

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
Organisational profile		
102-1 Name of the organisation	The LEGO Group.	
102-2 Activities, brands, products, and services	The LEGO® brick and the entire LEGO® play experience.	
102-3 Location of headquarters	Billund, Denmark	
102-4 Location of operations	The LEGO Group has activities in more than 140 countries. We have manufacturing facilities in: Denmark, Czech Republic, Hungary, Mexico and China. We have main offices in: Denmark (HQ), United Kingdom, The United States, Singapore and China.	
102-5 Ownership and legal form	The LEGO Group is privately owned by the Kirk Kristiansen family and adopt corporate governance for listed companies. More information is available in the LEGO Group Annual Report 2018 , page 78	
102-6 Markets served	Our customers are retail stores around the world and LEGO Brand Retail Stores. We serve consumers all over the world, mainly children and families.	
102-7 Scale of the organisation	See the LEGO Group Annual Report 2018 , pages 9-10	

Organisational profile

102-8 Information on employees and other workers

A) Total number of employees by employment contract (permanent and temporary), by gender

	Female	Male	Total
Permanent	7,382	8,840	16,222
Temporary	559	604	1,163
Total	7,941	9,444	17,385

B) Total number of employees by employment contract (permanent and temporary), by region

	Permanent	Temporary	Total
Americas	4,446	375	4,821
Asia & Pacific	470	32	502
Central Europe & MEA	4,965	57	5,022
China & Hong Kong	1,324	42	1,366
Northern Europe	3,624	283	3,907
Western Europe	1,393	374	1,767
Total	16,222	1,163	17,385

C) Total number of employees by employment type (full-time and part-time), by gender

	Female	Male	Total
Full-time	6,714	8,056	14,770
Part-time	1,218	1,373	2,591
Total	7,932	9,429	17,361*

*24 Employees are missing information about working hours and not included in this table

D & E) Not significant within the LEGO Group

F) The data has been compiled using HR master data

Disclosure

Page, link or direct answer

Omissions

Organisational profile

102-9 Supply chain

See the LEGO Group [Responsibility Report 2018](#), pages 47-48: A responsible supply chain

102-10 Significant changes to the organisation and its supply chain

No significant changes in 2018.

102-11 Precautionary Principle or approach

The LEGO Group has defined policies to ensure we live up on our spirit 'Only the best is good enough' and our commitment to the highest standards of responsible business practice. Where we have identified risks, policies have been put in place to ensure mitigation. Please see [Our Corporate Policies](#).

- Environment – Zero impact target, using sustainable materials and zero waste to landfill by 2025.
- Climate – Investment in renewable energy to ensure production of LEGO elements in 100% balanced by renewable power
- Social and staff matters – Commitment to gender balance at manager level positions and above
- Human rights – All suppliers must abide by the LEGO Group's Code of Conduct
- Anti-corruption and bribery – All LEGO employees at Director level and above must be trained in business ethics

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
Organisational profile		
102-12 External initiatives	<ul style="list-style-type: none"> • United Nations Global Compact • 10 Children’s Rights and Business Principles, launched by the United Nations Global Compact, UNICEF and Save the Children. • UN Sustainable Development Goals. • CDP (formerly Carbon Disclosure Project) • International Chamber of Commerce’s Code of Advertising and Marketing Communication Practice. • RE100 • World Wide Fund for Nature (WWF) • Bioplastic Feedstock Alliance (BFA) 	
102-13 Membership of associations	<p>The LEGO Group currently chairs:</p> <ul style="list-style-type: none"> • The International Organization for Standardization’s Technical Committee for the Safety of Toys • The European Standards Organization’s Technical Committee for the Safety of Toys • Toy Industry of Europe Product Safety & Environment Committee • Southeast Asia Toy Association • Danish Toy Association <p>In addition, the LEGO Group has board positions of (among others):</p> <ul style="list-style-type: none"> • Toy Industry Association (US) • Australian Toy Association • CTJPA (China Toy and Juvenile Products Association) 	

Disclosure

Page, link or direct answer

Omissions

Strategy

102-14 Statement from senior decision-maker See the LEGO Group’s [Responsibility Report 2018](#), pages 3-4 “Owner’s letter” and “A letter from our CEO”.

