

Dialog Semiconductor – Sustainability report 2015

GRI G4: Material Aspects and boundaries of impact

Category	G4 Aspect	Material?	Boundaries of impact			
			Dialog Semiconductor	Fabrication partners	Customers	Product end-users
Economic	Economic performance	Y	Primary	Secondary	Secondary	
Economic	Market presence					
Economic	Indirect economic impacts	Y		Primary	Primary	Primary
Economic	Procurement practices					
Environmental	Materials					
Environmental	Energy					
Environmental	Water					
Environmental	Biodiversity					
Environmental	Emissions					
Environmental	Effluents and waste					
Environmental	Products and services	Y	Primary		Primary	Primary
Environmental	Compliance	Y	Primary	Primary	Secondary	
Environmental	Transport					
Environmental	Overall					
Environmental	Supplier environmental assessment					
Environmental	Environmental grievance mechanisms					
Social: Labour practices and decent work	Employment					
Social: Labour practices and decent work	Labor/management relations					
Social: Labour practices and decent work	Occupational health and safety					
Social: Labour practices and decent work	Training and education					
Social: Labour practices and decent work	Diversity and equal opportunity					
Social: Labour practices and decent work	Equal remuneration for women and men					
Social: Labour practices and decent work	Supplier assessment for labor practices	Y	Secondary	Primary	Secondary	
Social: Labour practices and decent work	Labor practices grievance mechanisms					

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GRI G4: Material Aspects and boundaries of impact

Category	G4 Aspect	Material?	Boundaries of impact			
			Dialog Semiconductor	Fabrication partners	Customers	Product end-users
Social: Human rights	Investment	Y	Primary	Primary	Secondary	
Social: Human rights	Non-discrimination					
Social: Human rights	Freedom of association and collective bargaining	Y	Secondary	Primary	Secondary	
Social: Human rights	Child labor	Y	Secondary	Primary	Secondary	
Social: Human rights	Forced or compulsory labor	Y	Secondary	Primary	Secondary	
Social: Human rights	Security practices					
Social: Human rights	Indigenous rights					
Social: Human rights	Assessment					
Social: Human rights	Supplier human rights assessment	Y	Secondary	Primary	Secondary	
Social: Human rights	Human rights grievance mechanisms					
Social: Society	Local communities					
Social: Society	Anti-corruption	Y	Primary	Primary	Primary	
Social: Society	Public policy					
Social: Society	Anti-competitive behavior					
Social: Society	Compliance					
Social: Society	Supplier assessment for impacts on society	Y	Secondary	Primary	Secondary	
Social: Society	Grievance mechanisms for impacts on society					
Social: Product responsibility	Customer health and safety	Y	Secondary		Secondary	Primary
Social: Product responsibility	Product and service labelling	Y	Primary	Secondary	Primary	
Social: Product responsibility	Marketing communications					
Social: Product responsibility	Customer privacy	Y	Primary		Primary	
Social: Product responsibility	Compliance	Y	Primary	Secondary	Secondary	

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Strategy and analysis				
G4-1	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Core		SR: p02
G4-2	Provide a description of key impacts, risks, and opportunities.	Core		SR: p11-14 and throughout the SR report
G4-3	a. Report the name of the organization.	Core		Front cover of SR
G4-4	a. Report the primary brands, products, and services.	Core		AR: p01, p08, p12-13 SR: p04, p06-07
G4-5	a. Report the location of the organization's headquarters.	Core		SR: p41, back cover
G4-6	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or are specifically relevant to the sustainability topics covered in the report.	Core		SR: p29, p44,
G4-7	a. Report the nature of ownership and legal form.	Core		AR: p91, p58, p64
G4-8	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Core		Annual Report SR: p06-07
G4-9	a. Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net sales (for private sector organizations) or net revenues (for public sector organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided 	Core		AR: p04-05, p34-41, p84, p124-125 SR: p15, p36, p44
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Core		AR: p10-11 SR: p15-16

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Strategy and analysis continued				
G4-11	a. Report the percentage of total employees covered by collective bargaining agreements.	Core		SR: p18
G4-12	a. Describe the organization's supply chain.	Core	Key steps in our value chain include the following, with Dialog Semiconductor's activities in bold : 1. Mining of minerals by mining companies 2. Smelting of silica and metals by smelters 3. Fabrication of semiconductors by foundries with input from Dialog Semiconductor with respect to product design and R&D 4. Distribution of semiconductors by Dialog Semiconductor to electronic brands 5. Integration into electronics products by electronics brands and sale to consumers (with marketing input from Dialog Semiconductor)	AR: p08, p45-46 SR: 29-33 This table
G4-13	a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Core		AR: throughout
G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organization.	Core		SR: throughout
G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Core		AR: p42 SR: p09, p29-30
G4-16	a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic 	Core	Dialog Semiconductor is represented on the Steering Board of the UK Electronics Skills Foundation. It is also an active partner of the IEEE Women In Engineering Initiative.	AR: p42 This table

