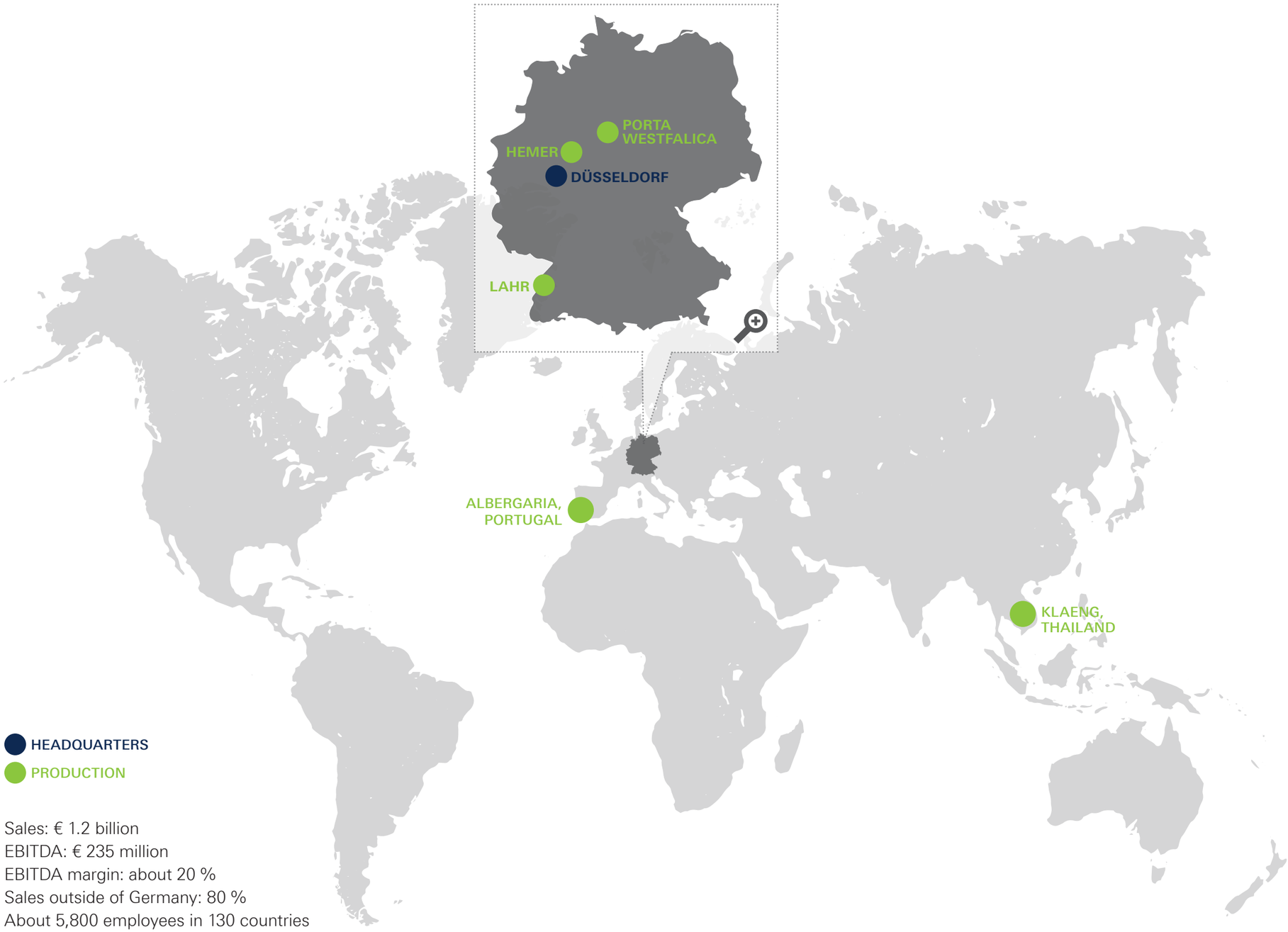
Pure Freude an Wasser

GROHE

SUSTAINABILITY REPORT 2014*

*Report years 2013 and 2014

GROHE HOLDING GMBH IN 2014 (CONSOLIDATED NUMBERS):



HEADQUARTERS
PRODUCTION

Sales: € 1.2 billion
EBITDA: € 235 million
EBITDA margin: about 20 %
Sales outside of Germany: 80 %
About 5,800 employees in 130 countries

2014 SALES BY PRODUCT CATEGORIES

BATH
37 %

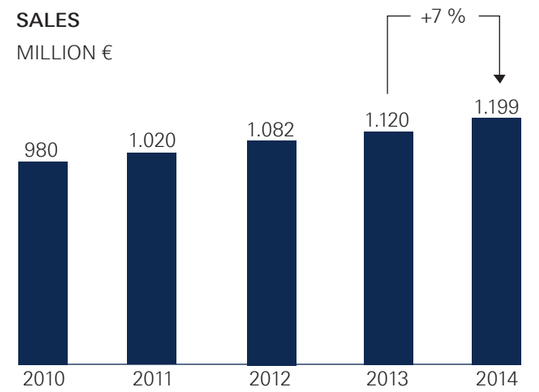
SHOWERS & SHOWER SYSTEMS
29 %

KITCHEN
12 %

PROFESSIONAL
19 %

OTHER
3 %

SALES
MILLION €



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DECLARATION OF THE COMPANY MANAGEMENT

G4-1

Dear readers,

One of our most important principles at GROHE is to continuously strive for increased sustainability. Sustainability is an integral and essential part of our company strategy, which is oriented towards efficient growth. Sustainability at GROHE is based on many years of experience and competency. It is part of all processes and products, and determines the day-to-day business of employees worldwide. As a result, we have been playing a leading role in the sanitary industry for many decades as “Masters of Technology ” and setting benchmarks worldwide with our high standards.

It is our responsibility to face the challenge of topics such as conserving water, saving energy and demographic change. Furthermore, the speed of globalisation is increasing daily. To meet these challenges, we have pursued our goal to embed sustainability in all structures, processes, actions and attitudes for many years. This approach has also been recognised outside our company, and as a result, we were able to count ourselves among the top 3 winners of the German Sustainability Award, category “Companies” in 2014. Our first GROHE sustainability report has marked a further milestone in our sustainable company history. Along with our customers we want to ensure the most sustainable use of our valuable water and energy resources, because we know not every country is able to achieve a positive water balance, especially in water arid countries in Southern Europe or in the Middle East. Therefore, it is all the more important to demonstrate a high degree of dedication and creativity in the development of sustainable products that will even make saving water fun.

The concept of sustainability flows through the entire production cycle, starting with product development, resource conservation, all the way to recycling. Comprehensive expertise, compiled through decades of research and development is reflected in our innovative technologies, such as the water system GROHE Blue® which reduces greenhouse gas emissions by up to 86 percent, the GROHE Light® alloy with reduced lead content or the GROHE EcoJoy® technology which results in water savings of up to 50 percent.

To continually optimise sustainable processes and to honour projects that improve sustainability, we successfully implemented the “Grohe SustainAbility Trophy”, an internal competition established in 2011. Our integrated sustainability approach also includes our industry partners, among other things, as part of personal consultations, like the GROHE water & energy audits or through expert knowledge on the topic of Green Buildings. GROHE will work to ensure that the efficient use of valuable resources improves daily – creating a healthy environment and a sustainable future.

Kind regards,
Michael Rauterkus
Chief Executive Officer, GROHE AG

GROHE PERSPECTIVES

"Sustainability at GROHE is based on decades of accumulated experience and competency. It is deeply rooted in our structures, processes and products. Furthermore, it is our professed credo that all of our employees advocate our sustainability objectives. This also applies to our Code of Conduct we have imposed on ourselves and our market partners."

Michael Rauterkus
Chief Executive Officer

"The company stands for: Pure Freude an Wasser. This means that we must take a great responsibility for this resource by responding to global changes such as a lack of water in a timely manner and through the use of innovative products."

Thomas Fuhr
Executive Director Operations

"The promotion of professional training and continued education is a top priority for GROHE, and helps us as an organisation to match the challenges of demographic change. Numerous awards underscore the above-average performance of our young employees and demonstrate that the level of training we provide is also recognised outside the organisation."

Michael Mager
Executive Director Personal and Organisation/
Director of Labour Relations

"GROHE relies on long-term sustainable growth and makes cautious and carefully planned decisions that take into account the challenges of commodity and energy markets as well as those of worldwide logistics."

Adam Bryson
Chief Financial Officer

GROHE BUSINESS MODEL

GROHE SUSTAINABILITY VISION:

“By 2020 GROHE will be the company with the most sustainable practices in the sanitary industry worldwide”

SUSTAINABILITY VISION

6 AREAS OF ACTIVITY

EMPLOYEES

PRODUCTS

PROCESSES

SUPPLIERS

SOCIAL RESPONSIBILITY

CUSTOMERS

BASIS: COMPLIANCE/CONFORMITY WITH THE LAW

GROHE BUSINESS MODEL

Key brands, products, and services

GROHE is the manufacturer and world's leading supplier of sanitary fittings.
As a provider for complete bathroom solutions, the company with its own brands GROHE, Grohe SPA® and GROHE Professional carries products to furnish the entire bathroom from a single source. The product range includes design fittings for bath and kitchen, thermostats, showers and shower systems, installation and flushing systems and, in the near future, wash basins, tubs, bathroom furnishings, WCs, bidets and accessories.

Under the global brand name GROHE, the company has for many decades relied on the brand values of quality, technology, design and sustainability to provide “Pure Joy of Water”. The GROHE brand GROHE SPA® offers individual concepts and special premium products to transform any bath into a personal spa. The GROHE Professional brand caters to the professional plumbing trade which supports tradesmen with products, services and training in their daily work. GROHE is a brand with great innovative power: time and again, the company takes on a pioneering role in the sanitary industry.

The development of innovative products that offer added-value to our customers has always been the focus of about 5,800 employees in 130 countries. GROHE has an effective international distribution organisation, an optimally aligned production network, and continues to manufactures products at the same high level of quality. The “Made in Germany” quality seal is our driving source for innovation, while our German locations serve as sources of inspiration.

Name of the organisation, ownership status, and legal form

G4-3 to G4-7, G4-13

Grohe Holding GmbH (hereafter referred to as GROHE) is a wholly owned subsidiary of Grohe Group S.à r.l., Luxembourg, which, since April 2015, has been majority-owned by LIXIL Corporation (approx. 56 %) and is partially owned by the Development Bank of Japan (approx. 44 %).

In January 2014 GROHE was acquired by the LIXIL Group and the Development Bank of Japan. LIXIL Group is a worldwide leader in the building materials industry and in furnishings for residential buildings. With the redirection of LIXIL in April 2015, GROHE has become part of the global market leader LIXIL Water Technology which will bundle the worldwide LIXIL sanitary business in its own independent business unit. Associated brands, including GROHE, American Standard and LIXIL/INAX will remain independent.

G4-4

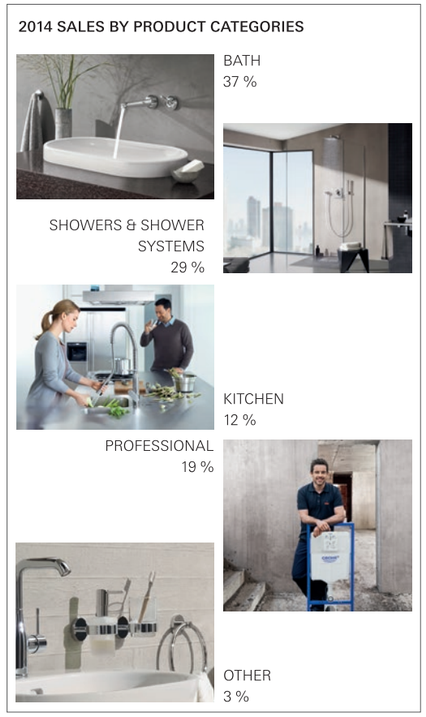
Scope of business operations

GROHE products are manufactured in the global production network. These include three plants in Germany, with competence centres in Hemer, Porta Westfalica, Lahr, as well as Albergaria (Portugal) and Klaeng (Thailand). Düsseldorf is home to GROHE headquarters, GROHE Design Studios, and the GROHE Store, a multifunctional showroom that creatively displays the GROHE global brand.

On the 31st of December of 2014, the single-stage assembly plant in Mississauga/Canada shut down. The plant primarily manufactured products for the North American market and did not possess the capacity of the other GROHE facilities. The tasks of plant, which accounted for only 5 % of GROHE’s entire production, were distributed within the network. Approximately 120 employees were affected by the plant’s closure.

The essential companies of the Grohe Holding Group GmbH, for which GROHE employees in over 130 countries operate, are presented in the appendix. In 2014, GROHE achieved a consolidated turnover of € 1.2 billion with its comprehensive product range for kitchen and bath. The organisation generates about 80 % of its sales outside of Germany. The operating cash flow (normalised EBITDA) amounted to € 235 million for the 2014 business year. Thus, an operating EBITDA margin of around 20 % was achieved.

Sales from 2014 are divided by the following product categories:



Graphic 1: *Sales by product categories*

Markets supplied and type of purchaser: **G4-8**

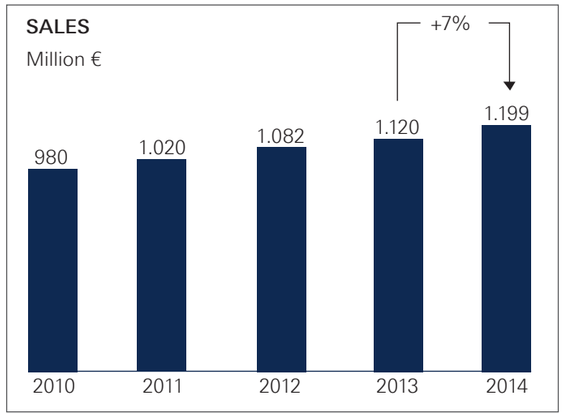
GROHE products are sold in over 130 countries. These countries encompass the 4 regions of Europe, America, the Middle East and Africa, and Asia. Over 60 % of sales occur in Europe. The organisation generates about 80 % of its sales outside of Germany.

GROHE's essential customers include wholesalers, installers, planners, architects, object planners, kitchen studios and – indirectly – end users.

Size of the organisation: **G4-9**

Sales and EBITDA:

For years, GROHE has generated profitable growth and continues to show further growth potential via the newly created LIXIL Water Technology platform. Sales growth takes place across all regions. EBITDA development is positive and the EBITDA margin has remained stable.

