 'Environmental Performance' CSR report 2014 page 28-29 'Training & Education'
DMA LA		Disclosure on Management Approach LA	
Aspects	Employment	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 'Social Performance'
	Labor/management relations	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 'Social Performance'
	Occupational health and safety	Fully	Ultimate responsible for the overall environmental impact of Wavin is the CEO. CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR Report 2014 page 23-25 'Social Performance'
	Training and education	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 'Social Performance'
	Diversity and equal opportunity	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 'Social Performance'

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	Equal remuneration for women and men	Partially	Ultimate responsible for Employment at Wavin is the HR Director CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 '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 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 'Social Performance'
	Freedom of association and collective bargaining	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 'Social Performance'
	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 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 'Social Performance'
Remediation	Fully	Ultimate responsible for Employment at Wavin is the HR Director CSR report 2014 page 5 'Wavin's organizational structure and Governance' CSR report 2014 page 28-29 'Training & Education' CSR Report 2014 page 23-25 'Social Performance'	
DMA SO		Disclosure on Management Approach SO	
Aspects	Local communities	Fully	CSR Report 2014 page 23-25 'Social Performance' CSR Report 2014 page 4 'Introduction'
	Corruption	Fully	CSR Report 2014 page 23-25 'Social Performance' CSR Report 2014 page 4 'Introduction' CSR report 2014 page 5 'Wavin's organizational structure and Governance' http://www.wavin.com/com/Governance.html 'Wavin Code of Ethics'
	Public policy	Fully	CSR Report 2014 page 23-25 'Social Performance' CSR Report 2014 page 4 'Introduction' CSR report 2014 page 5 'Wavin's organizational structure and Governance' http://www.wavin.com/com/Governance.html 'Wavin Code of Ethics'
	Anti-competitive behavior	Fully	CSR Report 2014 page 23-25 'Social Performance' CSR Report 2014 page 4 'Introduction' CSR report 2014 page 5 'Wavin's organizational structure and Governance' http://www.wavin.com/com/Governance.html 'Wavin Code of Ethics'

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	Compliance	Fully	CSR Report 2014 page 23-25 'Social Performance' CSR Report 2014 page 4 'Introduction' CSR report 2014 page 5 'Wavin's organizational structure and Governance' http://www.wavin.com/com/Governance.html 'Wavin Code of Ethics'
DMA PR Disclosure on Management Approach PR			
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. 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.
	Product and service labelling	Fully	Ultimate Responsible for this disclosure is our Director of Marketing and Technology. We comply with national and international legislation concerning product labelling.
	Marketing communications	Fully	Ultimate Responsible 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 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.
STANDARD DISCLOSURES PART III: Performance Indicators			
Economic			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
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.	Fully	CSR Report 2014 page 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. CSR Report 2014 page 3 'Message of the CEO' CSR Report 2014 page 18 - 22 'Environmental Performance'
EC3	Coverage of the organization's defined benefit plan obligations.	Partially	Wavin follows Mexichem policy in this matter. Refer to the corporate website of Mexichem for their latest Sustainability report.
EC4	Significant financial assistance received from government.	Fully	None
Market presence			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	CSR Report 2014 page 29 'Workforce diversity and equal opportunity' Wavin follows Mexichem policy in this matter. Refer to the corporate website of Mexichem for their latest Sustainability report.

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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. http://www.wavin.com/web/sustainability/suppliers.htm
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	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. http://www.wavin.com/web/sustainability/suppliers.htm
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.	Fully	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>More information can be found on www.providingessentialsforchildren.com</p>
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Not	
Environmental			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Materials			
EN1	Materials used by weight or volume.	Partially	Our main materials include PVC and poly olefins. Amount ranges between 320.000 tonnes and 400.000 tonnes. Exact figures not given as these are considered sensitive information.
EN2	Percentage of materials used that are recycled input materials.	Fully	CSR report 2014 page 20
Energy			
EN3	Direct energy consumption by primary energy source.	Fully	CSR report 2014 page 19
EN4	Indirect energy consumption by primary source.	Fully	CSR report 2014 page 19
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.
Water			
EN8	Total water withdrawal by source.	Fully	CSR report 2014 p. 22
Biodiversity			

