



GRI Data 2017

Global Reporting Initiative (GRI) content index: accordance level core

Supplemental information to the LEGO Group's annual responsibility reporting.

All downloads available at <https://www.lego.com/en-us/aboutus/responsibility/story/report>

<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 2017 , pages 51 and 73.	
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 2017 , page 8.	

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	7,594	9,084	16,678
Temporary	380	476	856
Total	7,974	9,560	17,534

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

	Americas	APAC	China	EMEA
Permanent	4,329	1,872	10,477	16,678
Temporary	271	31	554	856
Total	4,600	1,903	11,031	17,534

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

	Female	Male	Total
Full-time	6,820	8,315	15,135
Part-time	1,154	1,245	2,399
Total	7,974	9,560	17,534

D & E) Not significant within the LEGO Group

F) The data has been compiled using HR master data

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
Organisational profile		
102-9 Supply chain	See the LEGO Group Responsibility Report 2017 , page 34-35: Responsible supply chain engagement	
102-10 Significant changes to the organisation and its supply chain	2017 was a challenging year for the LEGO Group. Business growth slowed, and we took steps to reset the organisation. In September 2017, the LEGO Group announced it would reduce its global workforce by approximately 8%, or in the region of 1,400 positions. We provided affected employees with support in moving to new positions internally or opportunities outside the LEGO Group.	
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 by 2030 • 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 manager level and above must be trained in business ethics	

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Organisational profile		
102-12 External initiatives	• 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. • The LEGO Group's Supplier Code of Conduct • RE100	
102-13 Membership of associations	The LEGO Group currently chairs: • 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's Technical Committee • Southeast Asia Toy Association • Danish Toy Association In addition, the LEGO Group has board positions of (among others): • Toy Industry Association (US) • Australian Toy Association • CTJPA (China Toy and Juvenile Products Association)	

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Strategy		
102-14 Statement from senior decision-maker	See the LEGO Group's Responsibility Report 2017 , pages 4-5 A letter from our CEO.	
Ethics and integrity		
102-16 Values, principles, standards, and norms of behavior	See the LEGO Group's Responsibility Report 2017 , pages 4-5 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, as well as through surveys which form the basis for our Net Promoter Score.	
102-44 Key topics and concerns raised	Customers and consumer are concerned about many issues which include sustainability, gender, digital safety and marketing to children.	
Reporting practice		
102-45 Entities included in the consolidated financial statements	See the LEGO Group Annual Report 2017 , page 73.	

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
Reporting practice		
102-46 Defining report content and topic Boundaries	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. The Responsibility Report 2017 covers issues related to children, the environmental and people.	
102-47 List of material topics	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	

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
Reporting practice		
102-48 Restatements of information	No restatements	
102-49 Changes in reporting	Our reporting has changed significantly this year to better align with company strategy and our 2017 materiality analysis.	
102-50 Reporting period	Calendar year	
102-51 Date of most recent report	Published March 9, 2017	
102-52 Reporting cycle	Annual	
102-53 Contact points for questions regarding the report	Cecilia Weckstrom Cecilia.weckstrom@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 Data 2017 report.	
205 Anti-corruption		
DMA	Please visit Our Corporate Policies	

Disclosure	Page, link or direct answer	Omissions										
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 2017 , pages 8-9. 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 313 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 <table><tr><th>Type</th><th>Energy (GWh)</th></tr><tr><td>Electricity</td><td>206</td></tr><tr><td>Natural Gas</td><td>97</td></tr><tr><td>District Heat</td><td>10</td></tr><tr><td>Total</td><td>313</td></tr></table>	Type	Energy (GWh)	Electricity	206	Natural Gas	97	District Heat	10	Total	313	Information unavailable: The LEGO Group doesn't collect data related to consumption categories. A new technical setup is being investigated.
Type	Energy (GWh)											
Electricity	206											
Natural Gas	97											
District Heat	10											
Total	313											
303 Water												
DMA	Please visit Our Corporate Policies											
303-1 Water withdrawal by source	Our water consumption was 658 thousand M3 in 2017, almost solely from municipal water supplies or other public or private water utilities.											

Disclosure	Page, link or direct answer	Omissions																				
305 Emissions																						
DMA	Please visit Our Corporate Policies																					
305-1 Direct (Scope 1) GHG emissions	Data will be published by 1 September 2018 here .																					
305-2 Energy indirect (Scope 2) GHG emissions	Data will be published by 1 September 2018 here .																					
305-3 Other indirect (Scope 3) GHG emissions	Data will be published by 1 September 2018 here .																					
305-5 Reduction of GHG emissions	Data will be published by 1 September 2018 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><tr><th>Waste</th><th>Non-hazardous</th><th>Hazardous</th><th>Total</th></tr><tr><td>Incinerate</td><td>441</td><td>174</td><td>615</td></tr><tr><td>Landfill</td><td>356</td><td>54</td><td>409</td></tr><tr><td>Recycled</td><td>14,670</td><td>164</td><td>14.835</td></tr><tr><td>Total</td><td>15,467</td><td>392</td><td>15,859</td></tr></table>		Waste	Non-hazardous	Hazardous	Total	Incinerate	441	174	615	Landfill	356	54	409	Recycled	14,670	164	14.835	Total	15,467	392	15,859
Waste	Non-hazardous	Hazardous	Total																			
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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	Please see our health and safety KPIs in our Responsibility Data 2017 report, page 5. Lost time injuries: 43 Serious injuries: 0 Fatalities: 0	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.
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 Data 2017 report, page 5, which include our Legal Compliance regarding gender balanced board composition.	Not applicable: The exact splits proposed by the GRI Standards are not considered material by the LEGO Group.

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
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.	

<i>Disclosure</i>	<i>Page, link or direct answer</i>	<i>Omissions</i>
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 2017 , pages 4-5.	
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 Data 2017 report, page 3.	
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	