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Identified material aspects and boundaries				
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.	Core		AR: p91
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	Core		SR: p11-14
G4-19	a. List all the material Aspects identified in the process for defining report content.	Core		This document
G4-20	a. For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> – The list of entities or groups of entities included in G4-17 for which the Aspect is not material or – The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization 	Core		This document
G4-21	a. For each material Aspect, report the Aspect Boundary outside the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material outside of the organization • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organization 	Core		This document
G4-22	a. Report effect of any restatements of information provided in previous reports, and the reasons for restatements.	Core	No restatements needed.	This table
G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Core	The 2015 Sustainability Report is the first time the G4 Guidelines have been applied by Dialog Semiconductor.	This table

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Stakeholder engagement				
G4-24	a. Provide a list of stakeholder groups engaged by the organization.	Core		AR: p08-09 SR: p11
G4-25	a. Report the basis for identification and selection of stakeholders with whom to engage.	Core		SR: p11
G4-26	a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Core		SR: p11
G4-27	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Core		SR: p11
Aspect: Report profile				
G4-28	a. Reporting period (such as fiscal or calendar year) for information provided.	Core		SR: p01
G4-29	a. Date of most recent previous report (if any).	Core		SR: p01
G4-30	a. Reporting cycle (such as annual, biennial).	Core		SR: p01
G4-31	a. Provide the contact point for questions regarding the report or its contents.	Core		SR: p03
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	Core		SR: p01
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	Core		SR: p01

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Governance				
G4-34	a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Core		AR: p53-82 SR: p09
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.			
G4-36	Report whether the organization has appointed an executive-level position(s) with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.			
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.			
G4-38	Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> – executive or non-executive – independence – tenure on governance body – number of each individual’s other significant commitments and nature of commitments – gender – membership of under-represented social groups – competencies related to economic, environmental and social impacts – stakeholder representation 			AR: p54-57
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and if so, his or her function within the organization’s management and the reasons for this arrangement).			AR: p54
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including whether and how the following are considered: <ul style="list-style-type: none"> – diversity – independence – expertise and experience related to economic, environmental and social topics – stakeholder involvement 			AR: p61-62 Website: http://www.dialog-semiconductor.com/sites/default/files/15031835-v1-terms-of-reference-of-nomination-committee.pdf

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Governance continued				
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> – Cross-board membership – Cross-shareholding with suppliers and other stakeholders – Existence of controlling shareholder – Related party disclosures 			AR: p44, p63, p74
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.			
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.			
G4-44	Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a selfassessment. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.			AR: p61, p63
G4-45	Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks and opportunities.			AR: p48, p59
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.			AR: p48, p59 SR: p12
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.			
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered.			
G4-49	Report the process for communicating critical concerns to the highest governance body.			AR: p48
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanisms used to address and resolve them.			

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GRI G4: Standard disclosures

Item no	Disclosure requirements	Core?	Notes	Reference
Aspect: Governance continued				
G4-51	Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: – Fixed pay and variable pay (performance-based pay, equity-based pay, bonuses, deferred or vested shares) – Sign-on bonuses or recruitment incentive payments – Termination payments – Clawbacks – Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.			AR: p75-81
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.			AR: p75-81
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.			AR:p81
G4-54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.			
G4-55	Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.			AR: p76, p81
Aspect: Ethics and integrity				
G4-56	a. Describe organization's values, principles, standards and norms of behavior such as codes of conduct and ethics.	Core		AR: p44 SR: p09, p22, p30
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.		We implement a Global Whistleblowing Policy, which sits underneath the Code of Conduct. Full details are available at: https://wrs.expolink.co.uk/dialog	This table
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.		We implement a Global Whistleblowing Policy, which sits underneath the Code of Conduct. Full details are available at: https://wrs.expolink.co.uk/dialog	This table

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GRI G4: 1. Economic disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: economic performance					
G4-DMA	Generic Disclosures on Management Approach	Materiality, management, performance	Core		SR: p35-36
G4-EC1	Direct economic value generated and distributed	<p>a. Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:</p> <ul style="list-style-type: none"> • Direct economic value generated: Revenues • Economic value distributed: Operating costs, employee wages and benefits, payments to providers of capital, payments to government (by country), community investments • Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed') <p>b. To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p>	Core		SR: p36
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	<p>a. Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:</p> <ul style="list-style-type: none"> • A description of the risk or opportunity and its classification as either physical, regulatory, or other • A description of the impact associated with the risk or opportunity • The financial implications of the risk or opportunity before action is taken • The methods used to manage the risk or opportunity • The costs of actions taken to manage the risk or opportunity 	Core	The nature of our business means we are unlikely to face any specific, material risks as a result of climate change.	This table
Aspect: economic performance continued					

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GRI G4: 1. Economic disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
G4-EC3	Coverage of the organization's defined benefit plan obligations	<p>a. Where the plan's liabilities are met by the organization's general resources, report the estimated value of those liabilities.</p> <p>b. Where a separate fund exists to pay the plan's pension liabilities, report:</p> <ul style="list-style-type: none"> • The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them • The basis on which that estimate has been arrived at • When that estimate was made <p>c. Where a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Report the percentage of salary contributed by employee or employer.</p> <p>e. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).</p>	Core		AR: p103, p104, p126
G4-EC4	Financial assistance received from government	<p>a. Report the total monetary value of financial assistance received by the organization from governments during the reporting period, including, as a minimum: Tax relief and tax credits, subsidies, investment grants (including research and development grants, and other relevant types of grants), awards, royalty holidays, financial assistance from Export Credit Agencies (ECAs), financial incentives, other financial benefits received or receivable from any government for any operation</p> <p>b. Report the information above by country.</p> <p>c. Report whether, and the extent to which, the government is present in the shareholding structure.</p>	Core		AR: p98, p104 SR: p36