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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
Emissions, effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	CSR report 2014 page 19
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	CSR report 2014 page 19
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	CSR Report 2014 page 18 - 22 'Environmental Performance'
EN21	Total water discharge by quality and destination.	Fully	CSR report 2014 p. 22
EN22	Total weight of waste by type and disposal method.	Fully	CSR report 2014 p. 22
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.
Products and services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	CSR Report 2014 page 4 'Introduction' CSR Report 2014 page 18 - 22 'Environmental Performance'
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Partially	CSR Report 2014 page 18 - 22 'Environmental Performance'
Compliance			
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 2014.
Overall			
EN30	Total environmental protection expenditures and investments by type.	Partially	CSR Report 2014 page 18 - 22 'Environmental Performance' Total amount between € 650.000 and € 1.000.000
Social: Labor Practices and Decent Work			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	CSR Report 2014 page 26-29 'Human Resources' CSR Report 2014 page 26
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partially	CSR Report 2014 page 26-29 'Human Resources' CSR Report 2014 page 29
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.
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	CSR Report 2014 page 26-29 'Human Resources' CSR Report 2014 page 27
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Partially	CSR Report 2014 page 26-29 'Human Resources'

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Occupational health and safety			
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	CSR Report 2014 page 23-25 '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	None reported for the purpose of this report.
Training and education			
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	CSR Report 2014 page 26-29 'Human Resources' CSR report 2014 page 28-29 'Training & 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 2014 page 26-29 'Human Resources' CSR report 2014 page 28-29 'Training & Education'
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	CSR Report 2014 page 26-29 'Human Resources' CSR report 2014 page 28-29 'Training & Education'
Diversity and equal opportunity			
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 http://www.wavin.com/web/about/governance.htm http://www.wavin.com/web/about/organisation/supervisory-board.htm More information can be read throughout CSR Report 2014 page 26-29 'Human Resources'
Equal remuneration for women and men			
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. http://www.wavin.com/com/Governance.html 'Wavin Code of Ethics'
Social: Human Rights			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Investment and procurement practices			
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. CSR Report 2014 page 12 'Engaging our Suppliers'
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	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. CSR Report 2014 page 12 'Engaging our Suppliers'
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.	Fully	Given the nature and location of our business we believe that threats to human rights do not constitute a material risk.
Non-discrimination			
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	We are not aware of any incidents of discrimination.
Freedom of association and collective bargaining			

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HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Fully	Given the nature and location of our business we believe that HR5 constitutes a material risk.
Child labor			

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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 does not constitutes a material risk.
Prevention of forced and compulsory labor			
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 does not constitutes a material risk.
Assessment			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	None
Remediation			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully	None
Social: Society			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Local communities			
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: CSR Report 2014 page 29 'Human Rights'
Corruption			
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 2014
Public policy			
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	None
Anti-competitive behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	None reported in 2014
Compliance			

G3.1 Content Index

Application Level		A+	Self-declared
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Partially	None reported in 2014
Social: Product Responsibility			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
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.	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.
Product and service labelling			
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 http://www.wavin.com/web/sustainability/industry.htm). In order to comply to REACH, we also communicate our compliance to our customers.
Marketing communications			
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 (http://www.wavin.com/web/sustainability/suppliers.htm). Activities with risk of damages (such as environmental, chance of injury, racism) are explicitly excluded from sponsoring</p> <ul style="list-style-type: none"> · The requester and the activity to be sponsored must be neutral, i.e. it should be independent of politics and religion · No individual activities but group · When sponsoring educational institutions, it should be for a (Wavin) relevant major · Sponsoring of labour market activities should be focused on educational institutions, not sporting events · Study trips (individual or groups) will be excluded from sponsoring · Student unions as such will not be sponsored, activities from the unions can be · Precedent should be prevented, no automatic repetition
Compliance			
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 2014.