

# Materiality analysis

A comprehensive materiality analysis was performed as part of the new GRI-G4 guidelines. The results are shown in the following dynamic chart. Material aspects are deemed material if they are significant from the internal perspective of the company or the external perspective of stakeholders. The aspects were divided into four categories: most material, material, less material and not material or not requiring any action.

	Less material	Material	Most material
<b>Economy</b>	- Market Presence	- Indirect Economic Impacts	- Economic Performance
<b>Environment</b>	- Effluents and Waste	- Materials - Emissions - Compliance Environment - Transport	- Energy - Water - Products and Services
<b>Labor Practices</b>	- Diversity and Equal Opportunity - Equal Remuneration for Women and Men - Labor Practices Grievance Mechanisms	- Employment	- Occupational Health and Safety - Training and Education
<b>Human Rights</b>	- Investments - Non-discrimination - Freedom of Association and Collective Bargaining - Human Rights Assessment	- Child Labor - Forced or Compulsory Labor	
<b>Society</b>		- Anti-Corruption - Compliance	- Anticompetitive Behaviour
<b>Product Responsibility</b>		- Product and Service Labeling - Compliance Product Responsibility	- Customer Health and Safety
<b>Suppliers</b>	- Supplier Assessment for Impacts on Society - Supplier Environmental Assessment - Supplier Assessment for Labor Practices	- Supplier Human Rights Assessment	

## The following aspects were identified as not material or as not requiring any action:

<b>Biodiversity</b>	Geberit production sites do not endanger biodiversity in protected areas. The production and disposal of Geberit products do not pose any special danger to biodiversity.
<b>Investments Environment</b>	Geberit plans holistically and integrates the aspect of environmental protection in the development of its products and production sites. In the context of integrated, sustainable planning, it makes no sense for Geberit to report investments in environmental protection separately.
<b>Environmental Grievance Mechanisms</b>	Any risks or problems cited by stakeholders are addressed and resolved directly. Formal grievance mechanisms are not relevant for Geberit.
<b>Labor/Management Relations</b>	Geberit cultivates transparent internal communication and a close dialog between employees and management. These efforts are supported by the company's years of good economic development. There are no formally binding agreements on communication in case of severe measures.
<b>Security Practices</b>	Geberit is not active in any countries where special security precautions have to be taken.
<b>Indigenous Rights</b>	Geberit is not active in any countries or regions where the rights of indigenous people are endangered.
<b>Human Rights Grievance Mechanisms</b>	The risks of human rights violations by Geberit are low in general. Any risks or problems cited by stakeholders are addressed and resolved directly. Formal grievance mechanisms are not relevant for Geberit.
<b>Local Communities</b>	Geberit production sites do not entail special risks for local communities or adverse effects on the neighborhood. As a good corporate citizen, Geberit cultivates good relations with its neighbors.
<b>Public Policy</b>	No support is given to political parties or politicians. Participation in the political process is confined to membership in certain associations and is therefore limited.
<b>Social Grievance Mechanisms</b>	Any risks or problems cited by stakeholders are addressed and resolved directly. Formal grievance mechanisms are not relevant for Geberit.
<b>Marketing Communications</b>	Owing to its marketing strategy, Geberit is not exposed to risks from aggressive advertising or marketing. All external means of communication are checked for correctness and appropriateness.
<b>Customer Privacy</b>	Geberit does not possess sensitive data on end users. Data on customers and end users are safeguarded as required by statutory requirements.
<b>Procurement Practices</b>	Collaboration with local suppliers has no strategic significance for Geberit. Criteria such as reliability and price, quality and sustainability etc. are material, whereas the supplier's proximity to the production site is not (except in a handful of individual cases). As a result, there is no preferential treatment of local suppliers or special criteria for them. For comprehensive information on the subject of the supply chain, see -->Suppliers