Aspect: market presence

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GRI G4: 1. Economic disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
G4-DMA	Management Approach	Materiality, management, performance			AR: p40 SR: p35-36
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<ul style="list-style-type: none"> a. When a significant proportion of the workforce compensated based on wages subject to minimum wage rules, report ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. Report whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums could be used as a ref, report which minimum wage is being used. c. Report the definition used for 'significant locations of operation'. 			
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	<ul style="list-style-type: none"> a. Report the percentage of senior management at significant locations of operation that are hired from the local community. b. Report the definition of 'senior management' used. c. Report the organization's geographical definition of 'local'. d. Report the definition used for 'significant locations of operation'. 			
Aspect: indirect economic impacts					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p35-36
G4-EC7	Development and impact of infrastructure investments and services supported	<ul style="list-style-type: none"> a. Report the extent of development of significant infrastructure investments and services supported. b. Report the current or expected impacts on communities and local economies. Report positive and negative impacts where relevant. c. Report whether these investments and services are commercial, in-kind, or pro bono engagements. 	Core		
Aspect: indirect economic impacts continued					

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GRI G4: 1. Economic disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
G4-EC8	Significant indirect economic impacts, including the extent of impacts	<p>a. Report examples of the significant identified positive and negative indirect economic impacts the organization has. These may include:</p> <ul style="list-style-type: none"> • Changing the productivity of organizations, sectors, or the whole economy • Economic development in areas of high poverty • Economic impact of improving or deteriorating social or environmental conditions • Availability of products and services for those on low incomes • Enhancing skills and knowledge amongst a professional community or in a geographical region • Enhancing skills and knowledge amongst a professional community or in a geographical region • Jobs supported in the supply chain or distribution chain • Stimulating, enabling, or limiting foreign direct investment • Economic impact of change in location of operations or activities • Economic impact of the use of products and services <p>b. Report the significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.</p>	Core		SR: p36-37
Aspect: procurement practices					
G4-DMA	Management Approach	Materiality, management, performance			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	<p>a. Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. Report the organization's geographical definition of 'local'.</p> <p>c. Report the definition used for 'significant locations of operation'.</p>			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: materials					
G4-DMA	Generic Disclosures on Management Approach	Materiality, management, performance			SR: p27, p29, p33
G4-EN1	Materials used by weight or volume	<p>a. Report the total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:</p> <ul style="list-style-type: none"> • Non-renewable materials used • Renewable materials used 			
Aspect: energy					
G4-DMA	Management Approach	Materiality, management, performance			SR: p06-07, p27, p37
G4-EN3	Energy consumption within the organization	<p>a. Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used.</p> <p>b. Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used.</p> <p>c. Report in joules, watt-hours or multiples, the total: Electricity consumption; Heating consumption; Cooling consumption; Steam consumption.</p> <p>d. Report in joules, watt-hours or multiples, the total: Electricity sold; Heating sold; Cooling sold; Steam sold.</p> <p>e. Report total energy consumption in joules or multiples.</p> <p>f. Report standards, methodologies, and assumptions used.</p> <p>g. Report the source of the conversion factors used.</p>			
G4-EN4	Energy consumption outside of the organization	<p>a. Report energy consumed outside of the organization, in joules or multiples.</p> <p>b. Report standards, methodologies, and assumptions used.</p> <p>c. Report the source of the conversion factors used.</p>			
G4-OG2	Total amount invested in renewable energy	<p>a. Report total amount invested in renewable energy by type of technology.</p> <p>b. Report investment in biofuels research broken down by first generation and advanced biofuels.</p> <p>c. Report total amount invested in renewable energy as a percentage of capital expenditure and acquisitions.</p>			
G4-OG3	Total amount of renewable energy generated by source	Report total amount of renewable energy generated in MWh, broken down by source: wind (broken down by onshore and offshore); solar; hydro (broken down by large >10 MW capacity and small <10 MW capacity); geothermal; wave; tidal; biomass; others (specify).			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: energy continued					
G4-EN5	Energy intensity	<ul style="list-style-type: none"> a. Report the energy intensity ratio. b. Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio. c. Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all. d. Report whether the ratio uses energy consumed within the organization, outside of it or both. 			
G4-EN6	Reduction of energy consumption	<ul style="list-style-type: none"> a. Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Report the types of energy included in the reductions: fuel, electricity, heating, cooling, and steam. c. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. d. Report standards, methodologies, and assumptions used. 			
G4-EN7	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> a. Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. c. Report standards, methodologies, and assumptions used. 			SR: p06-07, p37

