



The LEGO Group Responsibility Report 2015 - GRI 4.0 index

Disclosures	Page or Link/Direct Answer	Omissions	External Assurance
Strategy and Analysis			
G4-1 statement from the most senior decision-maker of the organization	A letter from our CEO, page 5		
G4-2 Description of key impacts, risks, and opportunities	Creating impact through the value chain page 58		
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. We have a portfolio of more than 650 products, with more than half being new products every year. More information is available in the LEGO Group Annual Report 2015, Management Review page 5-8.		
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, 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 71		
G4-8 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Our customers are retail stores around the world and 125 LEGO Brand Retail Stores. We serve consumers all over the world who mainly are children and families.		
G4-9 Scale of the organization	Results 2015, page 60-64		
G4-10 Workforce -Employees	Results 2015, page 60-64	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.	Yes
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 2015. We aim to align data and be able to report in 2016.	



G4-12 Supply chain	For an overview of our supply chain please read: Reducing supply chain emissions page 30 and Creating impact through the value chain page 58		
G4-13 Significant changes in size, structure, ownership or supply chain	A letter from our CEO page 5 and Collaborating with our supply chain page 50		
G4-14 Precautionary principle	Environmental leadership, page 28		
G4-15 Charters subscribed to or endorsed	United Nations Global Compact <ul style="list-style-type: none"> • The 10 Children's Rights and Business Principles, launched by the United Nations Global Compact, UNICEF and Save the Children. • 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: <ul style="list-style-type: none"> • 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 Membership Committee • Toy Industry Association's board of directors • Toy Industry Association's Safety, Standards and Technical Committee (US) 		
Identified Material Aspects and Boundaries			
G4-17 Operational structure	More information is available LEGO Group Annual Report 2015, Group structure, page 71		
G4-18 Process for defining report content and aspect boundaries	About this report, page 68		
G4-19 List of material aspects	<ul style="list-style-type: none"> • Economic performance • Materials • Energy • Water • Emissions • Effluents and Waste • Employment • Occupational health and safety • Diversity and Equal Opportunity • Child labor • Supplier human rights assessment • Local Communities • Anti-Corruption • Customer Health and Safety • Product and Service Labeling • Marketing 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.		



	For our list of material aspects, please see G4-19.		
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	There are no major restatements of information provided in previous reports.		
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 this report, page 68		
G4-26 Approach to stakeholder engagement	About this report, page 68		
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 2015		
G4-29 Data of previous report	www.LEGO.com/responsibility		
G4-30 Reporting cycle	Annual		
G4-31 Contact	Morten Vestberg, responsibility@LEGO.com		
G4-32 Location of standard Disclosures in the report	Results 2015 on page 60 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 2015, page 67		
Governance			
G4-34 Governance structure of the organization	Society, page 47 and 49. Read more about our corporate policies at http://www.lego.com/da-dk/AboutUs/responsibility/our-policies-and-reporting/corporate-policies		
Ethics and integrity			
G4-56 The organization's values, principles, standards and norms of behavior	The LEGO Idea – A letter from Kjeld Kirk Kristiansen page 2 and Ensuring high standards at LEGO sites page 49		
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	Creating impact through the value chain page 59	The LEGO group does not disclose information on individual countries in relation to payments to governments.	
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 2015 on page 60		
G4-EN1 Materials used	Environmental leadership, page 38		Yes
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 2015 on page 60		
G4-EN3 Energy consumption	Environmental leadership, page 31	The LEGO group currently doesn't collect data related to consumption categories (heating and cooling). New technical setup is being investigated	Yes
G4-EN6 Reduction of energy consumption	Environmental leadership, page 29		Yes
G4-EN7 Reduction in energy requirements of products and services	Environmental leadership, page 36-37		Yes
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 2015 on page 60		
G4-EN8 Water withdrawal	Environmental leadership, page 38		Yes
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 see the Results 2015 on page 60		
G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1)	Data will be published August 1st 2016 at www.LEGO.com		Yes
G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Data will be published August 1st 2016 at www.LEGO.com		Yes
G4-EN17 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Data will be published August 1st 2016 at www.LEGO.com		Yes
G4-EN19 Reduction of greenhouse gas (GHG) emissions	Data will be published August 1st 2016 at www.LEGO.com		Yes
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 2015 on page 60		
G4-EN23 Weight of waste by type and disposal method.	Environmental leadership, page 38	The LEGO group uses other disposal categories than the ones required	Yes
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 2015 on page 60		
G4-LA1 Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Results 2015, Notes, Note d and Note E, page 62		Yes
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 2015 on page 60		
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 2015, Note G, Note H, Note O and Note P page 62-64	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.	Yes
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 2015 on page 60		
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	Gender-balanced leadership page 45. Results 2015, Females appointed and recruited page 60. Notes, Note Q and Note R page 64.	The LEGO group does not collect data regarding minority group membership due to legislative and data privacy reasons.	Yes
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 2015 on page 60		
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	Collaborating with our supply chain page 50 Results 2015, page 60 Notes, Note M, page 64		
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 2015 on page 60		
G4-HR10 Percentage of new suppliers that were screened using human rights criteria	Human Rights assessment in our supply chain, page 32 Results 2015, page 60 and Notes, Note J page 63		
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 2015 on page 60		
G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Engaging with local communities, page 52-53	No structured impact assessments procedures and definition of "operations with implemented LCE" have been established.	
Anti-corruption			
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 2015 on page 60		
G4-SO4 Communication and training on anti-corruption policies and procedures	All employees and governance body members have received communication regarding anti-corruption. No external business partners have received contractual communication on anti-corruption. Business the LEGO way, page 48 Results 2015, page 60. Notes, Note Q and Note R page 64.		Yes
Customer 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 2015 on page 60		
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.	Safe, high-quality play experiences for children, page 18		Yes
Product and Service Labeling			
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 2015 on page 60		
G4-PR5 Results of surveys measuring customer satisfaction	Consumer satisfaction and feedback page 21		Yes
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 2015 on page 60		
G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	Respectful communication with children page 24-25		