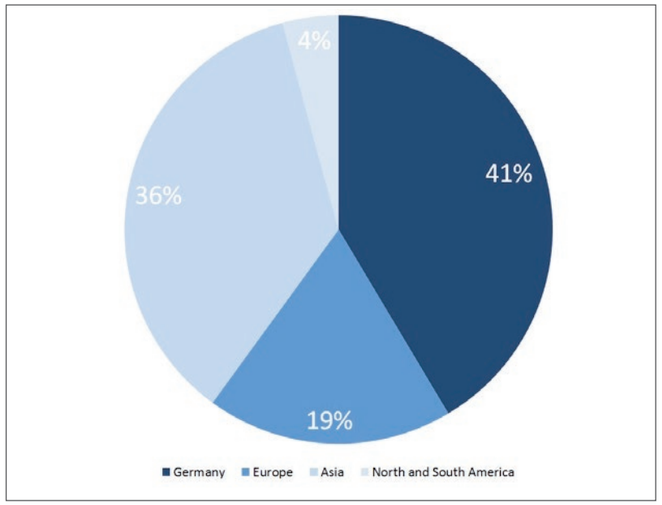


Graphic 2: *GROHE sales and EBITDA*

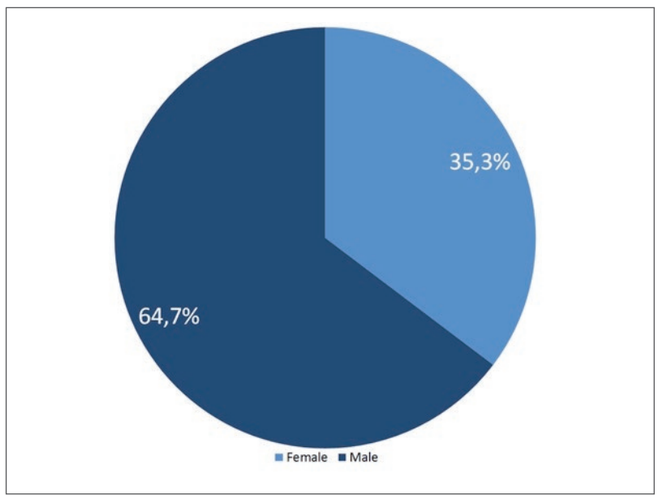
Employees: **G4-10**

GROHE has about 5,800 employees in 130 countries worldwide.

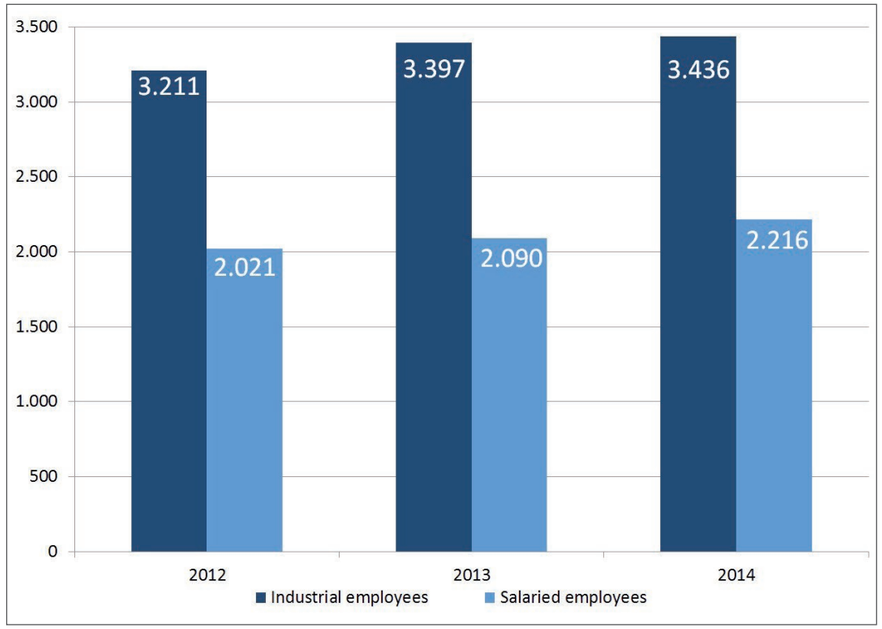
Detailed data is only available for the German GROHE production plants for the year 2013. The identification of current, detailed business indicators for GROHE has been initiated; these will be published in the following sustainability report intended for the year 2016.



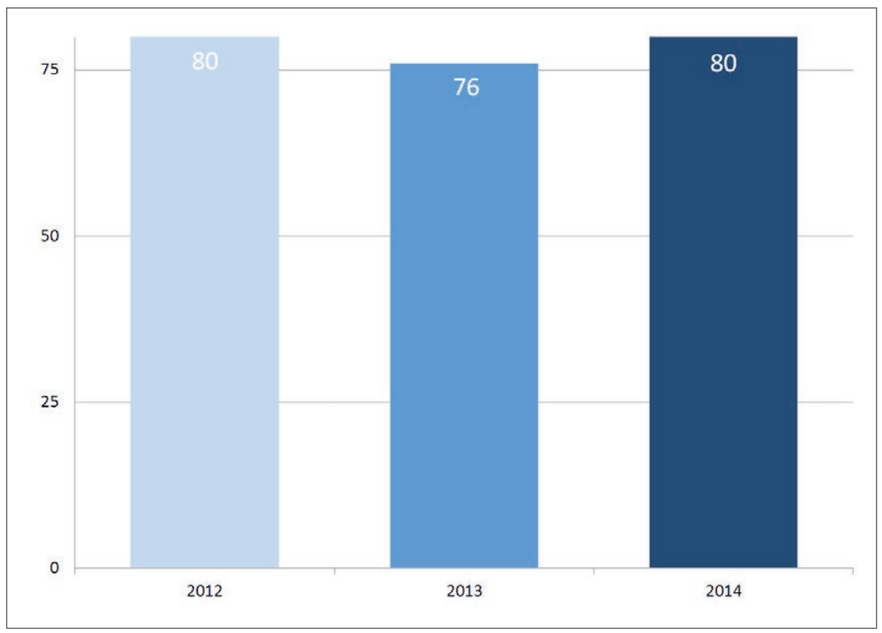
Graphic 3: *Total workforce by regions*



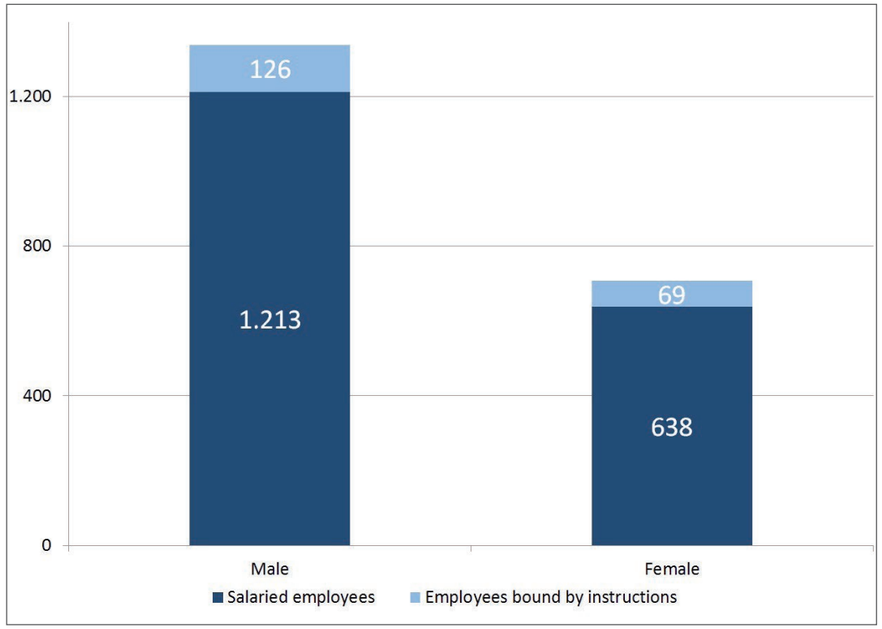
Graphic 4: *Employees by gender (Grohe AG German locations 2013):*



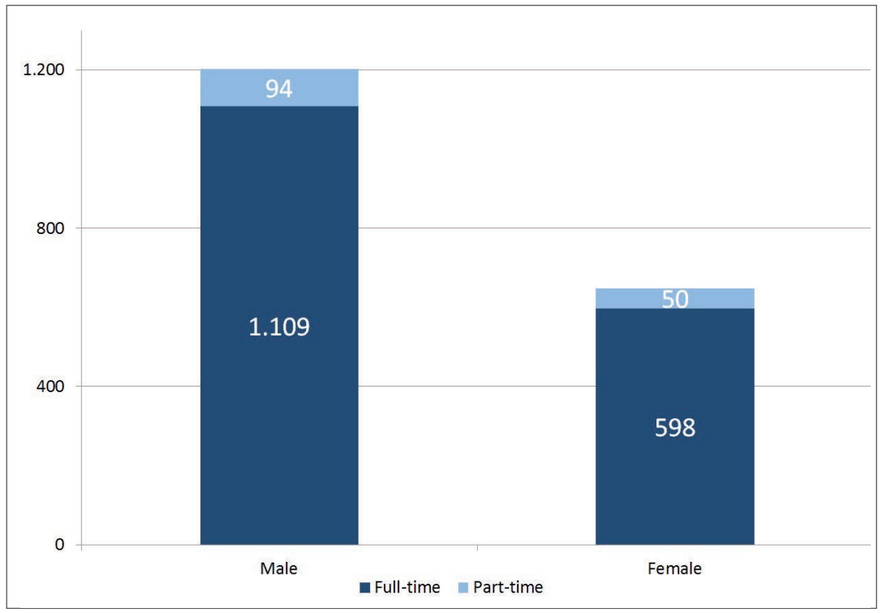
Graphic 5: *Employee development salaried and industrial (Grohe AG German locations 2013)*



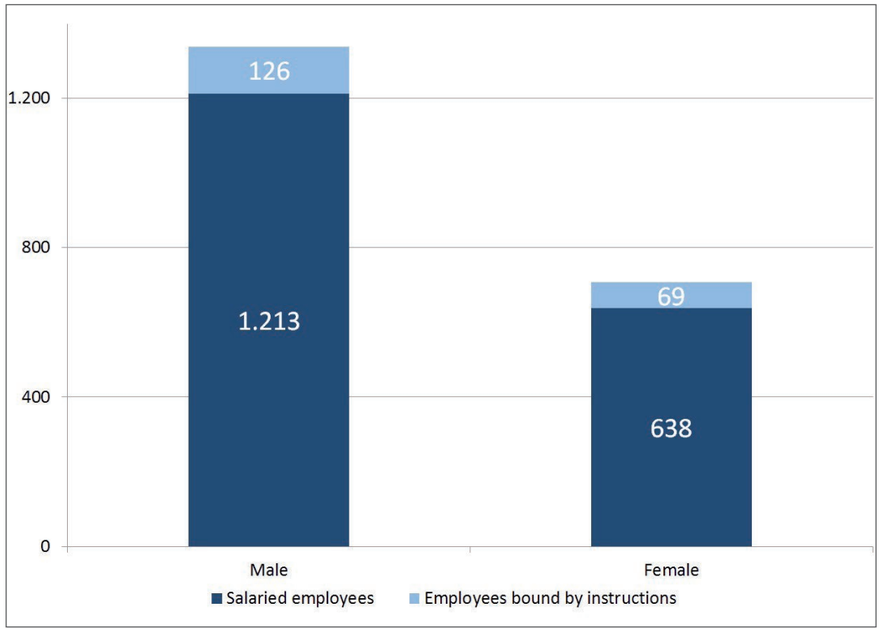
Graphic 6: *Employee development trainees (Grohe AG German locations 2013)*



Graphic 7: *Employees by work contract and gender (Grohe AG German locations 2013)*



Graphic 8: *Salaried employees, by type of employment and gender (Grohe AG German locations 2013)*



Graphic 9: *Employees by salaried workers and personnel bound by instructions as well as by gender (Grohe AG German locations 2013):*

Type of employees:
The activities of the organisation are predominantly carried out by salaried employees.

Fluctuations regarding the number of employees:
There are no significant fluctuations regarding the number of employees.

Percentage of all employees who are covered by collective agreements **G4-11**

Grohe generally supports the establishment of employee organisations such as works councils. 98.5 % of GROHE employees are covered by collective agreements, such as collective bargaining agreements and company-level agreements.

Membership in associations and special-interest groups **G4-16**

GROHE is currently a member of several German associations, special-interest groups and committees working on topics such as sustainability.

GROHE participates in various standards committees such as the CEN/DIN Standards Committee for Water Management and Water Recycling.

As a result of an antitrust proceedings completed in 2011 within the EU and a penalty fine in connection therewith, GROHE operates selectively with associations and special-interest groups.

Furthermore, the company is engaged in local associations, such as the Wirtschaftsinitiative Hemer e.V. (Business Initiative Hemer), the Förderverein Gewerbliche Schulen Lahr (support association for trade schools in Lahr). It is also an active member in numerous committees and working groups of the Chambers of Commerce and Industry (IHK Südlicher Oberrhein and SIHK, Südwestfälische Industrie- und Handelskammer) in Hagen.

GROHE foreign subsidiaries also engage in relevant national and local associations, special-interest groups and initiatives.

To ensure high product design performance and entrepreneurial vision, GROHE is a member of the following organisations and associations:

- Zukunftsinstitut GmbH
- Trendwatching
- Rat für Formgebung/German Design Council
- iF International Forum Design GmbH
- Design Zentrum Nordrhein Westfalen e.V.
- AIA The American Institute of Architects
- Future Bizz (interdisciplinary corporate network “New Business and Innovation”)

SUSTAINABILITY AT GROHE

Objectives of the company

It is the declared goal of the company to make production processes more resource-efficient, develop energy- and water-saving products and to invest in its employees and facilities.
In the face of challenges, such as globalisation, limited resources, demographic change or increasing regulation, resource efficiency is an important strategic approach to achieve the stated objectives both successfully and sustainably. With that in mind, GROHE management has defined essential topics, strategic goals and measures in all relevant areas of activity; they are summarised in the table "Areas of Activity, Essential Topics and KPIs" on pages 30-35. The following principles and guidelines form the foundation of the GROHE sustainability strategy:

- GROHE corporate values (see G4-56, page 27)
- GROHE SustainAbility Policy
  http://www.grohe.com/19483/about-company/responsibility/sustainability-policy/
- Code of Conduct (replaced by LIXIL Group Code of Conduct in 2015)
  http://www.grohe.com/31564/about-company/code-of-conduct/
- GROHE Supplier Code of Conduct
  http://downloads.grohe.com/files/group/downloads/Code_of_Conduct_Master_EN_2014_low.pdf

Placing amongst the top 3 in the "Resource Efficiency" category for the 2014 National German Sustainability Award and being nominated for "Most sustainable major enterprise in Germany" for the 2015 National German Sustainability Award, is a major success and confirmation of GROHE's meaningful sustainability approach.