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: water					
G4-DMA	Management Approach	Materiality, management, performance			
G4-EN8	Total water withdrawal by source	<p>a. Report the total volume of water withdrawn from the following sources:</p> <ul style="list-style-type: none"> • Surface water, including water from wetlands, rivers, lakes, and oceans • Ground water • Rainwater collected directly and stored by the organization • Waste water from another organization • Municipal water supplies or other water utilities <p>b. Report standards, methodologies, and assumptions used.</p>			
G4-EN9	Water sources significantly affected by withdrawal of water	<p>a. Report the total number of water sources significantly affected by withdrawal by type:</p> <ul style="list-style-type: none"> • Size of water source • Whether or not the source is designated as a protected area (nationally or internationally) • Biodiversity value (such as species diversity and endemism, total number of protected species) • Value or importance of water source to local communities and indigenous peoples <p>b. Report standards, methodologies, and assumptions used.</p>			
G4-EN10	Percentage and total volume of water recycled and reused	<p>a. Report the total volume of water recycled and reused by the organization.</p> <p>b. Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8.</p> <p>c. Report standards, methodologies, and assumptions used.</p>			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: biodiversity					
G4-DMA	Management Approach	Materiality, management, performance			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>a. Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas:</p> <ul style="list-style-type: none"> • Geographic location • Subsurface and underground land that may be owned, leased, or managed by the organization • Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas • Type of operation (office, manufacturing or production, or extractive) • Size of operational site in km² • Biodiversity value characterized by: <ul style="list-style-type: none"> – The attribute of the protected area or high biodiversity value area outside the protected area (terrestrial, freshwater, or maritime ecosystem) – Listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation) 			
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	<p>a. Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> • Construction or use of manufacturing plants, mines, and transport infrastructure • Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources) • Introduction of invasive species, pests, and pathogens • Reduction of species • Habitat conversion • Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level) <p>b. Report significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> • Species affected • Extent of areas impacted • Duration of impacts • Reversibility or irreversibility of the impacts 			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: biodiversity continued					
G4-EN13	Habitats protected or restored	<ul style="list-style-type: none"> a. Report the size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals. b. Report whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. c. Report on the status of each area based on its condition at the close of the reporting period. d. Report standards, methodologies, and assumptions used. 			
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	<ul style="list-style-type: none"> a. Report the total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: Critically endangered; Endangered; Vulnerable; Near threatened; Least concern 			
G4-OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	<ul style="list-style-type: none"> a. Report criteria used to define priority sites for biodiversity conservation and where significant biodiversity risk requires Biodiversity Action Plans to be in place. b. Report the Biodiversity Action Plan methodology (e.g., definitions, baseline assessments, management plans, protected areas, endemic species' habitats, endangered species). c. Report the total number and percentage of significant operating sites where biodiversity risk has been assessed. d. Report the number and percentage of significant operating sites exposed to significant biodiversity risk. e. Report the number and percentage of significant operating sites exposed to significant biodiversity risk in which Biodiversity Action Plans have been implemented and monitored. 			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: emissions					
G4-DMA	Management Approach	Materiality, management, performance			p27
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	<ul style="list-style-type: none"> a. Report gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances. b. Report gases included in the calculation (whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all). c. Report biogenic CO₂ emissions in metric tons of CO₂ equivalent separately from the gross direct (Scope 1) GHG emissions. d. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Report standards, methodologies, and assumptions used. f. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source. g. Report the chosen consolidation approach for emissions (equity share, financial control, operational control). 			p27
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	<ul style="list-style-type: none"> a. Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances. b. Report gases included in the calculation, if available. c. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions. d. Report standards, methodologies, and assumptions used. e. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available. f. Report the chosen consolidation approach for emissions (equity share, financial control, operational control). 			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: emissions continued					
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	<p>a. Report gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation, if available.</p> <p>c. Report biogenic CO₂ emissions in metric tons of CO₂ equivalent separately from the gross other indirect (Scope 3) GHG emissions.</p> <p>d. Report other indirect (Scope 3) emissions categories and activities included in the calculation.</p> <p>e. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Report standards, methodologies, and assumptions used.</p> <p>g. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</p>			
G4-EN18	Greenhouse gas (GHG) emissions intensity	<p>a. Report the GHG emissions intensity ratio.</p> <p>b. Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio.</p> <p>c. Report the types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3).</p> <p>d. Report gases included in the calculation.</p>			
G4-EN19	Reduction of greenhouse gas (GHG) emissions	<p>a. Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO₂ equivalent.</p> <p>b. Report gases included in the calculation (whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all).</p> <p>c. Report the chosen base year or baseline and the rationale for choosing it.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.</p>			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: emissions continued					
G4-EN20	Emissions of ozone-depleting substances (ODS)	<p>a. Report production, imports, and exports of ODS in metric tons of CFC-11 equivalent.</p> <p>b. Report substances included in the calculation.</p> <p>c. Report standards, methodologies, and assumptions used.</p> <p>d. Report the source of the emission factors used.</p>			
G4-EN21	NO _x , SO _x , and other significant air emissions	<p>a. Report the amount of significant air emissions, in kilograms or multiples for each of the following:</p> <ul style="list-style-type: none"> • NO_x • SO_x • Persistent organic pollutants (POP) • Volatile organic compounds (VOC) • Hazardous air pollutants (HAP) • Particulate matter (PM) • Other standard categories of air emissions identified in relevant regulations <p>b. Report standards, methodologies, and assumptions used.</p> <p>c. Report the source of the emission factors used.</p>			
Aspect: effluents and waste					
G4-DMA	Management Approach	Materiality, management, performance			
G4-EN22	Total water discharge by quality and destination	<p>a. Report the total volume of planned and unplanned water discharges by:</p> <ul style="list-style-type: none"> • Destination • Quality of the water including treatment method • Whether it was reused by another organization <p>b. Report standards, methodologies, and assumptions used.</p>			
G4-EN23	Total weight of waste by type and disposal method	<p>a. Report the total weight of hazardous and non-hazardous waste, by the following disposal methods: Reuse; Recycling; Composting; Recovery, including energy recovery; Incineration (mass burn); Deep well injection; Landfill; On-site storage; Other (to be specified by the organization)</p> <p>b. Report how the waste disposal method has been determined:</p> <ul style="list-style-type: none"> • Disposed of directly by the organization or otherwise directly confirmed • Information provided by the waste disposal contractor • Organizational defaults of the waste disposal contractor 			

