

The LEGO Group Responsibility Report 2016 - GRI 4.0 index

Global Reporting Initiative G4 Content index. Accordance level Core

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Disclosures	Page or Link / Direct Answer	Omissions
Strategy and Analysis		
G4-1 statement from the most senior decision-maker of the organization	A letter from our CEO Bali Padda, page 8	
G4-2 Description of key impacts, risks, and opportunities	Positive impact of the LEGO Group's value chain, page 67 Results 2016, page 69-74 About the report, page 78	
Organisational profile		
G4-3 Name of organization	The LEGO Group	
G4-4 Primary brands, products, and services	The LEGO® brick and the entire LEGO® play experience.	
G4-5 Location of organization's headquarters	Billund, Denmark	
G4-6 Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	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.	
G4-7 Nature of 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 LEGO Group Annual Report 2015, Group structure, page 79.	
G4-8 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Our customers are retail stores around the world and 131 LEGO Brand Retail Stores. We serve consumers all over the world, mainly are children and families.	
G4-9 Scale of the organization	Positive impact of the LEGO Group's value chain, page 67	

	Results 2016, page 69-74 LEGO Group Annual Report 2016	
G4-10 Workforce - Employees	Results 2016, page 69-74	We do not have data indicating whether external employees are under supervision by a LEGO manager and are therefore not able to report on C.
G4-11 percentage of total employees covered by collective bargaining agreements	Data not available, please see omission description	Currently information about collective bargaining is stored locally in different formats. A global overview is therefore not available for 2016. We aim to align data and be able to report in the 2017 Responsibility report.
G4-12 Supply chain	Reducing supply chain emissions, page 38 Positive impact of the LEGO Group's value chain, page 67	
G4-13 Significant changes in size, structure, ownership or supply chain	Positive impact of the LEGO Group's value chain, page 67 In 2016 the LEGO Groups new China factory was officially opened	
G4-14 Precautionary principle	Environmental leadership, page 34 Tackling climate change, page 37	
G4-15 Charters subscribed to or endorsed	United Nations Global Compact - The 10 Children's Rights and Business Principles, launched by the United Nations Global Compact, UNICEF and Save the Children. UN Sustainable Development Goals. - The Carbon Disclosure Project - International Chamber of Commerce's Code of Advertising and Marketing Communication Practice. - The LEGO Group's Supplier Code of Conduct	
G4-16 Memberships of associations	The LEGO Group currently chairs: - The International Standardisation Organisation's Technical Committee for the Safety of Toys - The European Standardisation Organisation's Technical Committee for the Safety of Toys - Toy Industry of Europe's Technical Committee - Southeast Asia Toy Association - Danish Toy Association Additionally the LEGO Group has board positions of (among others):	

	<ul style="list-style-type: none"> - Toy Industry Association (US) -Australian Toy Association -CTJPA (China Toy and Juvenile Products Association) 	
Identified Material Aspects and Boundaries		
G4-17 Operational structure	More information is available LEGO Group Annual Report 2015, Group structure, page 79	
G4-18 Process for defining report content and aspect boundaries	About the report, page 78	
G4-19 List of material aspects	Economic performanceMaterialsEnergyWaterEmissionsEffluents and WasteEmploymentOccupational health and safetyDiversity and Equal OpportunityChild LaborSupplier human rights assessmentLocal CommunitiesAnti-CorruptionCustomer Health and SafetyProduct and Service LabelingMarketing Communications	
G4-20 Aspect boundaries within the organization	Our stakeholder engagement and materiality assessment show that internal and external stakeholders show similar opinions regarding issues that are most material to them and The LEGO Group. We find that all issues and Aspects are material within and outside our company.	
G4-21 Aspect boundaries outside the organization	Our stakeholder engagement and materiality assessment show that internal and external stakeholders show similar opinions regarding issues that are most material to them and The LEGO Group. We find that all issues and Aspects are material within and outside our company. For our list of material aspects, please see G4-19.	

G4-22 Restatements	Restatement of note "Third-party audits for main LEGO sites". Number of major non-conformities for Code of Conduct was 1 instead of 0 in 2015.	
G4-23 Significant changes in scope and aspect boundaries	There are no significant changes in scope and aspect boundaries	
Stakeholder engagement		
G4-24 List of stakeholders	<ul style="list-style-type: none"> - Consumers (children) - Customers/Suppliers - Employees - Toy industry associations - Media - Local communities - Interest groups and trade associations 	
G4-25 Basis for identification and selection of stakeholders	About the report, page 78	
G4-26 Approach to stakeholder engagement	About the report, page 78	
G4-27 Key topics and concerns raised by stakeholders	<ul style="list-style-type: none"> - The safety of our products- The play and learning experience children get from our products- Employee safety- Anti-corruption- A respectful dialogue with children and parents- Climate change- Waste 	
Report profile		
G4-28 Reporting period	1st January 2015 - 31st December 2016	
G4-29 Data of previous report	www.LEGO.com/responsibility	
G4-30 Reporting cycle	Annual	
G4-31 Contact	Matt Whitby, responsibility@LEGO.com	
G4-32 Location of standard Disclosures in the report	Results 2016 on page 69-74 and this GRI 4.0 index	
G4-33 Policy and practice regarding external assurance	Independent Practitioner's Limited Assurance Report on the Non-financial Data for 2016, page 77	
Governance		
G4-34 Governance structure of the organization	<ul style="list-style-type: none"> Improving diversity in the workplace, page 55 Operating with integrity, page 62 Read more about our corporate policies at http://www.lego.com/dk/AboutUs/responsibility/our- 	