Sustainability management: structure and committee

Executive board and supervisory board **G4-34**

Management structures relevant to sustainability at GROHE are as follows:

As a stock corporation under German law, GROHE has a dual management structure, consisting of an Executive Board and Supervisory Board:

- Chairman of the Board: Michael Rauterkus
- Members of the Board: Adam Bryson, Thomas Fuhr, Michael Mager
- Chairman of the Supervisory Board: David J. Haines

Within the senior management, Mr. Thomas Fuhr, Director of Production, is responsible for the topics of environmental protection, occupational health and safety and sustainability.
It is his role to inform the entire GROHE general management as well as the executive board.
The central function Corporate EHS & Sustainability Management reports to the Director of Production.

GROHE SustainAbility Council **G4-35**

The GROHE SustainAbility Council advises the managing board on strategic sustainability issues. The composition is interdisciplinary. Next to the directors of Production and Human Resources & Organisation, the areas Corporate Communications & Investor Relations, Corporate Marketing, Corporate R&D, representatives of the individual business units, as well as the department Corporate EHS & SustainAbility Management are represented.

The GROHE SustainAbility Council meets regularly, at least three times per year.

GROHE Corporate EHS & SustainAbility Management **G4-36**

Core tasks of this central function include ensuring a lawful and compliant organisational structure and systematic operational structures. These encompass global organisational guidelines, process instructions and business indicators as central specifications within the EHS and sustainability areas, as well as regular internal and external audits and certifications in the areas of compliance (internal revision), quality (ISO 9001), environmental protection and occupational health and safety (ISO 14001/OHSAS 18001) and, in the future, also energy (ISO 50001).

Compliance with the precautionary approach/precautionary principle **G4-14**

GROHE has been certified in conformity with the management standards ISO 9001 (quality), M ISO 14001 (environment) and OHSAS 18001 (occupational safety and health protection). All production processes are reviewed regularly according to the requirements of these standards with regard to environmental, occupational and health protection, and – if necessary – they are improved. Certification in accordance with ISO 50001 "Energy Management Systems" is planned for 2016. During the development process of GROHE products, the topics "product safety" and "environmental relevance" are systematically analysed at certain predefined points, and measures for the design are determined.

Economic, ecological and social agreements and initiatives **G4-15**

As early as 2000, the GROHE environmental policy was already being defined; it was continued and expanded in 2008 with the GROHE SustainAbility Policy. Both are based on the 16 Principles for Sustainable Development by the International Chamber of Commerce ICC, 1992. The original GROHE Code of Conduct, replaced by the newly created LIXIL Group Code of Conduct in 2015, the GROHE Supplier Code of Conduct and the established organisational and operational structures and programmes in the areas Internal Revision, Antitrust Law, Chief Compliance Officer, Compliance Committee, Trade Compliance, Quality Management, Environmental and Occupational Health and Safety Management, and Purchasing cover all requirements of the UN Global Compact. The parent company LIXIL Group has joined the UN Global Compact.

Human rights

Within the area of human rights, the GROHE Code of Conduct (replaced by the LIXIL Group Code of Conduct in 2015) is instrumental: it ensures that all employees worldwide have relevant employee rights and high ecological and economic standards, which are required by international organisations (UN – United Nations, ILO – International Labour Organisation) and in countries where GROHE does business. Thus, GROHE meets all relevant requirements in the areas of Human Rights, work standards, environmental protection and anti-corruption (as required e.g. in the UN Global Compact, to which GROHE is committed as a result of the parent company LIXIL's membership). GROHE has anchored this issue in the GROHE Supplier Code of Conduct, therefore assuring that all applicable Human Rights are also respected in the supply chain. Here, global suppliers are required to comply with ecological and social standards as well as ethically correct conduct. In terms of working conditions, the code specifies that employment practices must be in accordance with the provisions of the International Labour Organisation (ILO) and the agreements of the United Nations (UN), in particular, provisions governing forced labour, minimum age and child labour. Suppliers shall treat employees fairly and equally and promote a culture of respect, tolerance and diversity. Furthermore, they shall provide safe, healthy and fair working conditions, fair work schedules and fair remuneration and must not allow any type of discrimination among their employees. In addition, employees shall have the right to join employee organisations and to select their representatives, to organise their administration and activities, as well as formulate their programmes and goals, without negative consequences.

Creating report content/materiality matrix:

G4-18, G4-19
G4-20, G4-21

GROHE relies on the brand values quality, technology, design and sustainability.
The essential areas of activity in the field Sustainability were identified in the year 2000, based on the 16 principles for sustainable development of the International Chamber of Commerce (ICC) in 1992. In the context of legal conformity, these include:

- Products
- Processes
- Employees
- Customers
- Suppliers
- Social Responsibility

In the GROHE SustainAbility Policy, GROHE determines strategic objectives for essential areas of activity and implements these consequently and systematically using operative objectives and Key Performance Indicators (KPIs). Key Performance Indicators are a part of target agreements, all the way to the top management. Appropriate programmes and measures have been introduced and are observed to achieve the strategic and operative objectives by the GROHE SustainAbility Policy. Compliance with statutory regulations and official requirements is a natural obligation for GROHE. This sense of responsibility forms the basis of all activity areas.

Furthermore, GROHE strives to continually improve their products and processes and also meet the requirements of environmental protection, occupational safety and health protection for the future. To ensure exemplary and binding conduct of all employees in the organisation, GROHE defined a corporate code years ago, which was replaced by the newly established LIXIL Code of Conduct in 2015. Many points from the original GROHE Code of Conduct was incorporated in the new code of conduct.

G4-18, G4-19
G4-20, G4-21

The strategic alignment of the GROHE sustainability policy was reviewed during a workshop on relevant issues with internal employees from different business units as well as external consultants. The results, in particular, the board-approved matrix comprising the essential topics served as the basis for the creation of the first sustainability report (see graphic "Essential Topics" GROHE on page 24).

During the evaluation process of relevant topics in the workshop, GROHE considered it important to not only include the GROHE-internal perspective, but also the perspective of relevant stakeholders. Aspects are only considered essential if they are of importance from a GROHE-internal perspective and/or from the perspective of external stakeholders.

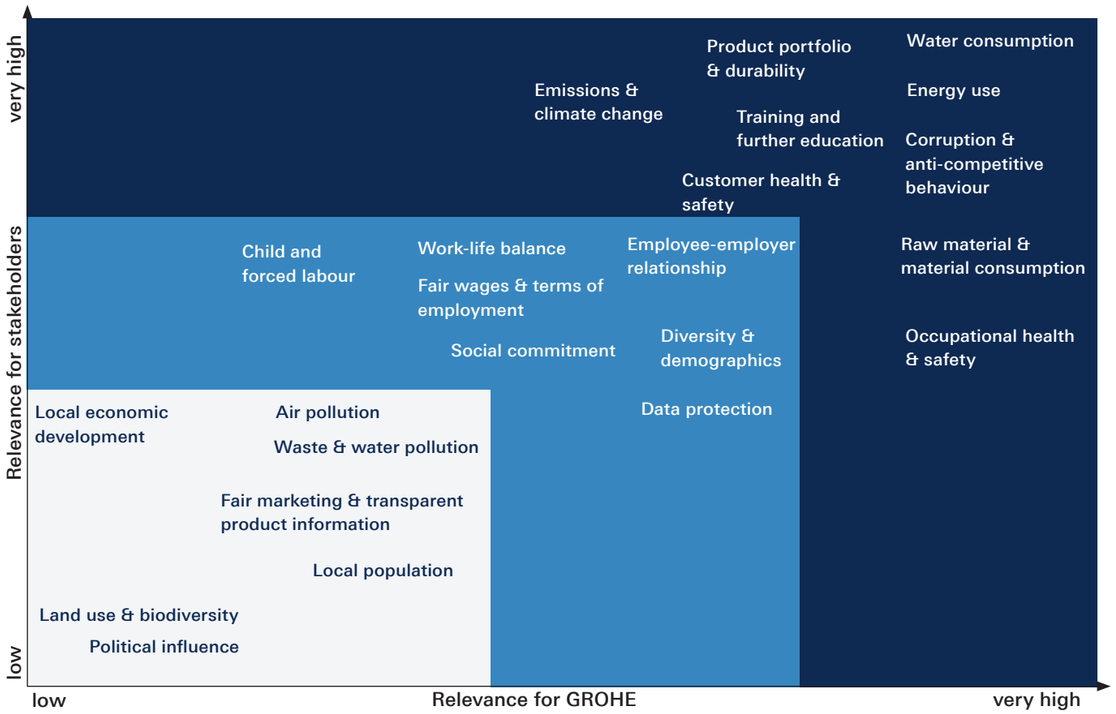
Particularly relevant topics identified during the workshop on essential issues, include:

- Energy use
- Water consumption
- Raw material & material consumption
- Training and further education
- Emissions & climate change
- Product portfolio & durability
- Customer health & safety
- Corruption & anti-competitive behaviour
- Occupational health and safety

GROHE sustainability objectives include the entire GROHE value chain.
The topics water consumption, energy use, product portfolio and durability, emissions and climate change as well as customer health and safety are especially important in view of the impact of GROHE products, as they are closely associated with their use by the customer. The topics raw material and material use, training and further education, occupational health and safety as well as corruption and anti-competitive behaviour, however, are relevant for GROHE'S manufacturing as well as for GROHE suppliers.

Following the workshop on essential issues, the GROHE organisation made the information available in the form of a questionnaire, in accordance with the reporting guidelines GRI 4.
They then analysed it and processed it coherently in the sustainability report.

MATERIAL ASPECTS GROHE



Graphic 10: *Materiality matrix*

Stakeholders/selection and definition of relevant stakeholders **G4-24, G4-25, G4-26, G4-27**

On the basis of the available economic, ecological or social relations, GROHE works together with its stakeholders in dialogue to recognise specifications, requirements, opinions, changes in attitude and other developments early on, but also to proactively provide information as well as eliminate and avoid misinformation and inaccurate assessments by third parties.

GROHE counts the following groupings among their most important stakeholder groups:

- Customers
- Employees & employee representatives
- Suppliers
- Legislators
- Regulatory authorities
- Commune where the facility is located and residents
- Business partner
- “Public”
- Media
- Certification organisations
- Research institutes
- NGOs
- Trade unions
- Banks
- Proprietor
- Political organisations

The way GROHE employees interact with each other and other people outside of the organisation has a direct impact on the reputation of GROHE with all stakeholders interested in the organisation. Hence, GROHE implemented at an early stage a comprehensive compliance management system which includes the original GROHE Code of Conduct (replaced by the LIXIL Group Code of Conduct in 2015), the Supplier Code of Conduct as well as the functions of the central and regional compliance officers.

Continued dialogue with stakeholders on all levels provides GROHE with an overview of the company’s requirements at any given time.

The continuous dialogue with the customers (wholesalers, installers, planners, architects, object planners, kitchen studios and – indirectly – end users) clearly shows what demands are placed on GROHE products: GROHE fittings save energy and water, and also attest to sustainable quality.

Only through an ongoing exchange with employees and their special-interest groups GROHE can effectively live up to its responsibilities as an employer. In this context, a secure job with fair pay, training and further education, as well as mutually respectful environment are of particular importance for the employees.

A diversified product portfolio and durable products are also possible as a result of technical solutions developed under the leadership of GROHE, in cooperation with its suppliers. In this context, aspects such as customer safety and health as well as occupational health and safety are especially important. Simultaneously, sustainable topics such as material saving and minimisation of raw

especially important. Simultaneously, sustainable topics such as material saving and minimisation of raw material are taken into account during the development phase. **G4-24, G4-25, G4-26, G4-27**

GROHE pursues a dialogue with research institutes and maintains an open exchange with relevant authorities and certification organisations, e.g. in context with approval and certification processes. Special emphasis is placed here on topics including compliance (compliance with legal requirements), emissions and climate change, customer health and safety, occupational health and safety, as well as energy use and water consumption. This is the only way that the newest findings can be regularly integrated in the future development of products and technologies.

The introduced management systems, which are regularly reviewed by external certification organisations, (in accordance with the management standards listed on page 21) are an essential part of the dialogue with stakeholders.

Annual round table discussions with local stakeholders, politicians and media allow the integration of opinions, questions or findings into one's own actions and one's own reflections, but also provide information proactively. Only through strong connections with all participants GROHE can be economically, ecologically and socially successful in a sustainable manner.

Round Table:

GROHE seeks direct dialogue with their stakeholders. As an important employer in the region, GROHE also has a local responsibility and regularly invites representatives from political, economic and press circles to "Round Table Discussions" at their German production sites. During these events GROHE presents current developments and new projects, announces business figures, and reports about planned investments on site.

In April 2015, over a period of three days, Michael Rauterkus, Chief Executive Officer of Grohe AG, received his guests together with respective plant management and members of the board in Porta Westfalica, Hemer and Lahr. Topics included the ongoing brand campaign, recent product innovations and current investments, such as the cogeneration plant in Hemer.

In this respect, Michael Rauterkus and the plant managers described which function the respective site performs in the GROHE production network. Hemer is the competence centre for fittings and cartridges; Lahr for showers, shower systems and premium products; and Porta Westfalica for sanitary systems. For each region the production sites also play an important role as a provider of trainee positions. Following the discussion groups, the participants had the opportunity to participate in a guided tour of the facility and observe the individual manufacturing steps for themselves.

Ethics and integrity **G4-56**

GROHE corporate values are in line with the LIXIL VALUES of the LIXIL Group and they say:

- Work with **Respect**
- Deliver on **Commitment**
- Embrace **Quality**
- Inspire **Passion**
- Pursue **Growth**

These values describe the GROHE attitude and motivation. They form distinct guidelines and show the reason why GROHE is successful.

GROHE SustainAbility Policy

The foundations, on which the GROHE sustainability policy and hence all sustainability activities are based, include:

- The 16 principles for sustainable development of the International Chamber of Commerce (ICC – Charter for Sustainable Development)
- Requirements from the international environmental management standard ISO 14001:2009
- Requirements from the internationally leading standard for Occupational Health and Safety Management Systems OHSAS 18001:2007
- Best practices applied by other organisations

Sustainability at GROHE is not just a manifesto, but something that we live daily. In terms of implementation, these different requirements mean that compliance with statutory regulations and regulatory requirements is a natural obligation for GROHE. These specifications are exceeded significantly. The company continually improves its products and processes and thus meets the requirements of environmental protection, occupational safety and health protection for the future. GROHE informs and trains employees, therefore promoting environmental, occupational and health-conscious behaviour.

Company management has defined comprehensive principles and guidelines for sustainable development in the form of GROHE's SustainAbility Policy; these are implemented on all levels and in all areas. Environmental focal points in the production of GROHE products include the improvement of energy and resource efficiency in production, waste reduction, procurement of sustainable raw materials as well as climate protection.

