

MATERIALITY ANALYSIS

The results of the internally conducted materiality analysis were reviewed and approved by the external stakeholder panel in September 2016. Following an internal review, no changes to the material aspects were carried out for reporting on the 2017 financial year. A further review of materiality is planned for the next reporting cycle as part of the switchover to the GRI Standards. 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
Economy	<ul style="list-style-type: none"> Market Presence 	<ul style="list-style-type: none"> Indirect Economic Impacts 	<ul style="list-style-type: none"> Economic Performance
Environment	<ul style="list-style-type: none"> Effluents and Waste 	<ul style="list-style-type: none"> Materials Emissions Compliance Environment Transport 	<ul style="list-style-type: none"> Energy Water Products and Services
Labor Practices	<ul style="list-style-type: none"> Diversity and Equal Opportunity Equal Remuneration for Women and Men Labor Practices Grievance Mechanisms 	<ul style="list-style-type: none"> Employment 	<ul style="list-style-type: none"> Occupational Health and Safety Training and Education
Human Rights	<ul style="list-style-type: none"> Screening Investments Non-discrimination Freedom of Association and Collective Bargaining Human Rights Assessment 	<ul style="list-style-type: none"> Child Labor Forced or Compulsory Labor 	
Society		<ul style="list-style-type: none"> Anti-Corruption Compliance 	<ul style="list-style-type: none"> Anticompetitive Behaviour
Product Responsibility		<ul style="list-style-type: none"> Product and Service Labeling Compliance Product Responsibility 	<ul style="list-style-type: none"> Customer Health and Safety
Suppliers	<ul style="list-style-type: none"> Supplier Assessment for Impacts on Society Supplier Environmental Assessment Supplier Assessment for Labor Practices 	<ul style="list-style-type: none"> Supplier Human Rights Assessment 	

THE FOLLOWING ASPECTS WERE IDENTIFIED AS NOT MATERIAL OR AS NOT REQUIRING ANY ACTION:

Procurement Practices (in the narrower sense in connection with local suppliers)	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.
Biodiversity	Geberit production sites do not endanger biodiversity in protected areas. Biodiversity plays a role when procuring mineral raw materials for ceramic production. This subject was addressed and examined as part of supplier audits. During these audits, it was found that the suppliers in this sector actively address the topic of biodiversity and take appropriate measures within the context of their licence to operate.
Investments Environment	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.
Environmental Grievance Mechanisms	Any risks or problems cited by stakeholders are addressed and resolved directly. Formal grievance mechanisms are not relevant for Geberit.
Labor/Management Relations (in the narrower sense of formal notice periods)	Geberit cultivates transparent internal communication and a close dialogue between management and employees. There are no formally binding agreements on communication in case of severe measures.
Security Practices	Geberit is not active in any countries where special security precautions have to be taken.
Indigenous Rights	Geberit is not active in any countries or regions where the rights of indigenous people are endangered.
Human Rights Grievance Mechanisms	The risks of human rights violations by Geberit are low in general. Any risks or problems cited by stakeholders are addressed and resolved directly. The newly introduced Geberit Integrity Line available to suppliers for anonymously reporting irregularities in the procurement process also contributes to this.
Local Communities	Geberit production sites do not entail special risks for local communities or adverse effects on the neighbourhood. Geberit attaches great importance to maintaining good relations with its neighbours in the vicinity of its production sites. Continuous exchanges with authorities and the local community are part of this process.
Public Policy	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.
Social Grievance Mechanisms	Any risks or problems cited by stakeholders are addressed and resolved directly. The newly introduced Geberit Integrity Line available to suppliers for anonymously reporting irregularities in the procurement process also contributes to this.
Marketing Communications	Owing to its marketing strategy, Geberit is little exposed to risks from aggressive advertising or marketing. All external means of communication are checked for correctness and appropriateness.
Customer Privacy	Geberit does not possess sensitive data on end users. Data on customers and end users are safeguarded as required by statutory requirements.