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: effluents and waste continued					
G4-EN24	Total number and volume of significant spills	<p>a. Report the total number and total volume of recorded significant spills.</p> <p>b. For spills that were reported in the organization's financial statements, report the additional following information for each such spill:</p> <ul style="list-style-type: none"> • Location of spill • Volume of spill • Material of spill, categorized by: Oil spills (soil or water surfaces); Fuel spills (soil or water surfaces); Spills of wastes (soil or water surfaces); Spills of chemicals (mostly soil or water surfaces); Other <p>c. Report the impacts of significant spills.</p>			
G4-EN25	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	<p>a. Report the total weight for each of the following:</p> <ul style="list-style-type: none"> • Hazardous waste transported • Hazardous waste imported • Hazardous waste exported • Hazardous waste treated <p>b. Report the percentage of hazardous waste shipped internationally.</p>			
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	<p>a. Report water bodies and related habitats that are significantly affected by water discharges based on the criteria described in the Compilation section below, adding information on:</p> <ul style="list-style-type: none"> • Size of water body and related habitat • Whether the water body and related habitat is designated as a protected area (nationally or internationally) • Biodiversity value (such as total number of protected species) 			
Aspect: products and services					

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p06-07, p33, p38
G4-EN27	Extent of mitigation of environmental impacts from products and services	<p>a. Report quantitatively the extent to which environmental impacts of products and services have been mitigated.</p> <p>b. If use-oriented figures are employed, report the underlying assumptions regarding consumption patterns or normalization factors.</p>	Core	In 2015, we increased the volume of WCSP products compared to 2014. These do not include leadframes, substrates or gold/copper bondwires. As a result, the use of these elements have been reduced. In 2014 less than 3% of products shipped were manufactured using WCSP technology. In 2015, this figure had increased to more than 10%.	SR: p06-07, p38 This table
G4-EN28	Percentage of products sold and their packaging materials reclaimed by category	<p>a. Report the percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. Report how the data for this indicator has been collected.</p>	Core	In 2015, the amount of gold and silver reclaimed from our products fell by 27%. This reflected reduced use of both materials as a result of increased reliance on WCSP technology.	This table
Aspect: compliance					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p22, p27
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	<p>a. Report significant fines and non-monetary sanctions in terms of:</p> <ul style="list-style-type: none"> • Total monetary value of significant fines • Total number of non-monetary sanctions • Cases brought through dispute resolution mechanisms <p>b. Where organizations have not identified any non-compliance, a brief statement of this fact is sufficient.</p>	Core		SR: p22
Aspect: transport					
G4-DMA	Management Approach	Materiality, management, performance			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	<p>a. Report environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce. Where quantitative data is not provided, report the reason.</p> <p>b. Report how the environmental impacts of transporting products, members of the organization's workforce, and other goods and materials are mitigated.</p> <p>c. Report the criteria and methodology used to determine which environmental impacts are significant.</p>			
Aspect: overall					

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GRI G4: 2. Environmental disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
G4-DMA	Management Approach	Materiality, management, performance			SR: p27, p29-33
G4-EN31	Total environmental protection expenditures and investments by type	a. Report total environmental protection expenditures by: <ul style="list-style-type: none"> • Waste disposal, emissions treatment, and remediation costs • Prevention and environmental management costs 			
Aspect: supplier environmental assessment					
G4-DMA	Management Approach	Materiality, management, performance			SR: p29-33
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	a. Report the percentage of new suppliers that were screened using environmental criteria.			SR: p03, p29, p31
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	a. Report the number of suppliers subject to environmental impact assessments. b. Report the number of suppliers identified as having significant actual and potential negative environmental impacts. c. Report the significant actual and potential negative environmental impacts identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.			SR: p3, p33
Aspect: environmental grievance mechanisms					
G4-DMA	Management Approach	Materiality, management, performance			
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	a. Report the total number of grievances about environmental impacts filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period c. Report the total number of grievances about environmental impacts filed prior to the reporting period that were resolved during the reporting period.			

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Sub-category: labor practices and decent work					
Aspect: employment					
G4-DMA	Generic Disclosures on Management Approach	Materiality, management, performance			SR: p16-20
G4-LA1	Total number of new employee hires and employee turnover by age, gender, region	<ul style="list-style-type: none"> a. Report total number and rate of new employee hires during reporting period, by age group, gender and region. b. Report total number and rate of employee turnover during the reporting period, by age group, gender and region. 			SR: p17
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	<ul style="list-style-type: none"> a. Report the benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: life insurance, health care, disability and invalidity coverage, parental leave, retirement provision, stock ownership b. Report the definition used for 'significant locations of operation'. 			
G4-LA3	Return to work and retention rates after parental leave, by gender	<ul style="list-style-type: none"> a. Report the total number of employees that were entitled to parental leave, by gender. b. Report the total number of employees that took parental leave, by gender. c. Report the total number of employees who returned to work after parental leave ended, by gender. d. Report the total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender. e. Report the return to work and retention rates of employees who took parental leave, by gender. 			
Aspect: labor/management relations					
G4-DMA	Management Approach	Materiality, management, performance			AR: p16, p18-19
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	<ul style="list-style-type: none"> a. Report the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements. 			