Ethics and integrity

102-16 Values, principles, standards, and norms of behavior See the LEGO Group’s [Responsibility Report 2018](#), pages 3-4 “Owner’s letter”, “A letter from our CEO” and [Our Corporate Policies](#).

Governance

102-18 Governance structure The LEGO Group is led by an Executive Leadership team (ELT) and a Board of Directors. The Chairman of the Board of Directors is also Chairman of the LEGO Brand Group, overseeing all entities which form part of the LEGO Brand.

Stakeholder engagement

102-40 List of stakeholder groups Consumers (children)
Customers/Suppliers
Employees
Toy industry associations
Media
Local Communities
Interest groups and trade associations

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
Stakeholder engagement		
102-41 Collective bargaining agreements	N/A	Information unavailable: Data is stored locally in different formats and a global overview is not available. Currently no plans exist for alignment on a global scale.
102-42 Identifying and selecting stakeholders	The LEGO Group's primary stakeholders are children aged 5-12 years old. Children and parents are defined as 'consumers', while 'customers' are defined as retailers. Associations, employees and local communities are defined by markets locally.	
102-43 Approach to stakeholder engagement	Consumers are engaged directly via dedicated channels such as LEGO Life, a safe social media for children, LEGO.com, directly through LEGO Brand Retail stores as well as through surveys which form the basis for our Net Promoter Score. In 2018 the LEGO Group began a materiality assessment which involved children and parents answering questions about topics relevant to them.	
102-44 Key topics and concerns raised	Customers and consumers are concerned about many issues which include sustainability, gender, digital safety and marketing to children. Specialists are interested in sustainable materials, human rights, waste and CO2 reduction.	
Reporting practice		
102-45 Entities included in the consolidated financial statements	See the LEGO Group Annual Report 2018 , page 78.	

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
Reporting practice		
102-46 Defining report content and topic Boundaries	<p>In 2017, the LEGO Group has decided that our responsibility reporting should be focused even more on our primary stakeholders, families and children. We are inspired by children and their intuitive approach to play and learning, and we want to ensure that we can also inspire children to take care of their society and environment. This report aims to engage children and their parents in our responsibility journey using fun, creativity and imagination.</p> <p>The Responsibility Report 2018 covers issues related to children, the environmental and people.</p>	
102-47 List of material topics	<ul style="list-style-type: none"> Anti-corruption Energy Water Emissions Effluents and waste Occupational health and safety Diversity and equal opportunity Child labor Forced or compulsory labor Human rights assessment Local communities Customer health and safety Marketing and labeling 	

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Reporting practice		
102-48 Restatements of information	No restatements	
102-49 Changes in reporting	Data changes: Work-life balance KPI excluded (indirectly part of Motivation and satisfaction KPI). Total water, Water by site and Energy by type and Local Community Engagements KPIs included.	
102-50 Reporting period	Calendar year	
102-51 Date of most recent report	Published February 27, 2019	
102-52 Reporting cycle	Annual	
102-53 Contact points for questions regarding the report	Matthew Whitby Matthew.Whitby@lego.com	
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: core option	
102-55 GRI content index	This GRI content index has been prepared based on the 2016 GRI reporting Standards.	
102-56 External assurance	Please see the Independent Practitioner's Limited Assurance Report in the Responsibility Report 2018 report page 57	
205 Anti-corruption		
DMA	Please visit Our Corporate Policies	

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>										
205 Anti-corruption												
205-2 Communication and training about anti-corruption policies and procedures	Please see the externally assured Business Integrity Training KPI in our Responsibility Report 2018 , pages 54. Communication regarding anti-corruption policies has been communicated to all employees and governance body members. Nearly 100% of white-collar employees have completed anti-corruption training through e-learning.	Not applicable: The exact splits proposed by the GRI Standards are not considered material by the LEGO Group.										
302 Energy												
DMA	Please visit Our Corporate Policies											
302-1	Our energy usage was 340 GWh in 2017, split on gas, electricity and district heating. More than 100% of our energy usage are off-set by renewable energy produced at the windfarms KIRKBI A/S has invested in on behalf of the LEGO Group	Information unavailable: The LEGO Group doesn't collect data related to consumption categories. A new technical setup is being investigated.										
	<table border="1"> <thead> <tr> <th>Type</th> <th>Energy (MWh)</th> </tr> </thead> <tbody> <tr> <td>Electricity</td> <td>241.5</td> </tr> <tr> <td>Natural Gas</td> <td>89.3</td> </tr> <tr> <td>District Heat</td> <td>9.2</td> </tr> <tr> <td>Total</td> <td>340</td> </tr> </tbody> </table>	Type	Energy (MWh)	Electricity	241.5	Natural Gas	89.3	District Heat	9.2	Total	340	
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Electricity	241.5											
Natural Gas	89.3											
District Heat	9.2											
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303 Water												
DMA	Please visit Our Corporate Policies											
303-1 Water withdrawal by source	Our water consumption was 683 thousand M3 in 2018, almost solely from municipal water supplies or other public or private water utilities.											