Moreover, GROHE drives the development of environmentally friendly, i.e. water- and energy-saving products, as the product utilisation phase is where the greatest environmental potential lies.

Corruption and anti-competitive behaviour:

G4-SO4, G4-SO7

GROHE is a global market leader and leading brand in the sanitary industry. Hence, it is important to adapt the organisational behaviour to the increasingly stringent requirements of global capital markets and international corporate compliance standards.
This is accomplished not least, because violations result in high costs, damaged reputation, and inhibit sustainable social development.

GROHE defines key ethical standards within the corporate Code of Conduct:
It serves as a guide for binding practices and guides the activities of each and every employee working for GROHE. Whether in contact with local decision makers, state or federal governments, the European Commission, investors or financial institutions, customers or suppliers, employees or consumers – everyone at GROHE abides by the same corporate principles. The code reflects the responsibilities of all employees, to run any business in line with the values, in compliance with all applicable laws and regulations using reasonable control systems.

Years ago, GROHE established a comprehensive compliance system to ensure, amongst other things, that company employees both nationally and internationally act in accordance with the same ethical principles and apply and observe applicable laws, regulations and guidelines appropriately.

With this in mind, the Executive and Supervisory Board jointly developed and issued the corporate code in 2007; it has become an essential part of corporate culture and is intended to protect against corruption and anti-competitive behaviour.

One of the main objectives of the compliance system is to protect the company from damage. Every employee can contribute by reporting problems, for instance, or (potential) infringements against the code.

GROHE has established a global whistleblower system which makes it possible for employees and third parties to turn to external ombudsmen (also in their local language), so as to ensure that their anonymity remains intact. The contacts are globally known and can be identified on the compliance intranet site.

The company-own GROHE Compliance Committee consists of the following members:

- Chief Compliance Officer/Ombudsman (external solicitor)
- General Counsel
- Four Regional Compliance Officers (Russia/Asia Pacific/Americas/Middle East)
- Executive Director Personnel & Organization
- Director of Corporate Auditing
- Trade Compliance Officer

The Compliance Committee meets at least once every quarter.
The Chief Compliance Officer reports to the Audit Committee on a quarterly basis. Critical issues are constantly reported to the Chairman of the Board, even outside of meetings. At least once a year, all managers and employees receive regular training through classroom training sessions as well as annual online training on essential compliance-related topics (Code of Business Conduct, anti-trust law, anti-corruption and data protection).

Employees learn whom they can contact regarding questions, information or violations, and they become more aware of critical situations and appropriate behaviour. All employees have the option to report violations of the Code of Conduct to the compliance organisation, anonymously, if so desired. Annual audits and inspections are performed by the Audit Department as well as compliance organisations at all sites. Throughout the risk analysis process no significant corruptions risks were identified. This comprehensive compliance system results in an improved and early identification of violations occurred. No violations of compliance were reported during 2013. However, four were reported during 2014. In 2014, an alleged violation at a foreign branch was reported. As a result, GROHE subsequently parted with the affected employees.

The GROHE Supplier Code of Conduct requires all global suppliers to comply with ecological and social standards.

AREAS OF ACTIVITY, MATERIAL ASPECTS, AND KPIS

Area of activity	Compliance		
Material aspects	Corruption & anti-competitive behaviour		
Strategic objectives	*"Compliance with statutory regulations and regulatory requirements is a natural obligation for us. Furthermore, we strive to continually improve our products and processes and also meet the requirements of environmental protection, occupational safety and health protection for the future."* GROHE SustainAbility Policy		
Measures	➢ GROHE Code of Conduct (replaced by LIXIL Group Code of Conduct in 2015) ➢ GROHE Antitrust Compliance Manual ➢ GROHE Chief Compliance Officer ➢ GROHE Ombudsman ➢ GROHE Compliance Committee ➢ GROHE Compliance Audit Programme ➢ GROHE GEHSIS Delegation of Rights and Obligations, Environmental Protection and Occupational Health and Safety ➢ GROHE EHS Legal Compliance & System Audit Programme ➢ GROHE Global Data Protection Officer ➢ GROHE Trade Compliance Officer ➢ GROHE REACH Radar		since 2014
KPI	➢ 0 compliance cases in 2013, ➢ 4 compliance cases in 2014, out of about 5,800 employees.	**Objective** is to have 0 cases.	
	GROHE has a 0-tolerance-policy => No violation is left unpunished		

Area of activity	Products		
Material aspects	Energy use, water consumption, raw material & material consumption, product portfolio & durability		
Strategic objectives	*"Our products should allow the users safe and responsible use of water and energy resources. Furthermore, we already factor in the entire product life cycle during the design and development phases by making our products safe, sustainable and durable."* GROHE SustainAbility Policy		
Measures	**Product quality:** ▪ Quality management according to ISO 9001 ▪ Durability (warranty periods, replacement parts) **Product development:** ➢ GROHE "EcoJoy®" product range (use of flow rate limiter) ➢ GROHE infrared and self-closing fittings (water- & energy-saving) ➢ GROHE "Weight Watcher" programme (reduced brass use) ➢ GROHE "EcoIndicator 99" (utilisation of ecologically beneficial materials) ➢ GROHE Blue® (kitchen system which can filter, cool and add carbon dioxide to tap water) ➢ GROHE Powerbox® (energy-autonomous electronic fitting) ➢ GROHE "Light" programme (brass alloy containing less lead) ➢ GROHE "GreenGo" programme (conversion to EcoJoy® / flow rate limiter) ➢ GROHE "M-Cool" programme (SilkMove ES®): One hand mixer fittings with "lever in middle position cold"		since 1992 2013 – 2016 2013 – 2016
KPI	➢ GROHE "GreenGo" programme:	**Objective:** Water savings of 70 million m^3/year (Achievement of objective by 2014 about 25 %): Water savings of 17.5 million m^3 year	Achievement of objective by: 2013 – 2016
	➢ GROHE "M-Cool" programme:	**Objective:** 9,000 t CO2 savings/year (Achievement of objective by 2014 (about 30 %): 3,000 t CO2 savings/year	2013 – 2016

Area of activity	Processes		
Material aspects	Emissions & climate change, raw material & material consumption, energy use, water consumption, occupational health & safety		
Strategic objectives	*"It is our goal to design all processes as beneficial as possible regarding the environment, occupational safety, and health while taking into account economic aspects. Hence, existing and planned processes are systematically assessed regarding their environmental, occupational safety and health compatibility to minimise respective risks. Moreover, we take measures to prevent serious accidents ensuring a high level of safety for man and the environment."* GROHE SustainAbility Policy		
Measures	➢ GROHE environmental management – certification according to ISO 14001 ➢ Continuous increase in resource and energy efficiency ➢ GROHE chemical risk assessment audits ➢ GROHE occupational health and safety management – certification according to OHSAS 18001 ➢ Continuous improvement of occupational health and safety ➢ GROHE "Slim Design" programme – resource-efficient product packaging ➢ GROHE energy management – certification according to ISO 50001		since 2003 ongoing since 2009 since 2011 ongoing ongoing by 2016
KPI	➢ Waste management – recycling rate ➢ Water consumption ➢ Energy efficiency ➢ Carbon footprint	**Objective:** +5 % (Achievement of objective by 2014: +1 %) **Objective:** -20 % (Achievement of objective by 2014: -3 %) **Objective:** +20 % (Achievement of objective by 2014: +4 %) **Objective:** -20 % (Achievement of objective by 2014: -3 %)	Achievement of objective by: 2013 – 2020 2013 – 2020 2013 – 2020 2013 – 2020

Area of activity	Employees		
Material aspects	Occupational health & safety, training & further education		
Strategic objectives	*"We inform and train our employees extensively with regards to environmental, occupational and health aspects, and we encourage their active participation in improving environmental protection, occupational health and safety."* GROHE SustainAbility Policy		
Measures	**Employee development/employee participation** ➢ GROHExcellence training programme "Employees Training Employees") ➢ GROHE "Azubi On Tour" ("Trainee on Tour") programme ➢ Education beyond demand ➢ GROHE employee suggestion system ➢ GROHE SustainAbility Trophy **Occupational safety** ➢ Certified occupational health and safety management according to OHSAS 18001 ➢ GROHE risk assessments in the workplace ➢ GROHE safety alert ➢ GROHE global EHS checklist audits ➢ GROHE "EHSy" programme **Health protection** ➢ GROHE health days ➢ GROHE corporate sports (e.g. bicycling, volleyball, running groups) ➢ GROHE sports events (e.g. football tournament, Düsseldorf marathon, Radio MK run) ➢ GROHE company agreement health management ➢ GROHE company agreement psychological stress		since 2011 ongoing since 2012 since 2013 since 2014 since 2014 since 2014
KPI	➢ Lost time days ➢ Health rate ➢ Fluctuation	**Objective:** - 60.0 % (Achievement of objective by 2014: -42 %) **Objective:** 97.0 % (Achievement of objective by 2014: 95.5 %) **Objective:** 1.5 % (Achievement of objective by 2014: 2 %)	Achievement of objective by: 2013 – 2020 2013 – 2020 2013 – 2020

Area of activity	Customers		
Material aspects	Product portfolio & durability, energy use, water consumption, customer health & safety		
Strategic objectives	*"We take our customers' environmental as well as occupational health and safety requirements into account and provide support for relevant issues."* GROHE SustainAbility Policy		
Measures	➢ GROHE commitment to quality/long life guarantee ➢ GROHE spareparts availability guarantee (> 15 years) ➢ GROHE organisation/participation of/in conference on water saving etc. ➢ GROHE water saving calculator online ➢ GROHE product "Ecoprofiles" (EcoIndicator 99) ➢ GROHE water & energy audits		since 2013
KPI	➢ GROHE water & energy audits	**Objective:** 50 audits/year (Achievement of objective by 2014): 25 Audits	ongoing

Area of activity	Suppliers		
Material aspects	Emissions & climate change, raw material & material use, occupational health & safety, corruption & anti-competitive behaviour		
Strategic objectives	*"We consider our suppliers our partners. Therefore we take into account their activities for the improvement of the environment, occupational health and safety and support them in their work."* GROHE SustainAbility Policy		
Measures	➢ GROHE Supplier Code of Conduct ➢ GROHE Formal statement of obligations for outside companies ➢ GROHE supplier assessment ➢ GROHE supplier audits ➢ GROHE supplier day ➢ Supply Integrated Value Engineering – efficiency & saving measures		since 2014
KPI	➢ GROHE supplier audits	**Objective:** 60 audits/year (Achievement of objective by 2014): 40 Audits	ongoing

Area of activity	Social responsibility		
Material aspects	Training & further education, emissions & climate change, corruption & anti-competitive behaviour, occupational health & safety		
Strategic objectives	*"For us social responsibility does not stop at the factory gate. Therefore, we maintain an open dialogue with the public concerned and promote activities at our sites which support environmental protection as well as the improvement of occupational safety and health, even beyond factory premises."* GROHE SustainAbility Policy		
Measures	➢ GROHE education "beyond requirements" ➢ GROHE "Dual Tech" programme (GROHE Jal Academy), Mumbai, India Achievement of objective by 2014: 700 trained installers ➢ GROHE "Dual Tech" programme (GROHE Jal Academy), New Delhi, India ➢ GROHE "Dual Tech" programme (GROHE Jal Academy), Manila-Tondo, Philippines		ongoing since 2008 since 2015 since 2015
KPI	➢ GROHE education "beyond requirements"	**Objective:** > 20 % (Achievement of objective by 2014:) 15 %	ongoing

CUSTOMERS AND PRODUCTS

CUSTOMERS AND PRODUCTS

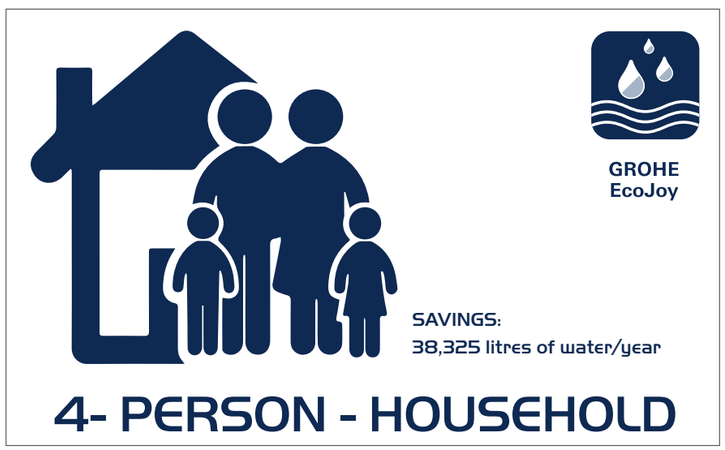
Chances, challenges, products and customers

Every day, GROHE must confront the issues of resource efficiency (in particular water and energy), global competition, emissions and climate change as well as use of raw material and materials. For many decades, the company has been developing and manufacturing products which are especially durable and save water – throughout the world, in over 130 markets. There is not a positive water balance in certain parts of the world. For example, clean drinking water is scarce in southern Europe, the Middle East, as well as in many other regions of the world: 770 million people have no access to clean drinking water.

Independent studies of the life-cycle assessment by the EU-Commission regarding the Energy Efficiency Directive show that about 99 % of all environmental impacts of sanitary fittings, showers and flushing systems occur in the use phase. Hence, it is of great importance to deliver products to the marketplace that allow GROHE customers to save water and energy.

To face these challenges GROHE has made it their goal that their products should allow the users to safely and responsibly use water and energy resources. During the design and development phases, the entire product life cycle is already taken into account by making GROHE products safe, sustainable and durable. Examples for the implementation of our ambitions include:

GROHE EcoJoy®
Utilisation of GROHE EcoJoy® products can lead to a reduction in water consumption of up to 50 %: GROHE EcoJoy® water-saving technology includes a mousseur spray in conjunction with a flow rate limiter and aerator which effect a reduction of water consumption.



Graphic 11: *Savings on water for a 4-person household in California*

G4-EN27

The potential impact of GROHE EcoJoy® technology can be seen in an example about the water stress area California. Here, 2012 to 2014 were the driest in years in 1,200 years. Using GROHE EcoJoy® technology here could save 38,325 litres of water per year and family:

- Water consumption per person per day in California: 340 litres [i]
- The use of the wash basin in the bath room (“indoor use”) accounts for 18 % [ii].
- => Accordingly, the wash basin area accounted for 61.20 litres per person
- In terms of a 4 person family this adds up to: 245 litres/day.

Regular fittings use up to 10 litres of water per minute, in contrast a GROHE EcoJoy® fitting only uses about 5.7 litres per minute. Thus up to 105 litres of water can be saved per day and family (-43 %). Based on one year, these savings add up to 38,325 litres of water. This corresponds to 4,300 cases of mineral water.

GROHE EcoJoy®
Compared to standard fittings, this technology reduces water consumption by up to 50 % and still guarantees the same perfect flow rate.