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: occupational health and safety					
G4-DMA	Management Approach	Materiality, management, performance			AR: p20
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor occupational health and safety programs	<ul style="list-style-type: none"> a. Report the level at which each formal joint management-worker health and safety committee typically operates within the organization. b. Report the percentage of the total workforce represented in formal joint management-worker health and safety committees. 			
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<ul style="list-style-type: none"> a. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by region and gender. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by region and gender. Report the system of rules applied in recording and reporting accident statistics. 			
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	<ul style="list-style-type: none"> a. Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases. 			
G4-LA8	Health and safety topics covered in formal agreements with trade unions	<ul style="list-style-type: none"> a. Report whether formal agreements (either local or global) with trade unions cover health and safety. b. If yes, report the extent, as a percentage, to which health and safety topics are covered by these agreements. 			
Aspect: training and education					
G4-DMA	Management Approach	Materiality, management, performance			SR: 16-18
G4-LA9	Average hours training per year per employee by gender and employee category	<ul style="list-style-type: none"> a. Report the average hours of training that the organization's employees have undertaken during the reporting period, by region and gender. 			
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<ul style="list-style-type: none"> a. Report on the type and scope of programs implemented and assistance provided to upgrade employee skills. b. Report on the transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. 			SR: p18

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: training and education continued					
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	a. Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.			
Aspect: diversity and equal opportunity					
G4-DMA	Management Approach	Materiality, management, performance			SR: p16, p20
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	a. Report the percentage of individuals within the organization's governance bodies in each of the following diversity categories: gender, age group (under 30 years old, 30-50 years old, over 50 years old), minority groups, other indicators of diversity where relevant b. Report the percentage of employees per employee category in each of the following diversity categories: gender, age group (under 30 years old, 30-50 years old, over 50 years old), minority groups, other indicators of diversity where relevant			AR: p54-57 SR: p16
Aspect: equal remuneration for women and men					
G4-DMA	Management Approach	Materiality, management, performance			SR: p16, p20
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	a. Report the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. Report the definition used for 'significant locations of operation'.			SR: p18
Aspect: supplier assessment for labor practices					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p03, p29-32
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	a. Report the percentage of new suppliers that were screened using labor practices criteria.	Core		SR: p29-32

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: supplier assessment for labor practices continued					
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	a. Report the number of suppliers subject to impact assessments for labor practices. b. Report the number of suppliers identified as having significant actual and potential negative impacts for labor practices. c. Report the significant actual and potential negative impacts for labor practices identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which relationships were terminated as a result of assessment, and why.	Core		SR: p31-32
Aspect: labor practices grievance mechanisms					
G4-DMA	Management Approach	Materiality, management, performance			SR: p16, p18-19
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	a. Report the total number of grievances about labor practices filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period c. Report the total number of grievances about labor practices filed prior to the reporting period that were resolved during the reporting period.			
Sub-category: human rights					
Aspect: investment					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p03, p29-33
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	a. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. Report the definition of 'significant investment agreements' used by the organization.	Core	Significant investment agreements include supply agreements with our fabrication partners. In 2015, we had nine such agreements in place. Of these seven (i.e. 78%) were subject to screening against a range of criteria, including those relating to human rights. Two were not subject to screening as they collectively represented less than 1% of total volume.	SR: p03, p29, p31 This table

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: investment continued					
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	a. Report the total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Report the percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Core		
Aspect: non-discrimination					
G4-DMA	Management Approach	Materiality, management, performance		Across our business and throughout our external suppliers, Dialog is committed to fair wages, healthy and safe working conditions, respect for human and labour rights, and honest relationships. We have adopted the Electronics Industry Citizenship Coalition (EICC) standard as the model for our own "Code of Business Conduct" to ensure that working conditions for both external suppliers and employees are safe and that all workers are treated with respect and dignity. This is in addition to adopting principles from the International Labour Organization Standards (ILO), Universal Declaration of Human Rights (UDHR), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI). We have a Whistleblowing Policy implemented and published on our intranet, and in 2015 implemented a Whistleblowing Helpline for all employees.	SR: p16, p20, p22, p32 This table
G4-HR3	Total number of incidents of discrimination and corrective actions taken	a. Report the total number of incidents of discrimination during the reporting period. b. Report the status of the incidents and the actions taken with reference to the following: <ul style="list-style-type: none"> • Incident reviewed by the organization • Remediation plans being implemented • Remediation plans have been implemented and results reviewed through internal management review processes • Incident no longer subject to action 			SR: p20