	policies-and-reporting/corporate-policies	
Ethics and integrity		
G4-56 The organization's values, principles, standards and norms of behavior	A letter from our owner Thomas Kirk Kristiansen page 5-7	
Economic performance		
DMA	The LEGO Group is a purpose and performance driven company with a strategy to produce sustainable long-term growth by generating mutual value with consumers, customers, and society. Significant parts of the net value added is reinvestment to support the strategic capacity building of our company and to the LEGO Foundation to support children and their learning and development through play.	
G4-EC1 Direct economic value generated and distributed	In 2016, we generated a total revenue of DKK 37.9 billion and a net value add of DKK 19.2 billion. This does not include the value generated through the increased level of activity of our supply chain. 9% of the net value add was distributed to the LEGO Foundation to support children around the world to learn through play*. Positive impact of the LEGO Group's value chain, page 67.	The LEGO group does not disclose information on individual countries.
Materials		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-EN1 Materials used	Results 2016, page 69	
Energy		

DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-EN3 Energy consumption	Our Planet Promise, page 35 Balancing energy use by 2020, page 41 Results 2016, page 69	The LEGO group currently doesn't collect data related to consumption categories (heating and cooling). A new technical setup is being investigated
G4-EN6 Reduction of energy consumption	Improving energy efficiency, page 40 Results 2016, page 69	
G4-EN7 Reduction in energy requirements of products and services	Improving energy efficiency, page 40 Results 2016, page 69	
Water		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-EN8 Water withdrawal	Results 2016, page 69	
Emissions		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please read "Tackling climate change, page 37-39	
G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1)	Data will be published September 1st 2017 at www.LEGO.com	
G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Data will be published September 1st 2017 at www.LEGO.com	
G4-EN17 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Data will be published September 1st 2017 at www.LEGO.com	
G4-EN19 Reduction of greenhouse gas (GHG) emissions	Data will be published September 1st 2017 at www.LEGO.com	
Effluents and waste		

DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-EN23 Weight of waste by type and disposal method.	Note K, page 72	
Employment		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-LA1 Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Results 2016, page 69 Note D and Note E, page 71	
Occupational health and safety		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	Results 2016, page 69 Note G, H, I and J, page 71-72	Due to data privacy considerations the LEGO group does not currently collect and report data on gender in relation to injuries, and occupational diseases. Furthermore we do not collect and report Health and Safety data for independent contractors.
Diversity and equal opportunity		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	

G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Improving diversity, page 55 Results 2016, page 69-74	The LEGO group does not collect data regarding minority group membership due to legislative and data privacy reasons.
Child labor		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Our UNICEF partnerships, page 17-19 Results 2015, page 69 Note M, N, O and P, page 73-74	
Supplier human rights assessment		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-HR10 Percentage of new suppliers that were screened using human rights criteria	All new suppliers are screened	
Local Communities		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	

<p>G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.</p>	<p>Engaging with our local communities, page 60-61 Results, page 69 All impact assessments, activities and development plans for LEGO Local Community Engagement are currently done at a local level due to the diverse nature of the countries where the LEGO Group operates. Activities are evaluated by the LEGO Foundation. Grievance processes are informally anchored in the organisation.</p>	
Anti-corruption		
<p>DMA</p>	<p>Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74</p>	
<p>G4-SO4 Communication and training on anti-corruption policies and procedures</p>	<p>All employees and governance body members have received communication regarding anti-corruption. No external business partners have received contractual communication on anti-corruption. Operating with integrity, page 62-63 Results 2016, page 69 Note R and S, page 74</p>	
Customer health and safety		
<p>DMA</p>	<p>Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74</p>	
<p>G4-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle.</p>	<p>Results 2016, page 69 Safe products and play experiences, page 26</p>	
Product and Service Labelling		
<p>DMA</p>	<p>Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-</p>	

	policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-PR5 Results of surveys measuring customer satisfaction	Respect for consumer feedback, page 31 Results, page 69 Note Q, page 74	
Marketing Communications		
DMA	Please visit http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies to read our corporate policies. To see our progress, please see the Results 2016 on page 69-74	
G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	Digital Child Safety Policy, page 21-22 Number of non-compliances concerning marketing communications: 2	