Graphic 12: *GROHE EcoJoy®*

i: http://www.lebensraumwasser.com/2015/04/05/wie-die-kalifornier-lernen-muessen-mit-dem-wassermangel-umzugehen/
ii: American Water Works Association Research Foundation, Denver

GROHE SilkMove® ES
GROHE SilkMove® ES technology exclusively supplies cold water with the lever in the middle position of the fitting. This prevents unnecessary consumption of hot water and results in saving energy as well as CO2.

GROHE SilkMove® ES
Using the mid-lever position for cold water, GROHE SilkMove® ES reduces wastage of hot water, saving precious water and energy.

Graphic 13: *GROHE SilkMove® ES*

GROHE touchless fittings
Touchless GROHE fittings also contribute to save water and energy. The water flow stops as soon as you move away from the fitting.

GROHE Powerbox
GROHE Powerbox is an energy-autonomous electronic fitting. It is capable of generating energy from running water for the operation of the integrated solenoid valve so that the use of a battery becomes unnecessary. During every use the water flow drives the turbine in the box which is installed below the wash basin. It converts kinetic energy to electric energy and stores it for the operation of the infrared electronics. Using the generator for as little as 60 seconds delivers enough energy to power the fitting for 24 hours.

GROHE Weight Watcher
Raw materials also play an important role and impact the development of resource-conserving products. For instance, the “GROHE Weight Watcher” programme which aims to replace energy-intensive base materials (e.g. brass) or to downgrade/downsize components such as mixer bodies, helped to reduce the weight of a wash basin single lever mixer by 30 %. These product solutions support end customers, planners, architects and object developers in furnishing buildings very resource-efficiently.

Guarantees and product safety: **G4-PR1**

The average lifetime of GROHE fittings with customers lies at about 17 years. As a rule, the replacement is not effected due to a lack of functional performance, but due to the customer’s desire for a new design for the bath, kitchen or WC.
With proper installation and use, all GROHE products present a minor risk for customer health and customer safety. Product-relevant health and safety aspects have a direct impact on the products and are reviewed and evaluated by defined measures and in compliance with regulations during the GROHE innovation process in the concept and development stage. To achieve a high degree of product safety, an error and risk analysis is already conducted during the development process. Moreover, compliance with the high product standards by GROHE is ensured through elaborate experiments in company-own laboratories during the development process as well as during production. Here GROHE often sets their goals higher than e.g. standards require. For instance, GROHE tested 220,000 load cycles from hot to cold water in their own laboratory, while according to DIN EN 817 only 140,000 cycles are required.

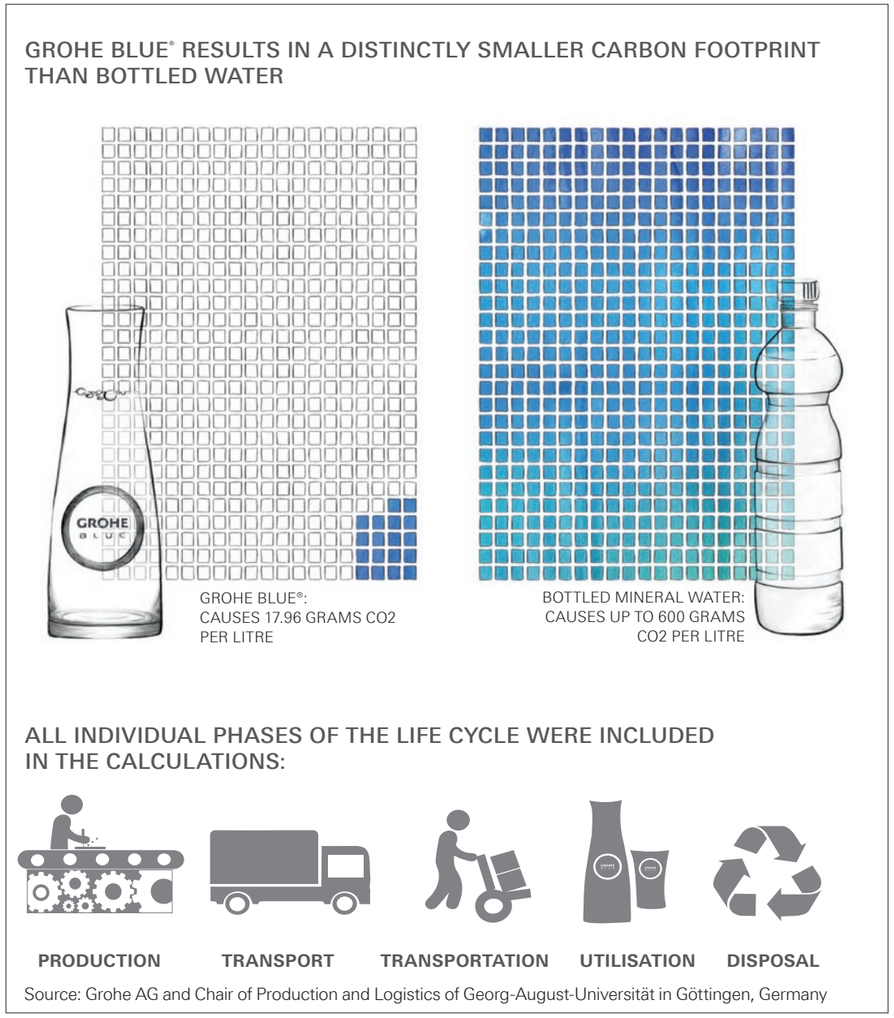
GROHE applies standardised processes to fulfil product monitoring obligations in accordance with Section 823 of the German Civil Code (BGB) and the German Product Liability Law. Products are generally subject to due diligence and safety obligations. Above-mentioned standardised processes enable GROHE to sustainably ensure customer satisfaction and keep up-to-date with the state of science and technology.

Furthermore, quality management systems are certified according to ISO 9001. So as to guarantee the customer a reliable lifetime for many years, GROHE gives a 5-year manufacturer’s warranty on all products and even increases this warranty to 10 years for all concealed products. GROHE spare parts are available for at least 15 years.

GROHE Blue®

The introduction of GROHE Blue®, a kitchen system equipped with a high-performance filter and a carbonator; the system can filter, cool and carbonate water (sparkling, medium, still) and was a special highlight in the history of product introductions by GROHE. This product was aligned and positioned with the utilisation factors taste, comfort and sustainability:
GROHE Blue® was designed as a “sustainable product” from the very beginning.

A carbon footprint study by the university Georg-August-Universität in Göttingen, Germany in 2013 shows that by using a GROHE Blue® fitting, 61.3 % CO2 can be saved when compared to traditional bottled water. While seven litres of water are required for the filling and provision of a single 1-litre bottle of mineral water, GROHE Blue® only uses the actual amount of water taken from the fitting.



Graphic 14: *Carbon footprint GROHE Blue®*

GROHE products with a proven sustainable value have a continuously share of total sales. For instance, the quantities of fittings with GROHE SilkMove® ES technology which exclusively supplies cold water with the lever in the middle position, did increase eightfold between the start of the product launch in 2013 and 2014. The outlook for 2015 shows another triple increase. The company can also show significant growth for GROHE Blue®. Since its launch in 2009, the sales increased twentyfold. For the subsequent years, GROHE expects significant growth of the current sales figures.

PROCESSES

PROCESSES

Production, material use

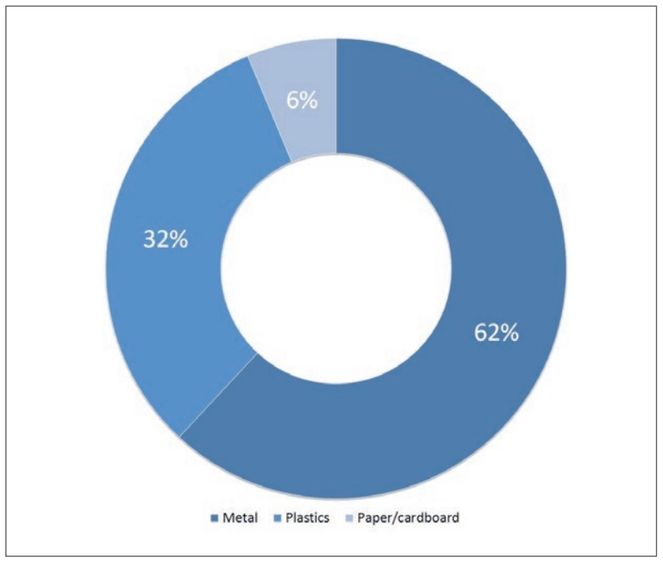
G4- EN1, G4- EN2, G4-EN28

At GROHE the majority of energy and resources are used in the production process area: Brass foundry, mechanical preparation, grinding and polishing, plastics injection moulding, electroplating, assembly. The materials used can be broken down mainly in metals for company smelters, plastic granulates and packaging.
Operating their own smelting furnaces allows GROHE to control the composition of alloys completely: For instance, the new GROHE Light alloy contains 35 % less lead. The recycling rate of GROHE brass is about 80 %. Currently 73 % of packaging made of paper and cardboard is made from renewed material. Product descriptions are printed 100 % on PEFC-certified paper.

Detailed broken down data is available only for the German GROHE production plants for the year 2014. GROHE has initiated the identification of current, detailed business indicators. These will be published in the following sustainability report intended for the year 2016.

Breakdown of materials used by weight in 2014:

Material	*Quantity*
Metal	*12,728 t*
Plastics	*6,538 t*
Paper/cardboard	*1,289 t*

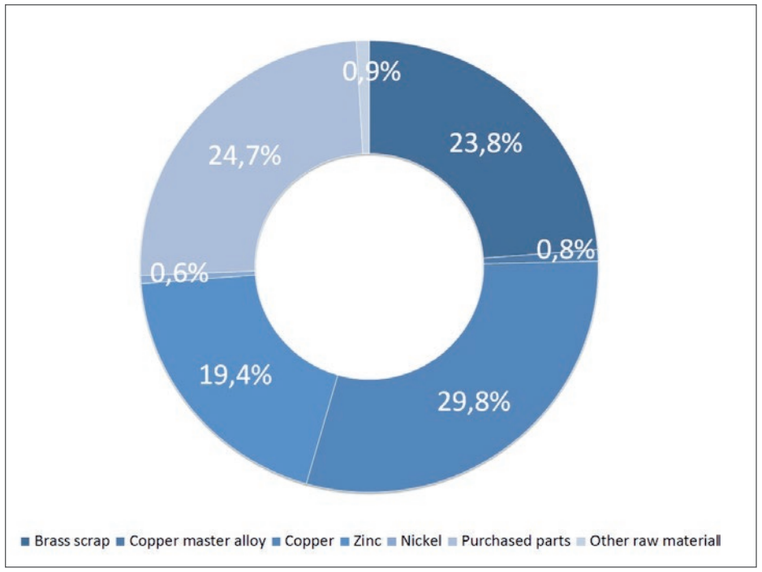


Graphic 15: *Breakdown of materials used by weight in %*

The most important bought-in metals are brass, copper, zinc, and nickel.
About 24 % of the total requirement are covered by secondary raw materials (scrap).

Breakdown of metals used by weight in 2014:

Material	*Quantity*
Brass scrap	*3,031 t*
Copper	*3,794 t*
Zinc	*2,464 t*
Nickel	*72 t*
Purchased parts	*3,147 t*
Copper master alloy	*104 t*
Other raw material	*116 t*

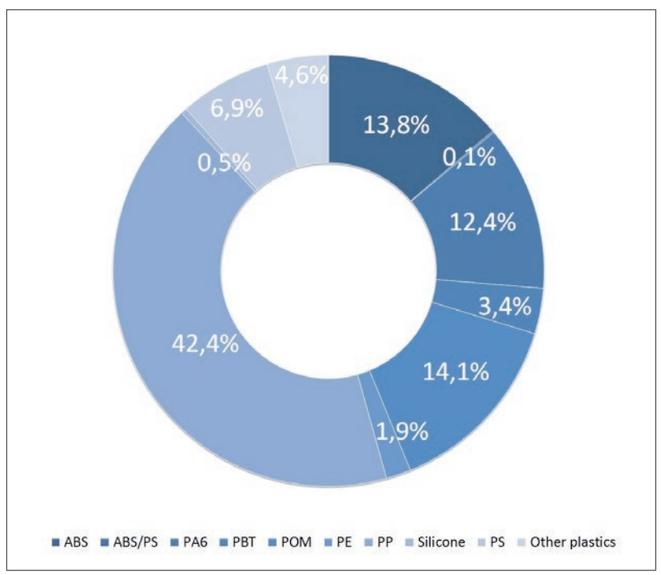


Graphic 16: *Breakdown of metals used by weight in %*

Out of the plastic granulates used in 2014, 100 % of the ABS material which is generated as waste during the GROHE in-house production, is recycled and reused in the ongoing process.

Breakdown of plastic granulates used by weight in 2014

Material	*Quantity*
ABS	*901 t*
ABS/PS	*8 t*
PA6	*811 t*
PBT	*223 t*
PE	*122 t*
POM	*921 t*
PP	*2,771 t*
PS	*450 t*
Other plastics	*301 t*
Silicone	*30 t*

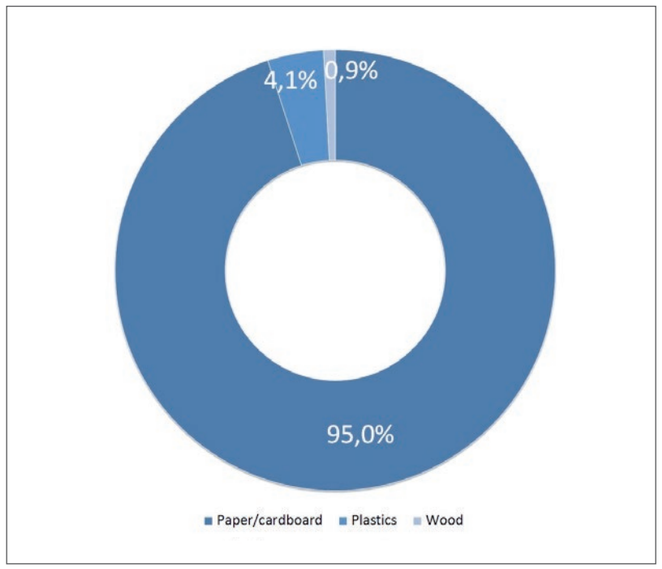


Graphic 17: *Breakdown of plastic granulates used by weight in %:*

GROHE packaging must meet requirements which spans a wide range of functional demand and regulations. In regards to environmental impacts of packaging and packaging waste within the European Community, the EC Directive 94/62/EC on packaging and packaging waste which came into effect on 31 December 1994, is of fundamental importance. It regulates the take-back and recovery obligations for packaging. GROHE meets the demands of the take-back and recovery obligations of packaging by participating in country-specific, national take-back and recovery systems. These national solutions mean, that currently no analysable material and volume analyses on packaging disposal in the individual countries are possible. No common database exists. GROHE is currently investigating to what extent this is possible for the subsequent sustainability report. GROHE mainly utilises paper, wood and plastics for the packaging used. Paper and cardboard constitute the largest volume.