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: freedom of association and collective bargaining					
G4-DMA	Management Approach	Materiality, management, performance	Core	Across our business and throughout our external suppliers, Dialog is committed to fair wages, healthy and safe working conditions, respect for human and labour rights, and honest relationships. We have adopted the Electronics Industry Citizenship Coalition (EICC) standard as the model for our own "Code of Business Conduct" to ensure that working conditions for both external suppliers and employees are safe and that all workers are treated with respect and dignity. This is in addition to adopting principles from the International Labour Organization Standards (ILO), Universal Declaration of Human Rights (UDHR), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI). We have a Whistleblowing Policy implemented and published on our intranet, and in 2015 implemented a Whistleblowing Helpline for all employees.	SR: p16, p22, p29-32 This table
G4-HR4	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	<p>a. Report operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>b. Report measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</p>	Core	None of our own operations were found to pose a significant risk in this respect.	SR: p31-32 This table

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: child labor					
G4-DMA	Management Approach	Materiality, management, performance	Core	<p>Across our business and throughout our external suppliers, Dialog is committed to fair wages, healthy and safe working conditions, respect for human and labour rights, and honest relationships. We have adopted the Electronics Industry Citizenship Coalition (EICC) standard as the model for our own "Code of Business Conduct" to ensure that working conditions for both external suppliers and employees are safe and that all workers are treated with respect and dignity. This is in addition to adopting principles from the International Labour Organization Standards (ILO), Universal Declaration of Human Rights (UDHR), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI).</p> <p>We have a Whistleblowing Policy implemented and published on our intranet, and in 2015 implemented a Whistleblowing Helpline for all employees.</p>	SR: p16, p22, p29-32 This table
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	<p>a. Report operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> • Child labor • Young workers exposed to hazardous work <p>b. Report operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>c. Report measures taken intended to contribute to the effective abolition of child labor.</p>	Core	None of our own operations were found to pose a significant risk in this respect.	SR: p31-32 This table

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: forced or compulsory labor					
G4-DMA	Management Approach	Materiality, management, performance	Core	<p>Across our business and throughout our external suppliers, Dialog is committed to fair wages, healthy and safe working conditions, respect for human and labour rights, and honest relationships. We have adopted the Electronics Industry Citizenship Coalition (EICC) standard as the model for our own "Code of Business Conduct" to ensure that working conditions for both external suppliers and employees are safe and that all workers are treated with respect and dignity. This is in addition to adopting principles from the International Labour Organization Standards (ILO), Universal Declaration of Human Rights (UDHR), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI).</p> <p>We have a Whistleblowing Policy implemented and published on our intranet, and in 2015 implemented a Whistleblowing Helpline for all employees.</p>	SR: p16, p22, p29-33 This table
G4-HR6	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	<p>a. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>b. Report measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	Core	None of our own operations were found to pose a significant risk in this respect.	SR: p31-32 This table
Aspect: security practices					
G4-DMA	Management Approach	Materiality, management, performance			
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	<p>a. Report the percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.</p> <p>b. Report whether training requirements also apply to third party organizations providing security personnel.</p>			

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: indigenous rights					
G4-DMA	Management Approach	Materiality, management, performance			
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	<p>a. Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p> <p>b. Report the status of the incidents and actions taken with reference to:</p> <ul style="list-style-type: none"> • Incident reviewed by the organization • Remediation plans being implemented • Remediation plans have been implemented and results reviewed through internal management review processes • Incident no longer subject to action 			
Aspect: assessment					
G4-DMA	Management Approach	Materiality, management, performance			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	a. Report the total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.			
Aspect: supplier human rights assessment					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p03, p29-33
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	a. Report the percentage of new suppliers that were screened using human rights criteria.	Core		SR: p03, p29, p31
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	<p>a. Report the number of suppliers subject to human rights impact assessments.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts.</p> <p>c. Report the significant actual and potential negative human rights impacts identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.</p>	Core		SR: p31-32

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: human rights grievance mechanisms					
G4-DMA	Management Approach	Materiality, management, performance			
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	<p>a. Report the total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period <p>c. Report the total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.</p>			
Sub-category: society					
Aspect: local communities					
G4-DMA	Management Approach	Materiality, management, performance			SR: p03, p35, p37-38
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	<p>a. Report the percentage of operations with implemented local community engagement, impact assessments, and development programs, including the use of:</p> <ul style="list-style-type: none"> • Social impact assessments, including gender impact assessments, based on participatory processes • Environmental impact assessments and ongoing monitoring • Public disclosure of results of environmental and social impact assessments • Local community development programs based on local communities' needs • Stakeholder engagement plans based on stakeholder mapping • Broad based local community consultation committees and processes that include vulnerable groups • Works councils, occupational health and safety committees and other employee bodies to deal with impacts • Works councils, occupational health and safety committees and other employee bodies to deal with impacts • Formal local community grievance processes 			
G4-SO2	Operations with significant actual and potential negative impacts on local communities	<p>a. Report operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> • The location of the operations • The significant actual and potential negative impacts of operations 		The office-based nature of our business means that we do not have significant actual or potential impacts on local communities.	This table.