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>																								
305 Emissions																										
DMA	Please visit Our Corporate Policies																									
305-1 Direct (Scope 1) GHG emissions	Data will be published by 1 September 2019 here .																									
305-2 Energy indirect (Scope 2) GHG emissions	Data will be published by 1 September 2019 here .																									
305-3 Other indirect (Scope 3) GHG emissions	Data will be published by 1 September 2019 here .																									
305-5 Reduction of GHG emissions	Data will be published by 1 September 2019 here .																									
306 Effluents and waste																										
DMA	Please visit Our Corporate Policies																									
306-2	Method of disposal has been agreed with disposal contractor. Contractor confirms the disposal method used for the waste in question.																									
	<table border="1"> <thead> <tr> <th>Waste</th> <th>Non-hazardous</th> <th>Hazardous</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Incinerate</td> <td>-</td> <td>20</td> <td>20</td> </tr> <tr> <td>Landfill</td> <td>495</td> <td>62</td> <td>557</td> </tr> <tr> <td>Recovery</td> <td>427</td> <td>241</td> <td>668</td> </tr> <tr> <td>Recycled</td> <td>17,091</td> <td>213</td> <td>17,304</td> </tr> <tr> <td>Total</td> <td>18,013</td> <td>536</td> <td>18,549</td> </tr> </tbody> </table>		Waste	Non-hazardous	Hazardous	Total	Incinerate	-	20	20	Landfill	495	62	557	Recovery	427	241	668	Recycled	17,091	213	17,304	Total	18,013	536	18,549
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Disclosure

Page, link or direct answer

Omissions

403 Occupational Health and Safety

DMA	Please visit Our Corporate Policies	
403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<p>Please see our health and safety KPIs in our Responsibility Report 2018 report, page 54.</p> <p>Lost time injuries: 38 (Down from 43 in 2017) Serious injuries: 0 Fatalities: 0</p>	<p>Specific legal prohibitions: The LEGO Group is not legally allowed to disclose gender splits. Not applicable: The exact splits proposed by the GRI Standards are not considered material by the LEGO Group.</p>

405 Diversity and Equal Opportunity

DMA	Please visit Our Corporate Policies	
405-1 Diversity of governance bodies and employees	Please see the gender diversity disclosure in our Responsibility Report 2018 report, page 45, which include our Legal Compliance regarding gender balanced board composition.	<p>Not applicable: The exact splits proposed by the GRI Standards are not considered material by the LEGO Group.</p>

Disclosure

Page, link or direct answer

Omissions

408 Child Labor

DMA Please visit [Our Corporate Policies](#)

408-1 Operations and suppliers at significant risk for incidents of child labor All operations and suppliers must comply with the LEGO Code of Conduct, protecting the rights of children and preventing child labor.

409 Forced or Compulsory Labor

DMA Please visit [Our Corporate Policies](#)

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor All operations and suppliers must comply with the LEGO Code of Conduct.

412 Human Rights Assessment

DMA Please visit [Our Corporate Policies](#)

412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. All new suppliers are screened on human rights.

Disclosure

Page, link or direct answer

Omissions

413 Local Communities

DMA Please visit [Our Corporate Policies](#)

413-1 Operations with local community engagement, impact assessments and development programs. Read more about our Local Community Engagement effort in our [Responsibility Report 2018](#), page 17.

416 Customer Health and Safety

DMA Please visit [Our Corporate Policies](#)

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services No incidents of non-compliance regarding health and safety have occurred. Please see the Product recall KPI in our [Responsibility Report 2018](#) report, page 53.

417 Marketing and Labeling

DMA Please visit [Our Corporate Policies](#)

417-3 Incidents of non-compliance concerning marketing communications Number of non-compliances concerning marketing communication: 1