Breakdown of packaging materials used by weight in 2014

Material	*Quantity*
Paper/cardboard	*1,225 t*
Wood	*11 t*
Plastics	*53 t*

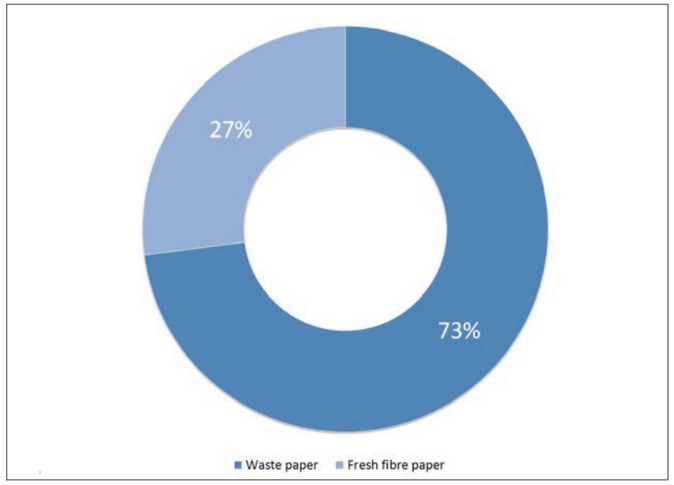


Graphic 18: *Breakdown of packaging materials used by weight in %*

About two thirds of packaging paper used consist of waste paper.

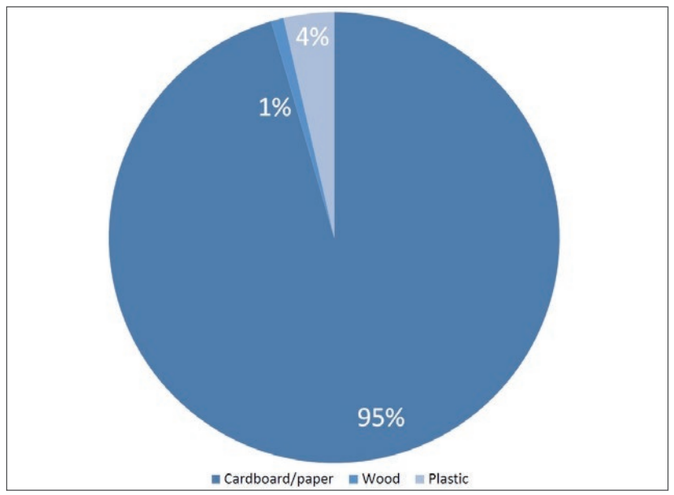
Breakdown of paper used by weight in 2014:

Material	Quantity total	Waste paper	Fresh fibre paper
Paper/cardboard	*1,225 t*	*894 t*	*331 t*



Graphic 19: *Breakdown of paper used by weight in %*

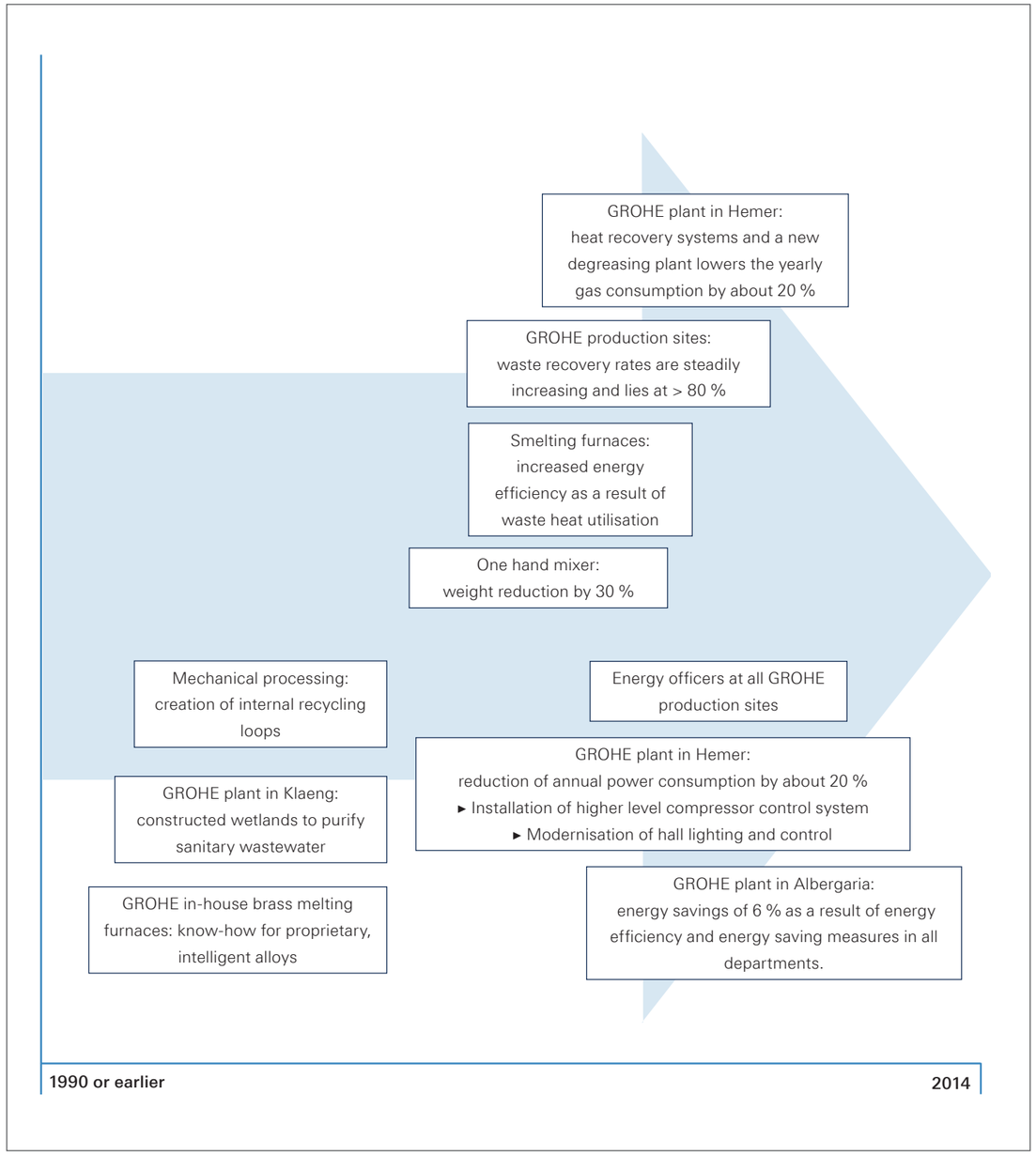
Data collected in Germany about disposal (settling accounts with the collector) are based on sales figures and packaging materials used for products. These figures show that the materials provided for disposal are split in the same way as the purchased packaging materials:



Graphic 20: *Breakdown of packaging materials used and added to the disposal process by weight in % in 2014*

Projects on resource and energy efficiency

GROHE has undertaken a large number of projects to improve resource and energy efficiency:



Graphic 21: *Timeline projects resource and energy efficiency*

- During mechanical processing metal residues (sprue and risers), drilling emulsions and metal chips are produced. Sprue and risers are melted down again, drilling emulsions are recirculated, brass chips are dried and melted down again, as well. Minimum lubrication or dry machining increasingly improves the environmental performance of the facilities. Waste from grinding and polishing processes is recirculated.

- The recycling rate of GROHE brass in total amounts to about 80 %.

- Design changes in product concepts as well as process optimisations resulted in a reduction of the weight of wash basin one hand mixer by 30 %.

- Operating their own melting furnaces allows GROHE to control the composition of alloys 100 %: For instance, the new GROHE Light alloy contains 35 % less lead than before.

- During the manufacturing of GROHE mixer bodies, the use of energy for smelting brass alloys to just above 1,000 °C is of greatest relevance to the environment. Waste heat utilisation increases energy efficiency significantly.

- All GROHE facilities operate their own wastewater treatment facility to purify the wastewater from their electroplating units: Moreover, the GROHE plant in Thailand operates constructed wetlands to purify sanitary wastewater.

- Waste recovery rates of all GROHE production sites has been steadily increasing for years and is now at > 80 %.

- Energy officers at all production sites provide systematic analyses of energy consumption and the economical use of energy.

- The plant in Hemer reduced its annual gas consumption by about 20 % as a result of installing heat recovery systems and a new degreasing system. The installation of a higher level compressor control system as well as the modernisation of hall lighting and control reduced the annual energy consumption by about 20 %. These projects made the GROHE plant in Hemer the winner of the GROHE SustainAbility Trophy 2011 in the category “Energy Management”.

- In 2014 the GROHE plant in Albergaria, Portugal was able to achieve 6 % in energy savings as a result of energy efficiency and energy saving measures in all departments. These systematic structures made the GROHE plant in Albergaria the winner of the GROHE SustainAbility Trophy 2015 in the category “Energy Management”.

Outlook beyond 2014:

- In 2015, the GROHE plant Hemer commissioned a combined heat and power unit which significantly increased the energy efficiency of the site. With this combined heat and power unit Hemer supplies about 13 % of its own electricity demands. CO2 emissions decrease by about 10 % to approx. 15,000 tonnes.

- As of 2016: GROHE is preparing to introduce systematic organisational and operational structures in energy management at all sites worldwide. Certification in accordance with ISO 50001 “Energy Management Systems” is planned for 2016.

Energy use, emissions, and climate change

G4-EN15, G4-EN16, G4-EN17, G4-EN19

Based on the year 2013, GROHE has set itself the goal of increasing energy efficiency by 20 % and decreasing the carbon footprint by 20 % by the year 2020. By 2014 energy efficiency had already improved by 3 % and CO2 emissions had decreased by 3 %.

GROHE calculates greenhouse gas emissions in accordance with international standards GHG protocol/ISO 14064.
The greenhouse gas emissions mentioned here (2010) are distinguished according to a) direct emissions (“Scope 1”) and b) indirect emissions (“Scope 2” and “Scope 3”) in accordance with the GHG (greenhouse gases) protocol.

Scope 1 emissions account for about 14 % of the company’s total carbon footprint. Primary source is the gas consumption at the production sites (about 78 %). Further sources include the use of LPG – liquefied petroleum gas, heating oil, diesel and loss of coolant at GROHE sites.

Scope 2 emissions, i.e. electricity purchase from energy service providers account for about 64 % of the company’s carbon footprint.

The energy for powering manufacturing processes mainly consists of electricity which GROHE purchases from external sources in the respective production countries. The specific energy mix varies and depends on production conditions in the individual countries. For instance, in Germany the importance of state-supported alternative energy sources is growing, whereas in Portugal, hydropower utilisation has gained in relevance (purchased from Spanish hydropower plants). However, many coal-fired power plants are still in operation in Thailand.

Scope 3 emissions account for about 22 % of the company’s total carbon footprint. Transport logistics between the GROHE plant, the suppliers and the logistics centres in Germany (about 95 %) is the mean source for it. Employee air travel (about 4 %) as well as further utilisation of company cars or rental cars, other modes of transport like railways, local public transport (mobility) etc. play a minor role (about 1 %).

The total carbon footprint adds up to about 81,000 tonnes of carbon dioxide equivalents per year CO2e (= 100 %).

This balance sheet from 2013 includes all GROHE production sites as well as the activities of the central departments and the German sales organisation. Here, the focus was on CO2 emissions, since the assumption was that it constituted the significantly largest share(see explanations regarding calculations as well as Scope 1, Scope 2, Scope 3 on page 54).

Scope	Activity	CO2 emissions	Share
Scope 1	Natural gas	8,372.50 t	10.3 %
	LPG – Liquefied Petroleum Gas	254.07 t	0.3 %
	Diesel, heating oil consumption	419.46 t	0.5 %
	Transport fleet, fuel consumption	51.45 t	0.1 %
	Vehicles fuel consumption	1,906.68 t	2.4 %
	Coolant loss	214.38 t	0.3 %
	TOTAL	**11,218.54 t**	**13.9 %**
Scope 2	Electricity	52,089.62 t	64.4 %
	TOTAL	**52,089.62 t**	**64.4 %**
Scope 3	Rental cars	104.36 t	0.1 %
	Business air travel	694.66 t	0.9 %
	Train travel	33.38 t	0.04 %
	Travel (Portugal and Canada)	1,231.91 t	0.2 %
	All freight/transport logistics	16,674.47 t	20.6 %
	TOTAL	**17,638.78 t**	**21.84 %**
GRAND TOTAL		**80,946.94 t**	

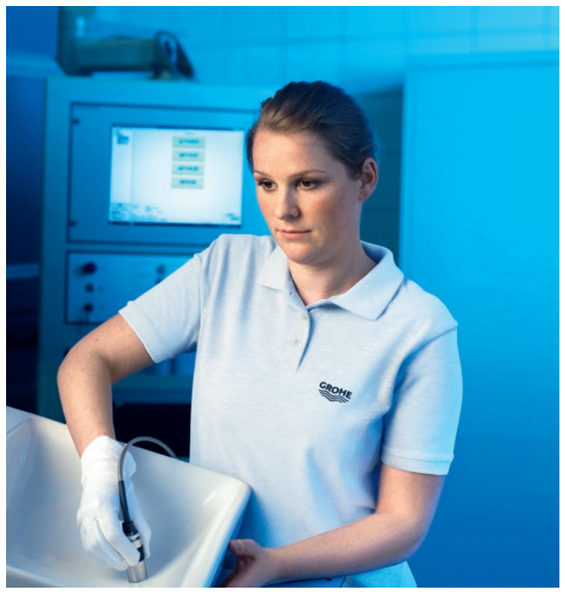
The standards, methods and assumptions used here are:

1. 2012 Guidelines To Defra/DECC´s GHG Conversion Factors for Company Reporting
2. Guidelines to Defra´s Greenhouse Gas (GHG) Conversion Factors for Company Reporting – annexes
3. The Greenhouse Gas Protocol: A corporate Accounting and Reporting Standard, Revised edition
4. Chris Goodall, Low Carbon Life www.lowcarbonlife.net

Gases included in the calculation encompass:

- Natural gas, LPG – Liquefied Petroleum Gas (Scope 1)
- CO2, CH4, N20, HFC´s, PFC,s and SF6 (Scope 1) => Cooling plants

EMPLOYEES



EMPLOYEES

Training & further education

Training and development of young people have been central topics of GROHE corporate culture for years, not only within the framework of the company's social responsibility but also to counteract demographic change.

