



# The LEGO Group's Responsibility Report 2014

Global Reporting Initiative index 3.1

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Global Reporting Indicator	Page in Responsibility Report 2014	Page in Annual Report 2014	Reporting level	United Nations Global Compact
<b>Strategy and analysis</b>				
1.1 Statement from the most senior decision maker of the organization	Introduction: 7		1/1	
1.2 Description of key impacts, risks, and opportunities	Introduction: 5		1/2	
<b>Organisational profile</b>				
2.1 Name of organization	Results 2014: 49		1/1	
2.2 Primary brands, products, and/or services		Management's Review: 6-7	1/1	
2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures		Group Structure: 67	1/1	
2.4 Location of organization's headquarters	Impact of the brick: 13		1/1	
2.5 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	Introduction: 6 Responsible Business: 28, 32, 44	Management's Review: 5-6	1/1	
2.6 Nature of ownership and legal form		Group Structure: 67	1/1	
2.7 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)		Management's Review: 6-7	1/1	
2.8 Scale of the reporting organization	Results 2014: 49		1/1	
2.8.1 Number of employees	Introduction: 7 Results 2014: 46		1/1	
2.8.2 Number of operations	Results 2014: 47		1/1	
2.8.3 Net sales	Introduction: 5		1/1	
2.8.4 Total capitalization broken down in terms of debt and equity		Financial Highlights: 2	1/1	
2.8.5 Quantity of products or services provided.	Introduction: 11		1/1	
2.9 Significant changes during the reporting period regarding size, structure, or ownership	Results 2014: 49		1/1	
<b>Report parameters</b>				
3.1 Reporting period (e.g., fiscal/calendar year) for information provided.	Results 2014: 49		1/1	
3.2 Date of most recent previous report	Results 2014: 49		1/1	
3.3 Reporting cycle (annual, biennial, etc.)	Results 2014: 49		1/1	
3.4 Contact point for questions regarding the report or its contents	Results 2014: 49		1/1	
3.5 Process for defining report content	Introduction: 4 Results 2014: 49		1/1	
3.6 Boundary of the report	Results 2014: 49		1/1	
3.7 State any specific limitations on the scope or boundary of the report	Results 2014: 49		1/1	
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Results 2014: 49		1/1	
3.9 Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	Results 2014: 51-52		1/1	



3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	No re-statements made in 2014		1/1	
3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	No significant changes made in 2014		1/1	
3.12 Table identifying the location of the Standard Disclosures in the report.	Results 2014: 49 www.LEGO.com/responsibility		1/1	
3.13 Policy and current practice with regard to seeking external assurance for the report.	Results 2014: 50		1/1	
4.1 Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Responsible business: 36		1/1	
4.2 Indicate whether the Chair of the highest governance body is also an executive officer.	Responsible business: 36		1/2	
4.3 For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Responsible business: 43-44		1/1	
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Responsible business: 40 Results 2014: 49		1/1	
4.7 Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Responsible business: 43-44		1/2	
4.8 Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Introduction:3-4 Responsible Business: 36		1/1	
4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance.	Responsible Business: 36		1/2	
4.14 List of stakeholder groups engaged by the organization.	Consumers (Children) Customers / Suppliers Employees Toy industry associations Media Local communities Interest groups and trade associations		1/1	
4.15 Basis for identification and selection of stakeholders with whom to engage.	Introduction: 4		1/1	
4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Introduction: 4 Impact of the brick: 17-18		1/1	
<b>Economic</b>				
EC1. Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Introduction: 5 Responsible Business: 40		1/2	
EC 2. Financial implications and other risks and opportunities for the organization's activities due to climate change.	Responsible Business: 35		1/2	7
<b>Environment</b>				
EN1. Materials used by weight or volume.	Responsible Business: 34		1/1	8
EN3. Direct energy consumption by primary energy source.	Responsible Business: 31		1/2	8
EN4. Indirect energy consumption by primary source.	Responsible Business: 31		1/2	8



EN5. Energy saved due to conservation and efficiency improvements.	Responsible Business: 31-32		1/2	8, 9
EN6. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Responsible Business: 32-34		1/2	8, 9
EN8. Total water withdrawal by source.	Responsible Business: 34		1/2	8
EN16. Total direct and indirect greenhouse gas emissions by weight.	Responsible Business: 31		1/2	8
EN18. Initiatives to reduce greenhouse gas emissions and reductions achieved.	Responsible Business: 32-34		1/2	7, 8, 9
EN22. Total weight of waste by type and disposal method.	Responsible Business: 34-35		1/2	8
EN26. Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Responsible Business: 35		1/2	7, 8, 9
<b>Labor Practices and Decent Work</b>				
LA1. Total workforce by employment type, employment contract, and region, broken down by gender.	Results 2014: 47		1/1	
LA2. Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Results 2014: 47		1/2	6
LA7. Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	Responsible Business: 42-43 Results 2014: 47		1/2	1
LA13. Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Results 2014: 47		1/2	1, 6
<b>Human Rights Performance</b>				
HR2. Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken.	Responsible Business: 37-38		1/2	1, 2, 3, 4, 5, 6
HR6. Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Responsible Business: 19-21, 36		1/2	1, 2, 5
<b>Society Performance</b>				
SO1. Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Responsible Business: 44		1/1	
SO3. Percentage of employees trained in organization's anti-corruption policies and procedures.	Responsible Business: 39-40		1/1	10
SO5. Public policy positions and participation in public policy development and lobbying.	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 Membership Committee  Toy Industry Association's board of directors  Toy Industry Association's (US) Safety, Standards		1/1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10



	and Technical Committee			
<b>Product Responsibility Performance</b>				
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, by type of outcomes.	Impact of the brick: 15-18		1/1	1
PR5. Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Impact of the brick: 18		1/1	
PR6. Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Impact of the brick: 22-25		1/1	