

GRI content index Core - Gemalto 2017

General Standard Disclosures		
GRI	Description	Reference
GRI 102: General Disclosures		
Organizational profile		
102-1	Name of the organization	Annual Report 2nd cover Sustainability Report cover
102-2	Activities, brands, products, and services	Annual Report / Understanding Gemalto p4
102-3	Location of headquarters	Annual Report 2nd cover
102-4	Location of operations	Annual Report / Our global presence p8/ Note 35 Consolidated entities p103
102-5	Ownership and legal form	Annual Report / Our governance structure p50
102-6	Markets served	Annual Report / Our main markets p6
102-7	Scale of the organization	Annual Report / Highlights p1 / Our main markets p6 / Our global presence p8 / Financial review p12 Sustainability Report / People p23
102-8	Information on employees and other workers	Sustainability Report / People p23, p49 Graphs below this GRI table
102-9	Supply chain	Sustainability Report / Our supply chain p20 Annual Report / Managing our supply chain p26
102-10	Significant changes to the organization and its supply chain	Sustainability Report / About this report p2 Annual Report / Note 5 Business combination p80
102-11	Precautionary Principle or approach	Annual Report / Risk management p30
102-12	External initiatives	Sustainability Report / About this report p2 / Engaging with our stakeholders p11
102-13	Membership of associations	Sustainability Report / Engaging with our stakeholders p11
Strategy		
102-14	Statement from senior decision-maker	Sustainability Report / CEO's message p3
102-15	Key impacts, risks, and opportunities	Sustainability Report / CEO's message p3
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Annual Report / Our values p4 / Ethical conduct p28 Sustainability Report / People p23 / Governance and compliance p29
102-17	Mechanisms for advice and concerns about ethics	Annual Report / Governance and compliance p28 Sustainability Report / Ethics, anti-fraud, bribery and corruption p32
Governance		
102-18	Governance structure	Annual Report / Our governance structure p50 Annual Report / Managing sustainability p25
102-19	Delegating authority	Annual Report / Managing sustainability p25 Sustainability Report / Managing sustainability p10
102-20	Executive-level responsibility for economic, environmental, and social topics	Annual Report / Managing sustainability p25 Sustainability Report / Managing sustainability p10
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Report / Our material issues p7 / Engaging with our stakeholders p11
102-22	Composition of the highest governance body and its committees	Annual Report / Our board p40
102-23	Chair of the highest governance body	Annual Report / Our board p40
102-24	Nominating and selecting the highest governance body	Annual Report / Nomination and Governance committee p49/ Appointment p51
102-25	Conflicts of interest	Annual Report / Conflicts of interest p52
102-26	Role of highest governance body in setting purpose, values, and strategy	Annual Report / Managing sustainability p25 Sustainability Report / Managing sustainability p10
102-27	Collective knowledge of highest governance body	Annual Report / Board of directors p50

102-28	Evaluating the highest governance body's performance	Annual Report / How the board is performing p 46 / Remuneration report p56
102-29	Identifying and managing economic, environmental, and social impacts	Annual report / Our material issues p25 Sustainability Report / Our material issues p7
		Annual Report / Risk management p30
102-30	Effectiveness of risk management processes	Annual Report / How we monitor effectiveness p34
102-31	Review of economic, environmental, and social topics	Sustainability Report / Managing sustainability p10
102-32	Highest governance body's role in sustainability reporting	Sustainability Report / Managing sustainability p10
102-33	Communicating critical concerns	Annual Report / Risk management p30
102-34	Nature and total number of critical concerns	
102-35	Remuneration policies	Annual Report / Remuneration report p56
102-36	Process for determining remuneration	Annual Report / Remuneration report p56
102-37	Stakeholders' involvement in remuneration	Annual Report / Remuneration report p56
102-38	Annual total compensation ratio	
102-39	Percentage increase in annual total compensation ratio	
Stakeholder engagement		
102-40	List of stakeholder groups	Sustainability Report / Engaging with our stakeholders p11
102-41	Collective bargaining agreements	"Gemalto recognize the right of freedom of association in its Code of ethic. We consider the percentage of employees covered by collective bargaining consolidated as not relevant."
102-42	Identifying and selecting stakeholders	Sustainability Report / Engaging with our stakeholders p11
102-43	Approach to stakeholder engagement	Sustainability Report / Engaging with our stakeholders p11
102-44	Key topics and concerns raised	Annual Report / Our material issues p25 Sustainability Report / Our material issues p7 / Engaging with our stakeholders p11
Reporting practice		
102-45	Entities included in the consolidated financial statements	Annual Report / Note 35 Consolidated entities p103
102-46	Defining report content and topic Boundaries	Sustainability Report / About this report p2
102-47	List of material topics	Annual report / Our material issues p25 Sustainability Report / Our material issues p7
102-48	Restatements of information	No restatement
102-49	Changes in reporting	Sustainability Report / About this report p2
102-50	Reporting period	January to December 2017
102-51	Date of most recent report	Annual Report / March 2018 Sustainability Report / May 2018
102-52	Reporting cycle	Yearly
102-53	Contact point for questions regarding the report	http://www.gemalto.com/php/contactus.php
102-54	Claims of reporting in accordance with the GRI Standards	Annual report / Managing sustainability p25 Sustainability Report / About this report p2
102-55	GRI content index	GRI table
102-56	External assurance	Annual report / Report on the other information included in the annual report p119 Sustainability Report / About this report p2

Specific Standard Disclosures		
Management Approach		
103-1	Explanation of the material topic and its Boundary	Annual Report / Our material issues p25 Sustainability Report / Our material issues p7
103-2	The management approach and its components	Annual Report / Managing Sustainability p25 / Sustainability Report / Our material issues p7
103-3	Evaluation of the management approach	Annual Report / Our material issues p25 Sustainability Report / Our material issues p7
Economic		