Training of qualified personnel

- GROHE provides training for > 25 different professions
- The number of trainees exceeds the usual demand, but in view of efficient development of young people GROHE will continue to do so
- In 2014 altogether 80 junior talents were trained in Germany
- The quality of training at GROHE also continually receives external recognition:
  – Since 2007, 4 trainees honoured with awards for "Best trainees in Germany"
  – Since 2012 every year thereafter - Since 2010 7 GROHE trainees best in the state
- GROHE offers its trainees a complete view of the organisation:
  As part of the "Azubi On Tour" ("Trainee on tour") programme trainees receive sales practical training during their apprenticeship

Further education

Promotion of training and further education has a high priority at GROHE and helps the company to be well positioned in the future as well. For instance, young employees who successfully completed their training with GROHE can apply with the GROHE trust foundation, which has been in existence for more than 15 years, to receive grants for state-recognised or legally recognised professional degrees.

Graphic 22: *GROHE trainees: "Your chance to be part of the GROHE team"*

G4-LA9

Furthermore, GROHE is committed to continually adapt the existing training and further education programme to the requirements of the company and the employees. In 2014, on average, the employees took advantage of these offers for 10 hours in the different programmes.

Expenses for return trips or overnight stays were not taken into account. Training sessions are determined according to a predefined requirement plan. No gender-specific statistics exist for participation in the different programmes. To be able to break down the hours for further education by gender and employee category, GROHE plans to establish non-detailed business indicators. These will be published in the following sustainability report intended for the year 2016. Allocation of training will differ for all employee groups and varies year by year.

Important GROHE programmes for further education include:

- GROHExcellence
- Internal and external seminars
- Online training e.g. on the topic anti-trust law
- GROHE Potential programme
- On-boarding programme for new employees (introduction training)

GROHExcellence is a special programme for the qualification and employee networking between different areas and sites. It is an internal learning platform for maintaining and transferring knowledge as well as for the improvement of one's own competence. GROHE managers and experts act as trainers and convey their knowledge as well as their experience to participating employees in the form of workshops, presentations, panel discussions etc. Expertise, methodology and professionalism are particularly important.

The GROHE Potential System, in short GPS, describes an internal programme for junior managers/ management trainees. As part of this programme, potential leaders worldwide, from all disciplines, are comprehensively encouraged and prepared for future (executive) tasks in several modules. Under the direction of an experienced trainer the participants learn about topics such as Leadership and Problem Solution Behaviour as well as Project Management. Furthermore, interdisciplinary teams work on exciting projects for GROHE and present their results at the end of the Programme. The programme concludes with an introduction of the projects in front of a varied audience which includes the board, project sponsors, different specialist areas and alumni.

Other incentive programmes offered by GROHE:

- GROHE employee suggestion system

GROHE has operated an employee suggestion system for many years. Here, employees can make suggestions for improvement. They also participate financially to generate savings in favour of the company.
In 2014, there was a special event on the subject of "Quality". The winner was awarded GROHE-made, sustainable products (including GROHE Blue®, GROHE EcoJoy® fittings).

- GROHE SustainAbility Trophy

Starting in 2011, GROHE has awarded sustainability awards in the categories of environment, water, energy, and occupational safety to honour special accomplishments and projects.

Occupational health and safety management

The topic occupational health and safety is of primary importance for GROHE. The company exerts a great deal of effort to protect its employees. Furthermore, occupational health and safety maintains the productivity of its employees and GROHE recognises the potential risk of a tarnished reputation if specific accidents occur.

Organisational and operational structures in the GROHE occupational health and safety management have been certified since 2011, according to internationally leading standards for occupational health and safety management systems, OHSAS 18001.

2014 – Injuries of GROHE employees*			
Number injuries by plant	*Lahr*	*Porta Westfalica*	*Hemer*
Male	*9*	*4*	*32*
Female	*4*	*4*	*5*
Total	*13*	*8*	*37*
Lost days by plant	*Lahr*	*Porta Westfalica*	*Hemer*
Male	*97*	*40*	*730*
Female	*40*	*37*	*42*
Lost days total	*137*	*77*	*772*
Type of injury by plant	*Lahr*	*Porta Westfalica*	*Hemer*
1. Cuts	*7*	*2*	*6*
2. Contusions/bruises	*2*	*3*	*18*
3. Bone fractures		*1*	*3*
4. Burns			
5. Tumbles/falls	*2*		*3*
6. Sensory organs (ears, eyes, nose, mouth, skin)			*3*
7. Commuting accidents	*4*	*3*	*5*

**The listed injuries can appear as multiple injuries in any individually listed employee.*

G4-LA6

Health and occupational safety are fixed elements of the corporate philosophy and may also be core tasks of the management. In this context, GROHE works jointly with authorities, trade unions and professional associations according to country. All GROHE sites employ trained specialists who primarily deal with health and occupational safety and who ensure that legal requirements as well as the more stringent internal regulations are observed. Here, the responsible individuals have a specific function. Under the guidance of these trained specialists, regular on-site inspections, workshops, training sessions and respective audits are conducted at all GROHE sites. In Germany, health and safety topics are regulated less comprehensively in trade union agreements. The collective labour agreement for partial retirement is an exception to this rule. It deals 100 % with the option for older employees to be able to take early retirement within agreed quotas.

2014 – Injuries GROHE external employees*			
Injuries by plant	*Lahr*	*Porta Westfalica*	*Hemer*
1. Cuts			*3*
2. Contusions/bruises	*2*	*2*	
3. Bone fractures	*1*		*1*
4. Burns			
5. Tumbles/falls	*1*		*1*
6. Sensory organs (ears, eyes, nose, mouth, skin)		*1*	
7. Commuting accidents	*1*		*1*

**The listed injuries can appear as multiple injuries in any individually listed employee.*

These data are based on internal collections by the three German GROHE production plants which essentially take into account the specifications of the trade association (see e.g. notifiable accidents). A collection of all GROHE sites is in the works and will be published in the following sustainability report.

On-site contractors, such as service providers, who operate at one of the worldwide sites, must accept the GROHE Formal Statement of Obligations for Suppliers and Service Providers. Thus they meet the guidelines for compliance including social standards, occupational safety and health as well as environmental protection. Further key figures relating to health have not yet been compiled. To be able to break down health-related indicators for on-site contractors, GROHE plans to establish detailed key figures. These will be published in the following sustainability report intended for the year 2016.

Thanks to sustainable occupational health and safety management, no cases of death and only rarely severe accidents are reported. Most accidents are of a less severe nature. All incident are systematically documented and analysed. If required, further protective measures are taken. Risk assessments are performed for all workplace; they are updated regularly and help to identify and eliminate risk potentials early on. GROHE claims to do considerably more to protect its employees than is required by law. Proactive measures in occupational safety and health include among others:

- GROHE “Gobal EHS Checklist Audits” – monthly audits worldwide
- GROHE “Safety Alert”– global exchange when accidents occur
- GROHE “EHSy” programme – occupational safety und health in “simple” words

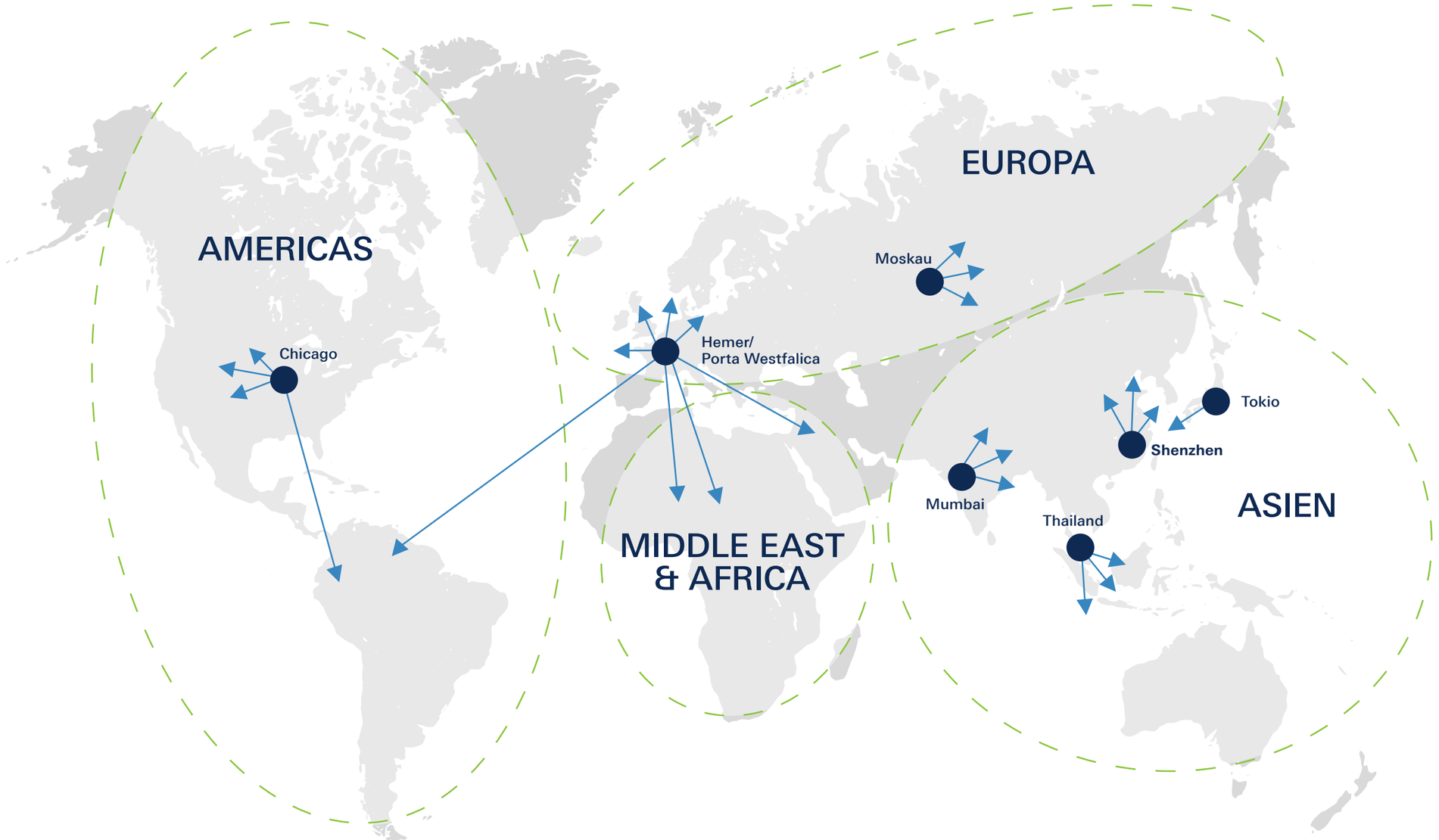
To promote the health of all employees, GROHE supports different projects in the context of health protection:

- Location-based health circles/initiatives
- Health management
- GROHE health days
- Ergonomic projects at production plant
- Annual health days at all sites (e.g. 3D spinal screening)
- Corporate sports groups (e.g. hiking, bicycling, volleyball)
- Sports events (GROHE football tournament, Düsseldorf marathon, Radio MK run, etc.)
- Fitness studio in Düsseldorf, Germany

With regards to the issues of health management and psychological stress, the bargaining partners met different works agreement which are valid at all GROHE sites in Germany.

SUPPLIERS

80 % of the global production volume is merged in the distribution centres in Germany



PLANTS

- ☐ Hemer (Germany)
- ☐ Lahr (Germany)
- ☐ Porta Westfalica (Germany)
- ☐ Albergaria (Portugal)
- ☐ Klaeng (Thailand)

→ Delivery to the customer

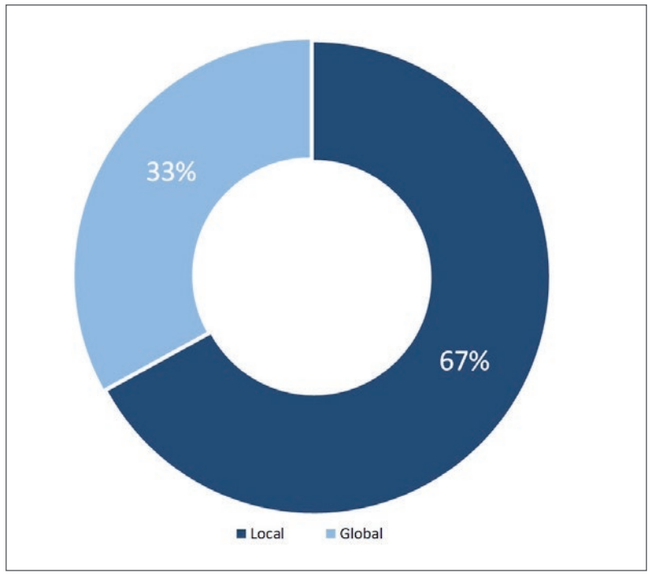
● GROHE points of portfolio consolidation

- 80 % of the global production volume are merged in the two logistics centres in Hemer and Porta Westfalica, with Hemer and its capacity of almost 20,000 pallets being the largest warehouse.
- Outside of Germany, the GROHE supply chain is supported by four larger warehouses operated by logistics service providers.
- Using the GROHE value chain, over 50,000 tonnes of goods are delivered annually to GROHE customers.

SUPPLIERS

Supply chain of the organisation:

GROHE Procurement not only acquires in addition to all non self-produced goods which are purchased via upstream supply chains, i.e. production materials, auxiliary and operating materials, finished products, investment goods, trade goods, but also energy and services. Numerous internally defined rules and regulations govern the purchasing activities at GROHE.
This includes behavioural specifications, such as the GROHE Supplier Code of Conduct or the GROHE Formal Statement of Obligations for Suppliers and Service Providers, process-oriented specifications, such as requirements for the quality of production processes, e.g. documented in certifications according to ISO 9001 (quality), ISO 14001 (environment), OHSAS 18001 (occupational safety and health) and product- as well as service-oriented specifications, such as component and material specifications, delivery quality, delivery reliability, environmental and work safety, competitiveness.
Compliance with agreed-upon requirements/performance is also included systematically in order processing and goods receiving. Supplier selection is generally linked to availability, quality and the price of products and services. When selecting suppliers, GROHE defines the term “local” as the in relation to the country, where the respective production site is located.



Graphic 23: *GROHE purchase volume share global/local in %*

Direct material:
About 700 suppliers worldwide

Indirect material:
About 3,000 suppliers worldwide

G4-12

Direct material (production materials)
Direct material is material which is used directly for the manufacturing of products and impacts the value of the finished product in the form of manufacturing costs (e.g.: raw materials and components. Production materials are generally tendered worldwide, chemicals can only be tendered nationally due to the place of use. As GROHE products are subject to national approval drinking water regulations worldwide, it is possible that the availability of certain components and materials, such as plastics with drinking water approval, depends on special approval or certification criteria of production sites or facilities, which can only be achieved with our suppliers at certain production sites in the world.