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: anti-corruption					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p22-24, p29-33
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<ul style="list-style-type: none"> a. Report the total number and percentage of operations assessed for risks related to corruption. b. Report the significant risks related to corruption identified through the risk assessment. 	Core		SR: p24
G4-SO4	Communication and training on anti-corruption policies and procedures	<ul style="list-style-type: none"> a. Report the total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Report the total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Report the total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. d. Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. 	Core		SR: p24
G4-SO5	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> a. Report the total number and nature of confirmed incidents of corruption. b. Report total number of confirmed incidents in which employees were dismissed/disciplined for corruption. c. Report the total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Report public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. 	Core		SR: p24

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: public policy					
G4-DMA	Management Approach	Materiality, management, performance			
G4-SO6	Total value of political contributions by country and recipient/beneficiary	a. Report the total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. Report how the monetary value of in-kind contributions was estimated, if applicable.			
Aspect: anti-competitive behavior					
G4-DMA	Management Approach	Materiality, management, performance			
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	a. Report the total number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Report the main outcomes of completed legal actions, including any decisions or judgments.			
Aspect: compliance					
G4-DMA	Management Approach	Materiality, management, performance			SR: p22-24
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	a. Report significant fines and non-monetary sanctions in terms of: <ul style="list-style-type: none"> • Total monetary value of significant fines • Total number of non-monetary sanctions • Cases brought through dispute resolution mechanisms fsab. If organization has not identified non-compliance with laws or regulations, brief statement of this is sufficient. c. Report the context against which significant fines and non-monetary sanctions were incurred.			SR: p22-24

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: supplier assessment for impacts on society					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p03, p29-33
G4-SO9	Percentage of new suppliers screened using criteria for impacts on society	a. Report the percentage of new suppliers that were screened using criteria for impacts on society.	Core		SR: p03, p29, p31
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	a. Report the number of suppliers subject to assessments for impacts on society. b. Report the number of suppliers identified as having significant actual and potential negative impacts on society. c. Report the significant actual and potential negative impacts on society identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.	Core		SR: p31-33
Aspect: grievance mechanisms for impacts on society					
G4-DMA	Management Approach	Materiality, management, performance			
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	a. Report the total number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period c. Report the total number of grievances about impacts on society filed prior to the reporting period that were resolved during the reporting period.			

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Sub-category: product responsibility					
Aspect: customer health and safety					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p37-38
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	a. Report the percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Core	Each product designed and manufactured by Dialog and our subcontractors undergoes a chemical analysis by accredited laboratories to ensure compliance to relevant environmental rules and regulations (RoHS, REACH, customer specific requirements). No impacts to health and safety have been identified.	SR: p37-38 This table
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: <ul style="list-style-type: none"> • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes b. If the organization has not identified any non-compliance, a brief statement of this fact is sufficient.	Core		SR: p38
Aspect: product and service labeling					
G4-DMA	Management Approach	Materiality, management, performance	Core	All materials involved in manufacturing in our products are designed to be compliant with relevant environmental rules and regulations. All products designed and manufactured by Dialog Semiconductors and its subcontractors undergo a chemical analysis by accredited laboratories to ensure compliance to environmental rules and regulations (including RoHS, REACH and customer-specific requirements). All Dialog products have been certified without any exemptions.	SR: p22-25, p29, p33 This table

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: product and service labeling continued					
G4-PR3	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	<p>a. Report whether the following product and service information is required by the organization's procedures for product and service information and labeling:</p> <ul style="list-style-type: none"> • The sourcing of components of the product or service • Content, particularly with regard to substances that might produce an environmental or social impact • Safe use of the product or service • Disposal of the product and environmental/social impacts • Other (explain) <p>b. Report percentage of product or service categories covered assessed for compliance with such procedures.</p>	Core	All consignments of semiconductors delivered by Dialog Semiconductor must be accompanied by labels confirming their compliance with RoHS. All Dialog Semiconductor products are verified accordingly and packaging is marked as per industry standard (JEDEC StD J-STD-609A)	This table
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	<p>a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by:</p> <ul style="list-style-type: none"> • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes <p>b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	Core	None.	This table
G4-PR5	Results of surveys measuring customer satisfaction	<p>a. Report the results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period relating to information about:</p> <ul style="list-style-type: none"> • The organization as a whole • A major product or service category • Significant locations of operation 	Core	Dialog Semiconductor sells its products to other businesses (i.e. not to end-consumers). It carries out daily calls with its customers to understand relevant levels of performance and satisfaction. As a result, any problems are identified quickly and Dialog Semiconductor can act accordingly.	This table

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GRI G4: 3. Social disclosures

Item no	Disclosure title	Disclosure requirements	Core?	Notes	Reference
Aspect: marketing communications					
G4-DMA	Management Approach	Materiality, management, performance			
G4-PR6	Sale of banned or disputed products	<p>a. Report whether the organization sells products that are:</p> <ul style="list-style-type: none"> • Banned in certain markets • The subject of stakeholder questions or public debate <p>b. Report how the organization has responded to questions or concerns regarding these products.</p>			
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	<p>a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes <p>b. If the organization has not identified any non-compliance, a brief statement of this fact is sufficient.</p>			
Aspect: customer privacy					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p22-23
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>a. Report the total number of substantiated complaints received concerning breaches of customer privacy, categorized by: Complaints received from outside parties and substantiated by the organization; Complaints from regulatory bodies</p> <p>b. Report the total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	Core		SR: p23
Aspect: compliance					
G4-DMA	Management Approach	Materiality, management, performance	Core		SR: p22-25
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	<p>a. Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.</p> <p>b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Core		SR: p22, p38