Economic Performance		
201-01	Direct economic value generated and distributed.	Annual Report / Highlights p1 / Financial review p12
201-02	Financial implications and other risks and opportunities for the organization's activities due to climate change.	
201-03	Defined benefit plan obligations and other retirement plans	Annual Report / Employee benefits p73
201-04	Financial assistance received from government.	
Market presence		
202-01	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation:	
202-02	Proportion of senior management hired from the local community at significant locations of operation.	
Indirect economic impact		
203-01	Development and impact of infrastructure investments and services supported:	
203-02	Significant indirect economic impacts, including the extent of impacts.	
Procurement practices		
204-01	Proportion of spending on local suppliers at significant locations of operation.	
Anti Corruption		
205-01	Total number and percentage and of operations assessed for risks related to corruption and the significant risks identified.	
205-02	Communication and training on anti-corruption policies and procedures.	Annual Report / Governance and compliance p28 Sustainability Report / Governance and compliance p50
205-03	Confirmed incidents of corruption and actions taken	
Anti -competitive behaviour		
206-01	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
Environment		
Materials		
301-01	Materials use by weight or volume.	
301-02	Percentage of materials used that are recycled input materials.	
301-03	Percentage of products sold and their packaging materials that are reclaimed by category.	
Energy		
302-01	Energy consumption within the organization.	Sustainability Report / Energy p44, p51
302-02	Energy intensity ratio for the organization.	Sustainability Report / Energy p44, p51
302-03	Energy intensity ratio for the organization.	Sustainability Report / Energy p44, p51
302-04	Reduction of energy consumption.	
302-05	Reductions in energy requirements of products and services	
Water		
303-01	Total water withdrawal by source.	Sustainability Report / Water p45, p51
303-02	Water sources significantly affected by withdrawal of water.	
303-03	Percentage and total volume of water recycled and reused.	
Biodiversity		
304-01	Operational sites owned, leased, managed in, or adjacent to, protected areas of high biodiversity value outside protected areas	
304-02	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	

304-03	Habitats protected or restored.	
304-04	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	
Emissions		
305-01	Direct greenhouse gas (GHG) emissions (Scope 1)	Sustainability Report / Our response to climate change p46, p51
305-02	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	Sustainability Report / Our response to climate change p46, p51
305-03	Other indirect Greenhouse Gas (GHG) emissions (Scope 3)	Sustainability Report / Our response to climate change p46, p51
305-04	Total weight of waste by type and disposal method.	Sustainability Report / Waste p45, p51
305-05	Extent of impact mitigation of environmental impacts of products and services	Sustainability Report / Eco products and solutions p43, p51
305-06	Emissions of ozone-depleting substances (ODS).	
305-07	NOx, SOx, and other significant air emissions.	
Effluents & waste		
306-01	Total water discharge by quality and destination.	
306-02	Total weight of waste by type and disposal method.	Sustainability Report / Waste p45, p51
306-03	Total number and volume of significant spills.	
306-04	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	
306-05	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	
Compliance		
307-01	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	
Supplier environmental assessment		
308-01	Percentage of new suppliers that were screened using environmental criteria.	Sustainability Report / Responsible Purchasing p20/ CSR evaluation p48
308-02	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Sustainability Report / Responsible Purchasing p20/ CSR evaluation p48
Labor practices and decent work		
Employment		
401-01	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations.	
401-02	Return to work and retention rates after parental leave, by gender.	
401-03	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	
Labor/management relations		
402-01	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	
Occupational Health and Safety		

403-01	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	
403-02	Type of injury and rates of injury, occupational diseases, lost days, absenteeism, and total number of work-related fatalities by region and gender	Sustainability Report / Wellbeing and safety p26, p49
403-03	Workers with high incidence or high risk of diseases related to their occupation.	
403-04	Health and safety topics covered in formal agreements with trade unions.	
Training and Education		
404-01	Average hours of training per year per employee, by gender, and by employee category.	Sustainability Report / Learning and development p25, p49
404-02	Programs for skills management and lifelong learning	Sustainability Report / Learning and development p24,
404-03	Percentage of employees receiving regular performance	Sustainability Report / Our approach to Human
Diversity and Equal Opportunity		
405-01	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Annual Report / Equal opportunity p27 Sustainability Report / Diversity p23
405-02	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	
Non discrimination		
406-01	Total number of incidents of discrimination and corrective actions taken.	
Freedom of association & collective bargaining		
407-01	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	
Child labor		
408-01	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	
Forced or compulsory labor		
409-01	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	
Security practices		
410-01	Percentage of security personnel trained in the organization's human	
Indigenous rights		
411-01	Total number of incidents of violations involving rights of indigenous or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	
Assessment		
412-01	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	
Local communities		
413-01	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	
413-02	Operations with significant actual and potential negative impacts on local communities.	

Supplier assessment for impacts on society		
414-01	New suppliers that were screened using social criteria	
414-02	Negative social impacts in the supply chain and actions taken	
Public policy		
415-01	Political contributions	
Customer health & safety		
416-01	Assessment of the health and safety impacts of product and service categories	
416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	
Product & service labelling		
417-01	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	
417-02	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	
Customer privacy		
418-01	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	
Compliance		
419-01	Non-compliance with laws and regulations in the social and economic area	

Contract type by Gender in %
2017

	Permanent	Temporary
Female	36,8	56,3
Male	63,2	43,7

Contract type by Geography in %
2017

	Permanent	Temporary
Asia	98,2	1,8
Emea	96,8	3,2
Latam	87,9	12,1
Noram	100	0

Part time by Gender in %

2017

	Full-time	Part-time
Female	36,4	72,8
Male	63,6	27,2