Indirect material (services)
Indirect material is material which is used for products, for maintenance, and the operation of machines as well as the administrative area, e.g. paper, office furniture and PCs or services. A large part of the services at all GROHE production sites are sourced locally or regionally. These are commonly services which deal with installation, repair, maintenance and servicing of buildings, machines, systems and respective plants/equipment. If there are special requirements, such as special machinery, which may originate in a foreign country, it may be necessary to subcontract maintenance, repairs, conversions across national borders since there may not be any appropriate service providers available locally, regionally and nationally.

Graphic 24: *GROHE service provider within the supply chain*

GROHE Supplier Code of Conduct & GROHE Antitrust Compliance Manual as well as GROHE Formal Statement of Obligations for Suppliers

The GROHE Supplier Code of Conduct and the GROHE Antitrust Compliance Manual GROHE obliges not only all its global suppliers to comply with ecological and social standards, but also its own employees to demonstrate ethically correct behaviour.

Since 2010, GROHE has only been working with suppliers who have agreed in writing to comply with the requirements of the GROHE Supplier Code of Conduct. Thereby GROHE obliges his suppliers to respect social standards, human and employee rights, to treat employees with respect and dignity, and to provide acceptable working conditions in the suppliers' facilities.

On-site contractors, such as service providers who operate at one of the worldwide sites must accept the GROHE Formal Statement of Obligations for Suppliers and so comply with social standards, occupational safety, health and environmental protection, traffic safety and data protection.

GROHE requirements for waste disposal

In order to forestall illegal practices in (hazardous) waste disposal, independent procedures for worldwide auditing and approval of disposal services were developed.
When marketing recycling materials, Procurement works closely and systematically with the Company Waste Management Officer (Waste and Hazardous Waste) to comply with all relevant regulations.

GROHE requirements for the procurement of machinery, systems, and equipment

Procurement of environmentally- and safety-relevant machinery, systems and equipment also takes place in close and systematic coordination with the environmental management officer, the safety management officer and energy management officer. Essential criteria taken into account here include environmental compatibility, use of auxiliary and operating materials, energy and water consumption, quantity and usability of emissions.

GROHE requirements for the procurement of hazardous substances

The procurement of hazardous substances takes place in systematic cooperation with environmental protection and work safety functions of the respective GROHE sites to ensure that a hazardous substances register is maintained, risk assessments and operating instructions are created, handling and storage requirements are observed and employees are properly trained before the operation.

GROHE product specifications, supplier assessments, supplier audits

Environmental protection and work safety aspects are also part of GROHE product specifications, GROHE supplier assessments and GROHE supplier audits, during which GROHE requirements are reviewed on-site. In 2014, GROHE conducted 40 supplier audits and made the goal to increase those to 60 audits/year. These requirements of suppliers are also conveyed on the GROHE supplier portal Pool4Tool and also during Supplier Days which take place annually.

Supply Integrated Value Engineering

As part of "Supply Integrated Value Engineering" GROHE works closely with suppliers on Efficiency and Saving Measures and joint processes which will increase the efficiency of both the suppliers and GROHE.

GROHE trade compliance certification (AEO-F)

The term "trade compliance" is defined by GROHE as the compliance of all legal regulations and internal corporate guidelines which are associated with the transport of goods in international trade.

After the designation of a Trade Compliance Officer in 2012 and the implementation of global organisational and operational structures, GROHE is striving for a certification according to AEO-F in the fourth quarter in 2015.

Sustainable logistics cooperation

Transportation of GROHE products (> 20.000 trucks/year) is provided, inter alia, by "Müller – Die lila Logistik AG". As early as 1997, GROHE and "Müller" were awarded the Commerzbank Environmental Award for intelligent and sustainable route management which minimises empty runs. In 2011 "Müller" was awarded the "Award for Germany's Most Sustainable Strategies for the Future (KMU)".

SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY

The GROHE brand stands for quality, technology, design and sustainability. Sustainability also stands for responsibility – responsibility for the environment and people. The various aspect of responsibility range from customer service, energy-conserving technologies and production processes over resource efficiency all the way to social and societal responsibility. The company and its employees get involved in various projects, worldwide.

GROHE Dual Tech

GROHE Dual Tech is an outstanding programme in terms of employee engagement and social responsibility. It started in 2009 with the opening of GROHE JAL Academy (engl.: GROHE Water Academy) in a partnership alliance with Don Bosco Mondo e.V. in Mumbai, India. This academy offers young people a chance to learn the profession of an installer and subsequently find a position which allows them to lead their lives with a degree of self-responsibility and a sense of self-determination. The original idea for an engagement in India was developed by young GROHE manager trainees during and advanced training course. It was clear from the start that the company did not want to work with donations alone. The employees' goal was to also help personally. Thus, a plan was developed to offer youths from poor families or without any family ties at all, a country-specific apprenticeship as an installer with a recognised certificate. GROHE employees who engaged actively during the kick-off phase used a part of their holiday to travel to India to pass on their knowledge on-site. To date, already 700 young people from poor families were able to accept and finish installer apprenticeships. The company pursues the objective to have 1,700 young people trained by 2017. The project won first prize in 2012 in the "Innovation Competition for Professional Training in Developing Countries" awarded by the German Federal Ministry for Economic Cooperation and Development (Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung – BMZ).
In 2015, the decision was made to expand the project along the same lines to New Delhi, India and Manila-Tondo in the Philippines together with Don Bosco Mondo e.V. The new training centre was opened in Manila-Tondo in October 2015.

GROHE team in Jodhpur/India

Ten colleagues of the GROHE team in Jodhpur, India showed further engagement in terms of social responsibility. They supported the urban cleaning operation "Clean India Movement". This initiative was created in October 2014 by the Indian government to clean streets and other publicly utilised areas of the country. The team cleaned public WCs and thus supported one of the biggest urban cleaning operations ever to take place in India. The team will once again support the urban cleaning operation this year.

GROHE team in Jeddah/Saudi Arabia

In 2014, GROHE furnished Al Sharbatly Mosque in Jeddah with water-conserving self-closing fittings. The value of water that was saved as a result was converted by GROHE to food for the needy in Saudi Arabia, in 2015. "Turn Water into Food" was the name of the initiative, GROHE founded together with the HA Sharbatly Foundation during Ramadan. 346 cartons filled with food – 1 carton per ten litres of saved water – could so be distributed to people from the poorest quarters of the city. GROHE not only wants to reduce water consumption through their products, but also change mind-sets and people's habits with such initiatives. This applies in particular to Saudi Arabia where fresh water use is almost twice as high per capita as the average consumption worldwide, while the country is part of one of the driest regions in the world.

Local engagement

Furthermore, the company is engaged in e.g. local associations, such as the Wirtschaftsinitiative Hemer e.V. (Business Initiative Hemer), the Förderverein Gewerbliche Schulen Lahr (support association for trade schools in Lahr); it is also an active member in numerous committees and working groups of the Chambers of Commerce and Industry (IHK Südlicher Oberrhein and SIHK in Hagen).


BMZ

Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung

Zukunftsentwickler. Wir machen Zukunft. Machen Sie mit.

BMZ-Innovationswettbewerb für Vorhaben der beruflichen Bildung in Entwicklungsländern

PREISTRÄGER

Im Rahmen des Wettbewerbs zeichnet das Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (BMZ) innovative Projekte erfolgreicher Entwicklungszusammenarbeit von Wirtschaft und Zivilgesellschaft in der beruflichen Bildung aus:

Organisation

GROHE AG und Don Bosco Mondo e.V.

Projekt

GROHE JAL Academy

Berlin, 26. November 2012

Gudrun Kopp
Parlamentarische Staatssekretärin
Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung

Graphic 25: *Certificate 1st prize winner innovation competition BMZ*
"Innovation Competition for Professional Training in Developing Countries" by the German Federal Ministry for Economic Cooperation and Development (Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung – BMZ)

APPENDIX

About this report:

G4-22, G4-23, G4-28 to G4-30, G4-33

In this sustainability report GROHE lists the economic, ecological and social impacts of the years 2013/2014 (1 January 2013 to 31 December 2014).
For more comprehensive information some criteria were supplemented with data from earlier years.

This is the first report of its kind, no prior report is in existence. In the future, a report will be issued every 2 years, on the basis of this report. An external content review did not take place, however it is not excluded for further revisions.

This sustainability report was submitted for the GRI Materiality Disclosures Service. Using the logo on pages 76-77 the correctness of the references of GRI materiality data (G4-17 to G4-27) is confirmed by GRI.

Moreover, to make its sustainability performance visible once more, GROHE has, for the first time, issued a Declaration of Conformance on the German Sustainability Code in September 2015.

GRI G4 CONTENT INDEX

FOR “IN AGREEMENT” – CORE

Materiality Disclosures GROHE — Oct 2015 — Service

The GRI G4 Content Index shows, at what point in the GROHE Sustainability Report 2013/2014 GRI standard information can be found.

GENERAL STANDARD DISCLOSURES		
General standard information	Page	External review
STRATEGY AND ANALYSIS		
G4-1	7, 8-9	-
ORGANISATIONAL PROFILE		
G4-3	12	-
G4-4	12	-
G4-5	10	-
G4-6	12-14	-
G4-7	12-14	-
G4-8	12-14	-
G4-9	2, 12-14	-
G4-10	15-18	-
G4-11	19	-
G4-12	64-69	-
G4-13	12-14	-
G4-14	21	-
G4-15	21	-
G4-16	19-20	-
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	78-79	-
G4-18	22-23	-
G4-19	22-23	-
G4-20	22-23	-
G4-21	22-23	-
G4-22	74	-
G4-23	74	-
STAKEHOLDER ENGAGEMENT		
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G4-25	25-26	-
G4-26	25-26	-
G4-27	25-26	-
REPORT PROFILE		
G4-28	74	-
G4-29	74	-
G4-30	74	-
G4-31	80	-
G4-32	76-77	-
G4-33	74	-
GOVERNANCE		
G4-34	20-21	-
G4-35	20-21	-
G4-36	20-21	-
ETHICS AND INTEGRITY		
G4-56	27	-

SPECIFIC STANDARD DISCLOSURES			
Material Aspects	DMA and Indicators	Omissions	External Review
Essential topic: Raw material and material consumption			
Materials	DMA: 46-52 G4-EN1: 46-52 G4-EN2: 46-52 G4-EN28: 46-52	Detailed data are only available for the German GROHE production plants for the year 2014. GROHE has initiated the identification of current, detailed key figures. These will be published in the following sustainability report intended for the year 2016: National solutions mean, that currently no analysable material and volume analyses on packaging disposal in the individual countries are possible. No common database exists. GROHE is currently investigating to what extent this is possible for the subsequent sustainability report.	-
Material aspect: Emissions and climate change			
Emissionen	DMA: 53-54 G4-EN15: 53-54 G4-EN16: 53-54 G4-EN17: 53-54 G4-EN19: 31-32, 53-54	-	-
Essential topic: Water and Energy Use (regarding products)			
Products and Services	DMA: 38-43 G4-EN27: 38-43	-	-
Essential topic: Occupational health and safety			
Occupational safety and health protection	DMA: 60-62 G4-LA6: 60-62	A collection of all GROHE sites is in the works and will be published in the following sustainability report. On-site contractors, such as service providers, who operate at one of the worldwide sites, must accept the GROHE Formal Statement of Obligations for Suppliers and Service Providers. Thus they meet the guidelines for compliance including social standards, occupational safety and health as well as environmental protection. Key figures relating to health have not yet been compiled. To be able to break down health-related key figures for on-site contractors, GROHE plans to establish detailed key figures. These will be published in the following sustainability report intended for the year 2016.	-
Essential topic: Training and further education			
Training and further education	DMA: 58-59 G4-LA9: 58-59	No gender-specific statistics exist for participation in the different programmes. To be able to break down the hours for further education by gender and employee category, GROHE plans to establish detailed business indicators. These will be published in the following sustainability report intended for the year 2016.	-
Essential topic: Corruption and anti-competitive behaviour			
Anti-corruption	DMA: 28-29 G4-SO4: 28-29	-	-
Anti-competitive behaviour	DMA: 28-29 G4-SO7: 28-29	-	-
Essential topic: Customer health and safety			
Customer health and safety	DMA: 41 G4-PR1: 41	-	-

ESSENTIAL COMPANIES OF GROHE HOLDING GMBH

G4-17

Grohe A/S.,
Værloese, Denmark

Grohe Adria d.o.o.,
Zagreb, Croatia

Grohe América do Sul Serviços de Representação Ltda.,
São Paulo, Brazil

Grohe America Inc.,
Roselle, USA

Grohe Beteiligungs GmbH,
Hemer, Germany

Grohe CR s.r.o.,
Cestlice, Czech Republic

Grohe Deutschland Vertriebs GmbH,
Porta Westfalica, Germany

Grohe España S.A.,
Barcelona, Spain

Grohe Gesellschaft mbH,
Vienna, Austria

Grohe Hong Kong Limited,
Hong Kong, China

Grohe Hungary Kft.,
Budapest, Hungary

Grohe India Private Limited,
New-Dehli, India

Grohe International GmbH,
Hemer, Germany

Grohe Japan K.K.,
Tokyo, Japan

Grohe Ltd.
Hounslow, United Kingdom

Grohe Malaysia Sdn Bhd,
Kuala Lumpur, Malaysia

Grohe N.V.,
Winksele, Belgium

Grohe Nederland B.V.,
Zoetermeer, Netherlands

Grohe North America,
Hemer, Germany

Grohe Pacific Pte. Ltd.,
Singapore, Singapore

Grohe Portugal, Componentes Sanitarios,
Lda. Albergaria-a-Velha

Grohe S.à r.l.
Courbevoie-La Défense, France

Grohe S.p.A.,
Cambiago, Italy

Grohe Services GmbH,
Hemer, Germany

Grohe (Shanghai) Sanitary Products Co. Ltd.,
Shanghai, China

Grohe Switzerland S.A.,
Volketswil, Switzerland

Grohe Verwaltungs GmbH,
Hemer, Germany

Grohe Vietnam One Member Company Limited,
Ho-Chi-Minh City, Vietnam

GROHEDAL Sanitärsysteme GmbH,
Porta Westfalica, Germany

GROHE MEXICO S. DE R.L. DE C.V.,
Monterrey, Mexico

OOO Grohe,
Russia

PT Grohe Indonesia,
Jakarta, Indonesia

Servicios Grohe Mexico S. DE R.L. DE C.V.,
Monterrey, Mexico

Grohe AG,
Hemer, Germany

Grohe Siam Ltd.,
Klaeng, Thailand

Grohe (Thailand) Limited,
Klaeng, Thailand

Grome Ltd.,
Istanbul, Turkey

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